



Aquatic Control[®] Inc.

Statement of Qualifications



Managing Aquatic Resources Since 1966

INTRODUCTION

Aquatic Control[®], Inc., Seymour, Indiana, 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[®] 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[®] staff includes professionally trained biologists in fisheries and other aquatic sciences, licensed aquatic applicators, and technicians. Aquatic Control[®] has now expanded to include offices near St. Louis, MO, Valparaiso, IN, Evansville, IN, and Elizabethtown, KY.



Aquatic Control® holds distributorships for the Midwest 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® 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, provides a company uniquely qualified to provide 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 outboard motorboats modified and equipped specifically for aquatic herbicide application. In order 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 full hydraulic drive HydroTraxx 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 1/4 acre to over 21,000 acres, and have also provided weed control services for major harbors on Lake Michigan and on the reflection ponds surrounding the St. Louis Arch. We have serviced various golf course communi-



ties 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.

Aquatic Control[®] partnered with SePRO Corporation on one of the largest aquatic habitat restoration projects in the Midwest in 2002. The Houghton Lake, Michigan project was a whole lake treatment of the 21,000-acre lake with multiple applications of low dose Sonar AS[®] aquatic herbicide for the selective control of Eurasian watermilfoil which had infested 15,515 acres of the lake. This project included the design and construction of a special GPS-linked, computer controlled, variable rate application system which combines information on boat speed and water depth to precisely regulate the amount of Sonar[®] herbicide applied along each survey transect. The project was very successful with post treatment sampling showing in excess of 99% control of Eurasian watermilfoil and very limited damage to native aquatic vegetation.

Aquatic Control[®] has worked with Sonar[®] herbicide since the initial testing of the material by Eli Lilly Co. of Indianapolis. We have incorporated the use of this aquatic herbicide into many of our aquatic plant management projects. We have also worked with the development of many of the other aquatic herbicides that are currently registered for use in Indiana.

Aquatic Control[®] has also partnered with Applied Biochemists on several large treatments of drinking water reservoirs in and around Indianapolis, Indiana, Salem, Indiana, Muncie, Indiana, Lexington, Kentucky, and Springfield, Missouri. EPA registered algaecides were applied with precision application equipment targeting bluegreen algae which were creating taste and odor problems in the reservoirs. Treatments effectively controlled the nuisance algae and complaints about taste and odor problems were significantly reduced.



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. In order to receive funding for treatments, Lake Associations must first complete state approved aquatic vegetation management plans. Aquatic Control[®] has participated in numerous projects at the planning and treatment levels and has helped procure hundreds of thousands of cost share dollars for their clients in an effort 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. In addition, LARE vegetation management plans have been approved and treatment of Eurasian watermilfoil has taken place in numerous public lakes throughout Indiana. These vegetation management plans can be viewed on the IDNR website: www.in.gov/dnr/fishwild/2364htm.

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[®] have served terms as president, as board members, and on several subcommittees for the Midwest Aquatic Plant Society, Indiana Lake Management Society and various other lakes groups.

Before Treatment



After Treatment



Oswego Lake



Long Lake

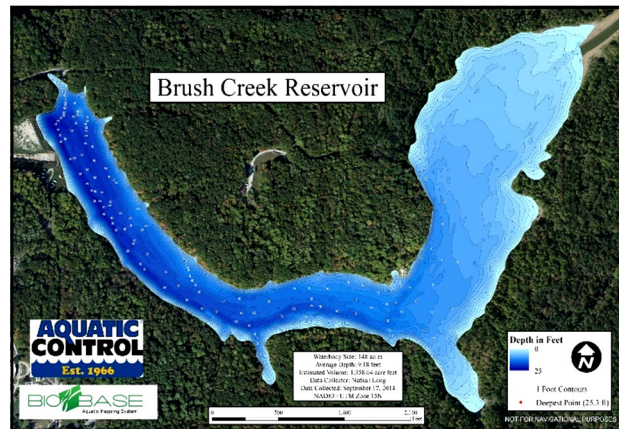


Backwater Lake

Aquatic Control® also provides “operational level” water quality analysis of basic parameters in our Seymour laboratory. E.P.A. certified laboratories, on a contract basis, handle analysis of parameters requiring sophisticated testing equipment not available in our laboratory.

