



**LANDSCAPE
MANAGEMENT**

Larry Yaffa, CEO,
Brilar, Detroit

STANDING STRONG

150

Landscape companies
share how they grew in 2019
and how they're meeting the
challenges of 2020 in our
annual *LM150* rankings

Vermeer

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150 RANKINGS

		Headquarters	2019 Revenue (U.S. Dollars)	% Rev. Change from 2018	% Projected Change for 2020	FTEs/ Seasonal Employees	% Comm./ Res./Gov.
1	BrightView Holdings	Blue Bell, Pa.	\$2,404,600,000	2%	3%	NR/NR	NR/NR/NR
2	TruGreen	Memphis, Tenn.	\$1,409,000,000	3%	NR	13514/NR	NR/NR/NR
3	The Davey Tree Expert Co.	Kent, Ohio	\$1,140,000,000	12%	10%	9500/550	NR/NR/NR
4	Bartlett Tree Experts	Stamford, Conn.	\$326,000,000	10%	10%	2000/200	30/64/6
5	Yellowstone Landscape	Bunnell, Fla.	\$268,000,000	13%	10%	3000/800	100/0/0
6	Gothic Landscape	Valencia, Calif.	\$232,000,000	6%	9%	2400/2400	95/5/0
7	Ruppert Landscape	Laytonsville, Md.	\$209,918,054	14%	0%	1700/0	100/0/0
8	Weed Man	Oshawa, Ontario	\$187,586,115	9%	6%	878/1185	7/93/0
9	Aspen Grove Landscape Group	Willow Grove, Pa.	\$187,000,000	0%	NR	NR/NR	NR/NR/NR
10	LandCare	Frederick, Md.	\$186,000,000	10%	15%	2000/1200	100/0/0
11	Park West Cos.	Rancho Santa Margarita, Calif.	\$185,000,000	5%	0%	1600/0	100/0/0
12	U.S. Lawns	Orlando, Fla.	\$178,520,000	4%	5%	1600/800	100/0/0
13	SavATree	Bedford Hills, N.Y.	\$162,000,000	17%	12%	1047/131	30/70/0
14	Ferrandino & Son	Farmingdale, N.Y.	\$155,000,000	-6%	NR	NR/NR	NR/NR/NR
	HeartLand	Kansas City, Mo.	\$155,000,000	189%	30%	1000/800	100/0/0
16	Lawn Doctor^	Holmdel, N.J.	\$129,060,000	10%	6%	1500/0	5/95/0
17	Ambius	Reading, Pa.	\$121,500,000	6%	NA	833/140	100/0/0
18	LandOpt^	Pittsburgh, Pa.	\$101,920,500	22%	10%	327/540	42/49/9
19	Landscape Development	Valencia, Calif.	\$100,300,000	15%	20%	1010/0	87/3/10
20	Juniper	Fort Myers, Fla.	\$85,808,718	32%	19%	1000/0	100/0/0
21	The Grounds Guys	Waco, Texas	\$84,268,809	10%	11%	700/70	65/35/0
22	Clintar Commercial Outdoor Services	Markham, Ontario	\$81,900,000	14%	8%	315/315	91/2/7
23	Massey Services^	Orlando, Fla.	\$74,883,017	5%	15%	2196/0	12/88/0
24	Mainscape	Fishers, Ind.	\$74,100,000	2%	0%	800/200	98/0/2
25	NaturaLawn of America	Frederick, Md.	\$74,022,971	8%	8%	610/60	3/97/0
26	Rotolo Consultants	Slidell, La.	\$73,000,000	4%	3%	400/325	85/0/15
27	Elite Team Offices	Clovis, Calif.	\$72,000,000	5%	10%	240/150	80/0/20
28	Acres Group	Wauconda, Ill.	\$69,335,727	3%	5%	115/750	26/71/3
29	The Greenery	Hilton Head Island, S.C.	\$67,300,000	7%	10%	800/200	92/5/3
30	Spring-Green Lawn Care Corp.	Plainfield, Ill.	\$66,900,000	8%	8%	492/71	7/93/0
31	Denison Landscaping	Fort Washington, Md.	\$65,200,000	5%	2%	375/275	98/2/0
32	Metco Landscape*	Aurora, Colo.	\$64,000,000	0%	NR	NR/NR	NR/NR/NR
33	Loving	Gastonia, N.C.	\$63,219,307	42%	33%	217/0	100/0/0
34	Garden Design	Farmers Branch, Texas	\$61,000,000	0%	0%	86/0	35/65/0
35	Meadows Farms	Chantilly, Va.	\$59,000,000	8%	0%	175/300	2/97/1
36	Lucas Tree Expert Co.	Portland, Maine	\$56,000,000	0%	8%	550/0	NR/NR/NR
	Sebert Landscape*	Bartlett, Ill.	\$56,000,000	12%	NR	NR/NR	NR/NR/NR
38	Clean Scapes	Austin, Texas	\$55,160,547	18%	23%	425/285	100/0/0
39	Teufel Landscape	Hillsboro, Ore.	\$54,399,438	49%	3%	370/50	98/1/1
40	Mariani Landscape	Lake Bluff, Ill.	\$54,100,100	13%	6%	144/378	12/88/0
41	Cagwin & Dorward	Petaluma, Calif.	\$48,352,557	1%	5%	475/50	90/0/10
42	Choate USA	Carrollton, Texas	\$46,732,826	2%	0%	115/175	100/0/0
43	Christy Webber & Co.	Chicago, Ill.	\$46,700,000	19%	-2%	332/0	71/9/20
44	Dixie Landscape	Medley, Fla.	\$46,580,000	6%	-12%	305/305	100/0/0
45	Signature Coast Holdings [†]	Napa, Calif.	\$45,898,000	6%	NR	NR/NR	NR/NR/NR
46	Pierre Landscape	Irwindale, Calif.	\$45,000,000	20%	10%	275/50	NR/NR/NR
47	Baytree Landscape	Stone Mountain, Ga.	\$43,400,000	6%	NR	NR/NR	NR/NR/NR
48	Landscape Workshop^	Birmingham, Ala.	\$42,292,000	5%	8%	374/270	90/5/5
49	Greenscape*	Raynham, Mass.	\$41,800,000	10%	NR	NR/NR	NR/NR/NR
50	R.P. Marzilli & Co.	Medway, Mass.	\$41,700,000	13%	-5%	120/100	5/95/0
51	Ryan Lawn & Tree	Merriam, Kan.	\$41,238,254	7%	10%	294/26	6/94/0
52	Maldonado Nursery & Landscaping	San Antonio, Texas	\$41,114,147	31%	9%	348/111	74/3/23

