

# The Inside Dirt

The latest company and industry news from L.R.E. Ground Services, Inc. and L.R.E. Construction Services, LLC. Family owned and operated since 1989!

Volume 14, Issue 1

March, 2019



**Drainage Issues? L.R.E. can design a solution to solve your specific drainage problem.**



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**Underground tunnel leading to a Florida bank is uncovered during a sinkhole investigation.**



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## L.R.E. SURPASSES 1,000 DAYS WITHOUT A LOST-TIME ACCIDENT

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## Picture Perfect



Project Representatives ventured on a field trip to an in-progress water diversion project for additional training.



L.R.E. was one of four sponsors at a paint night hosting Property Managers and Community Association Managers last month in Palm Harbor.

Follow L.R.E. on:



# 1,000 Days Without a Lost-time Accident Calls for Celebration



On January 29, 2019 L.R.E. team members celebrated 1,000 days without a lost-time accident. What a tremendous feat! There are several priorities when it comes to carrying out projects, but safety is at the top of the list. The safety of the customers and employees are part of L.R.E.'s culture, which has been made possible by Rich Blanche, Safety Manager, who states, "Congratulations, Team L.R.E., on 1,000 days without a lost-time accident! Wow, has this been a long journey! When we started this program to prepare ourselves for the MacDill project we didn't realize the overall benefit that would come along

with all the training that we received! We had to make some tough personal moves, but by us putting the right people in the right places and providing them with OSHA 10 for construction, C.P.R. certification and equipment task training, along with crane hand signals to traffic flaggers, it has all paid off! We know that a strong



**Think Safety First signs are posted around the office as a reminder.**

safety culture is one that must be implemented and taken seriously and that complacency will hurt. We have a great team that is constantly looking out for each other, and through this, we can achieve a zero accident culture consistently! Just like the past three years, I am looking forward to another year of improvement! Thank you for your hard work and dedication! Keep it up!"

L.R.E. will continue to look for new ways to improve safety procedures for the benefit of staff and customers, and ensure their safety record is maintained year after year.

## L.R.E.'s Top Quarterly Performers



### YOU'RE A GEM AWARD

*This award goes to the team member who consistently goes the extra mile, while embracing core values, through performance, attitude and actions.*

Tara Britt plays an integral role in the Production department. She wears many hats and takes on many responsibilities, not specifically required by her supervisor, but she takes them on with a willing spirit and always a positive attitude. She continues to address challenges in an innovative manner and makes the most out of existing resources. Tara's "whatever it takes" attitude is just one of the things that makes her a valuable team member.



### BIG KAHUNA AWARD

*This award goes to the team member who continues to be a boss, a leader, month after month, top-ranking in his/her department.*

Kudos to Matt Kupic for breaking two records in January! Most sold with no insurance contracts (\$258,028.54) and most sold contracts in a month (26). Not only that, but Matt is consistent, on a daily basis, following up with prospective customers to earn their business and handles anything and everything requested of him quickly. Although Matt has only been with L.R.E. for a year, he has made a huge impact and always leads by example.



### PRODUCTIVITY AWARD

*This award goes to the team member who demonstrates efficiency and work ethic while taking on more responsibilities in the workplace.*

Team member Linnea O'Brien has an increased workload, but you'd never know it by the way she conducts herself. Linnea carries a positive attitude into work each day and has demonstrated the ability to consistently produce thorough, mistake-free and quality work. Her responsibilities have expanded to include multiple admin duties on top of her already demanding supervisor duties. Thank you, Linnea, you are appreciated!

