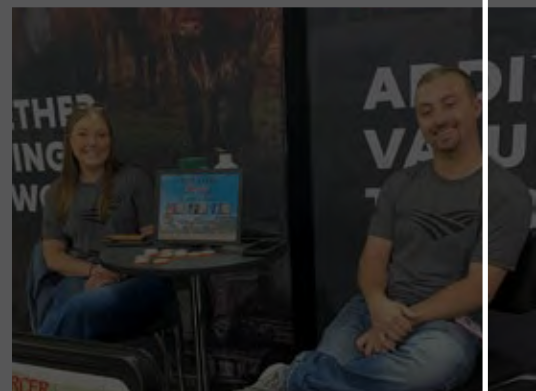
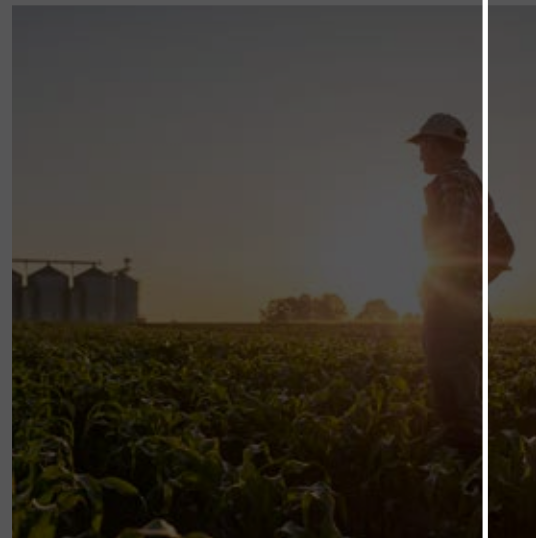




THE MARK

EMPLOYEE NEWSLETTER



JULY 2024 ISSUE

CEO UPDATE FROM HEATH BARNES

As we conclude another challenging spring season—with the last of the rain behind us and crops now planted—I find myself reflecting on what defines a “normal” planting season. It seems each year redefines that norm. But amidst these shifts, one thing remains constant: the exceptional dedication of our agronomy team, who overcame tight timelines with early mornings and late nights to ensure our success.

Embracing a Growth Mindset Across Our Operations

When we talk about growth, it’s easy to default to thinking solely in terms of sales figures or territorial expansion. However, the growth we aspire to reach encompasses a broader, more impactful dimension—a growth mindset. This approach has been vividly demonstrated by our agronomy team and is echoed across our company.

The agronomy operations team, for instance, has revolutionized their processes through enhanced collaboration across locations, maximizing both team and asset utilization. A notable achievement this season was the strategic transition of our Middle Point facility to a seasonal operation. Their team not only maintained but, in some cases, enhanced customer service by smartly redistributing work to other locations.

Our Crop Production Advisor team exemplifies this mindset shift by innovating with our growers—initially placing UAN tanks on farms and expanding this year to include NH3 tanks. This strategy not only fosters growth but also significantly elevates the customer experience.

Cross Business Unit Synergies and Innovations

This spirit of innovation and cooperation isn’t confined to agronomy. Our Feed business unit has seen a similar transformation, improving labor and resource utilization across mills and enabling

administrative staff and operational teams to work interchangeably across different locations. Our feed sales team has also been instrumental in expanding our business footprint by partnering effectively with calf raisers to support their facility expansions—a move that benefits both their operations and ours.

Energy, too, has pursued growth creatively despite milder winters. While actively evaluating potential acquisitions to expand our reach, the business unit has also significantly increased propane storage capacity at the Coldwater Energy facility, enhancing our service capacity and market reach. This spring season we also had energy team members that pitched in to help agronomy during the height of the NH3 side dress season.

Grain has wholeheartedly adopted a growth mindset, with team members not only sharing resources across locations, but also stepping in to support the Agronomy business unit when needed. Their extensive planning for the proposed expansion at the Latty Grain Terminal showcases a commendable level of detailed analysis and teamwork. While this project is still being considered by the board of directors and has not yet met final approval, their work in putting together a package to present was outstanding.

The growth we aspire to reach encompasses a broader, more impactful dimension - a growth mindset.



Going Above

THE
MARK

Our Logistics business unit has also demonstrated exceptional flexibility and teamwork, particularly this spring, by seamlessly supporting both dry and liquid operations for agronomy. This collaborative effort is crucial in helping us meet and surpass our efficiency goals.

A Call to Deepen Our Growth Mindset

As we move into summer, I want to express my profound gratitude for every team member's hard work and dedication to delivering an exceptional experience to our customers. Let's continue to nurture our growth mindset. Together, we can identify opportunities for improvement and innovation that will propel us toward even greater success.

Thank you for your ongoing commitment and dedication. We have an exceptional team across Mercer Landmark, Heartland Feed Services, and MPS. It is your effort that drives our collective achievement.

Enjoy your summer, and once again, thank you for all that you do.

-Heath Barnes, CEO

Employees Making a Difference

Olivia Miller, Customer Service Administrator,

is a team member who consistently exceeds expectations in the workplace. Olivia's commitment to excellent customer service is unwavering, and her willingness to lend a helping hand knows no bounds. Her dedication, kindness, and quest for knowledge makes her an invaluable asset to our team. Olivia's dedication shines through in every interaction, and her positive impact extends far beyond our organization.