LEGEND NR = Not reported; * Indicates estimate, based on projected revenue for 2019 reported last year; ^ Indicates a portion of reported revenue was removed (such as pest control, janitorial services or other nongreen industry offerings); † Signature Coast Holdings was acquired by BrightView in January 2020. *Landscape Concepts Management was acquired by HeartLand in early 2020.

		Headquarters	2019 Revenue (U.S. Dollars)	% Rev. Change from 2018	% Projected Change for 2020	FTEs/ Seasonal Employees	% Comm./ Res./Gov.
53	Beary Landscaping	Lockport, Ill.	\$41,000,000	25%	5%	50/275	80/20/0
54	AAA Landscape	Phoenix, Ariz.	\$40,100,000	13%	12%	525/80	95/2/3
55	Gachina Landscape Management	Menlo Park, Calif.	\$39,171,119	10%	5%	429/0	96/3/1
56	Creative Environments Design & Landscape	Tempe, Ariz.	\$39,000,000	10%	0%	130/130	NR/NR/NR
57	Complete Landscaping Service	Bowie, Md.	\$38,982,537	21%	10%	235/220	95/5/0
58	Chapel Valley Landscape Co.	Woodbine, Md.	\$38,750,000	2%	5%	300/200	90/10/0
59	Environmental Management	Dublin, Ohio	\$38,572,000	8%	2%	260/60	85/2/13
60	D Schumacher Landscape	West Bridgewater, Mass.	\$38,500,000	4%	0%	260/30	40/60/0
61	Russell Landscape Group	Sugar Hill, Ga.	\$37,700,000	17%	8%	375/125	99/1/0
62	Bemus Landscape	San Clemente, Calif.	\$37,200,000	4%	8%	450/0	99/1/0
63	Dennis’ Seven Dees Landscaping & Garden Centers	Portland, Ore.	\$37,146,819	12%	0%	240/50	43/33/8
64	Landscape Services	Nashville, Tenn.	\$37,002,149	6%	5%	250/30	95/5/5
65	SiteWorks	Chandler, Ariz.	\$36,280,393	13%	15%	168/65	100/0/0
66	Impact Landscaping & Irrigation	Jupiter, Fla.	\$35,500,000	27%	15%	400/0	98/2/0
67	Earthtones Design	Midlothian, Texas	\$34,700,000	5%	15%	170/70	NR/NR/NR
68	Xquisite Landscaping	Stoughton, Mass.	\$34,544,838	18%	15%	210/55	100/0/0
69	Senske Services ^	Kennewick, Wash.	\$33,200,000	11%	8%	400/100	20/80/0
70	Berghoff Design Group	Scottsdale, Ariz.	\$30,680,500	5%	5%	375/0	10/90/0
71	Designscapes Colorado	Centennial, Colo.	\$30,307,000	10%	10%	110/170	NR/NR/NR
72	Landscape Concepts Management*2	Grayslake, Ill.	\$30,000,000	NR	NR	NR/NR	NR/NR/NR
	Superscapes	Carrollton, Texas	\$30,000,000	25%	15%	181/70	76/24/0
74	Environmental Designs	Brighton, Colo.	\$29,900,000	27%	10%	159/159	75/15/10
75	M. Neves	Dartmouth, Mass.	\$29,879,575	19%	NR	NR/NR	NR/NR/NR
76	Merchants Landscape Services	Santa Ana, Calif.	\$29,500,000	5%	4%	470/0	0/0/100
77	Scott Byron & Co.	Lake Bluff, Ill.	\$29,040,000	6%	2%	85/165	5/95/0
78	Chalet	Wilmette, Ill.	\$29,000,000	5%	0%	100/200	0/100/0
79	Naturescape	Muskego, Wis.	\$28,998,182	5%	5%	290/15	5/95/0
80	Caretaker Landscape & Tree Management	Gilbert, Ariz.	\$28,845,000	-9%	14%	269/45	90/0/10
81	Perfect Cuts of Austin	Austin, Texas	\$28,800,000	14%	5%	30/60	100/0/0
82	Southern Botanical	Dallas, Texas	\$28,734,594	4%	0%	307/70	NR/NR/NR
83	The Bruce Co. of Wisconsin	Middleton, Wis.	\$28,531,000	4%	3%	85/233	80/20/0
84	Pacific Landscape Management	Hillsboro, Ore.	\$28,408,851	16%	8%	260/70	100/0/0
85	McHale Landscape Design	Upper Marlboro, Md.	\$28,000,000	25%	5%	250/0	0/100/0
86	Harvest Landscape Enterprise ^	Anaheim, Calif.	\$27,744,000	5%	15%	400/412	95/0/5
87	Kline Bros.	Ship Bottom, N.J.	\$27,533,000	11%	10%	51/95	20/70/10
88	Bland Landscaping Co.	Apex, N.C.	\$27,500,000	5%	15%	300/75	80/5/15
89	Landtech Contractors	Aurora, Colo.	\$27,300,000	-9%	5%	60/205	85/0/15
90	DLC Resources	Phoenix, Ariz.	\$26,600,000	10%	5%	370/0	100/0/0
91	Stay Green	Santa Clarita, Calif.	\$26,580,065	5%	10%	365/0	NR/NR/NR
92	David J. Frank Landscape Contracting ^	Germantown, Wis.	\$25,888,500	2%	4%	300/100	65/35/0
93	Heaven & Earth Landscaping	Indian Trail, N.C.	\$25,782,103	8%	5%	193/120	100/0/0
94	Southview Design	St. Paul, Minn.	\$25,745,476	16%	0%	75/121	48/52/0
95	Great Oaks Landscape Associates	Novi, Mich.	\$25,600,000	20%	5%	40/160	NR/NR/NR
96	Yard-Nique	Morrisville, N.C.	\$25,500,000	32%	20%	300/150	100/0/0
97	Gibson Landscape Services	Alpharetta, Ga.	\$25,357,100	16%	13%	130/20	99/1/0
98	DJ’s Landscape Management	Grand Rapids, Mich.	\$25,111,000	21%	NR	NR/NR	NR/NR/NR
99	Designs By Sundown	Littleton, Colo.	\$25,000,000	10%	10%	170/25	10/90/0
100	Earthworks	Lillian, Texas	\$24,950,000	12%	15%	300/120	95/0/5
101	The Munie Co.	Caseyville, Ill.	\$24,823,090	23%	0%	200/200	95/5/0
102	LMI Landscapes	Carrollton, Texas	\$24,500,000	25%	40%	132/102	100/0/0
103	The Budd Group	Winston-Salem, N.C.	\$24,000,000	5%	5%	350/50	NR/NR/NR
104	Andre Landscape Service	Azusa, Calif.	\$23,866,000	5%	8%	280/0	100/0/0

