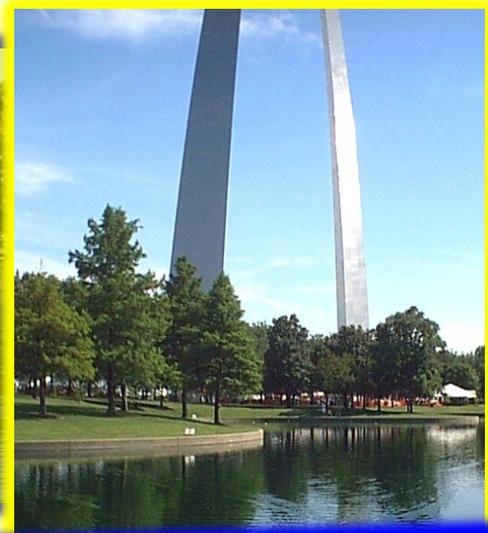




# *Aquatic Control<sup>®</sup> Inc.*

## *Statement of Qualifications*



**Managing Aquatic Resources Since 1966**

## Aquatic Control's Core Values

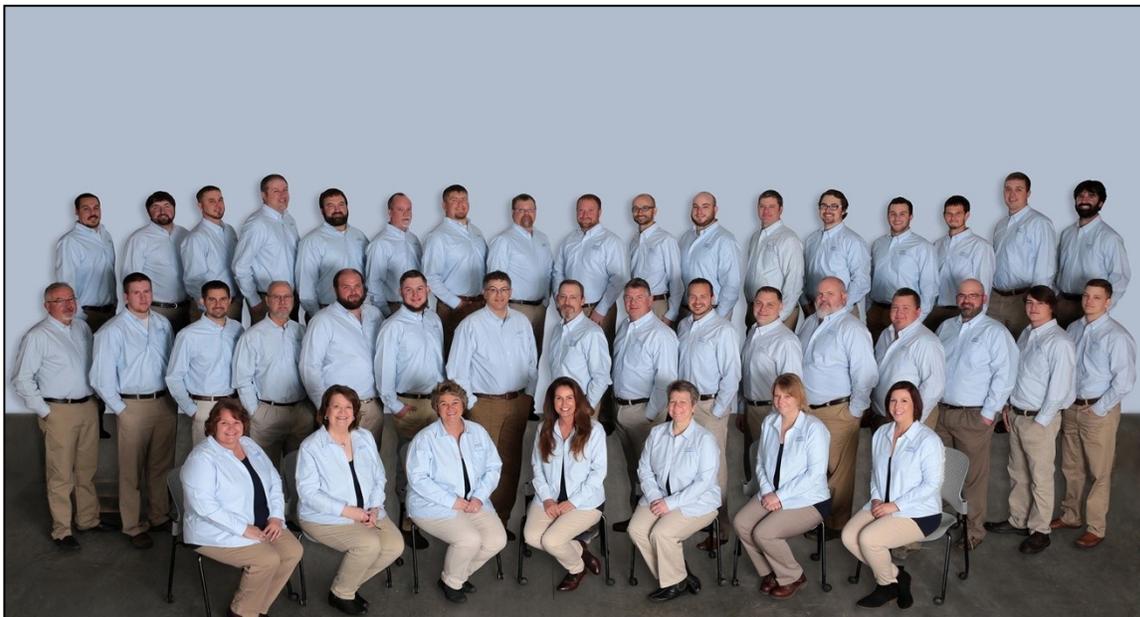
**Integrity**  
**Stewardship of aquatic resources**  
**Commitment to employees and customers**  
**Superior solutions and value**  
**Sustainable return for stakeholders**

## Aquatic Control's Mission

**To provide the highest quality of expertise in the promotion, restoration, and maintenance of healthy and aesthetically pleasing aquatic resources for our clientele**  
**Recruit, develop, and retain passionate professionals with the utmost integrity**  
**Deliver value through sustainable practices with the best products and services available**  
**Foster long term relationships with customers, vendors, academia, and government entities**

## Aquatic Control's Vision

**To be the leader in sustainable aquatic resource management while adhering to our core values**



## INTRODUCTION

Aquatic Control, Inc. was founded in 1966 to provide professional lake management consulting services. The Company was one of the first to offer the design and implementation of professional lake management programs for privately owned aquatic resources. Primary emphasis was on the control of nuisance aquatic vegetation and the analysis and management of sport fisheries. In 1969 an Environmental Research Division was established to provide an experienced staff of biologists to conduct aquatic and terrestrial ecological surveys for Environmental Impact Study requirements implemented by the Environmental Protection Agency.

A diversified staff of professionally trained biologists in aquatic and terrestrial biology was engaged to handle the increasing workload in the early 1970's. A modern laboratory facility was constructed to efficiently process the biological samples collected for baseline biota surveys. An extensive sampling equipment inventory was established and maintained.

The Lake Management Division continued to expand and refine its scope of services while lending support to the Research Division, particularly in the area of biological field sampling.

During the late 70's, as more engineering firms and industrial clients developed their own professional biological divisions, Aquatic Control, Inc. shifted its emphasis to the lake management and fish culture enterprises. This trend continued through the 90's and into the new century. The present Aquatic Control, Inc. staff includes professionally trained biologists in fisheries and other aquatic sciences, licensed aquatic applicators, and technicians. Aquatic Control, Inc. has now expanded to include offices near St. Louis, MO, Valparaiso, IN, Evansville, IN, Memphis, TN, and Elizabethtown, KY.



Aquatic Control goods and services are distributed in the Midwest in partnership with manufacturers of most registered aquatic pesticides including Applied Biochemists, AquaBlok, BioSafe Systems, Brewer International, Chem One, SePRO Corporation, Syngenta Professional Products, and United Phosphorous, Inc. In this capacity Aquatic Control, Inc. supplies products and expertise to many private aquatic vegetation management firms, wholesale, and retail outlets throughout the Midwest.

Our close interactions with many state, federal, university, and industry personnel involved in research and management of natural resources along with our practical experience, equipment inventory, and flexible operating structure, create a company uniquely qualified to offer analysis and management of aquatic resources. In addition, Aquatic Control has been certified by the Indiana Department of Administration of Minority and Women's Business Enterprises Division as a Woman-Owned Business Enterprise (WBE).

### LAKE MANAGEMENT CAPABILITIES

Aquatic Control® provides lake maintenance programs for clients throughout the Midwest. These programs include aquatic vegetation management, fisheries surveys, aquatic vegetation surveys, bio-volume mapping, habitat evaluation, fountain and aeration system installation and maintenance, water quality evaluation, and other related services.

We are a major distributor of aquatic herbicides, algaecides, pond sealant, phosphorous reduction, lake and pond dye, aeration equipment, fountains, and aquaculture supplies to wholesale and retail customers. The company has developed, refined, and incorporated the most up to date aquatic chemical application equipment available.

Our application equipment includes airboats and various sizes of outboard powered skiffs modified and equipped specifically for aquatic herbicide application. To serve our clients better we have developed a special application boat for small ponds with poor access. This equipment includes the use of a four-wheel drive ATV for accessing lakes through lawns with minimum disturbance and two custom-built 6-wheel Argo amphibious vehicles that provide access to virtually any pond or lake with minimal turf damage.



The use of polymers and other spray adjuvants, which improve herbicide placement, containment, and effectiveness while minimizing adverse environmental effects, are included in our programs when applicable. We have provided professional aquatic vegetation maintenance programs for lakes and ponds ranging in size from less than 1/10 acre to over 21,000 acres, and have also provided weed control services for major harbors on Lake Michigan. In addition, we have serviced various golf course communities in Kentucky and Indiana including Valhalla (KY), a Jack Nicholas course now owned by the PGA, Lake Forest (KY), an Arnold Palmer course, Covered Bridge (IN), Fuzzy Zoeller's course, and Timbergate (IN), a Fuzzy Zoeller Signature course.

