



THE MARK

EMPLOYEE NEWSLETTER



VOLUME

10



JULY 2025 ISSUE

CEO UPDATE FROM HEATH BARNES

Why Growth Matters – And Why It's About More Than Just Getting Bigger

As we approach the latter part of our fiscal year, it's important to take a step back and reflect—not only on where we are, but on where we're going. One of the themes that continues to resonate across our company is the need for growth. But let's be clear: growth, for us, is not about building an empire. It's not about being bigger for the sake of being big.

At Mercer Landmark, growth is about service. It's about ensuring that we continue to deliver the level of value, support and partnership that our customers and member-owners have come to expect. And in today's economic environment, it's more important than ever.

Our operational costs are up 9% over the past two years. That's a meaningful increase and one that puts pressure on every corner of our business. If we want to maintain the same margin structure without passing additional burden on to our patrons, the math becomes clear: we must grow volume.

Volume allows us to offset rising costs, while keeping pricing competitive. If we aren't growing fast enough to outpace inflation and cost pressures, then eventually, our margins must increase to compensate—making it more expensive for our customers to do business with us. That's not the path we want to take.

We're focused on creating value-driven growth. This means increasing efficiency, delivering exceptional customer experiences and embracing innovation that enhances operations and service. It means continuing to invest in our people, our infrastructure and the systems that make us stronger.

Financial Performance Snapshot – Year-to-Date (Through March)

We're proud to report that Mercer Landmark is tracking well overall, and trending ahead of last year in many key areas. Here's a closer look at how each of our Business Units is performing:

Feed

The Feed Business Unit is delivering another strong year, with net profit through March sitting at approximately **\$2.5 million**. While slightly behind budget, our position in animal ownership is expected to strengthen results in the coming months. The temporary setback from Avian Influenza at MPS has been managed exceptionally well by the team, and we remain optimistic about a strong finish. Our footprint continues to expand across Ohio, Indiana and southern Michigan, and infrastructure investments—such as additional loadout space at Celina—are helping us support increasing volumes, especially in swine.

Agronomy

Agronomy remains one of our most complex Business Units. While we are currently showing a **net loss of \$1.2 million**, the story is more positive than it appears on paper. Compared to last year, we've seen substantial operational improvements, better alignment across our regions and a renewed focus on efficiency and service. Given current trends, we believe agronomy is on track to beat budget by year-end. This is a testament to the grit and determination of the agronomy teams who have worked together to deliver high service levels, despite the challenges of an inflationary environment and weather constraints.

Grain

The Grain Business Unit is off to a phenomenal start this year, with net P&L exceeding **\$1 million** through March. The team has done an outstanding job capitalizing on market opportunities, controlling expenses and driving performance. Their ability to navigate volatility and turn it into value for our patrons is a prime example of how the cooperative model delivers results. We're confident that the grain business will remain a key contributor to our success throughout the remainder of the year.

Energy

After several mild winters, we finally saw a more typical cold season—although it was coupled with a slower fall. Despite that, our Energy Business Unit is performing right on budget, currently showing about **\$2 million in net income**. This team has done a great job in both growing the customer base and finding new market

opportunities. As propane storage capacity has increased and logistics have improved, we are positioned well for continued success.

Logistics

This year has brought mixed results for logistics. While we've seen several strong months of profitability, there have also been periods of slow movement, leading to a **net loss of \$400,000** through March. That said, we're actively pursuing solutions to improve consistency and generate additional revenue. One promising opportunity is the haul-for-hire model, which will allow us to leverage existing infrastructure and capacity to serve external customers. This would provide a more stable revenue stream and support the overall business unit going forward.

The Road Ahead: Growth with Purpose

Growth is not just about our bottom line. It's about delivering a better experience for our patrons. It's about driving down cost per unit—per gallon, per ton, per bushel—so that we can continue to provide value without sacrificing quality. It's about giving our customers access to markets, expert guidance and top-tier service that sets us apart.

And growth is also about investing in our people, because growth without development is unsustainable. That's why we continue to focus on leadership development, training and building cross-functional alignment across our teams.

We don't grow because it's easy. We grow because our customers deserve it. And we grow because we believe in the future of agriculture and the role we play in helping producers thrive.