150 RANKINGS

		Headquarters	2019 Revenue (U.S. Dollars)	% Rev. Change from 2018	% Projected Change for 2020	FTEs/ Seasonal Employees	% Comm./ Res./Gov.
105	John Mini Distinctive Landscapes	Congers, N.Y.	\$23,728,000	23%	15%	170/32	95/5/0
106	WLE	Austin, Texas	\$23,500,000	12%	20%	250/0	NR/NR/NR
107	Unlimited Landscaping & Turf Management ^	Suwanee, Ga.	\$23,465,764	19%	12%	226/34	60/39/1
108	Benchmark Landscape	Poway, Calif.	\$23,365,573	0%	0%	252/0	95/0/5
109	Level Green Landscape	Washington, D.C.	\$23,166,000	21%	0%	101/159	90/0/10
110	Cutting Edge Property Maintenance	Plymouth, Minn.	\$22,000,000	15%	10%	22/58	100/0/0
111	American Landscape Systems	Lewisville, Texas	\$21,851,952	19%	15%	200/50	60/0/40
112	Mountain View Landscape	Chicopee, Mass.	\$21,400,000	22%	0%	26/80	45/5/50
113	Clarence Davids & Co.	Matteson, Ill.	\$21,000,000	2%	1%	77/158	90/9/1
114	Hittle Landscaping ^	Westfield, Ind.	\$20,835,309	11%	-1%	165/85	81/19/0
115	Santa Rita Landscaping	Tucson, Ariz.	\$20,741,000	12%	22%	150/150	72/25/3
116	Complete Landsculpture ^	Dallas, Texas	\$20,631,562	8%	8%	125/60	63/35/2
117	Crystal Greens Landscape	Clackamas, Ore.	\$20,510,531	8%	10%	180/10	95/1/4
118	Timberline Landscaping	Colorado Springs, Colo.	\$20,496,949	33%	1%	177/95	70/20/10
119	Art by Nature	Granite Falls, Wash.	\$20,307,121	19%	10%	140/0	100/0/0
120	ArtisTree Landscape Maintenance & Design	Venice, Fla.	\$20,144,272	2%	24%	230/45	70/30/0
121	Perficut Cos.	Des Moines, Iowa	\$19,991,000	5%	6%	110/85	95/5/0
122	Texscape Services	Houston, Texas	\$19,022,766	5%	10%	290/50	95/0/5
123	Service Direct Landscape	Phoenix, Ariz.	\$18,980,000	35%	5%	181/0	60/40/0
124	The Joyce Cos.	Marstons Mills, Mass.	\$18,745,000	10%	-10%	100/65	5/95/0
125	Sposato Landscape Co.	Milton, Del.	\$18,600,000	2%	12%	175/285	60/40/0
126	Schultz Industries	Golden, Colo.	\$18,542,278	20%	10%	132/30	90/0/10
127	Andy's Sprinkler, Drainage & Lighting	Carrollton, Texas	\$18,500,000	1%	1%	163/47	20/80/0
	Crawford Landscaping	Naples, Fla.	\$18,500,000	15%	10%	220/50	90/10/0
129	Brilar	Oak Park, Mich.	\$18,200,000	32%	26%	202/40	80/0/20
130	Focal Pointe Outdoor Solutions	Caseyville, Ill.	\$17,954,000	33%	10%	60/112	90/10/0
131	Richmond & Associates Landscaping	Dallas, Texas	\$17,658,771	9%	4%	110/170	99/1/0
132	Lifescape Colorado	Denver, Colo.	\$17,579,413	20%	15%	78/52	15/85/0
133	Landscape Maintenance Professionals	Seffner, Fla.	\$17,500,000	0%	5%	225/50	100/0/0
134	HighGrove Partners	Austell, Ga.	\$17,200,000	-3%	3%	175/40	100/0/0
