

THE IDEAL WAY

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CELEBRATING OUR SUCCESS: IDEAL LANDSCAPE NAMED A TOP ST. LOUIS WORKPLACE FOR THIRD TIME IN FOUR YEARS

We are thrilled to share some incredible news with our valued clients, partners, and team members - Ideal Landscape has been recognized as a Top St. Louis Workplace by the esteemed St. Louis Post-Dispatch! This prestigious honor is a testament to the dedication and commitment of our entire team, who have worked tirelessly to create a positive and fulfilling work environment.

At Ideal Landscape, we firmly believe that our success lies in our people. Each member of our team plays a vital role in shaping our company culture, and it is their passion and hard work that drives our continuous growth and success. Being named a Top St. Louis Workplace is a true reflection of the supportive and inclusive atmosphere we have cultivated over the years.

The St. Louis Post-Dispatch's Top Workplaces program recognizes companies that go above and beyond to prioritize the well-being and satisfaction of their employees. It is an honor to stand alongside other outstanding businesses in the region that share our commitment to fostering a positive workplace culture.

For us, this recognition is not just an award; it is a validation of our core values. We have always believed in creating an environment where our team members feel valued, heard, and empowered to reach their fullest potential. By investing in the growth and development of our employees, we are fostering a sense of ownership and accountability that permeates every aspect of our work.

As a company deeply rooted in the St. Louis community, we are humbled and proud to have received this accolade. It strengthens our resolve to continue providing the highest level of service to our clients and to be a leading force in the landscaping industry.

We extend our heartfelt gratitude to every member of our team for their unwavering dedication and enthusiasm. It is their passion for excellence that has propelled us to this prestigious recognition. We also express our gratitude to our clients and partners for their trust and support, as they have been an integral part of our journey.

Looking ahead, we are committed to building on this success and striving for even greater achievements. As we celebrate this milestone, we remain firmly focused on our mission to create beautiful landscapes while positively impacting the lives of our team members and the communities we serve.

EMPLOYEE SPOTLIGHT: ROBERT MENNING

Introducing Robert Menning, our next Employee Spotlight! Since joining us in 2017, Robert's journey within our company is a shining example of finding the perfect fit for both him and our organization. Over the course of fewer than six years, he has excelled in various roles, showcasing his versatility and adaptability. Starting with successfully leading a mow crew and progressing to account management, Robert has now assumed a crucial position in our maintenance and snow operations team. His comprehensive understanding of all aspects of our business is an invaluable asset.



Recognizing that maintaining a positive attitude and strong work ethic were vital, Robert knew that growth opportunities would naturally follow. His initial experience working in the field played a pivotal role in his personal and professional development, enabling him to connect with the crews he would eventually manage. Building trust in these relationships was paramount.

When talking about Robert's accomplishments, Silas Dill, Director of Operations, said, "We strongly believe in maintaining an open culture where employees feel comfortable sharing their interests and aspirations. While he was a skilled account manager, he wasn't necessarily enjoying what he was doing every day. After some discussion, Robert transitioned to a role in production, a move that has proven immensely rewarding for both him and the company. We appreciate all you do Big Dog and look forward to seeing your continued growth in the company."

GET TO KNOW MORE ABOUT ROBERT!

Favorite thing about working at Ideal OR why you wanted to work at Ideal?

I would say my favorite thing about being a part of Ideal would be the team environment/culture that we have created. All different parts of the company work well together to achieve a goal. We have built a team with the same track of thinking.

What is your biggest accomplishment while working at Ideal OR a goal you would like to accomplish while here?

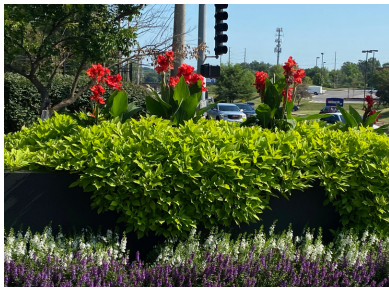
My biggest accomplishment while working at Ideal would have to be after taking over the work order enchantment side of maintenance the restructuring and reorganization of the flow of things. We have put a lot of new processes in place to keep the schedules up-to-date and accurate while also working closely with the account reps to reach deadlines, ensure our clients are happy, and keep our turnaround time acceptable.

What do you like to do outside of work?

Outside of work I enjoy spending my time with my wife, daughter, family, and friends boating along the rivers and camping. I also enjoy cooking and traveling to new places.