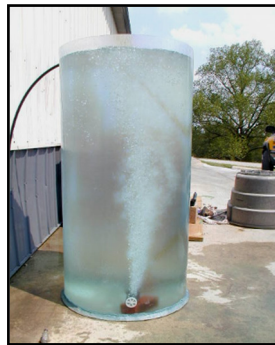


We offer custom designed lake surveys ranging from bathymetric mapping, through brief electrofishing surveys of major fish species, to detailed sampling and analysis of more detailed biological and chemical properties of the aquatic environment. Recommendations for short and long term management strategies are developed from the results of these surveys and input from lake owners to maximize the primary lake uses while minimizing the conflict with secondary uses in multiple use situations. Complete program implementation or professional assistance service for programs is always available. Our fisheries personnel are active, participating members of professional, national, regional, and local fisheries and lake management societies.

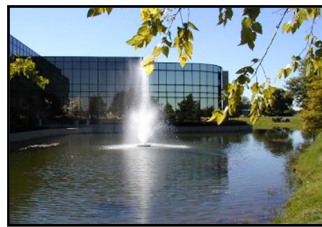


AERATORS AND FOUNTAINS

Through our involvement in all aspects of lake and pond management, Aquatic Control® personnel have developed a thorough understanding of design and implementation of aeration systems designed for aquatic environments. Aeration systems utilizing diffused air equipment or floating surface aerators can be sized to fit specific sites. Decorative floating fountains are available in a variety of sizes and displays. Aquatic Control® produces the Lake Life Guard aeration systems as its own diffused aeration product line. 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. In bodies of water with at least moderate depth, this type of aeration has proven to be the most energy efficient and therefore the most economical to operate. Aquatic Control® has several optional diffusers for use in custom designed systems for lakes and ponds.

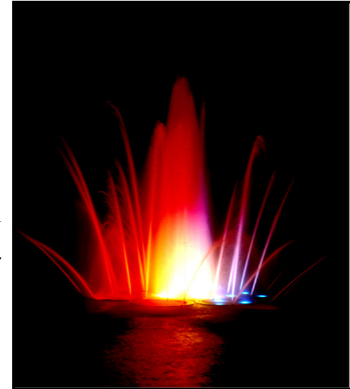


For shallow water environments, floating surface aerators are used which spray water into the atmosphere where oxygen is introduced. Aquatic Control® is an authorized distributor and service center for several manufacturers of floating aerators including AquaMaster, Kasco, and Otterbine. The spray pattern 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.



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

Aquatic Control® was proud to be an integral part of the sales, installation, and startup of one of the world's largest floating fountains of its type in West Virginia. This majestic floating fountain produces a display of water spray 120 feet in diameter and 150 feet high with over 4000 gallons of water per minute pumping capacity. This fountain includes thirty nozzles, independently controlled with air operated valves, and eighty-four 1000 watt colored quartz lights. All components are controlled by a state-of-the-art computer program that enables coordination of changes of water spray and light display with a spectacular 7500 watt sound system supplying the music in a beautiful outdoor setting.



INSURANCE, ACCOUNTING, AND CLASSIFICATION

Aquatic Control® provides Workman's Compensation Insurance as required by law. A certificate of insurance will be provided with contract projects upon request. Hourly consulting fees include all sampling equipment, fringe benefits, payroll taxes, insurance, clerical, and other non-technical support personnel. Travel expenses, meals, and lodging are billed at cost plus a ten percent handling fee.

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® utilizes a network of other companies and personnel on specific projects as necessary. These include water quality and microbiological testing laboratories, aquatic vegetation harvesting companies, 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®, 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[®], 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[®] 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.



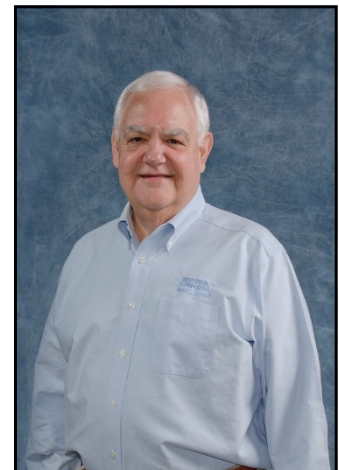
In 1995 Leah acquired majority ownership of Aquatic Control[®] and was made secretary of the corporation. In 2004 she was elected Chairperson of the board and Chief Executive Officer. Aquatic Control[®] has been certified by the Indiana Department of Administration of Minority and Women's Business Enterprises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

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.