135	Hoffman Landscapes	Wilton, Conn.	\$16,445,000	7%	15%	145/0	0/100/0
136	Lambert's*	Dallas, Texas	\$15,913,500	3%	NR	NR/NR	NR/NR/NR
137	ProQual Landscaping	Tempe, Ariz.	\$15,646,000	10%	10%	257/0	100/0/0
138	NJ Best Lawns Sprinklers & Fencing	Lakewood, N.J.	\$15,616,900	8%	-10%	25/138	0/100/0
139	Earthco Commercial Landscape ^	Santa Ana, Calif.	\$14,725,000	9%	10%	300/0	100/0/0
140	Cherrylake	Groveland, Fla.	\$14,600,000	-17%	31%	378/98	100/0/0
141	ASI Landscape Management	Thonotosassa, Fla.	\$14,500,000	14%	6%	120/30	100/0/0
142	Summit Landscape Group*	Rock Hill, S.C.	\$14,336,000	12%	NR	NR/NR	NR/NR/NR
143	Nanak's Landscaping	Deerfield Beach, Fla.	\$14,150,000	6%	8%	210/20	98/2/0
144	Heritage Professional Landscaping	Kennewick, Wash.	\$14,000,000	21%	5%	75/75	70/20/10
145	The Growing Co.	Sacramento, Calif.	\$13,669,000	6%	8%	130/0	100/0/0
146	Saluda Hill Landscapes	Lexington, S.C.	\$13,013,000	10%	10%	97/0	18/82/0
147	New Way Landscape & Tree Service	San Diego, Calif.	\$13,000,000	0%	5%	180/0	90/5/5
148	Emerald Isle Landscaping	Centennial, Colo.	\$12,750,000	0%	5%	75/50	80/0/20
149	Greenview Partners	Raleigh, N.C.	\$12,377,643	25%	20%	125/30	100/0/0
150	Borst Landscape & Design	Allendale, N.J.	\$12,034,794	18%	-5%	25/77	30/70/0
Total: \$12,207,060,076			Avg: 12%	Avg: 8%			

Vermeer celebrates the companies on the 2020 LM150 list, and salutes their drive and perseverance as they pursue growth and excellence in their businesses.



WANT MORE **LM** 150?

Check out this year's Top 25 lists by client mix, profit centers and regions online at LandscapeManagement.net/category/special-section/lm150/.

BIGGEST. YEAR. EVER.

Up a whopping 12 percent from 2018, the final year of the decade set another revenue record by breaking the \$12 billion mark

BY SETH JONES | LM EDITOR-IN-CHIEF

Raise a glass to the year that was — 2019 was simply the best. Sponsored by Vermeer, *LM* proudly presents the 12th annual *LM*150, recognizing the top 150 landscape companies in the nation, ranked by revenue. Collectively this list represents \$12 billion in revenue, breaking last year's record amount of \$11,148,081,125.

The top five companies are identical to the top five companies last year. BrightView, TruGreen, The Davey Tree Expert Co., Bartlett Tree Experts and Yellowstone Landscape once again hold the top five spots. The top three companies amassed \$4,953,600,000 in revenue (41 percent of the total list) in 2019, up from \$4,742,600,00 in 2018.