Before Treatment

After Treatment



Aquatic Control has been involved in the development and implementation of the invasive plant control section of the Indiana Lake and River Enhancement program (LARE). This program is designed to provide state funded cost-shares for controlling invasive plant species on public lakes. To receive funding for treatments, Lake Associations must first complete state approved aquatic vegetation management plans. Aquatic Control, Inc. has participated in numerous projects at the planning and treatment levels and has helped procure cost share dollars for their clients to control invasive plant species throughout the state. LARE projects have included treatment and eradication of the first documented infestation of Brazilian elodea in an Indiana public lake. Aquatic Control was also subcontracted by SePRO to complete treatments and surveys on Lake Manitou, home of the first documented hydrilla infestation in Indiana.

Our personnel are trained and licensed for aquatic pesticide application as required by state and federal regulations. They are active in regional and national professional societies to keep current and provide input to technological developments, standards and philosophies of the trade. Staff from Aquatic Control, Inc. have served terms as president, as board members, and on several subcommittees for the Midwest Aquatic Plant Society, Aquatic Plant Management Society, Indiana Lake Management Society and various other lakes groups.

Aquatic Control, Inc. also provides operational level water quality analysis of basic parameters in our Seymour laboratory. The laboratory is also utilized for fish aging, plant and algae identification, nutrient reduction treatment simulations, and herbicide and algaecide efficacy testing.



We offer custom designed lake surveys ranging from bathymetric mapping, through electro-fishing surveys of major fish species, to thorough sampling and analysis of more detailed biological and chemical properties of the aquatic environment. Recommendations for short and long-term management strategies are developed from the results of these surveys. Our fisheries personnel are active, participating members of professional, national, regional, and local fisheries and lake management societies. state approved aquatic vegetation management plans.



## AERATORS AND FOUNTAINS

Through our involvement in all aspects of lake and pond management, Aquatic Control, Inc. personnel have developed a thorough understanding of design and implementation of aeration systems for aquatic environments. Aeration systems utilizing diffused air equipment or floating surface aerators can be designed and sized to fit specific sites.

In bodies of water with at least moderate depth, diffused aeration systems are proven to be the most energy efficient and therefore the most economical to operate. Aquatic Control, Inc. has several diffused aeration systems that can be custom designed for use in lakes and ponds. This equipment utilizes energy efficient, low maintenance air compressors to provide pressurized air that is released at locations throughout the body of water through specially designed diffusers. The diffusers release the air in small bubbles creating an induced circulation pattern that completely mixes and oxygenates the body of water.



For shallow water environments, floating surface aerators are used which spray water into the atmosphere where oxygen is introduced. The spray pattern of floating surface aerators can also provide pleasing water displays for an added aesthetic value in suitable settings. These units are popular for residential, golf course, commercial, and industrial properties and are available in a variety of sizes and displays. Aquatic Control, Inc. is an authorized distributor and warranty service center for several manufacturers of floating aerators including AquaMaster, Kasco, and Otterbine.

With the use of properly designed components, it is possible to create anything from a peaceful and tranquil setting to an elaborate, decorative fountain display that will enhance and complement any site.



## INSURANCE, ACCOUNTING, AND CLASSIFICATION

Aquatic Control<sup>®</sup> provides Workman's Compensation Insurance as required by law. A certificate of insurance will be provided with contract projects upon request. Hourly consulting fees arrangements including monthly invoices, lump sum upon completion, and pre-payment (partial or full) with appropriate discounts. Unless otherwise agreed, all invoices are on net 30-

day terms with 1.5% delinquency charge per 30 days (18% annual rate) assessed on the balance of all overdue accounts. Equipment and materials sales are on a cash, C.O.D., or prior credit arrangement basis.

Lake management services are provided on an individual contract basis with various billing arrangements including monthly invoices, lump sum upon completion, and pre-payment (partial or full) with appropriate discounts. Unless otherwise agreed, all invoices are on net 30-day terms with 1.5% delinquency charge per 30 days (18% annual rate) assessed on the balance of all overdue accounts. Equipment and materials sales are on a cash, C.O.D., or prior credit arrangement basis.

## CONSULTANTS

In order to provide the broadest range of biological assessment, development of management projects and monitoring programs, Aquatic Control, Inc. utilizes a network of partners and personnel on specific projects as necessary. These include water quality and microbiological testing laboratories, aquatic vegetation harvesting companies, engineering firms, lake dredging companies, lake/pond liner installation, and others providing project specific expertise and services. This allows us to provide an integrated program utilizing various areas of expertise at a fraction of the cost of services from large consulting engineering firms having all disciplines and laboratories in house. At Aquatic Control, Inc., you are paying only for the services needed, not a portion of overhead for multiple layers of middle management and services not necessary for your particular project.

## INDIVIDUAL RESUMES

*Leah D. Essex*

### **Chief Executive Officer/Owner**

Mrs. Essex is Chief Executive Officer of Aquatic Control<sup>®</sup>, Inc. She completed her primary education at Immanuel Lutheran School and graduated from Seymour High School in 1979. She attended Indiana University in Bloomington, IN, 1979-1983 where she was a member of the Alpha Chi Omega Sorority. Leah first acquired ownership in Aquatic Control<sup>®</sup> in 1987.

Over the years Mrs. Essex has been involved in many different areas of the Rust Family businesses including Advertising/Promotion Director, Group Sales Coordinator for the Family owned park, and Office Manager for the Rust Companies. She also was a Real Estate sales person and developer.

In 1995 Leah acquired majority ownership of Aquatic Control<sup>®</sup> and was made secretary of the corporation. In 2004 she was elected Chairperson of the board and Chief Executive Officer. Aquatic Control<sup>®</sup> has been certified by the Indiana Department of Administration of Minority and Women's Business Enterprises Division as a Woman-owned Business Enterprise (WBE).

Leah and her husband, Mike, reside on Grandview Lake in Columbus, Indiana, where she served on the board of the Grandview Board of Directors from 2006-2008. She is a member of



the Midwest Aquatic Plant Management Society. Leah is an active member of St. Peters Lutheran Church. She enjoys golf, tennis, lake activities, and spending time with her two daughters.

*Matthew K. Johnson*

**President**

Mr. Johnson is the President at Aquatic Control, Inc. Seymour, IN. Matt completed his primary education at Lutheran Central School and graduated from Brownstown Central High School in 1996. In May of 2000, he received a B.S. degree in Business Administration with a Marketing emphasis from the University of Southern Indiana. Mr. Johnson has been employed with Aquatic Control since 1993.

During his employment at Aquatic Control, he has been involved with many aspects of the company. He has worked in shipping, aquatic vegetation management, fish population surveys, fountain and aeration system installation, fish eradication projects, fish restocking, vegetation planting, and various freshwater diving projects.



Mr. Johnson began full-time employment with Aquatic Control in November 2000. During this time, his primary duties included aquatic application, electrofishing surveys, and installation of fountains and aeration systems. He is a certified aquatic applicator in Indiana. As his knowledge of the science and the industry grew, Aquatic Control began to utilize his business background. In January 2003, he became a sales associate and his focus was redirected to product support and distribution.

In January 2004, Mr. Johnson was promoted to Sales Manager of Aquatic Control. Since this time, his main focus has been on the sales, support, and distribution of products. Mr. Johnson was appointed to the Aquatic Control Board of Directors in November 2005, elected Vice President of Sales and Marketing in December 2006, elected Chief Operating Officer in 2016, and President in 2017. In addition to sales and marketing efforts, he also acts as one of the technical specialists for Aquatic Control. Mr. Johnson facilitates an annual accredited applicator workshop for applicators throughout the Midwest.

Mr. Johnson is a member of the Indiana Lake Management Society, Illinois Lake Management Association, Ohio Lake Management Society, Aquatic Plant Management Society, Midwest Aquatic Plant Management Society, Indiana Professional Lawn and Landscapers Association, Indiana Golf Course Superintendents Association, and the Midwest Regional Turf Foundation. He served as a board of director for the Midwest Aquatic Plant Management Society from 2006-2014 and served as President in 2012. Mr. Johnson is an active member of St. Peter's Lutheran Church in Columbus, IN. He is also a PADI Certified open water SCUBA Diver.

