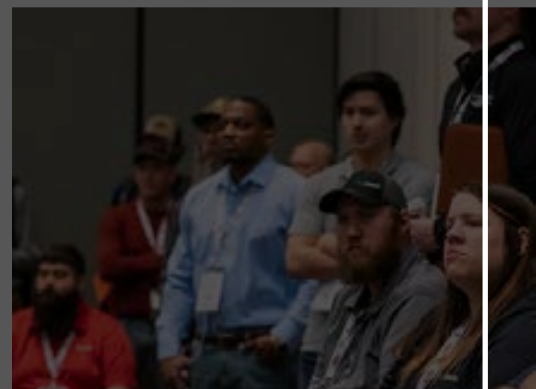
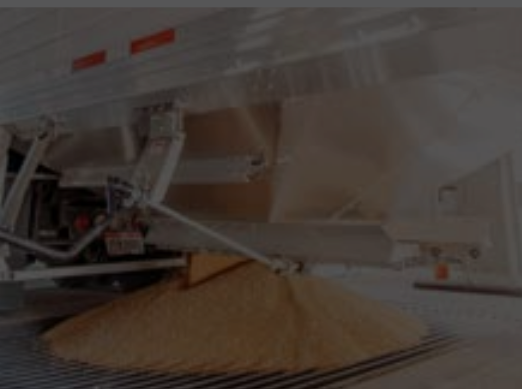
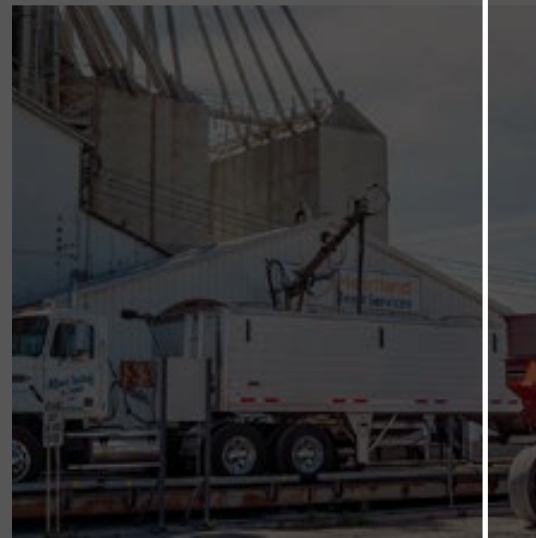
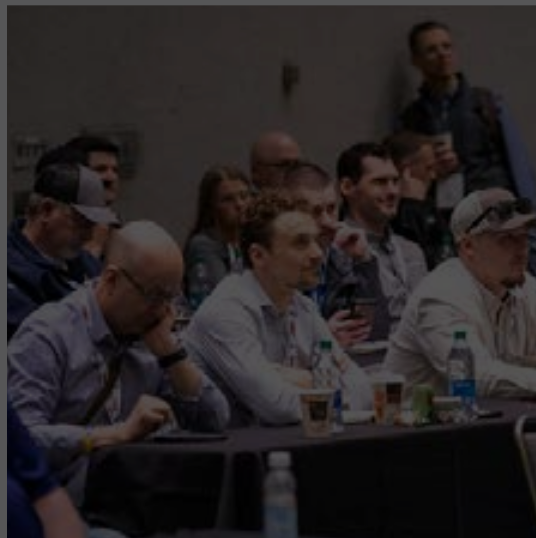
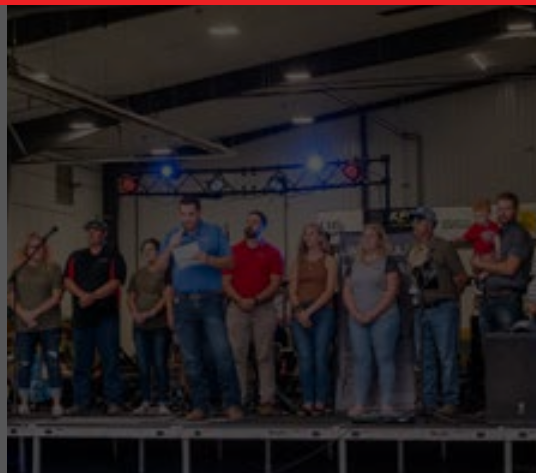




THE MARK

EMPLOYEE NEWSLETTER



OCTOBER 2024 ISSUE

CEO UPDATE FROM HEATH BARNES

Lake States Alliance Update: Enhancing Resources and Expanding Opportunities

Since our launch in August of the Lake States Alliance, many of you have likely been wondering what has been happening. We wanted to provide you with an update on the progress that the teams have been making in exploring their project areas. Each tiger team in Grain, Energy, Feed, and Agronomy has met several times to delve deeper into collaboration and identify meaningful opportunities for Mercer Landmark and Centerra to work together.