Jessica Hopkins, CHS Agronomy Technical Customer Support Senior Representative, is just one example of how Olivia's dedication has reached beyond our organization. Jessica wrote in an email to Dan Recker, *"Good Afternoon, Dan, I just wanted to give Olivia a quick shout out. I wanted to let you know that she always goes above and beyond her call of duty. Anytime I need something answered, she is always on top of it and willing to help in a timely manner, that helps to get issues resolved quickly. She also went out of her way to send me a thank you note on your guy's behalf and that really made my whole week! It's the little things that add up. You do have great employees, but I work with her more closely than any others and wanted to let you know what a great job she is doing and it's very appreciated. Thank you, Jessica Hopkins."*

Olivia, thank you for being an exceptional team member and for "Going Above the Mark."

-Ally Ott, Management Associate

Olivia Miller



2024 AIA Graduates

We recently celebrated the 3rd graduating class of the Ambition in Action Emerging Leader Program here at Mercer Landmark. The AiA Program was developed 3 years ago to organically develop leaders from within Mercer Landmark. This is the third group of emerging leaders to graduate from AiA. The class was comprised of 12 employees from 4 different Business Units and 11 different locations. The participants that attended this year's sessions experienced presentations from all 5 Business Unit Leads, 3 outside industry experts, as well as presentations from Heath, Neal, and me, on co-op structure, finance, culture and strengths. The 8-month curriculum culminated in 3 unique business-involved projects. The 3 teams presented their final projects in front of the Executive Leadership Team and the Board of Directors in March. This year's projects included: developing a consumer facing ML brand, enhancing the HR functions at ML in the recruiting and retention space and helping our customers defeat the villain in their story. The Board and the Senior Leadership Team was very impressed with the projects and presentations and will use the information in future decisions. When asked about the attendees' favorite part of the Ambition in Action program, several answers were given:

- Meeting other ML, Heartland & MPS Employees, and business units.
- Being able to get together with other coworkers from other locations to collaborate on the projects.
- Having the opportunity to work with different business units and come together to become better leaders.
- It was valuable to me that Mercer landmark took the time to better me as a person and a leader.
- Learning more about the business as a whole and having the opportunity to grow and develop my skills and strengths.
- Getting together as a team with other team members from other locations.
- That we work for the farmers, it was a great reminder of how we can improve our customer experience.
- Networking with other members of Mercer Landmark. Aligning strengths with teams, building teams around strengths.
- Problem solving. We were very unsure about our project, but we got creative and came up with a solution.

We are looking forward to Year 4 of the Ambition in Action program and the participants will be chosen soon; stay tuned.



Front Row: Janessa Tobe, Amber Bergman, Grace Flaute, Andrew Davis, Harry Shroyer, Heath Barnes.

Back Row: Craig Harting, Betsy Tobe, Ally Ott, Brent Arnett, Dylan Gibbons, Tracy Brunson and Jeremy Omo

Associate Program

The Associate Advisor Program at Mercer Landmark was designed to enable Mercer Landmark to develop new talent and prepare new advisors to take on the sales and consulting role within each business unit in our organization. For a period of 6 to 18 months, depending upon the Associate Advisor's development needs, each Associate Advisor will be assigned to a Shepherd for mentoring and development. The intent is to gain bench strength in the advisor role at Mercer Landmark. We have 4 new employees that have accepted the role of Associate Advisor in 2024.



Kane Baumgartner joined the Mercer Landmark Agronomy team late last year and is working out of our Elgin and Middle Point locations. Kane comes to us with several years of sales experience, outside of agriculture. He has spent

his first 6 months in operations learning the functionality of how we serve our growers in agronomy. When asked "Why Mercer Landmark," Kane responded:

"I chose Mercer Landmark for the company, but also the culture. Agriculture is a huge industry internationally, and it seemed like the right choice. Mercer Landmark seems to really care about their employees and value them. I look forward to being an asset to my team and the company!"



Ashley Bergman graduated from The Ohio State University in May with a Bachelors' degree in Agriculture Engineering, while also focusing on agronomy. Ashley has been working with Amber Bergman and Randy

Roe at our Glenmore location. She has been learning what it takes to be an exceptional Crop Production Advisor at Mercer Landmark. Ashley responded to "Why Mercer Landmark" question this way:

"I chose Mercer Landmark because I am excited about the opportunities to interact with local growers and make a positive impact on their operations. I look forward to expanding my agronomic knowledge and having the chance to apply my skills in the field."



Heather Oberlin joined Mercer Landmark in May after she graduated from The Ohio State University with a Bachelors' degree in Agronomy. Heather won our inaugural \$5,000 scholarship as an intern, when she was

awarded the "Outstanding Intern Award" for 2023. Heather is working with Troy Grime out of our Latty location, continuing her

knowledge and expertise in advising growers in agronomic practices.

"I chose to accept my job offer from Mercer Landmark because I felt they had a very positive and prosperous work culture. In addition, after completing my internship at ML, I realized how serious they were about investing and providing experience and education to young employees. I like how this company has plans to continuously better themselves while valuing their employees and customers" was Heather's "Why Mercer Landmark?" answer.



Zach Wiseman comes to us with a passion and vast knowledge of the show and lifestyle feed business. Zach graduated from The Ohio State University with a Bachelors' degree in Animal Science, and a minor in Meat

Science. Zach moved to western Ohio upon graduation and for the past 6 years has worked at Winners meats as a cutting room specialist. He is currently blending the Associate Feed Advisor role with that of operations employee at our Minster location. Why did Zach choose Mercer Landmark? Here is his answer:

"I chose Mercer Landmark because it is a great opportunity to work in a field that I'm very passionate about. Working on the retail show feed side gives me the chance to help 4-H and FFA families use their projects to help grow better kids."

When successfully executed, the pay-out for the Associate Advisor Program will be significant. Mercer Landmark, MPS and Heartland Feed Services will have a development program and process for newly hired advisors that will be envied in the area we serve. We will have a pipeline of tested, qualified internal advisors ready to help our customer owners succeed!