*Nathan W. Long*

**Executive Vice President**

Mr. Long is the Executive Vice President at Aquatic Control, Inc. In 1997, he received a B.S. degree in Fisheries and Aquatic Science from Purdue University. Following graduation, Nate spent the winter of 1997-1998 in the Bering Sea working aboard a trawler vessel as an observer of the National Marine Fisheries Service. From 1998-1999 Nate was employed as a Fisheries Biologist Aid with Cinergy in Plainfield, IN.

Aquatic Control employed Nathan in February 1999. His primary responsibilities included aquatic vegetation management, lake management consulting, planning and conducting electrofishing surveys, writing fish survey and vegetation management reports, aquatic vegetation identification, and supervising a team of aquatic applicators. Nate also assisted with environmental consulting, water chemistry analysis, and fountain and aeration work. In January of 2004 Nate was promoted to Manager of Lake Management Services. He was appointed to the Aquatic Control Board of Directors in November 2005, elected as Vice President of Lake Management in December 2006, and elected Executive Vice President in 2016.



Mr. Long is a member of the Indiana Chapter of the American Fisheries Society, Indiana Lakes Management Society, Aquatic Plant Management Society, Midwest Aquatic Plant Management Society, and Aquatic Ecosystem Restoration Foundation. Mr. Long served on the Indiana Lakes Management Society board of directors from 2007-2011 and has been serving on the board of directors of the Midwest Aquatic Plant Management Society since 2014. Mr. Long is a certified and licensed aquatic pesticide applicator in Indiana, Illinois, Kentucky, Tennessee, Ohio, and Michigan.

*Casey D. Reed*

**Vice President, Aeration Services**

Mr. Reed is Vice President of Aeration Services at Aquatic Control, Seymour, IN. He received a B.S. degree in Wildlife Ecology with a Fisheries Management Option in 1988 from Oklahoma State University. After graduation, Casey worked for the University of Missouri as a Research Analyst in the production of tilapia (a warm water African fish species) in recirculating aquaculture systems. From there, Casey went on to work at Solar Aquafarms in California, raising tilapia commercially for the food fish industry.

Since coming to Aquatic Control, Inc. in March of 1995, Casey has worked in every facet of lake management with the company. He is a certified aquatic applicator and has experience treating lakes and ponds for nuisance aquatic weed and algae growth. Casey is a factory trained fountain technician and has performed installation, service, and repair work on the floating fountains sold and serviced by Aquatic Control. As a



PADI certified open water scuba diver, Casey has performed many of the tasks that require underwater work, including the installation of artificial reefs, block net installation and repair, and occasional fountain work. Fish population surveys using electrofishing gear has also been a part of Casey's job description, including data analysis and the writing of reports. In November of 1999 Casey was promoted to Manager of Aeration Services at Aquatic Control, Inc. As manager, Casey was responsible for aeration sales, service, and personnel. Casey was named Vice President of Aeration Services in November of 2000.

Casey is involved with many professional organizations related to the management of aquatic resources. He is a member of the Midwest Aquatic Plant Management Society, Indiana Chapter of the American Fisheries Society, and is a Past President of the Indiana Aquaculture Association. Mr. Reed is a licensed aquatic pesticide applicator in Indiana.

### *Carol S. Hayden*

#### **Controller**

Mrs. Hayden is the Controller of Aquatic Control, Inc. She completed her primary education at Lutheran Central School and graduated from Brownstown Central High School in 1984. In May 1988, she graduated cum laude from Hanover College with a B.S. degree in Business Administration, Accounting and Computer Science emphasis.

During her studies at Hanover College, she conducted word-processing training sessions for professors and students, created a series of spreadsheets for a local business to track inventory and invoicing, designed a system enabling the campus bookstore to create monthly statements and update accounts receivable, researched and wrote an individual income tax update document, and worked for a public accountant.



Following graduation, Carol was employed with Cummins Engine Company. She held several accounting management positions with the company including plant accountant, fixed asset manager, accounts payable manager, intercompany accounting manager, and automated system design and implementation coordinator.

In May 1996, Carol was hired by Chester and Linda Rust's family as Controller for their five companies – Rust Companies LLC, Aquatic Control®, Rust Construction, Rust of Kentucky, and Rust Farms LLC. Carol is responsible for managing the office, as well as the accounting and customer service personnel. She is responsible for monthly financial statements and statements of cash flow. She is also responsible for the flow of processes that make each of the companies run smoothly.

Carol is a member of the Institute of Management Accountants and the Indiana Society of Public Accountants. She holds a Certified Public Accountant license and a Certified Management Accountant license.

*Michael R. Whitacre*

**Manager, Missouri Office**

Mr. Whitacre is the Manager of the Missouri office of Aquatic Control located in Truesdale, MO. After spending four years in the Army as a Military Intelligence Specialist, and Russian Linguist, Mike graduated from the University of Missouri in 1998 with a B.S. degree in Fisheries and Wildlife.

During his studies at the University of Missouri, Mike was employed by the Missouri Department of Conservation as a Fisheries Aid, assisting district fisheries biologists with various fish management activities including nuisance vegetation management on rivers, streams, lakes, and ponds.

Following graduation, Mike worked as a Fisheries Technician, both in the field and lab environments. In this position, he assisted graduate and postgraduate students with project designs and implementation. He was involved with fish collecting activities and lab monitoring for temperature related metabolism studies on crappie, smallmouth bass, and bluegill. He also performed duties of collecting and processing, aquatic invertebrate samples for bio-monitoring studies on various rivers and streams in Southwest Missouri.

Mike was employed by Aquatic Control, Inc. in June of 1999. His primary responsibilities included establishing a branch office of Aquatic Control in Missouri and to build and service a customer base from that office. From the Missouri office, Mike is involved with customer relations, aquatic vegetation project design and implementation, fountain sales, installation, and service, and office personnel management.

Mike is a member of the Missouri Chapter of the American Fisheries Society, and a member of the Midwest Aquatic Plant Management Society. Mike is a certified and licensed aquatic pesticide applicator in Missouri, Illinois, and Kansas.

*Steve J. Lee*

**Manager, Northern Indiana Office**

Mr. Lee is the Manager of the Northern Indiana office. He was born in Ionia, Michigan in 1961. Steve graduated from Grand Ledge High School in 1979 and then attended Kalamazoo Valley Community College. He graduated from Specs Howard School of Broadcasting Arts in Southfield, Michigan.

Following graduation, Steve spent the next 15 years in the broadcasting industry as an air personality and Program Director. He worked at various radio stations throughout Michigan, Indiana, and Ohio, and was a member of the Country Music Association. Following his radio career, he worked for Onkyo America, a Japanese audio speaker manufacturer.



Steve joined the staff of Aquatic Control, Inc. in April of 2001. His primary responsibilities as the manager of the Northern Indiana office include contract proposals, lake management consulting, electrofishing surveys, and installation of fountains and aeration systems. He is a member of the Midwest Aquatic Plant Management Society, Indiana Lakes Management Society, and a certified and licensed aquatic applicator in Indiana, Illinois, Michigan, and Ohio. He has been serving on the board of directors for Indiana Lakes Management since 2011.

*C. Adam Charlton*  
**Manager, Kentucky Office**

Mr. Charlton is the Manager of the Kentucky office of Aquatic Control®. He graduated valedictorian of his class at Lincoln High School in 2002 in Cambridge City, IN. Adam received a Bachelor of Science degree in Fisheries and Aquatic Sciences with a 4.0 cumulative GPA from Purdue University in May 2006.

While attending Purdue he worked on several graduate research projects including mosquitofish behavioral studies in Indiana, lake whitefish recruitment and survival in Lake Michigan, and lake sturgeon rehabilitation in Wisconsin. After graduation he worked as a Fisheries Biologist II with the Florida Fish and Wildlife Conservation Commission's Eustis Freshwater Fisheries Research Lab in Eustis, FL. In March 2008, he accepted a supervisory position at the Florida Fish and Wildlife Conservation Commission's Northeast Regional Office in Ocala, FL. As a Fisheries Biologist II with the Division of Freshwater Fisheries Management, Adam supervised two positions, sampled and evaluated sportfish populations across a 12-county region, evaluated fishing regulations, held public meetings/events, and assisted in the creation of a new 14,000 acre reservoir.