To every team member across the Mercer Landmark family—thank you. Your work, your commitment and your passion are what make this growth possible. Together, we're building something that lasts—not just for this year, but for the next generation of producers to come.

-Heath Barnes, CEO

LET'S KEEP GROWING— ON PURPOSE, WITH PURPOSE.

-Heath Barnes, CEO





INNOVATE: A NEVER-ENDING PURSUIT

At Mercer Landmark, the spirit of innovation drives everything we do. Rooted in our pillar of "Innovate," we embrace the concept that progress is achieved through the relentless pursuit of ideas that improve how we deliver excellence to our customers. At Mercer Landmark, we believe that "Every Idea Matters."

The Landmark MAXX program is a great example of our Innovate pillar at work. Landmark MAXX has been our loyalty program since 2020. In September, we relaunched it on a digital platform with new categories and reward points for customers to earn and redeem on future purchases. Additionally, all customers qualify as Silver and can move to Gold, Platinum or Elite based on the business they do with us. Their reward-earning rate increases as they move up to a new tier. You can access all the details at www.mercerlandmark.com/landmark-maxx.

The purpose of Landmark MAXX is to create loyal customers by rewarding them to do more of their overall business with Mercer Landmark. During the process of designing our program, we discovered that we have over 2,000 customers that only purchase 1 to 2 segments from Mercer Landmark. Based on the average spending of those customers, we have a \$45,000,000 opportunity by getting them to just purchase in one more segment!

Armed with this information, our Advisory teams have added a new conversation topic to discuss with their customers, and in some cases, our customers are proactively reaching out to find out how they can move up. Rex Oskey, Crop Production Advisor in our North Region, has been able to convert some of his customers' fuel business to Mercer Landmark so they qualify in more categories and earn more reward points on their agronomy purchases.



Justin Schaub, Manager of Liquid Fuels and Lubes, has also gained some business by demonstrating how reward points help our customers save on their fuel expense.

Utilizing a new approach to a conventional process to make it better or more effective is what our innovation pillar is all about. Technology is not a required ingredient, although it often is this day and age. How are you incorporating the Innovate pillar in your role at Mercer Landmark?

- Neal Horrom, COO

INNOVATE





GROWTH: RISING TO THE CHALLENGE

Doubling Our Propane Business

When Heath challenged the Energy team to double our propane business—from 7 million gallons to 14 million gallons—we knew it wouldn't be easy. But with the grit and determination that defines this team, we've already made strong strides in that direction.

Over the past few years, we've invested heavily in increasing our operational efficiency. That effort is now paying off—allowing us to serve more customers without adding drivers. But, in order to grow, we need the infrastructure and equipment to back it up.

Last summer, we installed two 90,000-gallon storage tanks, dramatically increasing our capacity to serve a larger customer base. On the installation front, we've added a second trencher and replaced our 15-year-old crane truck, ensuring we can continue setting tanks and running lines to homes, businesses and farms efficiently.

Delivery is key to customer satisfaction, so we're upgrading our fleet:

- Replacing a worn-out truck with a new **cab-and-chassis** unit.
- Swapping out a 3,200-gallon truck for a **5,200-gallon upgrade** to boost delivery volume.

Looking ahead, our 2026 plans include replacing another 3,200-gallon truck and adding an additional 5,200-gallon truck to meet anticipated demand.

Acquisition: A Fast Track to Growth

While growing organically is our bread and butter, acquiring other propane companies is the fastest way to meet our goals. That said, finding available businesses in our region is no small task—and it certainly doesn't come cheap. We're always on the lookout. If you hear of any opportunities, please reach out to me directly at **419-305-0447**.

Expanding Our Reach: New Website, New Marketing

We've also launched a new website aimed directly at residential customers:
www.mercerlandmarkpropane.com

To amplify our reach, we've teamed up with a home-heating-focused marketing firm. Our strategy includes:

- Pay-per-click advertising
- Social media campaigns
- Email marketing
- Blogging
- Direct mail
- Radio ads

One standout initiative this summer is our non profit support campaign, where we donate propane and tank setups to fairs, festivals and local events. All we ask for in return is visible tank placement and a few enthusiastic shout-outs. If you're involved in a non-profit that could benefit from this, let us know—we'd love to help.