David A. Isaacs

President

Mr. Isaacs is President of Aquatic Control[®], Inc. Born on May 13, 1950, in Seymour, IN, he completed his primary education and secondary education in the Seymour Community School Corporation graduating in 1968. He received his B. S. degree in Fisheries Resources from Ball State University, Muncie, IN, in 1972. While a student at Ball State University, he conducted laboratory analysis of benthic and plankton samples on company projects under the direction of Dr. Thomas S. McComish. Aquatic Control[®] has employed Mr. Isaacs since 1966.



During his time of employment, he has been involved in the many phases of lake management. He has conducted aquatic vegetation control, fish population surveys, rough fish eradication, restocking and habitat improvement programs.

Mr. Isaacs has also been involved in all aspects of ecological studies. He has been responsible for the design of baseline and impact studies for nuclear power plants, 316 studies, and proposed surface mining projects. He has been project manager in charge of such studies as water quality monitoring programs, baseline biota surveys for power plant site evaluations, monitoring programs for a cooling reservoir, and benthic community analysis of treatment lagoons.

During the period 1973-1980, Mr. Isaacs served as Laboratory Director. As Laboratory Director, he was in charge of the processing of all plankton, benthos, fish, and water quality samples collected on Company projects.

In 1977, Mr. Isaacs assumed the position of Fish Hatchery Manager. He was responsible for the overall operation, production, and sales for the 50-acre hatching and rearing facilities. The operation of this facility was primarily for the propagation of largemouth bass, small mouth bass, bluegill, redear sunfish, hybrid sunfish, channel catfish, and fathead minnows.

Mr. Isaacs began serving as Manager of the Fountain/Aeration section in 1988. He has been actively involved in sales, installation, and maintenance of fountain and aeration equipment in Indiana, Kentucky, Ohio, Michigan, Illinois, West Virginia, and Wisconsin. In 1998 and 1999, Aquatic Control[®], Inc. was selected as Residential Distributor of the Year by Barebo Inc., manufacturer of one of the many types of aeration equipment under his direction.

In November 1997, Mr. Isaacs was elected as Vice-President of Aquatic Control[®]. His primary responsibilities included the management of the fish hatchery operation and fountain/aeration sales and maintenance. This position involved an active role in all aspects of company management. David was named President of Aquatic Control[®] in November of 2000.

Mr. Isaacs is a life member of the American Fisheries Society (AFS) and a member of the Fish Culture Section AFS. He is a charter member of the Indiana Chapter AFS and has served as Secretary-Treasurer (1976) and President (1984). Mr. Isaacs is a member of the XI Chapter of the Sigma Zeta honorary science society. He played a primary role in the formation of the Indiana Aquaculture Association, Inc. in 1987. He served as the Charter President of this association, served on the board of directors from 1987 to 2001, and served a second term as President in 1995. David was elected to the Board of the Midwest Aquatic Plant Management Society in 2000 and served as President in 2003 and 2010. He is a certified and licensed aquatic pesticide applicator in Indiana and Michigan. Mr. Isaacs is a member of the Aquatic Plant Management Society Board of Directors. He is a member of Indiana Lake Management Society, American Water and Waste Water Association, Aquatic Ecosystem Restoration Foundation, and Responsible Industry for a Sound Environment.

*Casey D. Reed***Vice President, Aeration Services**

Mr. Reed is Vice President of Aeration Services at Aquatic Control[®] Inc., 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[®] 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 performs 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.

*Nathan W. Long***Vice President, Lake Management Services**

Mr. Long is the Vice President of Lake Management Services at Aquatic Control[®], Inc. He was born in Brazil, IN and graduated from Northview High School near Brazil, IN in 1993. 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. The main responsibilities of this position included sampling by catch and target fish aboard the trawler. From 1998-1999 Nate was employed as a Fisheries Biologist Aid at Cinergy Corp. in Plainfield, IN. In this position, he sampled fish on the Ohio and Wabash Rivers in Indiana utilizing



electrofishing and seining techniques, extensive fish identification work, sampled macro invertebrates on the Wabash River, and Co-Authored several technical reports.