Adam joined Aquatic Control, Inc. in July of 2009. He worked out of our Northern Indiana office until 2011 when he was promoted to Manager of the Kentucky office. His primary responsibilities as the manager of the Kentucky office include contract proposals, aquatic plant management, installation and maintenance of fountain and aeration systems, assisting in electrofishing surveys, writing fish survey reports, and assisting pond and lake owners with fisheries related issues. He holds aquatic applicator licenses in Kentucky, Tennessee, and Indiana. Mr. Charlton is a certified PADI Open Water SCUBA diver.

*Patrick A. Whitson*

**Manager, Southwest Indiana Office**

Mr. Whitson is the Manager of the Southwest Indiana office of Aquatic Control, Inc. Patrick attended Purdue University in West Lafayette, IN, where, in the spring of 2008, he received a Bachelor of Science Degree specializing in Wildlife Science with a minor in Fisheries and Aquatics.

While attending Purdue University, Mr. Whitson completed research focused on the environmental improvement of the Wabash River Watershed in Tippecanoe County, IN. Also while attending Purdue, Patrick interned, as a biologist, with the U.S. Fish and Wildlife Service at Muscatatuck National Wildlife Refuge. There, he participated in management activities including public relations, water quality testing, water level maintenance, and electro-fishing surveys conducted in accordance with Indiana Department of Natural Resource.



Following graduation, Mr. Whitson immediately began internship work with Aquatic Control at the Seymour office. Aquatic Control Inc. employed Mr. Whitson full-time in August 2008 at the Northern Indiana office where he served until 2014. His past responsibilities included aquatic plant management, installation and maintenance of fountains and aerators, and public relations. These same responsibilities are carried on as well as managing the office location in Evansville, IN. He is a licensed aquatic applicator in Indiana, Illinois, and Kentucky. Patrick is also a member of the Indiana Lake Management Society and the American Fisheries Society, Indiana Chapter.

*Cody T. Bragg*

**Manager, Tennessee Office**

Mr. Bragg is the Manager of the Memphis, Tennessee office. After high school, Cody attended Purdue University where he received a B.S. degree in Fisheries and Aquatic Sciences in 2015. Between semesters at Purdue, he worked with the Indiana DNR as a Fisheries Biologist Aide. While working for the state, he worked on many projects which included: aquatic vegetation and fish sampling, using hydroacoustics to build topographic maps, estimating age and growth rates for numerous fish species, and performing creel surveys for a percid stocking assessment.

After graduation, Cody immediately started working for Aquatic Control at the Southwest Indiana office. His responsibilities with the Southwest office included aquatic vegetation management, fountain and aeration installation/maintenance, and assisting with electrofishing surveys. In January of 2017, Cody was promoted to his current position as manager of the Memphis, TN office. The position includes growing and advertising the new office, along with handling all aspects associated with new clientele.



Mr. Bragg has been actively involved with the Midwest Aquatic Plant Management Society. He is also a licensed applicator in the states of Indiana, Kentucky, Tennessee, Illinois, Arkansas and Mississippi with plans of being licensed in Alabama by 2018.

*Michael W. Johnson*

### **Equipment Supervisor**

Mr. Johnson began employment with Aquatic Control, Inc. on a part-time basis in June 1986. During his high school years, he worked for Aquatic Control during the summer seasons in various capacities including equipment cleaning and maintenance, UPS shipping, warehouse cleaning, and assisting biologists with their activities.

In April of 1989, Mike began full-time employment and was assigned as an assistant to a certified aquatic applicator. In 1989, Mike completed the required courses of study and passed the required exams to attain his applicator's license in Indiana. Mike then accepted the responsibility for the field application work for our Indianapolis area, which he continued to service until 1999.

Mike holds an applicator license in Indiana, Illinois, Ohio, and Kentucky. In addition to his primary job of aquatic applicator he has been involved in the many phases of lake management. He has assisted with fish population surveys, fish eradication, restocking, and habitat improvement programs. Mr. Johnson is also a YMCA certified open water diver. Mike is the equipment manager for Aquatic Control and conducts routine maintenance and repairs on equipment as well as winter maintenance and rebuilding of equipment as needed.



*Brian A. Isaacs*

### **Chemical Sales & Marketing Supervisor**

Brian attended Ball State University for 4 years. After completing his general studies requirements, he entered the school of business studying accounting and business management.

Mr. Isaacs has worked part time at Aquatic Control since 1988. He has worked in aquatic vegetation management, fish population management, fountain and aeration installation and maintenance, fish stocking and various other projects. In 1995 Brian accepted a full-time job at Aquatic Control, Inc. He assumed the position of Hatchery Manager at Aquatic Control's 50-acre game fish hatchery. As the manager of the fish hatchery, Brian was responsible for all operations involved with the production and distribution of fresh water game fish. Brian was also responsible for managing the aquatic vegetation growth in the 44 outdoor rearing ponds.



In 2005 he moved into a position as Sales Specialist. In his sales role, he was given the task

of servicing some of Aquatic Control's largest accounts. He is also responsible for maintaining and growing the Aquatic Control website and assists walk in customers in product selection and lake management advice at Aquatic Control's home office. Brian is also involved in the development and publication of the retail catalog, newsletter, and other sales and marketing material of Aquatic Control. In 2017, Brian accepted the role of Chemical Sales and Marketing Supervisor and continues in that role to date.

Brian is a member of Midwest Aquatic Plant Management Society and active in the state lake management societies of Illinois and Ohio. This allows him to keep up with the most recent developments in treating and managing aquatic resources. Mr. Isaacs is a licensed applicator in the state of Indiana.

### *James B. Ferguson II*

#### **Home Office Pond Maintenance Supervisor**

Mr. Ferguson is the Home Office Pond Maintenance Supervisor for Aquatic Control, Inc. In July of 2001, he received a B.S. degree in Natural Resources and Environmental Management from Ball State University in Muncie, IN.

For three seasons Mr. Ferguson worked for the Indiana Department of Natural Resources, Division of Fish and Wildlife. During the 2003 season, Mr. Ferguson worked for District Eight Fish Management, Vallonia, IN, assisting in fisheries surveys and aquatic vegetation management. During the 2004 season, Mr. Ferguson worked for Big Rivers Fish Management, Winslow, IN, assisting in fisheries surveys on the Ohio and Wabash Rivers in Indiana. During the 2005 season, Mr. Ferguson worked for Southern Fisheries Research, assisting in fisheries research surveys and assisting District Six Fish Management in aquatic vegetation management.



Mr. Ferguson began full-time employment with Aquatic Control in March 2006 at the Missouri office. His primary duties have been aquatic application, assisting in fish surveys, writing fish survey reports, and installation/maintenance of fountain and aeration systems. In 2008, Mr. Ferguson was reassigned to a biologist position at the Seymour office and promoted to Pond Maintenance Supervisor in 2017. His current primary duties include supervising Seymour applicators and creating management plans and proposals for current and new clients. Mr. Ferguson is a member of the American Fisheries Society, Indiana Chapter, Indiana Conservation Alliance, and is a licensed aquatic applicator in Illinois and Indiana.

*Leif N. Willey*

### **Home Office Lake & Special Projects Supervisor**

Mr. Willey became the Seymour Office Lake & Special Projects Supervisor for Aquatic Control, Inc. in January 2018. Leif grew up in Seymour, IN and graduated from Seymour High School in 2006. After high school, Mr. Willey continued his education at Purdue University and majored in Fisheries and Aquatic Sciences. At the end of his second summer internship with Aquatic Control, he decided that he wanted to further his education in the management and biology of aquatic plants and algae. Post-graduation, Mr. Willey was accepted into the University of Florida Graduate School under Dr. Michael Netherland. He completed the required coursework for his degree as a graduate assistant for Dr. Netherland, while also conducting his own research project and thesis. Mr. Willey presented regular updates on his research project at many national and regional Aquatic Plant Management Society meetings and won several student presenter contests and the MAPMS graduate research grant in 2012. Mr. Willey graduated in December 2012 and was hired by Dr. Netherland as a research assistant at the Center for Aquatic and Invasive Plants in Gainesville, FL.