Refer a Friend. Earn Free Propane.

We've also rolled out a **Refer-A-Friend** program! Spread the word and earn a **\$100 account credit** for every new "Keep Full/Monitor" customer you send our way. Submit referrals here: Refer a Friend (*New customers must install a 320-gallon tank or larger to qualify.)

We're excited about the future of the Energy Business Unit, and it's your hard work that's making this kind of bold growth possible. Let's keep pushing forward—together!

- Joe Hart, EVP, Energy

TANK PAINTING

Our team is busy prepping and painting tanks. If you see a ML tank that needs pressure washed and/or painted, call the Energy office (419-678-4811) with the address, or send us a pin drop (propane@mercerlandmark.com).

Going Above

THE MARK

GRAIN

Flowers of Appreciation

Virginia Missler, Grain Marketing Advisor, received a beautiful bouquet of flowers on Friday, April 11th from customer, D & D Poling Farms. The card simply read "Thank you for your help on contracts." from Dustin Poling.

Thank you, Virginia, for creating a "Raving Fan" for Mercer Landmark, and creating a fabulous business partnership with our customer owners.

- Jackie Sheridan,
Lead Grain Marketing Advisor

Virginia Missler



A Welcoming Face for Growers

Destiny helps answer the phone and works in the grain room as our grain administrator at Latty, so she is often the first face our customers see when they get to the facility. No matter what kind of a day it is, she always has her best smile put forward and is a welcoming face to our growers. One of our growers, Steve Feasby, who also drives for D & D Poling Farms, had a raving experience hauling into Latty because of Destiny. Shortly after, she received a generous gift of chocolate covered strawberries from him in the mail. Thanks, Destiny, for helping Mercer Landmark develop another raving fan!

- Lauren Bleke, Grain Marketing Associate

Destiny Reed



Going Above

THE MARK

AGRONOMY

I want to take a moment to spotlight some of our team that went above and beyond this past week — a real example of what it looks like when capability, commitment and teamwork come together to deliver the kind of experience that sets Mercer Landmark apart from the rest.

While spreading a high rate of urea, we hit a challenge that could have easily slowed us down — we needed multiple trucks running simultaneously to keep the spreader moving.

Jammie Hughes had a prior commitment that he was going to be leaving early for, but instead of just stepping away, he worked closely with the logistics and operations teams to ensure things wouldn't skip a beat. John Mershman, without hesitation — jumped into action, literally getting behind the wheel to make sure the machine kept rolling.

Because of their teamwork — and the coordination of everyone involved — the customer got exactly what they expected and more: a raving experience that reflects the pride we take in our work every single day.

This moment is a reminder of what we're capable of when we act as one team — when we step up for each other and for our customers. It's not just about trucks and spreaders. It's about mindset, service and culture. It's about showing up, finding solutions and being willing to go above and beyond when it counts.

To Jammie, John and the crew who played a part — thank you. You not only got the job done, but you also set a standard we can all be proud of.

Let's keep this momentum going. Keep leading with purpose, leaning on one another and creating the kind of experiences that make Mercer Landmark the trusted name it is today.

- Troy Grime, Lead Agronomy Advisor



Jammie Hughes



John Mershman

Going Above

THE MARK

ENERGY

Influential Leadership Series

Congratulations to Dan Weitzel for his outstanding participation in this year's Influential Leadership Series! Dan applied the Six-Step Collaborative Problem Solving and Decision-Making Model to lead a productive and forward-thinking session with his propane team.

Focusing on the question, "How do we get new/more customers?"- Dan guided his team through a structured problem-solving process. The group identified several key issues that may be contributing to limited growth. From there, they jumped into a brainstorming session where all ideas were welcomed without judgment. Similar ideas were grouped together, resulting in nine unique solutions.

To determine the most promising ideas, each team member received three votes. The top three solutions quickly stood out and were then clearly defined and presented to Energy leadership. We're proud to report that many of the team's ideas have already been implemented—or are well on their way.

This kind of front-line employee engagement is essential to Mercer Landmark's continued success.