**-Mark Roeth,
Director of Organizational Development**



GROW MINDSET: HOW TO THRIVE WHEN "EVERYTHING'S CHANGING"



At Mercer Landmark, we often associate our GROW pillar with the word CHANGE, which comes from the concept that a healthy growing organization is always changing. This should be an easy concept for us to relate to since most of our business relies on the growth of healthy organisms like plants and animals. Each new growth cycle brings change for the plants and animals we cultivate and feed. The same is true for each of us as our team or organization experiences growth or implements new ideas.

What is a Growth Mindset?

A growth mindset is the opposite of a fixed mindset. People with a growth mindset see challenges and changes as opportunities to grow, learn and improve. People with a fixed mindset resist change and adoption of new ideas and processes. This often leads to missed opportunities and creates a drag on others in the organization.

Why is a Growth Mindset Important for Our Company?

Change is inevitable in any healthy organization and change can cause uncertainty, stress, and resistance. However, change can also bring growth, opportunity, and progress. How we respond to change depends largely on our mindset. If we have a growth mindset, we can view change as a chance to learn new skills, explore new possibilities and overcome new obstacles.

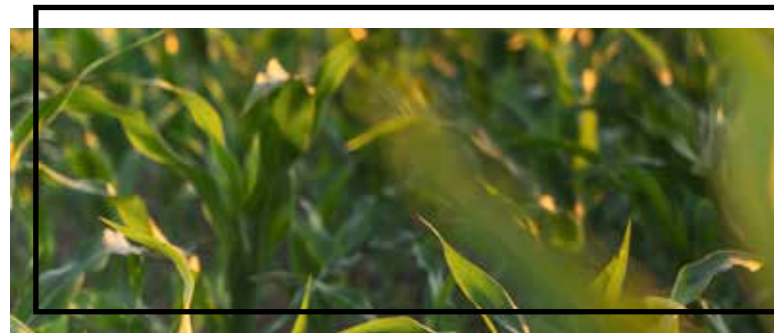
A corn plant goes through different stages of growth from seed to harvest. Each stage requires different conditions, resources and care. Similarly, our company goes through different stages of growth when we launch new initiatives, add new businesses and expand our offerings. Each stage requires different strategies, structures and systems. As employees, we need to adapt to the

changing needs and demands of each stage and be ready to transition to the next one. Just like a corn plant, we can grow stronger and more resilient through each change.

How Can a Growth Mindset Help Us Cope with Change?

Growth mindset is not something that we are born with or without. Unlike the corn plant which has no choice whether it is going to change or not, we do have a choice as to the way we think and approach change in our lives. It is something we can develop and practice. Here are some tips to help us cultivate a growth mindset:

- Expect and anticipate change – don't be surprised when you're challenged with change.
- Be a change advocate – look for ways to improve what you do and how you do it.
- Encourage others who are struggling or questioning the change.
- Eliminate the phrase "because this is how we've always done it" from your vocabulary.
- Be concerned and curious if your team hasn't changed anything lately.
- Share your frustration with a trusted leader in your organization.
- Commit to taking the first step to implement the new idea or method and giving it some time to get comfortable.



GROW

A growth mindset is not only a personal trait, but also a collective value and a core pillar of our organization's culture. Each of us has a responsibility to develop and practice this principle within ourselves and foster a culture of growth mindset by recognizing, rewarding and reinforcing the behaviors and attitudes that reflect it. By doing so, we will create a positive and productive work environment for our teammates where respect, value and appreciation are daily experiences.

- Neal Horrom, COO



GRAIN

I love the summer season - temperatures warm up, daylight is longer, and the crop begins to GROW & CHANGE. I want to thank every staff member of the Grain business unit for their continuous effort in embracing the vision of the company and utilizing the four pillars. How fitting it is that we are focusing on the GROW Pillar. When we discuss the Grow Pillar, we often think of the word CHANGE, so I tend to look at two main areas – changing the customer experience and growing producer intake bushels. We are constantly being challenged on how we can differentiate ourselves from our competitors, especially in the aggressive space that we operate where every competitor offers a price for the producer's grain bushels.

Facility Changes

We try to strive to make changes that would affect the customer experience positively, but it could be perceived as negative. The grain business unit has made two changes that went into place for the wheat harvest window. We are no longer receiving grain from the producer at

Rockford and Glenmore. On the surface, this would be perceived negatively; although, we have Coldwater North, which is 4 miles south of Rockford and Convoy is 7 miles north of Glenmore. With the logistics unit's help, we were able to focus on how to continue serving the customer when making these changes. The producer can have trucks do on-farm or at-the-field pickups; a couple of growers in the Glenmore area are utilizing this option. The Rockford warehouse that produced the expeller soybean meal has gone through a change. First, all the expeller equipment has been disassembled, removed from the warehouse and sold. Second, the oil tanks were removed by lifting them through the top of the warehouse roof on the east side of the building. Finally, the entire inside and outside of the building was power washed. I want to thank Charlie Krietemeyer for heading up the project in removing and selling the expeller equipment. This takes a lot more time than people realize.