Purpose of the Alliance

The Lake States Alliance is dedicated to enhancing access to essential resources, stimulating innovative ideas, and broadening market opportunities for our members. By creating a larger scale of operation, we are committed to delivering exceptional value while preserving our unique identity. This alliance represents a significant expansion of resources, with an emphasis on business growth and career opportunities.

Project Areas and Initiatives

Agronomy Sustainability Team Initiatives

The Agronomy Sustainability team is actively working to promote environmentally responsible practices and drive awareness of sustainable agriculture. Their key tasks include:

- 1. Expose ML's Truterra Offerings to Customers:** The team is currently focusing on ways to introduce and promote Mercer Landmark's Sustainability offerings across both companies' cooperative customers, highlighting the benefits of sustainable practices.
- 2. Establish Collaboration Between Conservation Agronomists and Sales Advisors:** This initiative aims to foster collaboration between conservation agronomists and sales advisors to effectively communicate and integrate conservation

practices into sales strategies.

- 3. Expand Awareness of Sustainability, Carbon, and Conservation Needs:** The team is working to enhance awareness among both end users and sellers regarding sustainability and conservation needs.
- 4. Joint Marketing Campaigns:** Developing campaigns to build awareness among growers about the importance of sustainable practices and available resources is a priority for the team.

Beef Feed Program Initiatives

The Beef Program team is dedicated to improving the quality and marketability of beef carcasses from the cattle our producers sell. Their initiatives include:

- 1. Align Market Growth and Strategy:** A critical focus is on developing a cohesive strategy for market growth that aligns with the overall goals of the alliance.
- 2. Improve Sales Structure and Discipline:** The team is looking into enhancing sales processes to improve efficiency and effectiveness.
- 3. Better Utilize Talent:** Recognizing the value of human resources, the team is committed to leveraging talent within the organization to seize opportunities.
- 4. Establish a Value Proposition for Producers:** From the onset, the team is focused on communicating the value proposition to producers, ensuring they understand the benefits of participation.
- 5. Influence Nutrition:** The team aims to influence nutrition practices among producers, emphasizing quality nutrition in beef production.
- 6. Utilizing Heartland Feed Services Nutrition Program:** Leveraging the HFS nutrition program to enhance carcass quality and demonstrate market premiums is an ongoing goal.

Grain Marketing Team Initiatives

The Grain Marketing team is focused on enhancing market access and maximizing opportunities for grain producers. Their key initiatives include:

1. **Sharing In-House Expertise:** The team is emphasizing the importance of sharing knowledge and expertise within the organization to improve overall effectiveness.
2. **Aligning Origination and Marketing:** A vital goal is to ensure alignment between origination and marketing strategies for more efficient operations.
3. **Exploring Value-Added Opportunities:** The team is actively identifying complementary, value-added opportunities that currently do not exist.
4. **Building Partnerships with End Users:** Strengthening relationships with end users to position the alliance as partners is a key focus.
5. **Improving Negotiation Power:** Enhancing negotiation power with grain end users is a priority to secure better terms.
6. **Creating Solutions for Changes in Grain Flow:** The team is committed to developing solutions to adapt to changes in grain flow, such as those driven by the renewable diesel market.

comprehensive risk management strategies to mitigate supply and pricing volatility.

5. **Allowing for More Options When Supplies Are Constrained:** The team is committed to optimizing resources to ensure continued access to essential energy supplies.

In conclusion, the Lake States Alliance represents a significant step forward in enhancing resources, fostering innovation, and expanding market opportunities for our members. Through the collaborative efforts of our teams in Agronomy, Beef, Grain, and Energy, we are actively driving growth and success while building a stronger alliance that empowers our members and contributes to the sustainability and prosperity of our communities.

Together, we look forward to making a meaningful impact in our regions and supporting the success of all our members.

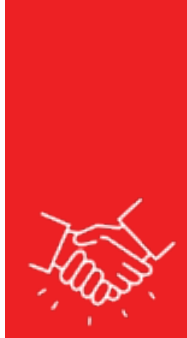
-Heath Barnes, CEO

Energy Collaboration Team Initiatives

The Energy Collaboration team is focused on enhancing energy solutions and optimizing purchasing strategies for members. Their key initiatives include:

1. **Combining Propane and Liquid Fuels Volumes:** The team is exploring the consolidation of propane and liquid fuels volumes to improve purchasing options and achieve better pricing.
2. **Building Awareness with Vendors:** Fostering strong relationships and communicating the alliance's value to enhance collaboration is a priority.
3. **Identifying Arbitrage Opportunities:** Actively seeking out arbitrage opportunities within the energy market is an ongoing goal.
4. **Enhancing Risk Management Strategy:** The team is focused on developing





ASK YOURSELF EACH DAY - HOW CAN I GET BETTER?



We often focus on the programs and trainings Mercer Landmark offers its employees when we discuss the DEVELOP pillar. This is an easy way to communicate the principles of DEVELOP and highlight the company's commitment to investing in people. Throughout this edition of The Mark employee newsletter, you will read about some of these programs and other ways we are creating a DEVELOP focused culture. However, the DEVELOP mindset is something that each of us should understand and incorporate into our daily tasks.