Thank you, Dan, for "leading by example" and helping move us forward!

- Joe Hart, Executive Vice President of Energy



Dan Weitzel

Going Above

THE MARK

FEED

Rick Riethman, a CDL driver at the Celina Mill, passed away unexpectedly in February. During his health challenges, his wife Karen emphasized that Rick's only concern was getting back to the farm and work; Karen told us that was one of the last things he talked about. After his passing, Rick's daughter, Michelle, contacted Tim Myers at the Celina Mill, requesting that Rick's truck be present at his funeral because of its importance to him. Tim assured Michelle that the truck would be there.

The truck was in Wilmington, being used while one of their trucks was in the shop. After explaining the situation to Josh Ingles who was using the truck, he didn't hesitate to make sure we had the truck back. With some internal arrangements, Ken Bertke went down the day before, retrieved the truck and cleaned it up for the funeral. Initially, we thought the truck just needed to be present and close by, but Rick's wife and daughter wanted Rick's HFS truck in the procession. Eric Wott, a long-time co-worker of Rick's, didn't hesitate to drive it for the family. Eric later learned that they wanted the truck to lead the procession. The HFS feed truck led the entire procession to the cemetery entrance.

After everything was done, Rick's daughter sent a text expressing their gratitude for the support from everyone at Heartland Feed Services and emphasized how much Rick loved his job and the people he worked with.

"Graham and Tim, my mom and I wanted to reach out personally to you to express our sincerest gratitude for coordinating use of my dad's semi for his funeral. It was a perfect tribute to what my

dad enjoyed every day. Having the semi lead Dad home was indescribable. We don't have the words to say thank you enough, but all of the support from you and his fellow coworkers is a testament to my dad's love for his career and work family.

We would love to reach out to the driver as well. I believe it was Eric Wott, but if you could confirm that it would be greatly appreciated. Again, from the bottom of our hearts, thank you all for your support during this difficult time. We hope you enjoy this picture of the kids enjoying Grandpa's memory."

This shows that all our employees will always go "Above the Mark" for each other when needed!



2025 SPRING KICK-OFF MEETING

On April 2nd, Mercer Landmark hosted its annual Spring Kick-Off Meeting at the Opulence Event Center, bringing together team members for a full day of professional development, strategic alignment and collaborative discussion. Led by senior leadership, the event focused on uniting the organization around key initiatives and preparing for the opportunities and potential headwinds ahead.

The meeting opened with a keynote from Heath Barnes, who presented on *"Becoming a Differentiated Brand."* Heath emphasized the company's priority for exceptional service and a standout customer experience as the foundation for long-term success.

A panel discussion on the *Unified Customer Approach*, moderated by Kirk Roetgerman, featured several advisors sharing success stories. Panelists included Troy Grime, Bobby Diener, Rex Oskey, Justin Schaub, Virginia Missler, Jackie Sheridan, Jacob Lewis and Rick Mollenkopf. Each shared how adopting a unified approach to the customer from all Business Units has improved client relationships and outcomes.

Mark Roeth presented the results of the recent *Gallup Engagement Survey*, offering insights into organizational health and employee engagement. The results highlighted both areas of strength and opportunities for continued improvement in organizational health.

In a session focused on Customer Experience, Neal Horrom reintroduced the concept of creating "raving fans," highlighting how delivering excellence at every touchpoint can turn satisfied customers into passionate advocates.

Heath returned to the stage to address the Growth Challenge, outlining both internal hurdles and broader industry headwinds. He encouraged the team to remain adaptable and forward-thinking in a constantly evolving industry.

To close out the day, Brittany Conkle introduced new hiring procedures aimed at streamlining recruitment and onboarding processes to attract top talent and support long-term growth. Following this, Adam led a discussion on the "Ten Commandments of Leadership," pictured below.

The Spring Kick-Off Meeting served as a strong start to the season, reinforcing the company's vision and energizing the team for the road ahead.



UNIFIED CUSTOMER APPROACH

Defining UCA

When you hear the phrase Unified Customer Approach (UCA), what words pop into your mind?

Better customer experience? Sell more products? One-stop shop? Trusted advisor? Customer loyalty?