Mercer Landmark Sustain Wheat Program Year 3

The grain business unit is currently offering producers who have enrolled acres in the TruTerra Platform a 20-cent-per-bushel premium on wheat delivered to a Mercer Landmark or Heartland facility in July of 2024. This innovative program is made possible with the partnership between Mercer Landmark, TruTerra and Campbell's; yes, that Campbell's. There has been tremendous growth in bushels and producers in year number three. Last wheat season's program also paid a 20-cent premium and 50 growers (not including landlords) delivered 510,000 bushels of wheat. This season, we had 54 growers commit 8,200 acres of wheat, which equated to slightly more than 600,000 bushels. That's a 1,300-acre, 100,000 bushel increase year over year. This program has been tremendously successful, as we have added \$250,000 of additional revenue back to our growers. This program is the epitome of our pillars – Innovate, Grow, Development, Performance – and is bringing great success to numerous business units. We will begin enrolling acres for the 2025 season in September. If you know of any producers that would like to learn more about the TruTerra platform, please have them reach out to Michael Watercutter or any of the Grain Advisors.

- Kirk Roetgerman, EVP Grain



LOGISTICS

Over the past year, the logistics business unit has actively capitalized on growth opportunities through acquisitions and strategic decisions that have led to changes within our company. Last year, we made the decision to purchase an additional tanker trailer as well as upgrade an older unit that we had. This decision was based on a cost study that demonstrated the cost effectiveness of hauling our own liquid fertilizer rather than relying on external trucking companies. As a result, this spring marked the first time in my 13 years with the company that all our tanker work was handled in-house, without the need for hiring external contractors for liquid hauling.

Another area of growth is our on-farm grain pickup program. This year, we are on track to exceed 1 million bushels of grain picked up directly from our member customers. Looking back, this volume will put us close to nearly double the 575,000 bushels we picked up in 2021. This program's success has been fueled by ongoing advertising efforts, and it provides a valuable solution for servicing customers in areas where facility closures have been strategically necessary. As we move forward and continue to have to make decisions on other facilities in our company, we will be able to use this program to offer continued greater service to our members affected by changes. We look forward to more opportunities to GROW, as we move toward the future.

- Cody Mabis, EVP of Logistics



ENERGY

More with Less

Our Energy Business Unit continues to gain efficiency from the use of tank monitoring technology. Our team has installed 30+ monitors on lubricant tanks, 75+ on petroleum tanks and 2,000+ on propane tanks. Tank monitors allow us to know tank levels daily and the ability to plan driver routes in the most efficient way. The increased efficiency allows us to serve more customers and to increase their satisfaction by making timely deliveries.

Tank Painting

Mercer Landmark has been in the propane business for close to 30 years. We have 6,300 leased propane tanks spread throughout our territory. While propane tanks' service life is almost indefinite, their appearance may decline rapidly with age. The paint for most new tanks will be good for 15-20 years. Each year, we plan to paint 100 to 150 tanks. This year, we have over 360 tank paint requests. To meet this demand, we have hired 5 young people to paint tanks. Kevin, Kaleb, Dan, Josiah and Christina are out and about renewing tanks. Greg Zizelman has been very busy pressure washing and prepping tanks for painting. Bill Basey has volunteered to guide the painting crew and assist when necessary. Thank You Greg and Bill for stepping-up to help improve Mercer Landmark's image one tank at a time.

Propane Storage

On June 7th, 2 new 90,000-gallon propane storage tanks were set up at our Coldwater Energy Location. This brings our gross storage capacity to 588,000 gallons. Extra storage gives us more confidence and allows us to meet our customer needs during the busy heating season.

ML Connect

It's hard to believe it has been about a year since the launch of ML Connect - Energy. As we continue to increase portal customer use, we are offering energy customers the chance to WIN 200 gallons of propane. Every time customers use ML Connect to: Enroll as a User, Place an Order, Pay an Invoice, Sign a Contract or Request Service (tank painting), they receive an entry into the drawing. The contest runs through August 31, 2024. Please encourage your friends and family to use ML Connect.

Shout Outs to the Energy Team

Ryan Howel – Helping part-time in May and June at Elgin and Chatt Agronomy

Mike Boyer- Helping for a couple weeks in June at Elgin and Latty Agronomy

- Joe Hart, EVP of Energy



FEED

The feed business unit continues to expand across all areas of our livestock feed operations, aligning seamlessly with our GROW pillar. In March, the loadout system at our New Bremen facility was deconstructed, relocated to the Celina facility, and is currently being reconstructed. We anticipate it being operational by the end of July. This upgrade will more than double Celina's finished swine feed capacity, enhancing efficiency by enabling the simultaneous loading of two trucks. Despite current bottlenecks, the mill and drivers have excelled in maintaining smooth operations. Additionally, our ruminant feed production continues to increase at our St. Anthony facility as we expand our footprint. Thanks to the concerted efforts of our drivers, operations team, sales staff and millwright/maintenance crew, ongoing improvements to our feed handling processes have made a significant difference.

Our HFS Minster and St. Henry locations are experiencing growth in bag feed distribution. Both sites have excelled at promoting and introducing new products, particularly enhancing our show feed business, which we expect to continue to grow. Minster has also added a propane fill station for grill bottles and now offers bulk mulch.

Our MPS facility is on the cusp of operating 24/7. Darin and his team are diligently filling specific roles and have crafted a plan to achieve this goal in the coming months. Additionally, MPS will soon undergo an automation overhaul to adopt the CPM – Beta Raven system. This change is expected to resolve existing issues and enhance efficiencies throughout the plant.

The recent closure of Exact Extrusion in Rockford has opened additional growth opportunities for our feed business. The extrusion plant has been cleared, allowing us to utilize the space for two essential functions. The rear of the plant will serve as a new workshop for our MPS millwright team, providing ample space for building and fabricating, centrally locating them to service all HFS, MPS, and Mercer Landmark facilities. The front portion will be transformed into a warehouse for HFS, expanding our bag feed capabilities and enabling us to store specific ingredients when market opportunities arise.

