



Lang Masonry Contractors, Inc & EZ Grout Corporation



I would like to personally invite you to attend our next Rewarding and Challenging Employees "R.A.C.E." seminar. Although the focus of the seminar is based on how Lang Masonry Contractors has succeeded as a masonry-contracting firm, the information has been applied to other industries as well. If you will take a minute to look at the following three-day agenda for the seminar, you will see how important these teachings are to any company owner who wants to succeed in business. By using the systems I will be presenting to you, you will not only get the timely information you need to make informed business decisions, you can empower your people to think in the best interest of your company. During the three day training, I will show you how our companies have grown from start-ups to doing combined yearly sales of 18 million in an economically challenged rural area. The masonry-contracting portion of our business accounts for 8 million of these sales annually.

It is with great honor that we have as many attendees coming back for a second, third and even a fourth time to our seminars as we do new attendees. This creates a tremendous learning environment for new attendees. If you would like the names of some of these past attendees to hear it straight from them, we will be glad to provide a list for you.

Our next seminar will be held **October 8-10, 2008**. This seminar will be held at the Lang Masonry and EZ Grout Corporate Offices, 405 Watertown Road, Waterford, Ohio. Applicable fees to attend are \$499 for one attendee, \$459 each for two and \$419 each for three or more attendees. Fee includes lunch both days and dinner the night of September 20th, as well as new employee training and R.A.C.E. manuals. Fees are due at time of reservation.

We will be having a dinner on the night of October 9th at 6:30 pm at the River Cities Tavern & Grill restaurant located next to the lobby of the Comfort Inn. Dinner will be for all attendees to relax and network with one another, compliments of Lang Masonry/EZ Grout Corporations. Attendees are welcome to bring their spouse/guest to the dinner. If you will be staying over, we recommend the accommodations at the Comfort Inn or Hampton Inn; both are just off Interstate 77 in Marietta. Directions and additional hotel information are attached. All functions are casual dress.

Due to open forum and roundtable discussion, we will limit the number of attendees for the seminar to 30 attendees. Reservations to attend may be made by contacting Linda Hart at 800-417-9272 extension #108, e-mail lhart@ezgrout.com or via fax at 740-749-0602. Payment must be received upon registration to guarantee reservation.

Again, I hope you can attend. I look forward to meeting with you and sharing ideas on how to improve profitability within our industry. If you have any questions in the meantime, please feel free to call us at 800-417-9272.

Sincerely,

Damian L. Lang, President
Lang Masonry Contractors, Inc. & EZ Grout Corp.

405 Watertown Road, Waterford, Ohio 45786
Phone: 740-749-3512 Fax: 740-749-0602
www.langmasonry.com or www.ezgrout.com

R.A.C.E. SEMINAR AGENDA

We are confident you will walk away from the activities of each day with a fresh outlook on masonry practices and we are excited about what the future holds for you and your organization.

DAY ONE

- 12:00 noon..... REGISTRATION
- 1:00 PM..... Pay for Performance: Safety; Are Workers Compensation rates and OSHA fines eating up your profit? Do your employees care as much about safety as you do? Can you balance safety and profitability?
- 2:30 PM..... BREAK
- 3:00 PM..... Pay for Performance: Quality, Equipment & Employee Training Program. Does your company have a reputation for quality performance? What do you do to keep your employees thinking of quality on the job daily? Do you promote employees from within your own company? How do you train them for advancement?
- 4:45 PM..... END OF FIRST DAY

DAY TWO

- 7:30 AM..... Welcome: Coffee & Refreshments
- 8:00 AM..... Pay for Performance: Production Pay for Foremen as Acting Partners. Do your Foremen make decisions as if they own the company? Are they motivating the crew the way you would if you were on the job everyday?
- 10:00 AM..... BREAK
- 10:15 AM..... Pay for Performance: Field Employees; What motivates your crew to produce top notch results? Can you pay based on production to get employees to focus on your company's goals?
- 11:45 AM..... LUNCH (provided)
- 12:30 PM..... Pay for Performance continued...
- 2:00 PM..... Office Personnel Incentive Program. Do you have difficulty with collections and missed sales opportunities? How do you get everyone involved from secretary right up to estimators and project managers?
- 3:30 PM..... BREAK

- 3:45 PM..... Round Table Discussion: We ask that you bring your single best idea that has helped your masonry company to share with the other industry attendees. Also, bring your biggest problems operating in the masonry industry so the other attendees can network and help you to solve these problems.
- 5:00 PM..... END OF DAY TWO
- 6:30 PM..... Dinner at the River Cities Tavern & Grill Restaurant, located next to the lobby of the Comfort Inn. Compliments of Lang Masonry/EZ Grout Corporation.

DAY THREE

- 7:30 AM..... Coffee & Refreshments
- 8:00 AM..... Grouting and Wall Bracing for Life Safety. Why do masonry walls blow over during construction? What are OSHA's requirements for bracing masonry walls?
- 9:30 AM..... BREAK
- 9:45 AM..... Finding a Better Way in an Industry that is Reluctant to Change. How we can all predict the direction of the industry to make sure we are prepared to take advantage of future opportunities. Include jobsite production studies as well as innovative equipment and ideas to increase jobsite productivity.
- 11:15 AM..... Outside Equipment Demonstration
- 11:45 AM..... LUNCH (pizza provided)
- 12:30 PM..... Lang Masonry & EZ Grout Corporation Facilities Tour (for those of you who are first time attendees or past attendees that would like to see the facilities again.)
- 2:00 PM END OF PROGRAM

We look forward to sharing ideas with you. If you have any questions even after the presentation, please feel free to email me at dlang@langmasonry.com or call us at 1-800-417-9272.