These are the words that popped into my mind back in 2023 when we began the Unified Customer Approach journey through a series of collaborative meetings with the advisors from the four Business Units. We had a lot of uncertainty and frustration during the first year, which is not uncommon with change, but there also was some early monumental success.

Which brings us to today, and the definition that I like that was provided by Google.

Unified Customer Approach focuses on providing a consistent and seamless experience for customers across all touchpoints and channels. This approach aims to create a cohesive brand identity and meet customer needs at every interaction, leading to increased satisfaction and loyalty.

At the Spring Kickoff meeting, we discussed our Standard of Excellence is providing a "RAVING" customer experience. Whenever and wherever our customers engage with Mercer Landmark, Heartland Feed Services or MPS, they feel respected, appreciated and valued by their experience. Which path will we take at the fork in the road? The path of least cost or the path of a differentiated brand? The definition of UCA is guiding our company today on the path that will lead us to a Raving Experience by focusing on the Mercer Landmark, Heartland Feed Services and MPS Brands!

What steps are taking place?

The first step was changing the reporting structure with a CRO position. The next steps were to fill and define the expectations for the Lead Advisors of each respected Business Unit.

This step is still a work in progress today; but recently, three Lead Agronomy Advisors were announced. Please help me in congratulating Alex Fullenkamp, Troy Grime and Amber Dilworth on their new roles. The other lead roles are Jackie Sheridan - Lead Grain Advisor, Ralph Gill - Lead Feed Advisor, Kevin Kaup - Energy Sales with a focus on Shell Lube Products, and Debbie Houts - Feed Logistics Manager for Bulk Ingredients.

Success Stories

There have been many success stories with advisors bringing a unified approach for a win-win experience to the customer and our company. The reason for these successes is because we are now able to have a conversation "at the farmgate" knowing we have a wealth of resources and industry experts at our disposal for phone call or in-person meeting. We no longer must be the expert for everything, but we can tell the customer, "I know a person that can help." We can help the customer with financing, grain marketing, agronomy services, transportation needs, show feed and energy needs, just to name a few. There are so many success stories that I can share; the one I will share today is:

Mercer Landmark has financed close to \$5,000,000 of agronomy products by having security on 800,000 bushels of grain to be delivered during the 2025/26 season. This is a win for the Customer, a win for Agronomy and a win for Grain!

I am so excited to see where this early momentum will take us in the future, but we all need to remember that this journey, like many journeys, will have challenges, but I am confident we can overcome many challenges if we all work together.

- Kirk Roetgerman
Chief Revenue Officer (CRO)

THE IT CORNER

From time to time – it can be beneficial to have a 3rd party look at what you are doing. The benefits can be extensive because it is easy to miss “the blind spots” in your processes and systems when you are working with them every day. A fresh set of eyes can provide immense value – especially when it comes to IT systems.

Last year, our IT Team engaged with the security team at Land O’ Lakes to take a deep dive into our IT systems and security posture. Land O’ Lakes is a company we are all familiar with – but one thing many of you might not be aware of is that our IT Department works with their IT Services team to obtain lower pricing and access to services that would otherwise be unobtainable to a company our size. By engaging their IT security team, we can utilize their resources to better secure our systems.

We have all already seen changes (that I am sure some of you are not fans of) that have been rolled out, such as:

- Locking computer screens after 10 minutes of inactivity
- A new password policy that introduces password expiration and complexity requirements
- The creation of a Disaster Recovery Task Force – which involves members of every business unit and is working to write an Emergency Response Plan
- Identifying old printers that were still in use but were no longer receiving security updates, making them a security vulnerability
- Building more duplication into our network to prevent equipment failures from causing outages in key areas, such as feed manufacturing

There are many other changes that are occurring behind-the-scenes that are designed to improve both our security and system performance, and while I know that things are not always perfect, please know that the

IT team is constantly working to keep things moving forward and we appreciate everyone’s patience as we work to implement necessary changes.

And on behalf of the entire IT team, I would like to thank everyone for their continued support, and for all the hard work that you all do! And – if we can make your job easier or more efficient, please do not hesitate to reach out!