In November 2013, he began a new job as Research Biologist with Aquatic Systems Inc. in Pompano Beach, FL. In February 2016, he accepted an offer to be a Technical Specialist at SePRO Corporation in the Ohio Valley territory. After moving back to IN, Mr. Willey married his wife Melissa on October 8, 2016. They bought a home and settled in Columbus, IN. In his free time, he enjoys being outdoors and traveling with his wife.

Mr. Willey's duties at Aquatic Control, Inc. as the Lake & Special Projects Supervisor include scheduling, planning, and completing lake treatments; managing Indiana LARE projects; employee supervision and review; and proposal/contract creation. In addition, Leif's education and past experience will be called upon to help improve Aquatic Control's research and lab capabilities. Mr. Willey has completed the requirements to become a licensed applicator in the state of Indiana.

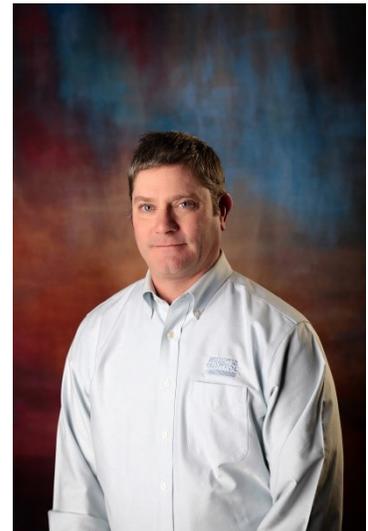
*Brendan F. Hastie*

### **Aquatic Biologist**

Mr. Hastie is an Aquatic Biologist at Aquatic Control, Inc. He graduated from Upper Arlington High School, OH in 1993. In December of 1998, he received a BS degree in Natural Resources, Water Option from The Ohio State University.

While attending The Ohio State University, Brendan participated in a Lake Erie area wetland seed bank study. His responsibilities included daily maintenance of the project, field collection, plant identification, and data collection.

Brendan has been employed with Aquatic Control since 1998. His responsibilities at Aquatic Control include aquatic plant management, lake management consulting, fisheries surveys, and aquatic plant surveys. In 2003, he was assigned to the position of Manager of the Northern Indiana office. Brendan was reassigned



to a full time biologist position at the Seymour, IN office in February of 2007. He also assists with aeration and fountain maintenance, installation, and repair. Mr. Hastie has presented talks regarding lake management and aeration at many clinics, lake owner association meetings, and trade meetings.

Brendan is a member of the Indiana Chapter of the American Fisheries Society, Midwest Aquatic Plant Management Society, Indiana Lake Management Society where he currently serves on the board of directors. Mr. Hastie is a licensed aquatic applicator in the states of Illinois, Indiana, Kentucky, Tennessee and Ohio. He is also a certified PADI Open Water SCUBA diver.

### *Kalee D. Alberring*

#### **Customer Sales Specialist**

Ms. Alberring was born in Seymour, IN and attended Scottsburg High School until graduating in 1996. During her time at Scottsburg High School she was involved in 4-H and Future Farmers of America. She then attended IUPUI-Indianapolis in 1996-1997.

Kalee began her employment with Rust Companies, LLC in March of 1999 in Customer Service. Her primary duties at that time were answering customer calls for all of the Rust Companies, processing orders, and assisting walk in customers for Aquatic Control®. In January 2014, Aquatic Control, Inc. hired Kalee so that she could devote all of her time to her duties at Aquatic Control. In 2005, Kalee moved to the Sales Office and began working in her position as a Customer Sales Specialist. In her sales position she is responsible for answering customer sales questions regarding the proper chemical recommendation for the specific plant or weed problem the customer is experiencing, chemical application and rates. She provides sales assistance for orders placed over the phone, on the Aquatic Control® website, and for walk in customers. She is also responsible for daily shipments of phone orders, website orders, and for larger truck shipments for wholesale customers. Kalee's responsibilities also include entering chemical receipts.



### *Mark A. Sharp*

#### **Sales Associate**

Mr. Sharp began his employment with Aquatic Control® on June 17, 2013. He obtained a Bachelor's Degree in Marketing with a minor in Management from the University of Southern Indiana in 2013. Throughout college he worked at Tradehome, a retail shoe store in Evansville, IN. While doing so, he developed skills to become a successful sales person. These skills include setting up store displays, helping customers overcome common objections, and making the store a fun selling environment. In the summers between school, Mark worked as a golf course maintenance attendant at Belterra Casino. His duties included maintaining ponds, beautifying sand bunkers, and mowing greens on a day to day ba-



sis. He really enjoyed this summer job because he was always outdoors and often worked in teams to accomplish daily tasks.

Before college, Mark graduated from Switzerland County High School in 2009 and was ranked 8<sup>th</sup> out of 100 students in his class. During High school he participated in extra-curricular activities such as FFA, National Honors Society, golf, cross-country, and basketball. He was a two time ORVC all-conference member throughout his basketball career.

Mark's duties with Aquatic Control® include various efforts within the sales and marketing field. Mark services retail store accounts, assists in development of sales and marketing materials, monitors and implements online and social media efforts, and assists the service side of the business in lead development and follow-up.

Through his upbringing in a rural community, he developed a passion for the outdoors. Some of his hobbies include golfing, fishing and hunting. Most of the hunting he participates in is deer hunting.

*Barbie L. Huber*

### **Lake Management Account Specialist**

Mrs. Huber was born in Seymour, Indiana, and has resided in Jackson County her entire life. All of her primary and secondary education was obtained through Brownstown Central School Corporation. After graduating in 1988, Barbie continued her education at Milligan College in Johnson City, Tennessee.

Barbie began her employment with the Indiana Department of Transportation as a summer employee while in college, and continued there full time. She then accepted a position with Dura Automotive, where she was responsible for inventory/production control. Barbie then had the honor to be elected Clerk-Treasurer for the Town of Brownstown. She was responsible for all town financial matters, payroll, employee supervision, and secretary to the Town Board.



In February 2001, Barbie began her career with Rust Companies, LLC as a customer service representative and was later promoted to Account Services Specialist. Her responsibilities in this roll include answering customer calls and concerns, making chemical recommendations to customers, maintaining records of lake treatments and fountain repairs, billing all quotes and proposals, inventory, renewing business and applicator licenses, writing and editing articles and reports, mailings, and assisting all applicators and managers when needed. As Aquatic Control has grown over the past several years, it became apparent that the Lake Management Services section needed a full time exclusive accounts manager. In January of 2014, Aquatic Control hired Barbie as our Lake Management Account Specialist. Barbie's responsibilities are similar to the past but will be focused on phone calls from treatment services customers, monitoring and entering treatment data, maintaining applicator licenses, lake treatment billing, monitoring lake treatment inventory, and maintaining the lake treatment equip-

ment database. She is also a licensed applicator in the state of Indiana.

*Michael G. Essex*

### **Aeration Technician**

Mr. Essex was born in Columbus, IN. He graduated from Columbus North High School in 1980. Michael attended Purdue University and Vincennes University until starting work for a family business in 1984. While working for the family business, Michael was responsible for many aspects of manufacturing. In 1990, Michael was named VP of Manufacturing. He was responsible for daily operations, manufacturing, research and development, and personnel. In 1997, the family sold this business and Michael and his brother started a Machine Shop in 1998. Michael was responsible for manufacturing, sales, and personnel. In 2000 this business was sold.

In 2000, Michael and his wife purchased National Aquatics in Louisville, KY. National Aquatics was taken over by Aquatic Control in 2001. Michael's primary responsibilities include field diagnosis, repair, and installation of fountains and aeration systems. Mr. Essex is a certified PADI Open Water SCUBA diver.



*Bill R. Thomas*

### **Aeration Technician**

Mr. Thomas graduated from Edinburgh High School in 1975. Shortly after graduating Bill joined the Army National Guard in 1976 and went into basic training at Fort Knox, Kentucky. He graduated from Helicopter Repairman School at Fort Rucker, Alabama, in 1977 and was honorably discharged in 1983. Bill attended Ivy Tech in 1988 for Print Reading/Hydraulic and Computer Programming.