Sincerely,



Damian L. Lang, President
Lang Masonry Contractors, Inc.
EZ Grout Corporation



**Lang Masonry
Contractors, Inc
& EZ Grout
Corporation**



HOTEL INFORMATION FOR R.A.C.E. SEMINAR

Comfort Inn

700 Pike Street, Marietta, OH 45750

740-374-8190

www.choicehotels.com

Directions to Comfort Inn from I-77

- Get off at Exit 1 for Marietta.
- Turn off the exit ramp onto Route 7 North the hotel is on the right.

Directions to Lang Masonry/EZ Grout Headquarters:

- From Hotel get back onto Route 7 South (left). Continue down Pike Street.
- Take Route 7 South to Rite Aid Drug Store (on the corner of Third & Greene St).
- Follow Route 7 South across the Muskingum River and turn right onto Route 676, 676 will go right at the top of the hill at a gas station.
- Go approx. 12 miles to Watertown.
- Turn right onto Watertown Road, go one block and turn right (still Watertown Rd.)
- Go approx ¼ mile, Lang Masonry/EZ Grout Headquarters is on the left.

Hampton Inn

508 Pike Street, Marietta, OH 45750

740-373-5353

www.hamptoninn.com

Directions to Hampton Inn from I-77

- Take Exit 1, Marietta, Ohio.
- Turn onto Rt. 7 South, and proceed to the first light.
- Turn left at the light onto Jefferson St. and make another immediate left to turn onto the service road (S. Durward Hoag Dr.). The Marietta Hampton Inn is located at the end of the street.

Directions to Lang Masonry/EZ Grout Headquarters:

- From Hotel get back onto Route 7 South (left). Continue down Pike Street.
- Take Route 7 South to Rite Aid Drug Store (on the corner of Third & Greene St).
- Follow Route 7 South across the Muskingum River and turn right onto Route 676, 676 will go right at the top of the hill at a gas station.
- Go approx. 12 miles to Watertown.
- Turn right onto Watertown Road, go one block and turn right (still Watertown Rd.)
- Go approx ¼ mile, Lang Masonry/EZ Grout Headquarters is on the left.



Lang Masonry Contractors, Inc & EZ Grout Corporation



DIRECTIONS TO LANG MASONRY/EZ GROUT CORPORATE OFFICES

Traveling Interstate 77

- Take Exit 1 (Marietta, Ohio). At end of ramp, turn onto Route 7 South.
- Take Route 7 South to Rite Aid Drug Store (on the corner of Third & Greene St).
- Follow Route 7 South across the Muskingum River and turn right onto Route 676, 676 will go right at the top of the hill at a gas station.
- Go approx. 12 miles to Watertown.
- Turn right onto Watertown Road, go one block and turn right (still Watertown Rd.)
- Go approx ¼ mile, Lang Masonry/EZ Grout Headquarters is on the left.

From Columbus, Ohio airport terminal:

- When leaving terminal, take I-270 South to I-70 East, stay on 70 East to Zanesville.
- At Zanesville take Route 60 South for 42 miles to Beverly.
- At Beverly turn right on Route 339. Go 6.5 miles to Watertown.
- Turn left onto Route 676. Go 100 yards and turn left onto Watertown Road.
- Go 1 block and turn right (still Watertown Road), Lang Masonry/EZ Grout Headquarters is approx. ¼ mile on the left.

From Mid-Ohio Valley Regional Airport terminal:

- At the end of Airport Road, turn left onto WV Route 31.
- Travel 3.6 miles to WV Route 14/Highland Ave. and turn left.
- Follow for 1.5 miles and you will cross the Ohio River. At the light at the end of the bridge turn left onto Route 7 South.
- Take Route 7 South (1 block) to Rite Aid Drug Store (on the corner of Third & Greene St).
- Follow Route 7 South across the Muskingum River and turn right onto Route 676
- Go approx. 12 miles to Watertown.
- Turn right onto Watertown Road, go one block and turn right (still Watertown Rd.)
- Go approx ¼ mile, Lang Masonry/EZ Grout Headquarters is on the left.

405 Watertown Road, Waterford, Ohio 45786

Phone: 740-749-3512 Fax: 740-749-0602

www.langmasonry.com or www.ezgrout.com

REGISTRATION FORM

Thank you, for your interest in attending the presentation on Pay for Performance, Employee Training, Grouting and Wall Bracing for Life Safety, Finding a Better Way and the Round Table Discussion given by: Damian Lang, President of Lang Masonry Contractors and EZ Grout Corporation.

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In order to ensure your reservation, please complete this form and return via fax (740) 749-0602 ATTN: Linda Hart and mail your check to 405 Watertown Rd., Waterford, OH 45786, also ATTN: Linda Hart

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Please Make Checks Payable To: EZ Grout Corporation

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COMPANY NAME & ADDRESS: _____

PHONE#: _____

FAX#: _____

EMAIL: _____

NAME OF ATTENDEES: _____

ATTENDING DINNER 10-09-08 @ 6:30 p.m.: _____