Someone with a DEVELOP mindset is constantly looking for opportunities to improve themselves and those around them. This doesn't always come in the form of a book or group training.

DIY (Do it Yourself) is a relatively new trend. I'm not sure whether the Millennials or Gen Z'ers get the credit for it, but YouTube and other social media platforms are saturated with DIY and life hack clips and videos. I recently used one to walk me through how to repair a pocket door, and my son's girlfriend even learned how to successfully replace the radiator in her car from a YouTube DIY video.

What I appreciate about the DIY trend is that it starts with people who want to share their knowledge, skills and talents with others. It also requires someone else who is looking to consume this information in hopes of learning something new and/or improving their own skills and abilities. You could almost say they are developing themselves.

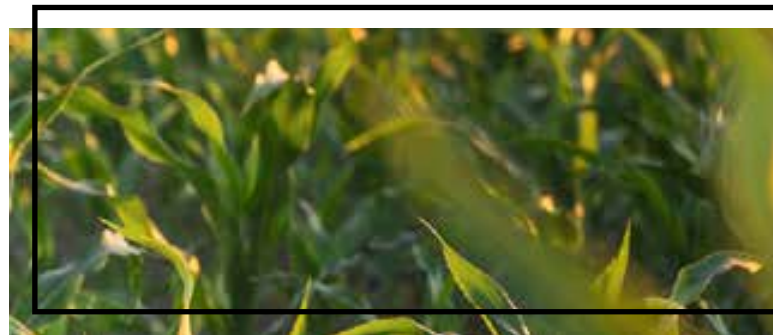
We recently started working with a company called BIG Consulting. They are helping us transform the data our systems generate on a daily basis into Business Intelligence. I will share more about this in the next edition of The Mark. BIG uses a software program called Tableau to

visualize and simplify data analysis. As one of the people working with BIG, I've had to learn the best ways to access and operate the information dashboards they create.

In my own quest to answer the question "how can I be better at this?" I've leaned on the support team at BIG and reached out to others in our organization who are utilizing their tools to help me improve my own capabilities in this area. Most of us would do the same thing when we're learning or developing a new skill. This is how we individually embrace the DEVELOP mindset and strengthen the foundation of this pillar within our culture at Mercer Landmark. Whether you are the DIY content creator or the DIY content consumer, you can look for ways to teach others and learn new skills and abilities in your role at work. You don't have to wait for a formal program or invitation to come along for the opportunity to DEVELOP your self-worth and value as a teammate. Just like the ever-increasing DIY culture in our society, we can leverage the DIY mentality on our own DEVELOPMENT journey at Mercer Landmark.

Not sure where to start..... talk to your Supervisor, Manager or our Director of Organizational Development, Mark "The DOOD" Roeth (mroeth@mercerlandmark.com or 419-812-0363)

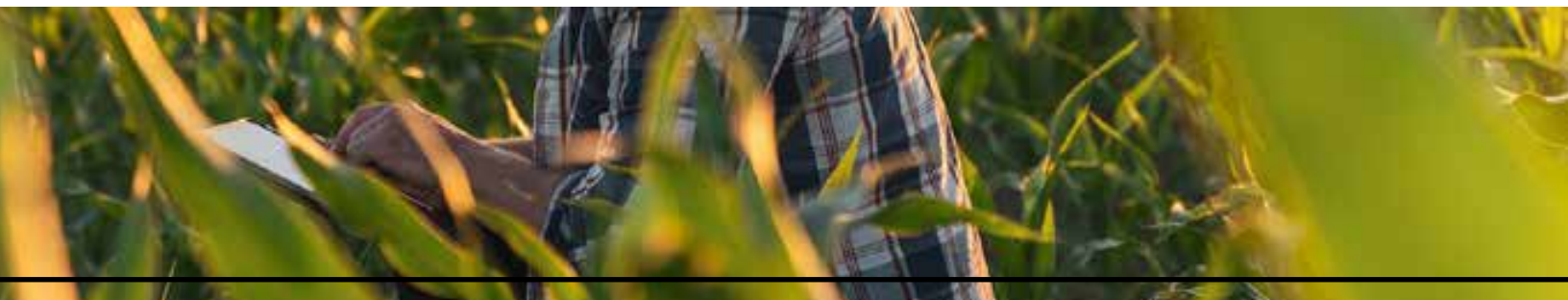
- Neal Horrom, COO



Ohio TechCred Program

Eight employees recently earned their Certificate in Industrial Electricity 1, made possible by the Ohio TechCred program. This course was provided by Northwest State Community College's Custom Training Solutions.

We would like to congratulate the following employees who completed the program (left to right): Lauren Rigg (IT), Dean Bradtmueller (Agronomy), Prestyn Morgan (Grain), Scottie DeLong (Grain), Tanner Freeman (Grain), and Ben Wonderly (Grain).