Aquatic Control[®], Inc. 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, fish eradication projects, and supervising a team of aquatic applicators. Nate also assists with environmental consulting, water chemistry analysis, and fountain and aeration work. He has completed numerous IDNR approved aquatic vegetation management plans for public lakes in Indiana. In January of 2004 Nate was promoted to Manager of Lake Management Services. He was appointed to the Aquatic Control[®], Inc. Board of Directors in November 2005 and elected as Vice President of Lake Management in December 2006.

Mr. Long is a member of the American Fisheries Society, Indiana Chapter AFS, 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. He is also a certified PADI Open Water SCUBA Diver.

Matthew K. Johnson

Vice President, Sales and Marketing

Mr. Johnson is the Vice President of Sales and Marketing 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[®], Inc. since 1993.

During his employment at Aquatic Control[®], Inc., 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[®], Inc. 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. Mr. Johnson was also an applicator involved in the largest whole lake Eurasian Watermilfoil treatment project to date, the 2002 Houghton Lake, MI project. As his knowledge of the sci-

ence 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®, Inc. Since this time, his main focus has been on the sales, support, and distribution of products. Mr. Johnson was appointed to the Aquatic Control®, Inc. Board of Directors in November 2005 and elected Vice President of Sales and Marketing in December 2006. 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.

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. She and her husband, Tim, live in Brownstown and have two boys, Sterling and Stuart. They are active members of St. Peter's Lutheran Church. Carol has served on several boards within the church and school.

Michael R. Whitacre

Manager, Missouri Office

Mr. Whitacre is the Manager of the Missouri office of Aquatic Control[®], Inc. located in Truesdale, MO. He was born in Bloomfield, IA on August 18, 1968. Mike graduated from Schuyler County R-1 High school in Northeast Missouri in 1987. 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[®], Inc. 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. There he worked in the warehouse, and on the assembly line building speakers for the auto industry.

Steve joined the staff of Aquatic Control® 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.

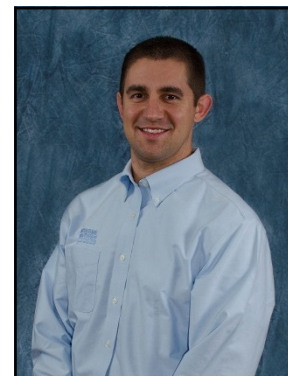


C. Adam Charlton

Manager, Kentucky Office

Mr. Charlton is the Manager of the Kentucky office of Aquatic Control®. He was born and raised on a farm outside of Centerville, IN. 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. Adam researched fish population trends across the entire state of Florida using electrofishing boats, gill nets, and throw traps. 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® 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 electro-fishing 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®. He was born June 7, 1985, in Columbus, IN. Patrick graduated from Seymour High School in 2003 with academic honors. He then 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. This research remains on file with Purdue University and with Tippecanoe County offices and is being considered in ongoing efforts to improve waterfront properties within the respective county. 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 electrofishing surveys conducted in accordance with Indiana Department of Natural Resource.

Following graduation from Purdue University, Mr. Whitson immediately began internship work with Aquatic Control® at the Seymour office. During this time he completed survey work including: hydrilla tuber studies, Eurasian watermilfoil root crown sampling, as well as plant species and percent composition studies on numerous Indiana lakes. He spent time as a chemical applicator assistant and completed other duties including chemical delivery, chemical application notification, and progressive maintenance of field equipment.

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 new 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.

Brian A. Isaacs

Sales Specialist

Mr. Isaacs is a life-long resident of Jackson County. Brian completed his primary education at Cortland Elementary School. Then he continued his education at Seymour Middle School until ninth grade continuing his education at Seymour High School graduating with academic honors in 1991. He then 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 as 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. This included plant identification and control method development.

In 2005 Aquatic Control[®] asked Brian to accept a new role. He moved into a position as Sales Specialist. In his sales role he has been 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[®].

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.

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 basis. 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 8th 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.

Kalee D. Alberring **Customer Sales Specialist**

Mrs. 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 from 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® 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 the billing of chemicals, the monthly invoicing and statements, and accounts receivable. Kalee lives in Seymour, IN, and is a member of Phi Beta Psi Sorority (Seymour Chapter) and an active member of Immanuel Lutheran Church, Missouri Synod. She is also a PADI Certified SCUBA Diver.