The ongoing developments within the feed business unit are a clear testament to our growth, which is driven by the collective efforts of our dedicated employees. This expansion is not isolated to any one specific area; instead, it spans across all our lines of business. We cannot express enough gratitude for your hard work and commitment every day!

- Graham Helmlinger, VP Feed Operations



Swine

Our swine business has grown at a very rapid pace over the past year. We have been fortunate to lay the foundation of strong relationships with our contract growers, as the system has taken shape through the addition of growers and employees on our team. We have a very dedicated and hardworking group of individuals working on our swine service, feed mill, feed truck drivers and administrative teams that have played an important role in growing this part of the business.

We will market nearly 450,000 head for the 2024 fiscal year. As we continue to look for new opportunities to expand, we will need to evaluate market trends, along with customer needs within a competitive market for existing and new swine facilities. I believe Heartland Feed Services can be THE SOLUTION producers are looking for to help diversify their operations, while aligning with the industry's needs for quality livestock producers. I look forward to working with this great group of people as we gain momentum and continue to GROW!

- Jeff Taylor, Director of Swine Operations



AGRONOMY

We see this phrase playing out every day in our business. Just as plants need to be actively growing and healthy to produce desired yields, our organization needs to also be actively growing in order to achieve our desired business objectives.

We must maintain a growth mindset in all we do. This starts with how we approach our own development and continues with how we approach our current and prospective customers. If our desire is to help our customers grow their farms, we'll be consistently looking for ways to improve their yields and profitability, ultimately leading to increased loyalty and greater customer acquisition.

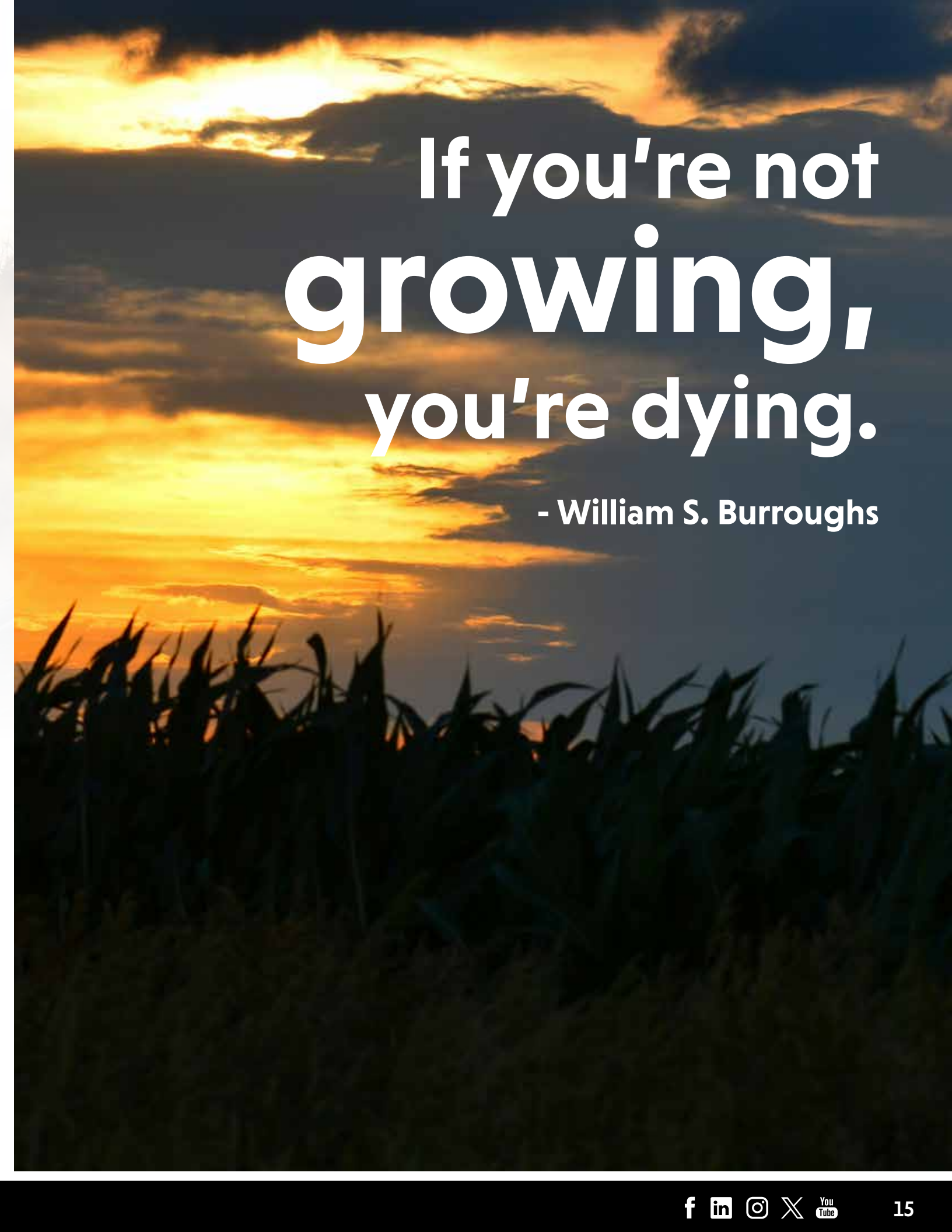
Mercer Landmark is not your average ag retailer. We provide a truly unique offering that stands apart from our competitors. While this list isn't comprehensive, it serves as a great reminder of how we're positioned for growth by focusing on value-added offerings to our member owners.