Signing Day with Lauren Bleke

In October at the University of Purdue Job and Career Fair, we had a "Signing Day" opportunity with Lauren Bleke. Lauren won the \$5,000 scholarship from Mercer Landmark after she was chosen as the "2024 Outstanding Associate Intern of the Year" at our final intern presentation session this past August. The scholarship was awarded after Lauren accepted the job offer as an Associate Grain Production Advisor for Mercer Landmark, starting in January 2025, after she graduates from Purdue.

Lauren was asked what she enjoyed the most out of her internship here at Mercer Landmark, and she responded: "I enjoyed gaining confidence in my understanding of the Grain Industry and being able to have conversations with customers or other co-workers about the industry, markets and strategies. My mentor, Virginia Missler, helped expose me to the opportunities that set me up for success in the Grain Advisor Internship position, and a future Grain Advisor Role."

When asked how Lauren rated her overall experience in her internship here at Mercer Landmark, Lauren rated it a "10" and responded: "Everyone is interested in helping

you succeed at Mercer Landmark. I felt valued as an employee and as an individual that wants to learn, and felt the environment is one that helps people be successful."

When asked why she considered Mercer Landmark as a place to work upon graduation, Lauren responded: "Mercer Landmark has proven to me that their culture is one that aligns with my values, and they stand by their culture of excellence. Seeing and being at a company that wants their employees and customers to succeed is so valuable."

Please help me congratulate Lauren on a job well done and accepting the Associate Grain Advisor position at Mercer Landmark!

In the summer of 2025, Mercer Landmark will continue our internship program that offers a two-tiered approach for students between their sophomore and junior year of college, as well as their junior and senior year of college. The Apprentice and Associate programs include a 13-week experience, focusing the majority of their time in one of our business units. All our Interns experience time in each of the business units, outside of their assigned area. They will conclude their experience with presentations to their Mentors and the Senior Leadership team at Mercer Landmark in early August. If you know anyone interested in next Summer's Internship program, please ask them to go to our website and look up Careers and Internships for more information and to apply.

- Mark Roeth,
Director of Organizational Development



Going Above

THE MARK

Employees Making a Difference

This edition of Above the Mark is a celebration of every member of our team who made this year's AGrow Expo an extraordinary success. Thanks to your hard work and dedication, we welcomed over 175 producer customers and an additional 700 attendees on day two, making it one of our most successful events to date.

I cannot express enough gratitude for the countless hours of planning, organizing, and executing that went into this event. From the moment the doors opened, the production was nothing short of world-class. Every detail—no matter how big or small—was thoughtfully considered and flawlessly executed. The sheer volume of positive feedback I received from vendors and customers alike speaks volumes about the caliber of work put into making AGrow Expo such a standout occasion.

This event is a reflection of the dedication, passion, and hard work of each and every one of you. Without your commitment, none of this would have been possible. The pride we all feel in this accomplishment is well-deserved, and it is truly a team effort.

I want to extend a heartfelt thank you to the following individuals for going Above the Mark and making this year's AGrow Expo an event we can all be proud of:

Jeremy Omo
Lauren Rigg
Jamie Dues
Troy Grime
Heather Oberlin
Rachel Muhlenkamp
Jodi Bomholt
Olivia Miller
Dan Weitzel
Michael Watercutter
Greg Culp
Dylan Gibbons
Lisa Lochtefeld
Ally Ott
Joan Bibler-Tracy
Becky Etzler
Emily Stalsberg
Matt Arnold
Aaron Flum
Chris Pessefall
Chris Arena
Jenn Zartman
Tracy Flore
Trent Morris
Alisha Carpenter
Isaac Olsen
Adam Molitor
Rod Price
Destiny Reed

Ryan Howell
Greg Zizelman
Ed Martin
Dan Schmitmeyer
Mark Hemmelgarn
Dale Leistenschneider
Kane Baumgartner
Ryan Layne
Meghan Pleiman
Rick Mollenkopf
Kevin Kaup
Justin Schaub
Joe Hart
Ralph Gill
Dave Puthoff
Zach Wiseman
Jodi Clune
Ashley Bergman
Mitch Kuether
Josh Clouse
Kris Gangwer
Jon Rollins
JD Parrish
Tyler Watson
Cain Warthman
Alex Fullenkamp
Jason Risner
Neal Horrom

Your contributions have not only made this event a success but have also raised the bar for what we can achieve together. Here's to many more successful events and to each of you for your outstanding efforts.

Thank you again for going **Above the Mark**.

GRAIN



Grain Elevator and Processing Society Trade Show

This past February, some members of our Grain Business Unit and I had the opportunity to attend the Grain Elevator and Processing Society (GEAPS) Trade Show in Kansas City, Missouri. GEAPS is a professional network that dates back almost a century and is focused on bringing the grain industry together from around the world.

The organization focuses on sharing ideas, training, and networking from all sectors of the grain industry. This was a great conference to continue developing our operations team. By attending the trade show, we were able to sit in breakout sessions that covered a variety of topics, including new technology, safety practices, repair/maintenance, and leadership courses.