MAINTENANCE UPDATE

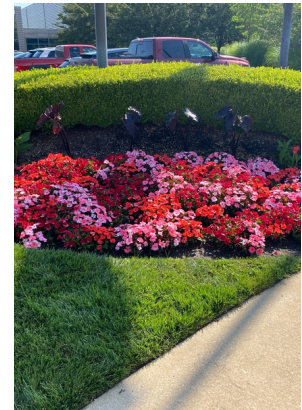
Our maintenance crews have been on their A-game this summer, and we're thrilled to report that we're on pace for a record-breaking year. With outstanding performance in all areas of our maintenance division, we've been dedicated to taking care of our customers' properties and ensuring their satisfaction. As we enter the second half of the year, it's crucial to maintain this momentum and continue delivering exceptional service.



One aspect that has elevated our properties is the addition of vibrant summer flowers. Our hardworking crews have been diligently adding color and enhancing the visual appeal of our landscapes throughout the city. The results are simply breathtaking, with our properties blooming with beauty.

In line with our commitment to sustainability and environmental responsibility, we're excited to share that at MasterCard, we are taking a significant step forward. We're transitioning to all-electric equipment, embracing the benefits of cleaner and greener landscaping practices. By utilizing electric equipment, we reduce emissions, noise pollution, and our overall carbon footprint. This move aligns with our ongoing efforts to contribute to a healthier and more sustainable environment.

We're proud of our maintenance teams and the remarkable work they've accomplished so far. As we look ahead to the rest of the year, we're confident that our commitment to excellence and sustainability will continue to shine through in every project we undertake.



CONSTRUCTION UPDATE

Our construction team has been hard at work, delivering successful projects and securing exciting new ventures. Here's a glimpse into some of our recent accomplishments and upcoming projects.

Crystal Springs Project Completion: We are proud to announce the successful completion of the \$2.1 million Crystal Springs project for the City of Saint Charles. As the general contractor, Ideal was entrusted with replacing approximately 2000ft of aging sanitary sewer lines and rebuilding creek banks along the back of multi-family housing units. This comprehensive restoration project included a range of elements such as fencing, concrete parking lots, drainage systems, ditches, plantings, seeding, and relocating utility lines.



Frenchtown Parking Lots: Ideal recently wrapped up the construction of three new parking lots for the City of St. Charles in the Frenchtown quarter. These new parking lots offer much-needed relief to businesses in the area, providing accessible public parking options for visitors and patrons.

Roosevelt High School Field Renovation: Our team took on the challenge of renovating a natural grass football field at Roosevelt High School for the St. Louis Public Schools. The project involved removing the old sod, and revamping the existing irrigation system with new Weathermatic controllers. Additionally, we installed 6 inches of new topsoil across the field, along with bluegrass sports field sod. This drought-tolerant, high-efficiency sports grass ensures a top-tier playing surface for student-athletes.





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Norman McCourt Park - A New Park for Black Jack, MO:

Ideal has started work on a brand-new park for the City of Black Jack - Norman McCourt Park. The park's features will include a walking path, a new shelter, and a splash pad, accompanied by extensive landscaping. We're committed to creating vibrant outdoor spaces that foster community engagement. Completion is expected by year-end.

We are excited to announce two significant projects that we've recently been awarded:

Millennium Park Reconstruction: Ideal has been awarded the Millennium Park reconstruction project for the City of Creve Coeur, with an estimated value of \$2.4 million. This ambitious undertaking encompasses various elements, including an extensive playground, walking trails, a new bandstand for outdoor entertainment, a splash pad, and extensive landscaping and irrigation. We are looking forward to creating a vibrant recreational hub for the community, with an expected opening in late spring 2024.

Turner Park Reconstruction: The City of Rock Hill, Missouri, has entrusted Ideal with the \$265,000 Turner Park reconstruction project. This comprehensive restoration includes the installation of new walkways, a basketball court, retaining walls, and other improvements, all designed to enhance the park's amenities. We aim to complete this transformative project by fall 2023.

IRRIGATION UPDATE



Amidst the scorching heat of the St. Louis summer, our dedicated irrigation crew is hard at work, making significant progress on various projects across the area. We are thrilled to announce that we are currently installing an irrigation system for a new dog park in the City of Brentwood, ensuring the furry visitors will stay cool and refreshed. Moreover, our team has successfully completed the irrigation system installation at Roosevelt High School's new athletic field.

As we continue to take on new challenges, we are excited to share that we recently secured a project bid at the Botanical Gardens, where we are revamping the irrigation system at their desert house. Our expertise has earned us the opportunity to replace a crucial pump at Innsbrook Golf Course, requiring a specialized crane to accomplish this task. Additionally, in the City of Ewing, we are servicing a pump station that disperses effluent water over a large field, utilizing advanced athletic field sprinklers to optimize water distribution.