While 2019 was an amazing year, it's hard not to wonder what next year's numbers will look like, based on the uncertainty the pandemic has thrust upon the nation and the world. That's why this year we interviewed three companies in the lower third of the list, to discuss their successes from 2019, and also see what we can learn from what they are doing right now to navigate the new normal. Profiles of Hittle Landscaping (No. 114), Westfield, Ind.,

COMBINED 2019
LM150 REVENUE
\$12,207,060,076

AVERAGE
REVENUE GROWTH
FROM 2018
12%

AVERAGE REVENUE
GROWTH PROJECTED
FOR 2020
8%

COMBINED 2019 REVENUE OF
THE TOP 3 FIRMS
\$4,953,600,000

41%
of total
list


Art by Nature (No. 119), Granite Falls, Wash., and Brilar (No. 129), Detroit, are included in this year's coverage.

One theme was common: despite the pandemic, all three companies are being proactive and have hopes of repeating their 2019 magic.

METHODOLOGY

LM sought submissions from landscape companies in the magazine, on LandscapeManagement.net, via email and by personal phone calls, from January through May. Companies submitted their details through an online form. *LM* editors compiled the results and, where applicable, removed nontypical green industry revenue sources from the totals reported by the companies. For example, we omit revenue from pest and janitorial services.

We estimated revenue for firms that didn't provide data if they participated in last year's list and reported a projected 2019 revenue figure. We calculated the numbers for client mix, profit centers and regional charts based on data submitted.

The information in the *LM*150 is self-reported unless otherwise noted. Some companies do not break out individual service lines, so we can't be sure what revenue is specific to typical green industry services. There are several firms that opt not to participate in the list, there are others we are unaware of and it is possible some revenues overlap due to subcontracting agreements. 

WISH YOU WERE HERE?

Should your company be on the *LM*150 list of the largest landscape companies? Or are you aware of a company you think should be on this list? Let us know. Contact Special Projects Editor Marisa Palmieri at mpalmieri@northcoastmedia.net to be notified when the 2020 submission period opens. We encourage any company that believes they might crack the top 150 to please apply.



YOUR LANDSCAPE

PARADE



CTX50



CTX100



CTX160



S450Tx



S925Tx

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No.
129

BUILDING A CAREER CULTURE

In 2019, Brilar grew by leaps and bounds because of its career-centered culture

BY ABBY HART | LM SENIOR EDITOR

Brilar CEO Larry Yaffa says the key to the company's 32 percent growth in 2019 comes down to a shift in perspective in how it hires and retains people.

"We've changed our direction in how we pay our staff and the opportunities we give our staff to try and make it more of a career-oriented role," Yaffa says. "I think before, people were just throwing a \$1/hour (raise) trying to keep them on board, and now we're competing with Amazon (and other companies), so the dynamics of what we're offering need to change."

Headquartered in metro Detroit, the company, ranked No. 129 on the 2020 LM150 list, also has locations in Grand Rapids, Mich.; Cleveland; Indianapolis; and Des Moines, Iowa.

Brilar's business is 62 percent mowing and maintenance and 30 percent snow removal, with lawn care, design/build and irrigation rounding out the rest of its service mix. It derives 80 percent of its revenue from commercial accounts and 20 percent from municipal accounts. The company's 2019 revenue was \$18.2 million, up from nearly \$13.8 million the year prior.

KEYS TO GROWTH

As with most landscape companies, Brilar's biggest struggle in 2019 was labor.

"That's our biggest stumbling block.

We've been able to make the sales, but there were a few opportunities that we had to hold off on because we didn't feel we could staff them in the time frame that was needed," Yaffa says.

Over the past few years, Brilar has tried to create an environment that is more of a career option rather than just a seasonal role. The majority of crews work four 10-hour shifts, the goal being not only to alleviate travel time but to make sure the company gives people the weekend off.

Though the workweek may go into Friday, the days of people working seven days and 90 hours a week is no more, he says. If you're trying to create a career environment, people want the weekends to spend with their families, he says.

In 2018, Brilar opened locations in Indianapolis and Des Moines, Iowa. Staff advancement opportunities are one reason for Brilar's growth and expansion, Yaffa says. He touts the company's internal training program and succession planning as a big part of the focus on advancement.

"Our biggest motto internally is 'Always be training your replacement.' I tell everybody, 'I can't move you somewhere else if there isn't someone internally to take over your role,'" he says. "With opening new branches, we're always adding new crews, so crew members can become foremen the following year, and the foremen can become managers and so on."

Brilar has also rolled out a new 401(k) program with matching, and

Brilar has focused on providing more advancement opportunities and training for its 200 employees, says CEO Larry Yaffa.



PHOTOS: MARVIN SHAOJIN



Though 2019 was the first year Brilar used the H-2B visa program, the company also uses a variety of initiatives aimed at recruiting and retaining local talent.

it opened up its health and dental program to all full-time employees. It also added disability and life insurance for all full-time employees and started a new paid time off program.

Another driver of the immense growth the company saw in 2019 was adding four new sales staff and offering in-depth sales training with a sales coach, Kirk Armstrong.

Brilar also stepped up marketing efforts by hiring a marketing coordinator and using Google advertising.

In regards to leading and growing the company, Yaffa says he's learned that transparency with teams is key. This is especially true in times of crisis or uncertainty, such as when the firm's Michigan locations were shut down from March 23 to May 4 due to the Michigan governor's COVID-19-related executive order and health precautions, and its Ohio location was shut down from March 23 to April 13.