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.



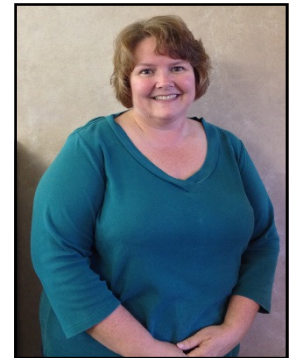
Barbie began her employment with the Indiana Department of Transportation as a summer employee while in college, and continued there full time. She then accepted a position with Dura Automotive, where she was responsible for inventory/production control. Barbie then had the honor to be elected Clerk-Treasurer 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 equipment database.

She and her husband, Scott, live in Brownstown, IN, where they are active members of Brownstown Christian Church. They have 3 children, Ben, Maddie, & Sam, who all attend Brownstown Central Community Schools. They enjoy hunting, fishing, and spending time with family and friends.

*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 lived a couple of years in Indianapolis right after high school, where she worked as a Florist. Mrs. Hamilton then moved on to work in the billing department at AIE Insurance Company home office for a year. She then moved back to Jackson County and was a stay at home mom for a few years to her sons, Kaleb and Kegan. Mrs. Hamilton then returned to 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.

Lisa currently lives in Freetown, IN, with her husband Denny. They very much enjoy spending time with family; especially their sons and daughters-in-law, Kaleb & Lindsey, Kegan & Erin, and their granddaughter, Norah.

*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. Her family loved to camp and fish, in Michigan where her dad grew up. 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.



Barb has two children, three stepchildren, and three grandchildren who all love the outdoors. Along with raising a family her business career has included financial institutions, retail, and small businesses. Working throughout an era where on the job learning and training had almost equal value to higher education, she had many valuable opportunities and seminars along with life experiences. From the first part-time job at a meat market

to full time business careers, she has had the privilege of working through a time where technology took us from books entered by hand to a simple click of the mouse.

She 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 open country of Northern Indiana. Her duties at the Northern Indiana Office includes 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.

Michael W. Johnson

Equipment Manager/Applicator

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 with the Company and was assigned as an assistant to a certified aquatic applicator. He worked primarily in the Indianapolis area with this applicator. He also assisted other applicators on large lake application work as needed. 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.



Brendan F. Hastie

Biologist/Applicator

Mr. Hastie is an Aquatic Biologist at Aquatic Control[®], Inc. He was born in Waukegan, IL. 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 dai-



ly 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, Indiana Lake Management Society, and the Midwest Aquatic Plant Management Society. Mr. Hastie is a licensed aquatic applicator in the states of Illinois, Indiana, Michigan, Kentucky, Tennessee and Ohio. He is also a certified PADI Open Water SCUBA diver.

Joey D. Leach

Biologist/Applicator

Mr. Leach is an Aquatic Biologist at Aquatic Control®, Inc. He was born in Holdenville, OK. Joey graduated from Holdenville High School in 1990. In 1991, he enlisted in the United States Navy. Joey was stationed aboard the aircraft carrier, U.S.S. Constellation (CV64). Joey earned the rate/rank of Aviation Boatswain's Mate, Third Class. Joey was honorably discharged at the end of his enlistment in July 1993.



After his service enlistment, Joey attended Oklahoma State University. While attending OSU he worked as a Research Assistant aiding in small stream fish ecology studies and worked at the Tulsa Zoological Park as a Zoo Keeper in the Aquarium Department. Joey received a Bachelor of Science Degree in Zoology in 1999.

Following graduation, Joey spent a summer as a Biologist Aide for the Indiana Department of Natural Resources Fish and Wildlife division. His primary duties were to assist the District Eight Fisheries Biologist with fish and aquatic plant surveys. In August 2000, Accurate Laboratories of Stillwater, Oklahoma, hired Joey as a Wet Chemist. He was later promoted to the position of Lab Manager of the Wet Chemistry Department.

Aquatic Control®, Inc. employed Joey in July 2002. His primary responsibilities include aquatic plant management, lake management consulting, fisheries surveys, aquatic plant surveys, and water chemistry analysis. Joey also assists with large lake treatments, environmental consulting, and fountain and aeration work. Joey has assisted in the field data collection and report preparation for numerous IDNR reviewed aquatic vegetation management plans for public lakes in Indiana.