- State-of-the-art application equipment.
- A full team of individuals committed to adding value in all we do.
- A full suite of precision ag capabilities.
- High-yielding genetics and advisors who can place it on the right acre.
- Crop protection offerings that fit each grower's unique situation.
- Plant health programs that boost yield and profitability.
- A conservation agronomist dedicated to helping growers implement sustainable farming practices.
- A unified customer approach to address multiple business needs from one provider.

As the growing season continues, let's always be in the mindset that it's "growing season" all year. Look for new opportunities to help our customers succeed, as well as seeking new customers who can benefit from all we have to offer to help them grow their farming operations.

- Greg Culp, VP Agronomy Sales + Marketing





If you're not
growing,
you're dying.

- William S. Burroughs

HR UPDATE

New Hires - Since February 2024:

Kane Baumgartner	Ashley Bergman
Ashlyn Dilworth	Zachary Wiseman
Lucas Roberts	Lauren Bleke
KeAndra Godsey	Kelsey Braun
Rodney Price	Makayla Kaffenberger
Joan Bibler-Tracy	Jacob King
Trenton Morris	Allison Kinney
Darin Knapke	Erica Post
Dakota Parrish	Kelly Weitzel
Dolan Haynes	Kyle Froning
Tristin Eddings	Greg Bolton
Benjamin Krugh	Josh Clouse
Isaac Olson	David Lawrence
Troy Meeker	Brittany Conkle



Retirements

Eldon Sell
Deb Harner
Al Hesse
Mark Krogman

Congrats to our retirees!

2024 Onboarding Sessions:

This session will be held bimonthly in the Celina Training Room at 9am. We will ask that anyone who has been hired since the last session attend this additional meeting. If for some reason they are unable to attend, we will slot them in the following session. During this session, we will focus on Mercer Landmark's Vision, Mission, 4 pillars, further ADP training etc.

2024 Onboarding Dates:

Wednesday, July 17th

Wednesday, Sept 11th

Wednesday, Nov 13th

Recruitment + Referral Bonuses:

We have several open job postings. Encourage family, friends, previous coworkers, etc to come and work for us. Reminder: Employee referrals (if hired FT) are given \$250 when the candidate has been employed for 90 days, and an additional \$250 when the candidate has been employed for 1 year. To apply: mercerlandmark.com/careers

HR Help Desk:

In an effort to streamline the process for HR questions and concerns, we have created a help desk. Please send all HR inquiries to hrhelp@mercerlandmark.com.

For those on the United Healthcare

HSA Plan: Members can register online with UHC at: myuhc.com. I also highly recommend downloading the United Healthcare App. This app will always allow you access to your cards as well as claims summaries, out of pocket expenses, etc.

For those on the Surest \$7000 or Surest

\$5500 Plan: Download the Surest app. Select Enroll Now at the top of the screen. When it asks for Member ID, please select SSN instead. It will ask for last 4 of your SSN. Once registered you will have access to your digital card.



Q&A

BRITTANY CONKLE HR DIRECTOR

Where are you from?

I was born and raised in Mercer County. My family and I currently reside in Shawnee.

Tell us about your family.

I have been married to my husband, Trevor, for 10 years. We have 3 daughters: Isabelle (age 9), Aubree (age 7) and Everlee (age 5).

What is your educational and/or work background?

I earned my Associate of Applied Business degree (with focus in Business Management and HR Management) from Edison Community College in May of 2016. I earned my Bachelor of Science degree (with focus in Human Resources) in August of 2017 from Franklin University.

As for my HR background, I have experience in the medical field as well as in manufacturing. I also have more than 15 years of customer service experience.

How long have you worked in the HR industry?

I have worked in the HR industry for 5 years. I also have 2 years of management experience prior to earning my associates degree.

What are you most passionate about in your career and/or industry?

I am most passionate about helping others and being a pillar of leadership and success that all employees will be inspired by.

What is your new focus going to be at Mercer Landmark?

My focus at Mercer Landmark will be to establish a better relationship between Human Resources and our employees and be the voice for Mercer Landmark's innovative culture.

What do you hope to achieve in your new position?

I hope to contribute to Mercer Landmark's success by building up our already talented team. I will also focus heavily on creating an improved and innovative recruiting strategy to hire top talent and fill any gaps in recruiting.

How do you hope to have an impact on the employees here?

I want our employees to feel like they are being heard and ensure their questions are answered in a timely manner, while also being the voice for the company. Without each one of our employees, Mercer Landmark would not be successful.

What are your interests outside of your Career?

In my free time, I enjoy spending time with my family. I enjoy attending my children's sporting events and fishing with them in the summer. I also have my own business called Sassy Crafty Mom, where I currently make wreaths, shirts and tumblers.

Why Mercer Landmark?

From my first interview with the executive team, I knew Mercer Landmark was where I was meant to be. Their culture, vision and values are something that any dedicated HR professional would want to be a part of.

2024 SUMMER INTERNSHIP PROGRAM

Our 2024 Summer Internship program kicked off in May, where we welcomed seven interns from various colleges and universities around the state of Ohio and Indiana. Among them, we have two students from The Ohio State University, one from Purdue University, two from Wright State University Lake Campus, one from Bowling Green State University and one from Wilmington College.

The talented individuals have been actively engaged in one of the 4 Business Units, as well as Marketing & Communications and Accounting. Please take a moment to explore each of their comments and learn about their summer experiences!

- Mark Roeth Director of Organizational Development



"One of the best parts of my experience has been learning about crop health as well as how to identify and control weeds commonly found in many fields. Riding with an applicator has been one of my most memorable experiences this far, and I am excited to undergo the process again as the growing season progresses."

