



GRUNDER
LANDSCAPING CO

Fine Landscaping for Fine HomesSM

The Team Builder

Melissa Horn

May 7, 2010

Our Mission Is...*to enhance the beauty and value of every client's property while exceeding their expectations every step of the way.*

As I look around and travel from job to job, it is extremely pleasing to see the sun shining. Early spring generally brings rain by the buckets making work sites difficult. I anticipated a wet and cold spring based on the frequency and amount of snow we had this winter. All in all, the rain has only caused us to miss one day of production thus far and the temperatures, though they have been up and down have been fairly comfortable.

That being said, we are operating at full capacity with crews moving faster than we can sometimes keep up with. Realistically, we only have nine months of production time each year and can't afford to be missing days from production. It is of vital importance that we continue to be at work each and every day ready to go. There will be days when conditions are tolerable at best, but we will continue to press forward and make the best of each day we have.

The item that I am most pleased with this spring is not only the quality of work, but also the quantity. The labor hours have been coming through good on many of our jobs and it is important to keep it going. We have only had to make a handful, if any, return visits

to correct mistakes. Grunder Landscaping is in the business of selling labor and controlling hours is how we can make the biggest difference.

I also hear a lot of friendly competition amongst crews regarding labor hours and who had better times on jobs. This is great, but let us not lose sight of Grunder's mission statement *...to enhance the beauty and value of every client's property while exceeding their expectations every step of the way.*

Each site we work at is a little different. And with that, the flow of work may not be the same as it was on the previous job. Every job cannot be tackled in the same manner. When we arrive at a job, the first thing we need to do is step back, look at the big picture (review the work order and any additional information) and devise a plan of efficiency and teamwork. As a Team Leader, give clear and concise direction on what you need and expect. As a Team Member, listen and report back what you feel was conveyed and most important, don't be afraid to ask questions to avoid mistakes. Also, if you have an idea that will help with production, speak up.

We walk a fine line on this topic as we don't want to sacrifice quality and cut corners in order to save a couple of hours on a job. Sacrificing quality is the most detrimental thing we can do to our business. In the long run, it ends up costing us more because we will have to go back out and redo work. It is also just bad for business. A big part of our business is word-of-mouth advertisement. Think about the last time you had a great experience with a business. You probably mentioned it to a few friends or family members. Now think about the last time you had a poor experience at a restaurant or store. If you are like me at all, you probably told anyone that would listen. Grunder Landscaping has spent years building a reputation as the best landscaping company in the area. Our continued success will be built on our team of quality individuals providing outstanding work.

Have a great weekend!

Lance





Grunder Bucks

The McDougall Residence:

John Brown
Dan Marshall
Dalton Yates

The Sharp Residence:

Bronson Childress
Mat DeBoard

CareSource:

John Brown
Dan Marshall
Michael Preston

The Turckes Residence:

Josh Fox
Ben Casper
Bronson Childress
Marcelo Ramos
Kate Daly
Chris Johannes
Mat DeBoard

Congrats to Ben Casper, Josh Fox, Ryan Gray, Jose Gutierrez, Ryan Kruse, Tristan Littlefield, Dan Marshall, Tim Moser, Michael Preston and Eddie Starnes for having perfect attendance two consecutive pay periods!



Happy Birthday

Steven Reitz – 5/14



Happy Anniversary

Josh Fox – 5/3/1999
11 Years!
Eric Helm – 5/4/1998
12 Years!
Steven Reitz – 5/12/2008
2 Years!



Perfect Attendance

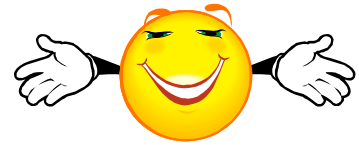
For the pay period 4/19 – 5/02:

Ben Casper
Bronson Childress
Josh Fox
Ryan Gray
Jon Grice
Brent Grolnic
Jose Gutierrez
Ryan Kruse
Tristan Littlefield
Dan Marshall
Tim Moser
Michael Preston
Marcelo Ramos
Brian Rogers
Eddie Starnes
Bryan Yelley



And the winners of the two parking spaces are:

Josh Fox
Dan Marshall



Welcome

Brian Green
Justin Windle



Congratulations

Congratulations to Tristan Littlefield and Brittany on their recent engagement. They will wed on July 30, 2011.



A Note from Marty

Every week during the schedule board meeting one person is asked to bring something to share with the group. This week it was Kent's turn. Thought I would share it with you all. Enjoy!

Even in the historically worst economic times there is always someone generating record-breaking sales for themselves and their company, despite those uncertainties. And while each of these record breakers have different success stories and strategies, they all have one thing in common: they didn't get where they are today by watching and waiting for things to get better. They made up their mind to make it happen.

Every day you also get to choose between doing everything you can, or watching and waiting. So, what's your choice?