He was employed at Kawneer (Greenwood, IN), in the Custom Fabrication Department, as a Layout Fabricator. In 1988, Bill was promoted to Group Leader in the Custom Fabrication Department where he remained until 2003 when the factory was closed and relocated to Mississippi.

Since coming to Aquatic Control in March of 2003, Bill has worked in the aeration department as a fountain technician. Bill is a factory trained fountain technician and performs installation, service, and repair work on floating fountains and diffused air systems.



*Chris E. Jordan*

**Aquatic Applicator**

Mr. Jordan is an Aquatic Applicator with Aquatic Control, Inc. Chris moved to Seymour, Indiana, in 1972 and graduated from Seymour High School in 1985. He worked at Lear Siegler from 1988 to 2004, where he was the Warehouse and Assembly Assistant Supervisor over production. He also worked in landscape and construction during this time.

Chris was hired at Aquatic Control in 2004. His primary responsibility is vegetation management in Southern and Central Indiana. Chris maintains several small water bodies in this area. He also assists with fish surveys, fountains, and equipment maintenance. Chris is an active member of the Midwest Aquatic Plant Management Society. Chris is a certified applicator in Indiana, Illinois, and Kentucky.



*Nate T. Eddy*

**Aquatic Applicator**

Mr. Eddy is an Aquatic Applicator at Aquatic Control, Inc. Nate was born in Seymour, IN, and graduated from Seymour High School. After graduation Nate went on to the University of Southern Indiana in Evansville, IN, where he studied radiologic technology and health services for 5 years.

Nate worked as a summer intern for Aquatic Control throughout college. His duties as an intern included: applicator assistant, fish hatchery work, fish survey assistance, chemical delivery, large lake treatment assistance, and various other duties. In 2006, Nate was hired on full-time at Aquatic Control as an Aquatic Applicator. Nate specializes in the treatment of large waterbodies and is an expert airboat operator. Nate also plays a role in our fountain/aeration department and various other special projects.



Nate is an active member of the Midwest Aquatic Plant Management Society and attends training sessions and annual conferences of this organization to keep up to date on developments in the aquatic vegetation management field. He holds an aquatic applicator license in the states of Indiana, Illinois and Kentucky. Nate is a SCDI certified PADI Open Water diver.

*Barbara A. Garner*

**Northern Indiana Office Assistant**

Mrs. Garner was born in Southern IL, and after her family moved to Northwestern Indiana she grew up in Crown Point. After graduation from high school, she attended Indiana University Northwest studying Accounting and Business. In 2010, she received an Associates Degree from Purdue North Central in Leadership and Organization Supervision, including 30-hour OSHA training card. In 2012, she graduated from PNC with a BA in Liberal Studies/ Human Resources Minor.

Mrs. Garner came to work for Aquatic Control, Inc. in 2008. The Northern Indiana office covers densely populated areas in the shadow of Chicago, populated Northwestern Indiana to the open country of Northern Indiana. Her duties at the Northern Indiana Office include customer calls, customer service, assisting north management and applicators where needed, maintaining records, billing quotes and proposals, inventory, and assistance to corporate providing required forms and documentation.



*Joe W. Day*

**Aquatic Biologist**

Mr. Day is an Aquatic Biologist for Aquatic Control. Mr. Day attended Missouri State University where he earned a Bachelor of Science degree in Wildlife Conservation Biology. Joe worked for three years with the Missouri Department of Conservation primarily at Busch Wildlife Area. While at Busch, he was active in many aspects of lake and pond management. He was instrumental in fish population studies in area lakes, ponds, rivers, and streams. He was active in establishing beneficial aquatic vegetation stands in area lakes/ponds and in controlling nuisance levels of vegetation when necessary. He was active in establishing nursery beds and other fish attracting structures in area lakes. He was also heavily involved in a flathead/blue catfish survey project performed on the Mississippi River designed to study the gravidity of catfish as related to maturity, size, age, and concentration of various pollutants within tissue samples.



Joe was hired at Aquatic Control in the Missouri Office in March 2010 where he works as an applicator/biologist, licensed in Missouri and Illinois. His duties include aquatic vegetation management and installing/maintaining aeration systems. He enjoys spending his free time hunting, fishing, and being outdoors.

*Jacob T. Cowherd*

**Aquatic Biologist**

Mr. Cowherd began his employment with Aquatic Control, Inc. on March 11, 2013. In May of 2010, Jacob graduated from Missouri State University in Springfield, Missouri and received a Bachelor of Science Degree in Wildlife Conservation and Management and a minor in Agronomy.

During his college years, Jacob had the opportunity to gain experience in aquatic resource management through working with the Missouri Department of Conservation on various fisheries management projects. He worked with fisheries biologists on an assortment of river, stream, and impoundment fish sampling studies. He was also involved with habitat improvement and water quality monitoring projects.

Following his college career, Jacob took employment with the Missouri Department of Conservation as a Resource Assistant at the Montauk Hatchery near Salem, Missouri, and later at the Chesapeake Hatchery in Mt. Vernon, Missouri. During his time working in Missouri hatcheries, Jacob held many responsibilities necessary in providing for the smooth operation of these facilities and ensuring production of a variety of fish species including: trout, wall-eye, largemouth bass, bluegill, hybrid sunfish, grass carp, and channel catfish.

Jacob's duties with Aquatic Control include aquatic plant management, installation and maintenance of fountains and aeration systems, assisting in electrofishing surveys, and assisting pond and lake owners with fisheries related issues. Jacob is a licensed aquatic applicator in the state of Missouri.



*Jarred D. Keller*

**Aquatic Biologist**

Jarred Keller started with Aquatic Control at the Evansville, IN branch September 14, 2015 as an aquatic biologist. After graduating from Northeast Dubois High School he attended Purdue University where he received his Bachelor of Science in Forestry and Bachelor of Science in Wildlife. He also minored in Fisheries and Aquatic Sciences, received his private pilot's license, and was an active member of Phi Sigma Theta Honor Society. Before working with Aquatic Control, Jarred worked with the IDNR as a Naturalist Aide at Patoka Lake, near Birdseye, IN developing and implementing nature-themed programs for the public, school groups, and special events.

As an aquatic applicator, Jarred is currently licensed in Indiana, Kentucky and Illinois. Aside from herbicide application, his other responsibilities include fish population surveys, aeration installation and maintenance, and general lake management.



*Lisa C. Hamilton***Aeration Customer Service**

Mrs. Hamilton was born in Seymour, IN, and has lived in Indiana her entire life. She graduated from Brownstown Central High School. Mrs. Hamilton worked in the insurance industry and developed her career as an insurance agent; working for Burnside Insurance for 10 years and later John Moore Insurance for 6 years. Mrs. Hamilton then switched gears a little and worked for Brownstown Electric Supply Company for the next 9 years as the Accounts Receivable Clerk.

In October 2013, Lisa began her career with Aquatic Control as Accounts Payable Analyst & Aeration Customer Service representative. Lisa's aeration department duties include assisting customers with fountain and aeration parts orders, warranty claim processing, price list development, literature distribution, and new equipment selection. As part of her accounts payable duties, Lisa receives all vendor invoices, packing slips, credit card receipts, and other purchasing documentation. She processes vendor payments in our accounting system and correspond with vendors concerning any discrepancies.

*Isaiah B. Robbins***Shipping and Receiving Specialist**

Isaiah Robbins graduated from Salem High School in 1998, then went on to earn an Associate's Degree from Vincennes University in 2000. He then completed one additional year of studies at the University of Southern Indiana with a focus on Mechanical Engineering.

Isaiah grew up on a family farm and was a 10 year 4-H member. After finishing school, he went to work for a John Deere dealership, where he was a Technician for several years. With a desire to travel and see more of the country, Isaiah found work as a subcontractor for Time Warner Cable among other utility companies. He traveled all around the US mapping and drafting prints of the utility system designs and components.



Isaiah now has a home in rural Washington County. Isaiah was hired by Aquatic Control in March of 2014. His primary responsibilities will include shipping and receiving for the Seymour sales division.