# Around the Web

**PEMBROKE PINES, FL**— The FBI is investigating after the apparent work of a burrowing would-be bank robber was discovered beneath the entrance of a Pembroke Pines shopping center. Pembroke Pines police received a call the morning of January 30th about a possible sinkhole at the entrance to the Flamingo Pines shopping plaza. When officers arrived, they found a hole in the pavement leading to a tunnel that stretched from a nearby wooded area toward a Chase branch in the plaza. Police cut the fence line and found the entrance to the tunnel, which was covered by a wooden pallet. Inside the tunnel, police found a pair of muddy boots, a small homemade ladder, a stool, digging tools and a small generator. Police used a remote control rover to follow the tunnel, which stretched more than 50 feet under the road toward the drive-up window of the bank. Investigators used spray paint to mark the areas where the tunnel appears to divert around a concrete light pole. Public works employees were digging in the area where the tunnel possibly ends. Although the bank remains open, the drive up window is closed.



Source: WESH 2 NEWS

## L.R.E.'s 1st Quarterly Meeting of the Year Took Place on March 15, 2019

The meeting featured awards, announcements, food, games and more. L.R.E. team members look forward to this fun fellowship with co-workers and friends every quarter.



## Team L.R.E. We Appreciate You!

According to *Days of the Year* there is a lot of talk about what the most important part of a business is. There's an argument to be made that, when you're first starting out, the most important part are your customers. After all, they're the ones that patronize your business, use your services and products, and ultimately ensure that you're successful at days' end. Once a company has grown past a certain point, however, customers begin to have a contender for most important. When you have to hire employees to manage the extra business you can no longer handle alone, it's time to recognize that Employee Appreciation Day was established for one reason. Without your employees, there's no one to service your customers, which means you can't keep your doors open.

At L.R.E., we believe that fulfilling work creates fulfilling lives. We appreciate our employees and are so grateful for each and every one! On March 1st L.R.E. celebrated Employee Appreciation Day.



## L.R.E. Quarterly Recap



### No More Trip Hazards

Steps re-leveled beautifully, and a happy homeowner helped!



### Interior Helical Project

Completed by L.R.E. for a building redesign in Land O' Lakes.



### Supporting the Community

L.R.E. has participated in several hole sponsorships at golf tournaments this quarter.



### Greg Crossley Poses for a Picture

At a BMI Top Golf event in March, L.R.E. Ground & Construction Services mingled with Property Managers as a main sponsor.



### Wacky Onesie Wednesday

# Property Owners Helped



Team members (from left to right):  
Donovan Dokoupil, Matt Burkhart,  
Ryan Bourgoin & Zac Spardello



L.R.E. specializes in concrete projects  
large or small, from pouring commercial  
foundation slabs to removing and  
replacing driveways or walkways.



Adam Crace & Nathan Kocolowski  
exceeded customer expectations yet  
again. Keep up the great work guys!

## Quality Work, Amazing Customer Service

Donovan, Ryan, Matt and Zac, did a fantastic and professional job rebuilding my double car driveway. Its been a long time since I've seen such dedication from workers. Wow, what a team. I can't say enough how pleased I am with my new drive. These men are great, knowledgeable and professional. Oh, and also polite and caring. Thank you L.R.E.! You'll get every referral I can get you!

*Randall W.*  
Wesley Chapel, FL.

## Such a Blessing

I want to tell you how lucky you are to have the staff that came to my house. They were extremely efficient, polite and flexible. Everyone was so hard working. I never even saw a break in action. Your company is blessed!

*Vicki K.*  
Brandon, FL.

## Unbelievable Team Work!

Adam and Nathan exhibited outstanding performance. They were very polite and professional, and exuded excellent knowledge regarding our roof leakage issue. They provided peace of mind by explaining internal staining and removed leaves and laid tarp on our roof to prevent further leakage into our home. Then, two other employees were in the area, and stopped to assist with the care of our home. My heart was very impressed with all of the team work! L.R.E. ROCKS!! I will

be sure to spread the news!

*Alicia C.*  
Largo, FL.

## Amazing From Start to Finish

The workers were neat, considerate, and hassle free. They put everything back around my pool deck exactly where they moved it from once the project was complete. They had amazing work ethic and were on time. That is major for me! From the very beginning, the sales representative was personable, not pushy, and gave me all the information I needed about my project, pros and cons. Your call representatives were very polite and called ahead when the workers were on their way. The price was right, so I hoped the job would be done right and it was. It was a wonderful experience and my husband and I are very, very happy!