"As a company, we're pretty open with letting (staff) know where we stand," he says. "Whether we're on or off our mark and budgeted versus actual hours on jobs. That's a huge benefit for us in a time like now, when we have to work as lean as possible. The more information we can provide to (employees), the more information they can provide to us, and it's about working with them and training them how to become more efficient."

In another boost to Brilar's efficiency, the company spent \$1.5 million in capital in 2019 on new trucks, trailers, mowers, tools and equipment. The company uses Exmark

mowers, RedMax handheld equipment, Sure-Trac trailers and Ford trucks.

So crews know how to operate the equipment properly, Brilar added a director of training, who works with the director of safety. "I think that's going to lead to the biggest successes we have," Yaffa says.

The company strives to shout out its current successes by sending team emails and using a private Facebook page for employees to offer congratulations when a team member has a new sale, when a crew hits budgeted hours or to share appreciation from a client or a client referral.

"We try to make sure everyone's aware that what they did the day before led to something great," Yaffa says.

MEETING THE CHALLENGE

Before March, the company was on pace to meet its goal of 30 percent growth over 2019. While Yaffa acknowledges that the shut downs and concerns around COVID-19 have taken a toll on the business, it's too early to tell how the year will end up.

He says that Brilar is continuously restructuring its budgets for the year, and as businesses begin to open again, clients are starting to make decisions that they held off on earlier in the pandemic.

"Even last week, we were signing maintenance customers. That's unheard of for us," he says, explaining that by April 15, the company typically has booked all of the maintenance work it's going to have for the year.

Yaffa says that some of Brilar's bigger landscape clients who said

that they were going to hold off or might have to cancel are coming back online.

"I think we can see the end, but I don't know what that looks like yet. Now that more companies have gotten the (Paycheck Protection Program) loan, I think the fear isn't as great," he says. Brilar has received its PPP loan, as well.

As the company works through the uncertainty of the moment, Yaffa is upbeat about its ability to make it through.

"We're set up for our employees to be safe, trained, successful, happy and empowered to help make our property managers lives easier," Yaffa says. "We believe this will make a difference with not only clients but in the retention of employees."

He adds, "We try to push this Team Brilar approach: 'Think of us as the legs of the table, and if one of us falls, we all fall down.'"

It reminds him of last fall, when the metro Detroit area got hit with a snowstorm on Nov. 11. The storm brought 9-plus inches, a record for November, breaking a 94-year record, according to the National Weather Service.

"It was incredible — guys were landscaping and mowing that Friday. Sunday into Monday, they were throwing plows and salters on trucks," Yaffa says. "They were really pulling together ... and I was blown away by the spirit of the staff, who had very little sleep each day, them coming back and having such a positive attitude: whatever we need to do to get it done." 🍷

No.
119

THE ART OF RELATIONSHIPS

How Art by Nature relied on its relationships to achieve 19 percent growth in a year

BY SARAH WEBB | LM ASSOCIATE EDITOR



With a strong father-sons leadership team of founder and co-owner Kevin McMahon (father), co-owner and president Ryan McMahon and co-owner Patrick McMahon serving as the foundation of the company, Art by Nature, based in Granite Falls, Wash., and No. 119 on the LM150 list, focuses on strengthening the pillars of client, employee and community relationships to cement its growth.

"It's unique because we're a group of alphas, we're all competitive and we're all business partners," says Ryan McMahon, the oldest brother.

"I know that a lot of family businesses don't succeed, but I always feel strongly that ours will because at the end of the day,

we all love and trust each other. The differences in opinions on things can actually be helpful for us because it keeps us all in check. We can all talk about it in a civil manner, and we usually come up with the right decision together."

The company's \$20.3 million 2019 revenue is comprised of mostly new construction projects. It also provides some irrigation, mowing and maintenance, turf and ornamental and garden and nursery services. It serves a mostly residential clientele.

LM spoke with the trio to learn more about how the company achieved 19 percent growth in revenue from 2018 to 2019 and landed a spot as one of the top landscaping companies in the country.

HUMBLE BEGINNINGS

Kevin McMahon began his career in the green industry about 30 years ago as a laborer for a tree supplier.

Through the years, he gleaned information on the company's clientele of various landscape companies.

"I started off so far at the bottom of the pool," he says. "I would always observe when I was unloading these trees, things they did right and things they did wrong (on the jobs)."

When 2004 rolled around, he decided to form his own nursery and wetland restoration company with

his sons. It soon blossomed into residential construction work as well.

"The company started with nothing, with no money, and struggled for years, and we learned from our mistakes," he says. "As we acquired money, we saved it ... and we put it back in our company and saved it for a rainy day."

As far as roles go, Kevin handles the 65-acre nursery, procurement of inventory, problem solving and forward planning; Patrick runs the tract housing division and plays a pivotal role in training and cultivating talent, helping laborers evolve into responsible foremen; and Ryan oversees the corporate level day-to-day operations, including estimates, invoicing and contract negotiations for all divisions of the company except for plant procurement and nursery work.

A COMPETITIVE EDGE

It was only a few years into the company's founding that the Great Recession struck.