My favorite part of attending this conference was seeing individuals learn something new and taking their knowledge back to their grain facilities. Below are stories from the team members that attended this past year.

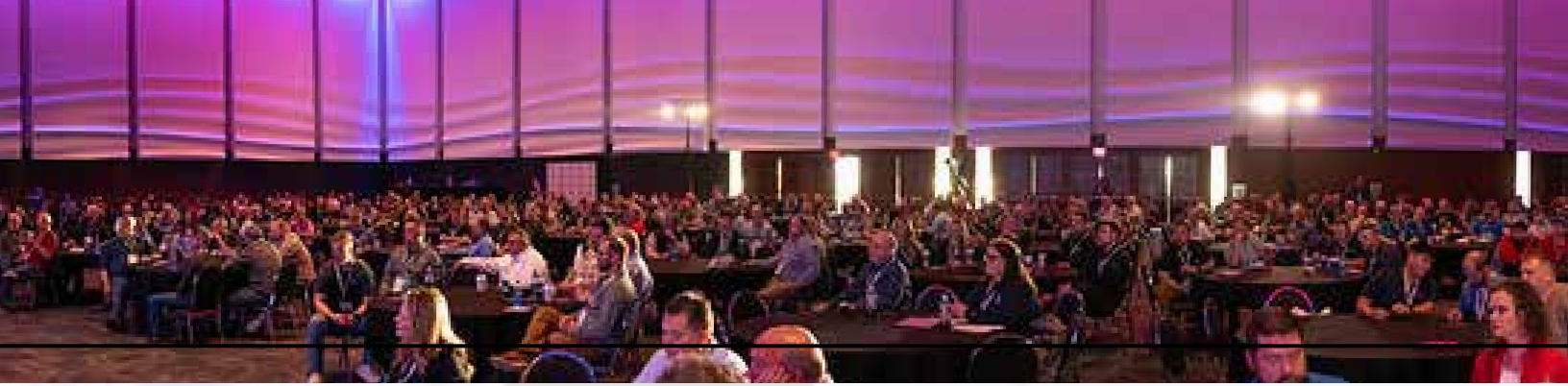
- Nolan Tinnell

The GEAPS convention was an experience unlike I have ever had. From the educational sessions to walking around the booths talking with vendors and being able to see the latest and greatest in the grain industry. I feel that I left Kansas City with a ton of new resources and knowledge to help me succeed in my line of work.

Aside from learning and attending grain specific classes, I attended an educational session titled "Building your business and culture through your strategy and people practices". I felt that this class was very beneficial for me because we strive to have a culture of excellence at Mercer Landmark. One quote from the session that I will never forget was "culture eats strategy for breakfast".

There were hundreds of booths at the expo, but the one that stuck out to me the most was the custom ag booth. They have developed an automated dryer control system that would take a lot of time and manpower out of the equation during the busy harvest season. As a company, we are looking into possibly purchasing this





system. Being able to see this system in person and watch the demo really helped me get a better understanding of what all can be accomplished with their system.

- Dylan Gibbons

My experience at GEAPS Exchange 2024 was exhilarating and educational. I went to numerous classes and innovation stations, but the one I found most interesting was reducing the impact of a grain dust explosion. Here is my takeaway from the valuable lesson learned.

Proper Grain Leg Venting Can Significantly Reduce the Impact of Grain Dust Explosions

Grain handling facilities often produce a significant amount of dust during the loading, unloading, and processing of grains. This dust accumulation can serve as a potential fuel source for an explosion, leading to catastrophic consequences. However, proper grain leg venting can play a crucial role in mitigating the impact of such explosions.

Each facility should begin by conducting a Dust Hazard Analysis (DHA) to assess the combustible properties of the dust they handle. It is important to identify potential dust cloud areas in the process and evaluate likely ignition sources. Diagnosing and monitoring these ignition sources is critical. Some of the ignition control measures that may be used include bearing monitoring systems, electrostatic bonding and grounding, magnetic separators, rub block monitoring systems and avoiding the use of compressed air. Control measures used for dust accumulation are also vital:

1. **Dust Concentration Control:** With proper aspiration, dust concentrations in legs and conveyers can be kept below the lower explosive limits. This reduces the amount of combustible material available for an explosion.

Proper housekeeping and leak control are crucial for preventing secondary explosions.

2. **Fugitive Dust Management:** Minimizing the escape of fugitive grain dust from process equipment or ventilation systems is essential. Enclosing the conveying system, pressurizing the general work area, and providing a lower pressure inside the enclosed conveying system can help achieve this.
3. **Explosion Panels:** Explosion panels can be applied to bucket elevators located outside or close to an outside wall where the dust explosion can be safely vented to the outside via vent ducts. These panels are mounted onto the leg casing(s) and elevator head and open rapidly to relieve the explosion pressure of deflagration.
4. **Flameless Venting:** Flameless vents combine an explosion relief vent with a mesh trap that arrests flames and retains particles. They are ideal for equipment located in occupied or interior areas where safe venting is not feasible.
5. **Sealing Grain Transferring Systems:** Controlling the release of dust by sealing grain transferring systems and using local ventilation and dust collection systems at transfer points can also help prevent dust explosions.