*Paula G.*  
New Port Richey, FL

## Would Recommend Your Company Time & Time Again!

Both crews were friendly, polite, knew exactly what they were supposed to do and did it. Can't ask for more! If it wasn't for my beautiful new driveway, I wouldn't have even known they were there. Thank you for a job well done!

*Ron W.*  
Palm Harbor, FL

## QUOTE OF THE QUARTER

*“All our dreams can come true, if  
we have the courage to pursue  
them.”*

*-Walt Disney*

# Repair Review: Exterior Drainage Systems

Proper Exterior Drainage Systems are so important and one of L.R.E.'s top services as of late. Drainage Systems carry significant benefits, both short and long term, which include preventing soil and foundation erosion, shutting out standing water and water damage, and most importantly, protecting your home's foundation and your landscaping immediately and for years to come.

Drainage issues around homes can be pre-existing with older properties, develop over time with new properties or simply occur during storms. Ideally, your property should be designed to properly handle the volume of rainfall it receives, whether it's a storm with heavy rain or just a particularly wet time of year. If it is not able to divert water, you have a drainage problem and should hire a professional, like L.R.E., who can design a solution to fix the issue by redirecting water away from your home's property and foundation.

There are several proven drainage systems that L.R.E. can install to correct these issues including french drains, trench and channel drains, downspout drainage, and catch basins. Which solution you need will depend on the exact problem and the characteristics of your property. Sometimes, a combination of solutions is the best plan.

If you are interested in an Exterior Drainage System for your property, call the professionals at L.R.E. today for a free inspection and estimate. Your home and property will thank you!



BEFORE



AFTER

Installation of a French Drain



BEFORE



AFTER

Installation of a Catch Basin

## Announcements

### L.R.E. Anniversaries

Scott Higgins	9
Jeremy Sieber	9
Bill Lazor	9
Shawna Fleming	7
Greg Crossley	7
Craig Palko	6
Tom Watson	6
Gina Varn	4
Shea Dawson	4
Anthony Gochenour	3
Shawn Skinner	2
Terry Payne	2
Eric Thuesen	1
Jodi Ringos	1
Thomas Champney	1
Dustin Smith	1
Michael Smith	1
Matthew Kupic	1
Zachari Spardello	1



**Top Row (left to right):** Tom Watson, Gina Varn, Bill Lazor  
**Bottom Row (left to right):** Scott Higgins, Craig Palko



More is possible.

## Letter from the CEO

### ‘Tis the Season for New Beginnings

Spring is here, and with spring comes all the wonderful things we've been waiting for...extra sunshine, warmer weather, sandals, flowers blooming and the list goes on and on. As we spring forward here at L.R.E., we are reminded that we need to constantly move forward, make new decisions, and head in new directions daily, towards continued growth. We will continue our commitment to REDEFINING the industry while transforming our business and our strategies.

I am excited about all of the great things on the horizon. We are expanding our services while continuing to offer exceptional customer

service to our homeowners. Several team members will be attending the Foundation SupportWorks Convention in Omaha, Nebraska next month and we will be bringing back some amazing new products and ideas to



add to our existing services.

This new year is speeding by and we have a lot to accomplish, but I have no doubt that we can make terrific

strides with the team members here at L.R.E.

Already, several of our team members have been recognized by satisfied customers this year for going above and beyond, and REDEFINING the customer experience. I want to thank our entire team, this truly is a reflection of L.R.E.'s 30-year reputation and I look forward to things to come for our future and it's amazing team members. Let's continue the course and create a better experience for our customers, families and community while we enjoy the extra hour of daylight.

*-Raymond Woolever, CEO*

Mailing Address:  
P.O. Box 10263  
Brooksville, FL 34603

Phone: 800-580-0229  
Fax: 352-754-4558  
www.LREGSI.com  
www.LREconstructionservices.com