"When we started forming the landscape side of things with our company, it felt like it was pretty green pastures, and then all of a sudden, we got hit with the recession," Ryan McMahon says. "As far as roadblocks and challenges, we feel pretty battle-tested getting through that."

(L to R) Patrick McMahon (son), Kevin McMahon (father) and Ryan McMahon (son) work together to lead Art by Nature.





When Washington got the go-ahead to work on residential construction amid the COVID-19 pandemic, Art by Nature moved full steam ahead.

To weather the setbacks, Kevin McMahon says the company watched its spending and was asked by many of its builders to reduce the price of contracts.

"It wasn't a very profitable time for us, but by showing that we were willing to give concessions, we were able to add more volume and establish long term relationships," Ryan McMahon says.

Upon bouncing back from the recession, Art by Nature set itself apart by zeroing in on its employee and client relationships and focusing on efficiencies.

"I think the employees, No. 1, they're our heart and soul, but without our customers, we're working for nothing. So, it's a fine balance," Ryan McMahon says.

As far as employees go, the company emphasizes high pay and tangible rewards such as upgrading promoted employees to nicer work vehicles.

"Take care of your employees," Kevin McMahon says. "Here in the Seattle area, seven times out of 10, it's going to be raining when crews go to work. For them to be inspired to go out there and do a good job and make you money, you've got to make them feel good about themselves."

When it comes to customers — mostly made up of new residential construction — Ryan McMahon says it's all about making sure they're satisfied with the outcome.

"If they're not satisfied with our job, then we didn't do our job correctly, and that leaves a bad taste in everyone's mouth. That's how bad publicity gets spread around," he says.

Patrick McMahon adds that quick response times and efficient work on the job sites helps further ensure the jobs are done the right way.

To make sure crews are efficient on job sites, Art by Nature has implemented small skid-steers into its lineup.

"We like to load up our jobs with as many guys as possible, so usually we have a five-man crew instead of a three-man crew and give them a machine, so that way

we're more efficient to meet our builder's deadlines," Ryan McMahon says. "So that keeps us ahead of the curve and keeps us rolling faster."


When it comes to streamlining office operations, Art by Nature uses QuickBooks for accounting and Bluebeam software for estimating purposes, which Ryan McMahon says is leaps and bounds ahead of the technology the company had at its disposal in the beginning.

"Before, you had a cell phone if you were lucky, or you came home and checked your messages at the end of every day and found out what the directions were or who wanted work," Ryan McMahon says. "We saw the whole 'dot com boom' happen right before our eyes."

Finally, Patrick McMahon says the current state of the market in Washington has given the company an extra boost.

"It's a beautiful state and people have been buying houses, so as long as people are buying houses here, we're going to be out there working hard for them," he says.

Ryan McMahon adds that while the coronavirus pandemic may take a bite out of the company's bottom line for 2020, he's optimistic that the demand for work has remained high.

"As soon as the snow melted (in the Northwest), it was gangbusters right out of the gate, and we were going that way until the day that we shut down on March 27," he says. "When they lifted the ban for residential construction, we were right back out at it, business as usual. I think there was some pent-up demand, so we're still looking to see what's going to happen in the next 90 days, but it doesn't feel like we're in a recession right now." 

GIVING BACK TO THE COMMUNITY

In addition to caring for its clients and employees, Art by Nature is quick to give back to the community as well.

Over a 90-day period beginning in late 2019 through early 2020, the company has donated 400 man-hours to the renovation and conversion of a hotel into the Fusion Family Center, a nonprofit homeless shelter dedicated to helping homeless families with children.

Art by Nature first heard of the opportunity through one of its local connections, Lennar Homes.

"The fact that we were able to donate our time to something that is such a good cause was something that was very rewarding for us and for our workers," Patrick McMahon says.

The shelter, once completed, will be named after a member of the community who recently died of COVID-19.

ON A MISSION

Hittle Landscaping combines discipline with thankfulness as a recipe for success

BY SETH JONES | LM EDITOR-IN-CHIEF

Coming in at No. 114 on the LM150 is Hittle Landscaping, based north of Indianapolis in Westfield, Ind. 2019 was one of the best years of Hittle's 47-year history, and it wasn't by luck or serendipity, says Scott DeNardin, president.

"Growth needs to be intentional," DeNardin says. "We initiated a strategic planning discipline using a system (from a book) called 'Traction' by Gino Wickman. The system is simple but very powerful and is built on setting goals for the year and breaking down core objectives, called 'rocks,' by quarter and then executing to results through accountability."

Hittle Landscaping generated \$21 million in revenue in 2019, an 11 percent increase from 2018. The company has two branches and offers services in design/build and installation (57 percent), mowing

and landscape maintenance (27 percent), snow removal (8 percent), as well as some irrigation and water management, turf and ornamental care and pest control.

A PASSION AND A MISSION

DeNardin says he and his team saw success because they improved the way they manage their fleet and equipment, they focused on their software system to report key performance indicators that impacted profit (indirect time, labor efficiency and more) and improved their inventory controls to reduce write-offs, while ensuring better quality of material for their clients.

"These were key issues that were consistently causing issues with internal operations and workflow, which cascades to customer satisfaction," DeNardin says. "You can't scale growth without reliable systems and organizational discipline."