Mr. Leach is a member of the Indiana Chapter of the American Fisheries Society and a mem-

ber of the Midwest Aquatic Plant Management Society. Joey is a certified and licensed aquatic pesticide applicator in Indiana, Kentucky, and Ohio.

James B. Ferguson II

Biologist/Applicator

Mr. Ferguson is an Aquatic Biologist for Aquatic Control[®], Inc. He was born in Bedford, IN, on August 23, 1978. He graduated from Brownstown Central High School in 1996. 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, Valloonia, 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[®], Inc. 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. 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.

Joe W. Day

Biologist/Applicator

Mr. Day is an Aquatic Biologist for Aquatic Control[®], Inc. He was born in Saint Louis, Missouri, in September of 1985. He completed his high school education at Lafayette High School in 2004. He then went on to attend 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



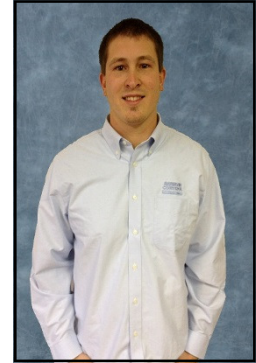
concentration of various pollutants within tissue samples.

Joe was hired at Aquatic Control® in the Missouri Office in March 2010 where he works as a licensed applicator/biologist. He has aquatic licenses 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.

Zachary W. Arnold

Biologist/Applicator

Mr. Arnold is an Aquatic Biologist at Aquatic Control®, Inc. He was born May 15, 1987, in South Bend, IN, and grew up in Wolcottville, IN. Zach attended and graduated Prairie Heights High School in 2006. He graduated third in his class with Academic Honors and was part of the National Honor Society. After high school, Zach attended Purdue University where he graduated with distinction in the Spring of 2010 and received a Bachelor of Science Degree, majoring in Fisheries and Aquatic Science.



While attending Purdue University, Mr. Arnold was part of a team that researched and wrote a watershed management plan for the Upper Iroquois River Watershed in Jasper and Newton Counties. The plan was presented in an open forum where county officials, as well as citizens, were free to read and look over the plan and ask questions. The plan and presentation poster was then taken by the Jasper County Soil and Water Conservation District to be displayed and considered for possible implementation. Also during his time at Purdue, Zach was a member of the Purdue Sub-Unit of the American Fisheries Society.

Following graduation from Purdue University, Mr. Arnold was hired as a Creel Clerk for the Indiana Department of Natural Resources (IDNR). Zach was stationed in District 1 at the Kankakee Fish and Wildlife Area in North Judson, Indiana. He spent much of his time on Koontz Lake interviewing anglers and attaining data that was later analyzed to determine what, if any, management strategies needed to be taken to increase the fishing experience of the anglers on the lake. Time not spent on Koontz Lake was spent assisting the District and Assistant District Fisheries Biologists with fishery surveys and Tier II Aquatic Vegetation Surveys. During this time, Zach became familiar with electrofishing, gill netting, trap netting, and fish and aquatic vegetation identification. In the Spring of 2011, Mr. Arnold accepted the Title of Naturalist Aide with the DNR where his duties were expanded to include trout stockings, aquatic herbicide treatments, fish aging, data interpretation, and writing standard survey reports.

Aquatic Control®, Inc. employed Mr. Arnold in February, 2012, and he began working full-time in March. His responsibilities include aquatic plant management, installation and maintenance of fountains and aerators, and public relations. He is a licensed aquatic applicator in Indiana and Illinois.

Jarrold K. Richeson

Biologist/Applicator

Mr. Richeson has been an Aquatic Biologist with Aquatic Control[®], Inc. since June of 2012. He works at the Northern Indiana office located in Valparaiso, IN. Jarrod grew up in the small southern Indiana town of Mt. Olympus and attended nearby Princeton Community High School where he participated in basketball, soccer, and track, while graduating with academic honors in 2002. His education was continued at Vincennes University where he graduated in 2004 with gold chord recognition, and an Associate's Degree in Conservation Law Enforcement. His Bachelor's Degree was then completed 2 years later, in 2006, with a degree in Criminology from Indiana State University. Having a change-of-heart from the criminal justice side of things, Jarrod decided to pursue his passion with the outdoors and, while working fulltime, completed his second Bachelor's Degree from Purdue University in Fisheries & Aquatic Sciences in 2011.