*Bryan T. Coley*

**Aquatic Technician**

Bryan Coley was hired as an Aquatic Technician with Aquatic Control's Kentucky Branch on April 6, 2015. Brian attended Central Hardin High School in Cecilia, KY where he graduated with academic honors in 1999. He then went on to continue his education at the University of Louisville and Elizabethtown Community College where he graduated with an Associate's degree in Business Administration.

Bryan's career path then led him to pharmaceuticals, where he accepted a supervisor position with Omnicare, Inc. in their Specialty Pharmacy Division. There he controlled and managed inventory for 36 pharmaceutical programs that included many Patient Assistant Programs, Commercial Fill Programs, Dose Modification Programs, and Clinical Trials. While there, Bryan also played a key role in launching new programs to ensure standard operating procedures were followed.



Bryan has a true passion for the outdoors, wildlife, and their ecosystems. Throughout his life he has helped maintain ponds around the farm, including algaecide application and fish management. Joining Aquatic Control, Inc. as an Aquatic Technician gave him the opportunity to pursue that passion. His duties include aquatic plant management, assisting with electrofishing surveys and their subsequent reports, fountain installation, maintenance and removal, as well as aeration installation.

*Nathan E. Sholar*

**Aquatic Biologist**

Nathan is an aquatic biologist with Aquatic Control. After graduating from Graves County High School, he attended Mississippi State University where he achieved his Bachelor of Science in Fisheries and Wildlife Management. While attending MSU he joined the Beat Tau chapter of Alpha Gamma Rho fraternity. In 2009, he became Vice Noble Ruler of recruitment for the fraternity. After graduating in 2013, Nathan moved back home where he began work at Providence Agriculture Inc. He specialized in seed treatment and fertilizer. Nathan began working for Aquatic Control Inc. Southwest Indiana office in June of 2016 and his primary responsibilities include aquatic plant management, management of ponds & lakes, installation of fountains/aerators, and fish surveys.



*J. Cody Sunby***Aquatic Biologist**

Jared Cody Sunby began his employment with Aquatic Control, Inc. on April 22, 2013 and is currently working out of the Missouri office. In May 2010, Cody earned his Associates of Arts in General Agriculture from Crowder College. Mr. Sunby continued his education at Missouri State University and in December 2012 he completed his Bachelors of Science in Wildlife Conservation and Management.

Mr. Sunby worked with the Missouri Department of Conservation (MDC), Fisheries Division as a Conservation assistant from May 2011 until he began working with Aquatic Control. While working with the MDC Mr. Sunby spent a lot of time performing fish population sampling using seines, trap nets, hoop nets, and electrofishing equipment. Mr. Sunby also performed habitat surveys in various streams and habitat improvements in Stockton and Table Rock lakes. In addition to typical fish population sampling and habitat improvements, Mr. Sunby also performed mercury testing on largemouth bass. Finally, his duties were rounded out at the MDC by doing regulatory equipment maintenance and participating in a goose banding project at Lake Taneycomo.

Mr. Sunby Began his work with Aquatic Control in April of 2013. Initially, he worked in the headquarters office in Seymour IN, and then moved to help open the new Evansville IN office when it was purchased from Big Creek Aquatics. Cody worked in the Evansville office for 2 years and was instrumental in the initial stages of getting that office up and running. Mr. Sunby left Aquatic Control in October of 2015 to be with his fiancé and start their lives together back in Springfield Missouri. During this time, Cody became an insurance agent and later took on work in home construction. In September of 2017, Cody and his wife took an opportunity to move to St. Louis, MO. Cody accepted a position with the Missouri office of Aquatic Control, Inc. and began work on September 11, 2017.

*Brandon T. Henderson***Fountain Technician**

Brandon Henderson started with Aquatic Control, Inc. in the spring of 2016, at the Seymour location in the fountain/aeration department. Brandon went to Seymour High School and his previous work history includes Cook Pharmica Formulation, Kremers Urban Coating, and Toyota Industries.

Brandon's responsibilities at Aquatic Control include installing and maintaining fountains, deliveries and assembling fountains in the shop.



*Tim B. Holt*

### **Aquatic Biologist**

Tim Holt was born and raised in Silverdale, Washington on the Puget Sound. He graduated from Central Kitsap High School in 2002, after high school he began working in construction, landscaping, sales, and operated a painting business in Phoenix, Arizona.

On the pursuit for more fulfilling work, Tim decided to join AmeriCorps where he worked as an environmental educator and camp counselor working with youth at risk in Little Rock, Arkansas. During his term in AmeriCorps he found his passion of working in the outdoors and decided to pursue a degree at Tennessee State University in Nashville, Tennessee. At Tennessee State University Tim was a member of the Honor Society and upheld a 4.0 GPA. After two years he transferred to Indiana University where he graduated magna cum laude with a B.S. degree in Outdoor Recreation, Parks, and Human Ecology and minor in History. While earning his degree Tim worked with the Indiana Department of Natural Resources on Lake Monroe. Recently, he had the opportunity to intern with the Bloomington Parks and Recreation, as part of the natural resources team. Tim developed new pesticide management policies, worked with volunteers to build trails, and manage invasive species. Tim joined Aquatic Control from Muscatatuck National Wildlife Refuge where he worked as a maintenance intern, striving to enhance pollinator habitat, learning about water management practices, and maintaining heavy equipment.



Tim is a certified and licensed aquatic pesticide applicator in Indiana and Illinois. His duties at Aquatic Control include aquatic plant management, participating in fish surveys, equipment maintenance, and installing and removing fountains and aerators. Tim also manages the Aquatic Control recycling program.

*Mary Lou Dyer*

### **Missouri Office Accounts Manager**

Mary Lou Dyer grew up in the Marthasville, MO area. After graduation from Warren County R-III High School she attended Sanford-Brown Business College and earned her diploma in the secretarial field in July of 1991.

Mary Lou has worked in a customer service role for many years starting as an optician for a local eye doctor. She was able to be a full time stay at home mom to her two sons for a few years before returning to work as an office assistant at Montgomery County Physical Therapy. Mary Lou obtained her insurance license in June of 2008 and worked for a local agency as a farm insurance specialist and customer service representative for the crop insurance agency.



Mary Lou began her employment at the Missouri office of Aquatic Control, Inc. in March of 2016. On a daily basis she interacts with customers, places orders, coordinates with head-quarter office staff, seeks out marketing opportunities, and performs an assortment of other activities necessary for the continuation of business at the Missouri office. In addition to her responsibilities directly concerning the Missouri office, she has also taken on the duty of invoicing customers, company-wide.

*Wesley J. Goldsmith*  
**Aquatic Biologist**

Wes Goldsmith was born and raised in Batesville, Indiana. He attended Batesville High School and graduated in 2011. After high school Wes decided to turn his passion for the outdoors into a career and attended Purdue University studying fisheries and aquatic sciences. While attending Purdue University, Wes joined Purdue's Chapter of the American Fisheries Society and served as Treasurer for a year and Vice President for two years. During his time at Purdue, Wes enjoyed being active and in his clubs as well as taking courses such as Fisheries Management, Advanced Fish Science, Conservation Genetics, and Aquaculture.

After graduating in 2015, Wes worked as a seasonal aide for the Indiana DNR for the second straight summer helping with fisheries surveys and feeding hatchery ponds. After six months of being a seasonal aide Wes accepted a job in Tempe, Arizona for Marsh & Associates LLC. At M&A Wes started as technician and eventually was promoted to Fisheries Scientist after running projects on the Colorado River and Utah Lake on endangered fish species.

In May of 2017 Wes moved back to Indiana to be closer to friends and family. He began working for Aquatic Control Inc. on July 17, 2017. He will be working as an Aquatic Biologist and applicator. In his work for the company, Wes will be using his knowledge to assist in aquatic plant management, management of ponds and lakes, installation of fountains/aerators, and fish surveys.

*Casey L. Hershberger*  
**Aquatic Biologist**

Casey Hershberger was employed by Aquatic Control in March of 2017. He was hired as an Aquatic Biologist at the Northern Indiana office in Valparaiso, Indiana. Casey attended Grace College and Theological Seminary in Winona Lake, Indiana. He finished his bachelor's degree in Environmental Science with a minor in History in December of 2016.