- Kelsey Braun | Agronomy Intern | Portland, IN | Wright State University



"I have learned a lot about the different business units and how they work together, as well as how accounting procedures work. Touring Latty, specifically riding the grain elevator, has been my most memorable moment. That tour was a fun learning experience, and as interns, we were able to experience new things together, allowing us to strengthen our relationships and have a lot of laughs together."

- Erica Post | Accounting Intern | Celina, OH | Bowling Green State University



"Getting to know our producers, along with meeting individuals who work at Mercer Landmark, Heartland Feed Services, and MPS, has made for an exciting intern experience. Learning alongside my mentor, Jamie Dues, has provided me with the knowledge to know the steps of providing excellent service for our producers, and even some fun experiences to learn the anatomy of a pig."

-Kelly Weitzel | Feed Intern | St. Henry, OH | Wilmington College

"Touring the different facilities and experiencing how the employees make Mercer Landmark run smoothly and efficiently has been my most memorable moment so far. I really enjoy experiencing the day-to-day activities, meetings, and agronomic knowledge that my mentor, Steve, provides me with, as well as the relationships I'm building with employees and other interns within the company."

-Makayla Kaffenberger | Agronomy Intern | Ft. Recovery, OH | Wright State University



"Having the opportunity to interact with customers and sharpen my weed identification knowledge has been the best part of my internship. I have learned how to identify deer damage and cutworm damage and realize that both types of damage have their own set of unique distinguishing qualities."

-Jacob King | Agronomy Intern | Huntsville, OH | Ohio State University

"Having the opportunity to participate in conversations with customers about how the current markets look and how they can set themselves up for success, will prove to be beneficial to my success. I have learned a momentous amount of knowledge about the different types of contracts and basis trading, while also familiarizing myself with market commentary, futures markets, and how to prioritize minimizing risk in a market strategy."

-Lauren Bleke | Grain Intern | Decatur, IN | Purdue University



"Filming videos and taking pictures of employees across all the different business units has been the best part of my experience so far. With the skills I have been able to acquire to edit and film content, I have also gained knowledge on how to see and highlight what makes individuals within Mercer Landmark and Mercer Landmark as a whole so unique."

-Allison Kinney | Marketing Intern | Lewistown, OH | Ohio State University

THE IT CORNER

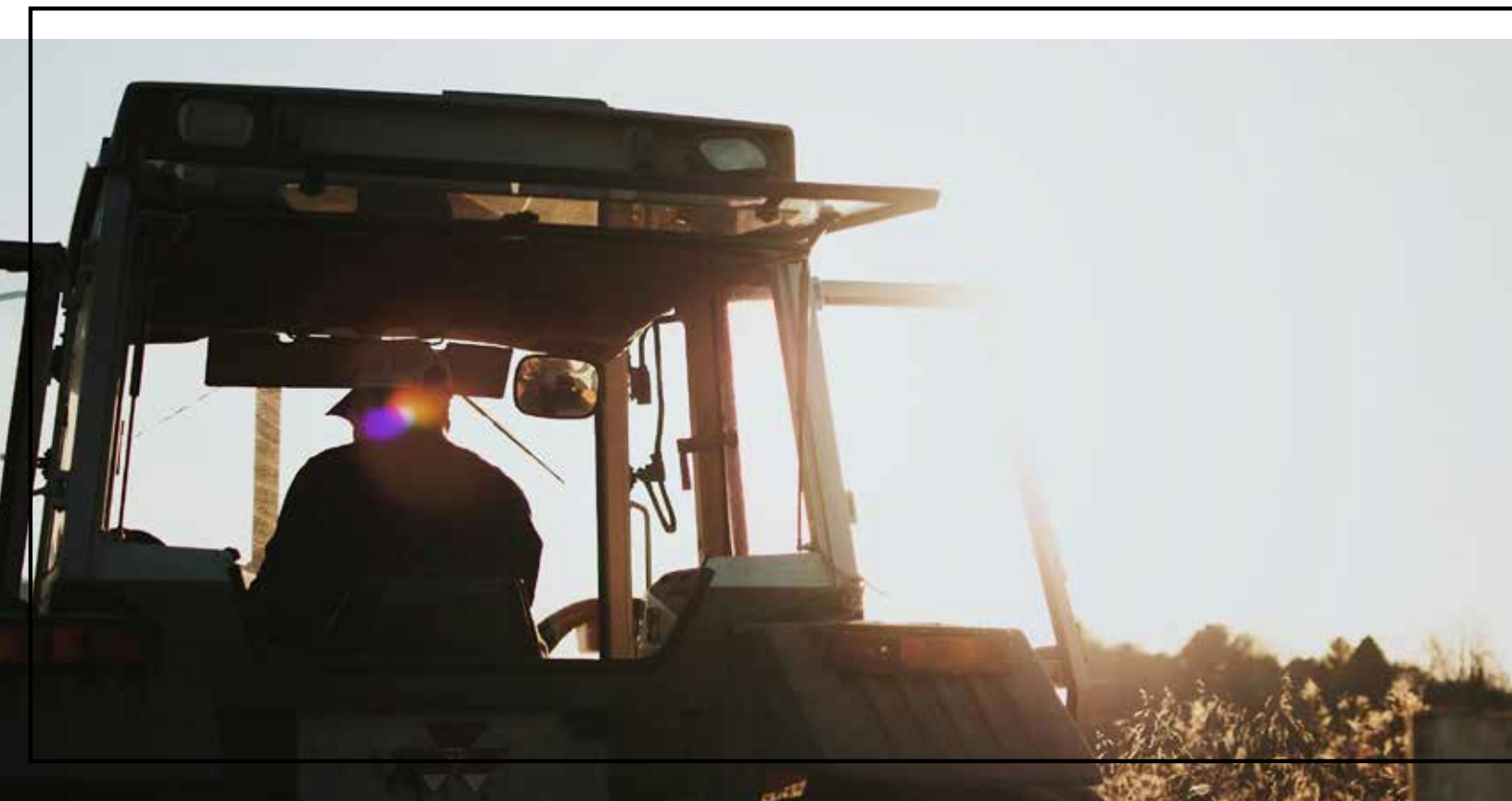
To grow – one must learn.