Jarrold amassed a multitude of experiences during his collegiate reign. His internships include shadowing and participating in the duties of a DNR Law Enforcement Officer, as well as the daily work tasks executed at the Gibson Soil and Water Conservation District's NRCS office. Jarrod also has volunteer work to his resume, one such instance which included working with the Illinois' DNR to help age and track whitetail deer. While at Purdue, Jarrod gained valuable experience working at their Aquaculture Research Laboratory where he helped a grad student maintain data on studies with fathead minnows, as well as shoulder the workload of a feeding regimen, maintenance, and general upkeep at the aquaculture facility. Also, while attending Purdue, Jarrod was the 2009 Vice President of the Purdue Sub-Unit of the American Fisheries Society.

After leaving Purdue, Jarrod worked full-time while finishing up his few remaining classes. The position he believes helped him gain experience, though unrelated to his field of studies, was working in middle management as a supervisor at Ameriquel Foods. While there he conducted time studies, dealt with potential new customers, and led his team to accomplish their goals in a timely manner.

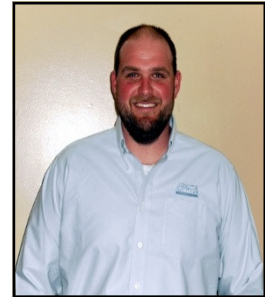
Jarrold worked tirelessly applying for a natural resources related position and in June 2012 he jumped at the opportunity to join the Aquatic Control[®] team. His duties include aquatic vegetative management, fisheries surveys and their subsequent reports, fountain installation, maintenance, and removal, as well as aeration installation. He is licensed as an aquatic applicator in Indiana and Illinois.

Outside of work Jarrod has participated in amateur boxing since 2004 where he was once a runner-up in the Indiana Golden Gloves state tourney. He thoroughly enjoys music, playing guitar, fishing, and all outdoor related activities, and Indiana Hoosier basketball.

Jacob T. Cowherd

Biologist/Applicator

Mr. Cowherd began his employment with Aquatic Control[®], Inc. on March 11, 2013. He grew up in West Central Missouri, and graduated from Lafayette County High school in 2006. 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. When school and work schedules allowed, Jacob took advantage of the many outstanding fishing opportunities provided by Southwest Missouri and honed his angling skills.

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. In order to help the hatcheries meet fish production requirements, Jacob was involved with the processes involved in fish health and development from spawn to stocking.

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.

J. Cody Sunby

Biologist/Applicator

Mr. Sunby began his employment with Aquatic Control[®], Inc. on April 22, 2013, at the Seymour office. In May of 2010, Cody earned his Associates of Arts Degree in General Agriculture from Crowder College. Mr. Sunby continued his education at Missouri State University and in December 2012 he completed his Bachelor's of Science Degree in Wildlife Conservation and Management.



Mr. Sunby learned the value of hard work and a job well done while working as a farm laborer at Sprengle Farms in 2008-2009 where he bailed hay, repaired and built fences, corrals, and

barns; worked with cattle; and performed regulatory maintenance on all farm equipment. From this position he worked as a Cooker/Packer at International Dehydrated Foods where he monitored and serviced equipment to make sure operation was satisfactory, took samples of products for further quality testing, and maintained a sanitary working environment under the supervision of USDA safety officers. All of these experiences added valuable skills to Mr. Sunby's background and experience but it was time to get back to his passion of the outdoors.

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. Once the data was collected he was also involved in data entry. 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.

In January 2014, Mr. Sunby was moved to our new Southwest Indiana Office located in Evansville, IN. His main responsibilities include aquatic vegetation management, vegetation surveys, fountain and aeration equipment installation and maintenance, fish surveys, and other service based activities that serve our customers from this location. Mr. Sunby is a licensed applicator in Indiana and Kentucky.

As an outdoor enthusiast, Mr. Sunby has also served as a MDC Hunter Education Instructor, National Muzzle Loading Rifle Instructor, as well as a member of several conservation programs and wildlife and waterfowl chapters. Mr. Sunby loves the outdoors and enjoys hunting, fishing, and spending as much time as possible outdoors during his free time.