Remember, each grain facility has its own unique challenges, so you need to tailor these prevention measures to your specific risks and conditions.

In conclusion, proper grain leg venting plays a significant role in reducing the impact of grain dust explosions. It helps control dust concentration, manage fugitive dust, and safely vent out the explosive pressure, significantly reducing the impact of grain dust explosions and enhancing safety in your operation.

- Jen Zartman

GRAIN



I had the privilege to attend the 2024 GEAPS convention earlier this year. While the grain team and I attended educational classes and workshops, one really drew my attention. This session was over the importance of electrical testing and preventative maintenance. A few of the points they stressed were being up to code, safety, equipment reliability, and longevity of equipment. They discussed creating an electrical maintenance program to alleviate costly repairs and facility downtime.

In this educational class, they talked about the NFPA 70. This is the National Electric code and the U.S standard for the safe installation of electrical wiring and equipment. It is part of the National Fire Code series and is used by engineers, facility owners, insurance companies, etc. The purpose of this book is to guide and inspect installation in the interest of life and property protection. Proper installation is the foundation to a smooth running and safe facility.

Grain facilities are prone to dust explosions and fires, which can be triggered by electrical

faults. With an electrical maintenance program, it will identify and mitigate potential ignition sources before they occur. It will also ensure that electrical systems are functioning correctly to reduce the risk of unexpected equipment failure, because we all know the emergency repair is usually more costly than one that could have been prevented with a proper electrical maintenance program. Regular testing and maintenance extend the lifespan of electrical components, ensuring they operate effectively for long periods. Adhering to maintenance schedules also ensures compliance with industry standards and regulations.

In conclusion, I learned the factors that impact the equipment we rely on every day, and through a proper electrical maintenance program, we can extend the lifespan of those components. I am very thankful for the opportunity to meet with and talk to some of the leaders in the industry at the 2024 GEAPS.

- Noah Illig





This year, I had the opportunity to attend the GEAPS Exchange in Kansas City for the first time. GEAPS consists of three days of networking, classes and walking through nearly 400 exhibitors. Some of the classes I sat through included Dust Control Basics for Grain Processing and Repairing Drag Chains and Bucket Wear Patterns. I was also able to watch a live grain entrapment rescue demo put on by the Kansas City Fire Department and Oklahoma State University. While at the exchange, what stood out the most to me was the role that automation and artificial intelligence (AI) are starting to have within the grain industry.

RAYHAWK Technologies is a good example of a company using automation and AI to innovate the grain industry. They have developed a fully automated system for opening and closing railcar lids. The system will detect the railcar lid, clean any debris or snow, remove the seal and then open the lid. Once filled, it will move to the second part of the system where - if desired- it will pull a sample, close and latch the lid, then place a seal. This technology will not only help to speed up the rail loading process but will also eliminate the need to have people on top of the railcars in adverse weather conditions.

Dodge Industrial is also using automation and AI in an innovative way. Dodge has introduced their Optify Performance Sensor and Intelli-Lube System for motors, gear boxes and bearings. The Optify sensor can be used to monitor vibration, temperature and speed, then send all of the collected data to an iPad or smartphone for constant and up-to-date monitoring. The Intelli-Lube system keeps bearings lubricated with not only the correct amount of grease, but also in the correct intervals with minimal need for

human interaction. These systems are using both automation and AI to advance the grain industry. These advancements are allowing companies to create a safer work environment, prevent costly downtime and allow for more work to be done with less people.

- Tyler Jordan Ferguson



ENERGY

The Energy Business Unit has been evolving over the last few years. We have worked on breaking down our internal walls of Lubes, Fuels, and Propane to become the "Energy Business Unit". We strive to cross-train employees in all three areas. This year, Brad Fortkamp, Petroleum/Lube Service Tech, is participating in Ambition in Action (AIA), Mercer Landmark's emerging leader program.

My aim is to give each employee the tools they need to excel and to make their job their own. I want to expose the Energy Team to training, trade shows, open houses, etc. to expand their Energy IQ. We all have different talents and abilities. My goal is to identify them and to help the employees be the best they can be.

Please join me to Welcome Del Boehringer to the Energy Team as a propane driver.

- Joe Hart, EVP of Energy



FEED

We often highlight our business's growth in each newsletter, which might sound repetitive, but is genuinely ongoing. This year, Heartland ranked as the second highest in growth among all Purina dealers in the United States; if we could have tapped into zoo animals, it probably would have been first. This achievement underscores the continuous growth we discuss and is a testament to the dedication of our team in this business unit, where our DEVELOPMENT pillar is crucial.