Ambition in Action

We recently celebrated the 4th graduating class of the Ambition in Action Emerging Leaders Program here at Mercer Landmark. The AiA Program was developed 4 years ago to organically develop leaders from within Mercer Landmark. This year’s class was comprised of 11 employees from 4 different Business Units and 6 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 Business Unit Strategic Plans presented to the Senior Leadership Team and the Board of Directors in April. The Board and the Senior Leadership Team were very impressed with the projects and presentations and will use the information in future decisions.

We are looking forward to Year 5 of the Ambition in Action program and the participants will be chosen soon, stay tuned.

- Mark Roeth, CPO



Front Row Seated: Olivia Cramer, Troy Grime, Brittany Conkle.
Back Row: Jarrod Weis, Jamie Dues, Chris Pessefall, Brad Fortkamp,
CEO Heath Barnes, Jeremy Tribolet and Aaron Flum.
Absent from the Picture: Luke Rapier and Noah Illig

HR UPDATE

NEW HIRES

Ashley Brotherhood
Seth Huelskamp
Aaron Hull
Clark Knapke
Jayden Molitor
Travis Pellman
Zachary Porter
Dominic Purnell
Lee Rodriguez
David Roth Jr.

Ryan Ruvaldt
Julia Sheets
Jennifer Taylor
Julia Henkle
Brandon Dirksen
Lauren Bleke
Landon Burkhart
David Puckett
Dylan Goetterman

RETIREMENTS

Frederick Severt
Steven Dietrich
Clark Merkle
Daniel Recker

Congrats to our retirees!

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 or contact **Brittany Conkle at 419-584-8377**.

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.

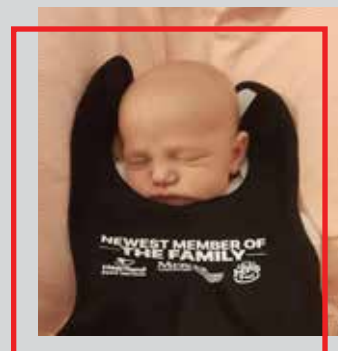
For those on the Surest \$7,000 or Surest

\$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.

Maverick Flaute

Grace Flaute

- o Birth Date: 12/21/2024
- o Weight: 8lbs 1.5oz
- o Length: 21 inches



Layla Rammel

Cami Rammel

- o Birth Date: 4/24/2024
- o Weight: 7lbs 13oz
- o Length: 19 inches

Carter James Fortkamp

Brad Fortkamp

- o Birth Date: 11/25/24
- o Weight: 8lbs 7.2oz
- o Length: 19 inches



Michael Watercutter

Elizabeth Watercutter

- o Birth Date: 10/10/24
- o Weight: 8lbs 3oz
- o Length: 20.2 inches

Kip Leo Harting

Craig Harting

- o Birth Date: 9/24/24
- o Weight: 7lbs 12.8oz
- o Length: 18.5 inches



Hazel Lou Grime

Troy Grime

- o Birth Date: 2/22/25
- o Weight: 6lbs 15oz
- o Length: 18 inches

NEWEST MEMBERS OF THE FAMILY

2025 SUMMER INTERNSHIP PROGRAM

Our 2025 Summer Internship Program began in May, and we're excited to welcome seven interns joining us from colleges and universities across Ohio and Indiana. This year's group includes students from The Ohio State University, Purdue University, Wright State University Lake Campus, University of Findlay, Wilmington College and UNOH. Each intern is working within one or more of our core business units—Agronomy, Grain, Feed and Logistics—gaining valuable experience and learning more about careers in agriculture.

- **Mark Roeth, CPO**



"I chose to intern with Mercer Landmark because it's close to home, I really like the people and culture, and I saw it as the best place to learn and grow. I'm especially excited to dive deeper into agronomy and grain—particularly field scouting and the grain side—and to build skills in teamwork, customer service and helping a company succeed."

- **Braden Smith | Agronomy Intern | New Haven, IN | Purdue University**



"I chose to intern with Mercer Landmark because I wanted to go beyond being the customer and gain hands-on experience in how things work behind the scenes, especially in the feed industry. I'm excited to focus on livestock nutrition and health, and I'm looking forward to learning how to build effective feed plans that support animal well-being—something I hope to carry into my future career."