During his college education, he spent two years working as a re-



search assistant and intern for the organization The Center for Lakes and Streams. At CLS, he worked alongside other interns to take samples and identify species of aquatic plants and algae levels in Kosciusko County Lakes. His research also included quantifying levels of nutrients in the lakes as well as the levels of nutrients in the inflow and outflow streams from the lakes. For Aquatic Control, Casey works in plant management, fish management, and assists with aeration.

*Nick J. Pearce*

### **Aquatic Biologist**

Nick was hired into the Valparaiso, Indiana office as a full time aquatic biologist in the spring of 2017. After high school Nick decided to pursue his degree at Lake Superior State University in fisheries and wildlife management, but after a year he transferred to Grand Valley State University. He graduated on December 10<sup>th</sup>, 2016 with a Bachelor of Science in Natural Resource Management. During the summers between college semesters, Nick broadened his education and experience by completing internships with the Michigan DEQ, Michigan DNR, and PLM Lake & Land Management Corp. Here he gained skills such as aquatic and terrestrial plant identification, treatment methods, wildlife habitat improvement using heavy equipment, and fish and wildlife surveying methods. He also obtained his Commercial Pesticide Applicator's License during his internship at PLM Lake & Land Management.



Nick's responsibilities here at Aquatic Control Inc. will include aquatic plant control and management, interacting with the public, and the installation and maintenance of fountains and aerators.

*Greg E. Kunze*

### **Aeration Technician**

Greg joined the Aquatic Control Valparaiso office team in the spring of 2017 as a lake and fountain technician. He graduated cum laude from Lansing Community College with a degree in Business Management and attended Northwood University.

He brings customer service and mechanical experience from his days of managing apartment complexes and working at an FAA certified repair station. Participating in sports most of his life taught him the importance of being on and working with a team. A results oriented person, Greg never stops thinking and learning ways to improve overall performance in both himself and what he is doing in order to make the team stronger, in order to best serve the customer's needs.

Greg will be servicing lakes and ponds on the Valparaiso, La Porte and South Bend routes as well as focusing on fountain and aeration service.



*Jarrod O. Boles***Aquatic Biologist**

Jarrod Boles was born in Houston, Texas on May 17<sup>th</sup>, 1993 and raised in Cookeville, Tennessee. He grew up fishing with his father and grandfather on anything from small streams to large reservoirs. His passion was always to be outdoors and wanted to one day be a biologist. While he attended Cookeville High School, he was on the lacrosse and wrestling teams.

After graduating from CHS in 2011, he stayed in Cookeville and pursued a degree in Wildlife and Fisheries Science with a fisheries concentration at Tennessee Technological University. Jarrod worked as a student fisheries technician for the Tennessee Cooperative Fisheries Unit at TTU on the ESA listed endangered boulder darter and invasive Asian carp projects. He also enjoyed the opportunity to conduct an undergraduate research project, "Control of Nitrogenous Waste Levels in Small Tank Fish Aquaculture." His combined undergraduate work provided him with both practical and analytical based learning experiences.



In May of 2016, Jarrod graduated from TTU with a B.S. in Wildlife and Fisheries Science. He moved to Vermejo Park Ranch in New Mexico and worked as a seasonal fisheries technician for Turner Biodiversity Inc. Working with a team of technicians, he gained invaluable experience in stream electrofishing surveys, non-native fish removals, stream habitat assessment and management, native species restoration, and pesticide application.

Jarrod began working for Aquatic Control, Inc. of Elizabethtown, Kentucky on March 6<sup>th</sup>, 2017. He will be working as an Aquatic Biologist and applicator. In his work for the company, Jarrod will assist in aquatic plant management, management of ponds & lakes, installation of fountains/aerators, and fish surveys.

*Zac C. Tankersley***Aquatic Biologist**

Zac was born in Knoxville, Tennessee and moved to LaFollette TN in 2000, where he finished high school. Zac attended Tennessee Tech University acquiring a bachelor's degree in Wildlife Fisheries Science with a concentration in fisheries. He proudly graduated with a 3.28 GPA and was a member of the TTU fishing club. Some of his undergrad work while attending TTU includes sauger radio telemetry, walleye egg collection and fertilization, and silver carp data collection. Zac also conducted research on the major flood impacts on Blackburn Fork species numbers over time.



Zac now resides in Elizabethtown, Kentucky. He began his career with Aquatic Control, Inc. on September 18<sup>th</sup>, 2017 as an aquatic biologist. His duties will include pond vegetation management, fountain installation and maintenance, fish management, and fish surveys.

*Dylan K. Michaels*

**Aquatic Technician**

Dylan Michaels began working for Aquatic Control, Inc. at the Seymour Office in the spring of 2017. Following high school graduation, he enrolled in college to pursue a career as an auto body technician. He adjusted this plan and moved directly into the labor force. Dylan worked at Cummins and Kremers Urban Pharmaceuticals prior to coming on board with Aquatic Control.

Dylan is a certified aquatic applicator in Indiana. His duties at Aquatic Control will include aquatic plant management, application equipment maintenance, participating in fish surveys and removal and installation of fountain and aeration equipment.



*R. Keith Evans*

**Aquatic Technician**

Keith Evans started with Aquatic Control, Inc. in the summer of 2017, at the Seymour location in the Lake Management Division. Mr. Evans was born in Newnan, Georgia. After graduating from Northgate High School, Keith enlisted in the US Marine Corps. He met his wife while stationed in North Carolina, which eventually brought him to Indiana. His previous work experience includes the United States Postal Service, Walmart Distribution, and the United States Marine Corps.

Mr. Evans' responsibilities at Aquatic Control will include aquatic plant management, application equipment maintenance, participation in fish surveys, and removal/installation of fountain equipment.



*Zach S. Allyn*

**Aquatic Biologist**

Zach Allyn was employed by Aquatic Control in September of 2017. He was hired as an Aquatic Biologist at the Northern Indiana office in Valparaiso, Indiana. Zach grew up in the small, Northern Indiana town of Culver and he graduated from Culver Military Academy class of 2013. In school he participated in basketball, golf, soccer, and several extracurricular military activities. Furthering his education, he attended Grace College and Theological Seminary in Winona Lake, Indiana. Through his four years at college, he also was a member of the golf team. He finished his bachelor's degree in Environmental Science with a minor in Business in May of 2017.

During his college education he spent two years working as a re-





search assistant and intern for the organization The Center for Lakes and Streams. At CLS, he worked alongside other interns to take samples and identify species of aquatic plants and algae levels as well as the levels of nutrients in the inflow and outflow streams from the lakes.

Zach’s responsibilities here at Aquatic Control Inc. will include aquatic plant control and management, interacting with the public, and the installation and maintenance of fountains and aerators.

### CONTACT INFORMATION

Please contact the location nearest you with questions, concerns, or to receive proposals specific to your aquatic resource. Below, please find contact information for each Aquatic Control, Inc. location.

<p><b>HEADQUARTERS</b>  P.O. Box 100  Seymour, IN 47274  (812) 497-2410  sales@aquaticcontrol.com</p>	<p><b>MISSOURI</b>  2500 S. Spoede Lane  Truesdale, MO 63380  (636) 456-7008  mikew@aquaticcontrol.com</p>	<p><b>NORTHERN INDIANA</b>  4511 Evans Avenue  Valparaiso, IN 46383  (219) 476-7663  stevel@aquaticcontrol.com</p>
<p><b>KENTUCKY</b>  505 Assembly Drive, Suite 108  Elizabethtown, KY 42701  (270) 769-0200  adamc@aquaticcontrol.com</p>	<p><b>SOUTHWEST INDIANA</b>  2447 Locust Creek Drive  Evansville, IN 47720  (812) 402-1001  patrickw@aquaticcontrol.com</p>	<p><b>TENNESSEE</b>  7895 Stage Hills Blvd., Suite 116  Memphis, TN 38133  (901) 779-3059  codyb@aquaticcontrol.com</p>



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