When most people hear the term development, the first thing that comes to mind is probably people, right? Well, that's true people are developing every day whether it be new roles or new things within current roles, but I feel we have worked and continue to work on developing new business avenues, better processes and efficiencies. This takes place across all areas of the feed business unit.

This year, our Minster and St. Henry locations did a great job at getting more relevant in the show feed market. They have developed new

relationships with customers that have helped this blossom and have put us in a position to acquire additional dealerships for some of the top brands in the industry. St. Anthony has developed new processes to help maintain feed quality and is continually exploring new ideas to better refine the process. Celina has made strides in improving the swine mega-farms' process through both staff development and procedural changes, showing dramatic improvements from the previous year. MPS has developed a good team that maintains a 22-hour running operation - that's pretty darn good. New automation will continue to give us new capabilities to better the process.

Our continued development in feed is because of the people in the business unit; it takes everyone and their efforts to make it all come together. Everyone does an outstanding job, and we appreciate all the hard work and dedication that goes into making this business unit as successful as it is.

- Graham Helmlinger, VP Feed Operations



AGRONOMY

In today's rapidly evolving world, the concept of development is more crucial than ever. We at Mercer Landmark recognize this fact. That's why it's one of our four pillars of Excellence. Whether it's personal growth, community advancement, or technological innovation, development plays a pivotal role in shaping a better future for Mercer Landmark.

Personal Development: Unlocking potential personal development is the foundation of building on our trusted relationships with our producers. It involves continuous learning, self-improvement, and the pursuit of goals. By investing in personal development, we can enhance skills and boost confidence. Development not only leads to personal satisfaction but also contributes to a more skilled and motivated workforce.

A group of crop production advisors recently visited A&L labs to get a refresher course on soil fertility and tour their facility. Having a deeper understanding of soil fertility is foundational to our success. We've participated in advanced seed training with our Winfield team to review hybrid performance and build confidence in the hybrids and soybean varieties we sell. In addition, we also had a large portion of our team attend the OABA, Farm Science Review Agronomy College.

We have a highly trained team of trusted advisors because of our commitment to continuous training and personal development.

- Greg Culp, VP Agronomy Sales + Marketing



THE IT CORNER

This edition of the IT Corner will be a little different than most because I am not going to talk about traditional technology. Instead, I am going to highlight 2 members of the Mercer Landmark team who took time out of their busy schedules to both share their expertise and develop skills that will be invaluable in the future.

On September 10th, multiple members of the Mercer Landmark Agronomy team took a trip to London, Ohio to attend the Farm Science

Review (FSR) Agronomy College. Among them, 2 members of the Team – Michael Watercutter and Matt Arnold – shared their expertise with the attendees.

I have been involved in helping organize the FSR Agronomy College for 4 years now, and I am incredibly proud that Mercer Landmark was represented so well by both Michael and Matt.

-Adam Farmer, Chief Technology Officer



HR UPDATE

New Hires

Alisha Carpenter
Dave Pratt
Michael Boehringer
Landon James Burkhardt
Trent Peterson
Austin Burden
Aliyah Parlett
Dustin Gephart
Destinee Gaerke
Cola Roy Orsbon
Brayden Sellers
Jason Varner
Todd Mills

Retirements

Dave Tebbe
Jay Clutter
Larry Greber

Congrats to our retirees!

2024/2025 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.

Upcoming Onboarding Dates:

Wednesday, Nov 13th
January 15th

Recruitment + Referral Bonuses:

We have several open job postings. Encourage family, friends, previous co-workers, 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 \$7,000 or Surest

\$5,500 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.

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.

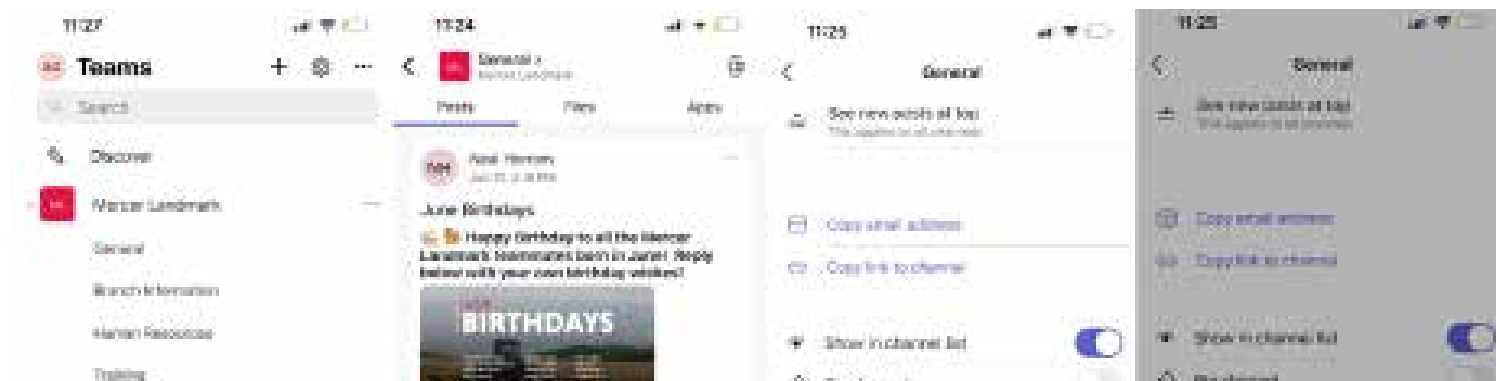
How can you join?