- **Callie Neuenschwander | Feed Intern | Berne, IN | University of Findlay**



"I chose to intern with Mercer Landmark because I've heard great things about the company and wanted to see how logistics and operations function within a large ag cooperative. I'm especially looking forward to applying what I've learned in school to real-world operations across all business units—especially grain—and gaining a deeper understanding of how logistics supports the ag industry as a whole."

- Isaac Badenhop | Logistics Intern | Pemberville, OH | The Ohio State University

"I chose to intern with Mercer Landmark because I had a great job experience here in high school—the team was supportive, and I appreciated how progressive the company is. I'm excited to work in the grain and agronomy units, where I can see the full crop production process and build relationships with local growers, while gaining real-world experience to complement what I've learned in the classroom."

- Jamy Hunt | Grain & Agronomy Intern | Oakwood, OH | University of Northwestern Ohio



"I chose to intern with Mercer Landmark because I wanted a hands-on, local experience and was drawn to the company's culture and diversity. I'm excited to focus on agronomy to gain more crop experience, broaden my skill set beyond livestock and strengthen my communication skills for future career opportunities."

- Macy Brunswick | Agronomy Intern | Fort Recovery, OH | The Ohio State University

"I chose to intern with Mercer Landmark to gain hands-on experience in both agronomy and feed, since I've primarily grown up around livestock and wanted to expand my knowledge across the ag industry. I'm looking forward to becoming more well-rounded in agriculture and exploring the different career paths this experience could lead to."

- Morgan Rempfer | Agronomy Intern | St. Marys, OH | Wright State University Lake Campus



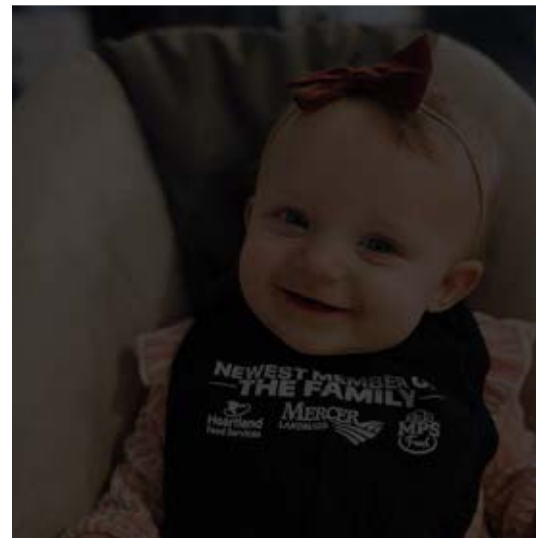
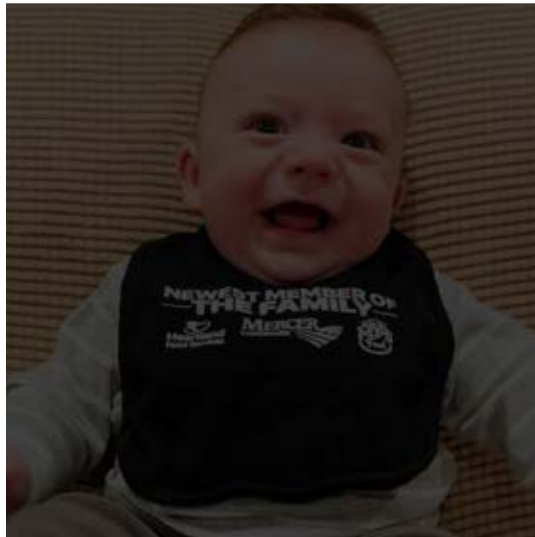
"I chose to intern with Mercer Landmark because I immediately loved the atmosphere and was excited about the opportunity for hands-on, one-on-one experience both in the field and in the office. I'll be focusing on agronomy and sustainability, and I'm looking forward to working with data, expanding my knowledge and gaining clarity on my future career path."

- Stephanie Altstaetter | Agronomy Intern | Bellefontaine, OH | Wilmington College



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

- HARVEY S. FIRESTONE



- SIR RICHARD BRANSON