John D. Cannaday

Biologist/Applicator

Mr. Cannaday started with Aquatic Control® at the Valparaiso Office in September of 2013. John grew up in Muncie, IN, and attended Yorktown High School. He then obtained his Bachelor's of Science Degree from Purdue University in 2011 with a double major of Fisheries and Aquatic Sciences and Wildlife Sciences. During college John was involved with the Purdue University Sub-Unit of the American Fisheries Society and The Wildlife Society.



While at Purdue he gained experience sampling small stream ecosystems across Wabash River drainage in Northern Indiana to assist with research focusing on the effects of biofuels on stream ecology.

After graduating, John left Indiana to work and explore in the western side of the country. He

first worked on an Americorps Trailcrew in Great Basin National Park. He then worked at remote salmon hatcheries in Alaska raising chum, pink, coho, sockeye and king salmon. As part of an anadromous fish marking program in Idaho, he traveled across the state marking juvenile steelhead and chinook salmon.

John's duties with Aquatic Control® include vegetation management, assisting with fish surveys, and fountain and aeration installation and maintenance. He is a licensed applicator in the states of Indiana and Illinois.

Chris E. Jordan

Aquatic Applicator

Mr. Jordan is an Aquatic Applicator at 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 takes care of a large number of small water bodies in this area. Chris 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. Chris lives in Seymour and has two children; Abby and Katy.

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. While attending USI Nate was also involved in various projects in the music department earning him a small scholarship for his involvement helping to further develop the pep band program.



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. He currently manages most of the ponds and lakes throughout Indianapolis and surrounding towns with work ranging from small, private contracts to commercial/industrial and state contracts. 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 and Kentucky. Nate is a SCDI certified PADI Open Water diver.

Isaiah B. Robbins

Aquatic Applicator

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 equipment maintenance and aquatic herbicide application. He is a licensed applicator in the state of Indiana.



Matt B. Miller

Aquatic Biologist

Matt Miller was hired as an Aquatic Biologist at Aquatic Control's Kentucky branch in March 2015. He was raised in New Carlisle, OH and graduated from Northwestern High School in 2010. He then attended Manchester University, where he received a Bachelor's of Science in both Environmental Studies and Biology in December 2014.

While attending Manchester, Matt held three summer internships including: a recreational use/creel survey of the Eel River, a DNR contracted survey of the Black Bass populations in the Eel River, and working for the Muncie Bureau of Water Quality's biomonitoring program to assess the fish communities in the White River and its surrounding tributaries. Also while at Manchester, he designed an independent study on the change in aquatic invertebrate communities in response to a shift to using agricultural best management practices such as Fall cover crops and no-till farming, which he presented at the Midwest Fish and Wildlife conference in February 2015.

Matt's responsibilities with Aquatic Control include aquatic plant management, installation and servicing of fountains and aerators, and assisting with electrofishing surveys and fish management advising. In his spare time, he enjoys running, fishing, and hiking.



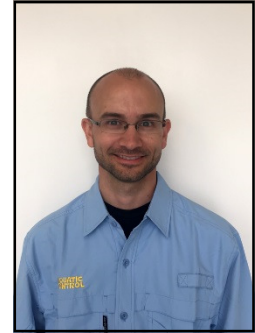
Bryan T. Coley

Aquatic Technician

Bryan Coley was hired as an Aquatic Technician with Aquatic Control's Kentucky Branch in April 6, 2015. Bryan grew up on a family farm just outside of Elizabethtown, KY. He 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. Bryan was also responsible for working with representatives from multiple drug manufacturers to ensure proper storage of their product, ordering, usage reports, inventory reports, and audits. 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. in April, 2015 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. In his spare time he enjoys fishing, hiking, kayaking, gardening, and camping.



Bill R. Thomas

Fountain 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. His duties included hand layout of all hardware preps from all work orders, fabrication of vertical and horizontal rails, inspecting material for defects in rails, matching the colors of rails, and inspecting work orders for hardware compatibility and errors. As a CNC operator he worked with engineers to find the best tools to be used for CNC and he edited and merged programs as needed. 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.

Michael G. Essex

Fountain 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®, Inc 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.