Between June 18th and June 21st, 8 members of the Mercer Landmark team took part in the annual AgVantage National Conference to gain more insight into the future

AgVantage is the backbone of everything our company does; so far as a company, we have barely scratched the surface of its capabilities. By taking the time to learn from the team at AgVantage – our team took a major step forward in our growth.

I want to thank Janessa Tobe, Olivia Miller, Greg Kremer, Kirk Roetgerman, Jeremy Tribolet and Neal Horrom for traveling to Minneapolis, MN to attend in person, and Tracy Flore for attending virtually. I look forward to seeing all the new skills you all learned put into practice. If any of you want to learn more about AgVantage and its many features, they offer eTraining multiple times a month. If you would like more information on the classes available, you can find it at AgVantage Software E-training Schedule (supersaas.com). Additionally, there are a lot of training resources available in the "Mercer Landmark – Training" team in Microsoft Teams that covers everything from AgVantage to Microsoft Office.

-Adam Farmer, Chief Technology Officer



Join the Team: How Microsoft Teams Can Showcase Our Work and Culture

A new initiative to share our stories, celebrate our successes and connect with our colleagues
What is the initiative?

Our initiative is to leverage Microsoft Teams, a powerful collaboration tool, to internally highlight our workplace, achievements, positive customer feedback, and what we do to impact the communities and customers we serve. Microsoft Teams allows us to utilize the Mercer Landmark Group where we can post and share activities that are occurring in our business units. It can also be used as a place to recognize teammates, give a shout out and express gratitude to co-workers. Additionally, we can also post pictures of both the hard work and fun we have at Mercer Landmark.

Why should you join?

Participating in the initiative offers many benefits for both you and the company. By sharing your stories, you can:

- Showcase your skills, talents, and accomplishments.
- Inspire and motivate others with your positive attitude and feedback.
- Learn from the best practices and experiences of other business units.
- Build your personal brand and reputation within the company.
- Connect with your colleagues across different locations and business units.
- Foster a culture of collaboration, innovation and excellence.
- Have fun and enjoy your work.

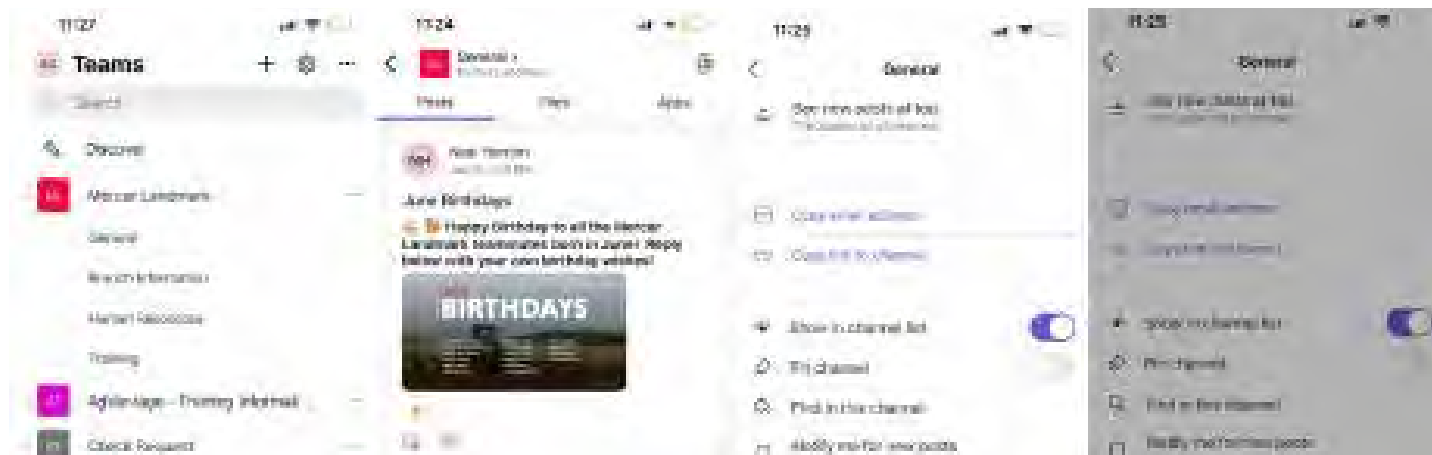
How can you join?

Joining the initiative is easy and simple. All you need is to log in to your Microsoft Teams account and a willingness to share. Here are some steps you can take to join the initiative:

- Find the Mercer Landmark Group in Microsoft Teams
- Click on the General channel and view previous posts
- Post and share something interesting, informative or inspiring about your work or your team
- Use hashtags, emojis, and pictures to make your posts more engaging and expressive
- Comment, like, and react to other posts and show your support and appreciation
- Invite and encourage others to join and participate in the initiative
- Be respectful, professional, and positive in your posts and interactions
- Be sure to turn on your channel notifications to receive alerts when other members of the team share a post

What are you waiting for?

This is a great opportunity to showcase our work and culture, to connect with our colleagues and to have fun. Microsoft Teams is a powerful tool that can help us achieve our goals and make a difference. For questions on how to turn on your notifications, please contact IT or view instructions below. Join the initiative today; we can't wait to see what you share!





MAKE YOUR
MARK