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?

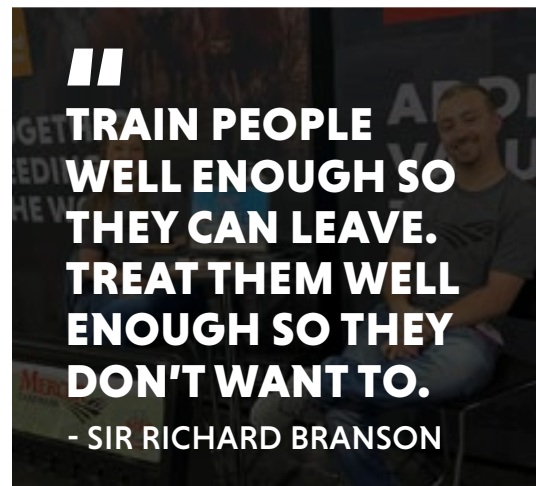
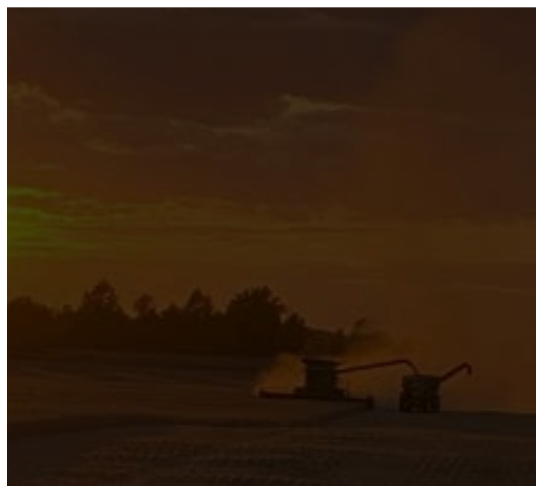
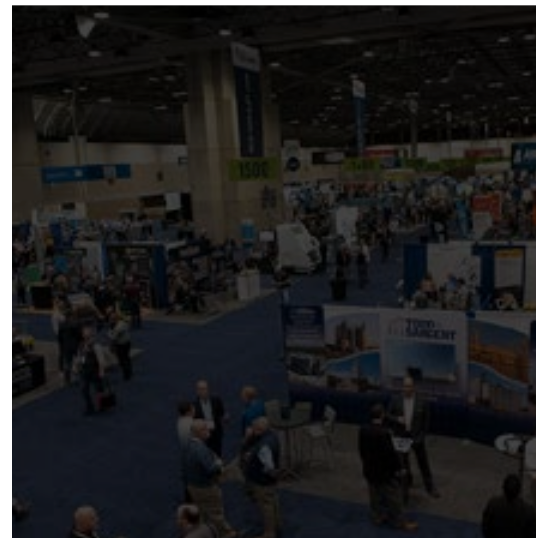
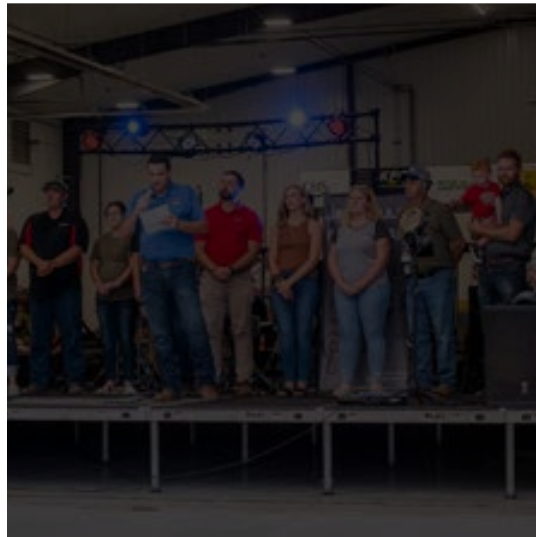
This is a great opportunity to showcase our work and culture, to connect with our colleagues and to have fun. Microsoft Teams is a powerful tool that can help us achieve our goals and make a difference. For questions on how to turn on your notifications, please contact IT or view instructions below.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





**“
THE GROWTH AND
DEVELOPMENT
OF PEOPLE IS THE
HIGHEST CALLING
OF LEADERSHIP.**

- HARVEY S. FIRESTONE



**“
TRAIN PEOPLE
WELL ENOUGH SO
THEY CAN LEAVE.
TREAT THEM WELL
ENOUGH SO THEY
DON'T WANT TO.**

- SIR RICHARD BRANSON