Reliable systems and organizational discipline are DeNardin's areas of expertise. He has been with the company for almost three years and has a background in corporate finance. It's been a good fit for him, he says, because the company's values reflect his own. Though Hittle is a family name, it also has been turned into an acronym: honesty, innovation, thankfulness, teamwork, leadership, excellence.

Ron Hittle started the company as a grass-cutting side business in 1973. He was a firefighter and eventually became the fire chief in Indianapolis. His son Jeremy eventually took over and is now the CEO. He and DeNardin work together on strategic planning, but Jeremy Hittle is happy to let DeNardin do the day-to-day planning.

"It's an amazing family, and it all starts with Ron and (his wife) Nancy Hittle," DeNardin says. "Our passion is landscaping, but our mission is to impact the lives of our employees and our community."

To Hittle, "community" is a broad term. It could mean neighbors and customers, but it also could mean a family in need in a faraway country.



Scott DeNardin

Hittle Landscaping is a name, but crews embody its acronym as well: honesty, innovation, thankfulness, teamwork, leadership and excellence.



Hittle's main goal is to positively impact the lives of its employees and those in the community.

Hittle Landscaping considers faith to be core to its culture, and it offers employees the opportunity to join a mission trip to the Dominican Republic to build a home in the Homes of Hope program. Typically, 10 to 14 employees go each year. DeNardin had coincidentally been working with the same group before he joined Hittle and has done 14 missions himself. The trip does a lot for both parties, DeNardin says.

"I can't even describe the impact it has on people to go to a country with challenging living conditions and provide a house to a family," DeNardin says. "It changes that family for generations. And yet, I think the people who come back are as much or more impacted than the family who received the house. They're inspired with gratitude, and they realize how much we have here and how much we're blessed with."

HIT BY HEADWINDS

Hittle Landscaping was hit by "two significant headwinds" in 2020. First, the company didn't get its H-2B workers this year, which would normally comprise 40 percent of its workforce. And of course, like everyone, the team is adjusting to working in the time of the coronavirus.

To remedy the loss of the H-2B workers, the company hired a bilingual recruiter at the first of the year. That recruiter, along with the help of the human resources department, has enabled the company to hire 120 percent of the workforce it lost out on. Now, the leadership team is focused on training those workers, which includes keeping them safe.

The company was able to set up its 40 office employees to work remotely very quickly, DeNardin says. "We were fortunate to be considered an essential business. It became a matter of rapidly imple-



menting protocols to keep our 240-plus employees safe."

The days of one driver and three riders in a truck are over, and now all employees must pass a health checkpoint to validate their health before entering a truck. Tactical answers like those were relatively easy. As to what COVID-19 will do to the business, that question gets a long pause from DeNardin.

"Macroeconomics is my hobby. I watch this stuff pretty closely, but it's hard," DeNardin says. "Anyone who says they can predict the economic trajectory at this point is simply throwing darts and hoping they come close. There's so many unknowns."

New home production installations are down, he says, but he hopes they come back in the fourth quarter. On the commercial construction side, the firm's leading indicator is how much it's bidding out for general contractors. That figure has slipped "a little, maybe 10 or 12 percent," he says. He calls commercial maintenance recession-proof, and Hittle does a lot of work in that vertical. And the snow and ice market in Indiana doesn't care if there's a virus or not.

"I think everybody probably knows what's going to happen to quarter three," DeNardin says. "The question is what happens to quarter four? The hope

is a recovery, and we can focus on our strengths and gear up for a good 2021."

RODEOS AND MAGIC SHOWS

Looking to 2021, DeNardin says Hittle Landscaping's biggest challenge will again be recruiting and retaining talent. Hittle has been proactive in overcoming that obstacle by making the company a place that enriches the lives of its employees, he says.

"Without good people, we simply cannot grow our company, no matter what the strategic plan is," DeNardin says.

Showing gratitude is "the Hittle way," and is done often. Sometimes that means surprising a crew with a pallet full of cold drinks when they're out on a job site. Once a month, the crew gets a traditional Mexican breakfast cooked for them. Last year, DeNardin hired a magician to entertain the team — who then put DeNardin in a guillotine for his grand finale. And then there's the annual company rodeo.

Yes, a rodeo.

"We have skid-steer contests, lawn mower contests. We'll tape a spoon on the end of a forklift and see who can drop an egg into a Dixie cup the fastest," DeNardin says. "It's fun; I've tried it. I might even go out in the backyard and practice, so I can get better at it." 🐾

TOP 25

A look at the **LM150** list — sorted for top performers by client mix, profit centers and regions.

EDITOR'S NOTE: Not all companies report client mix, profit center and regional data. Dollar amounts were calculated by *LM* from data reported. Landscape construction is included in Design Build + Installation figures.

BY CLIENT MIX

COMMERCIAL

1	Yellowstone Landscape	\$268,000,000
2	Gothic Landscape	\$220,400,000
3	Ruppert Landscape	\$209,918,054
4	LandCare	\$186,000,000
5	Park West Cos.	\$185,000,000
6	U.S. Lawns	\$178,520,000
7	HeartLand	\$155,000,000
8	Ambius	\$121,500,000
9	Bartlett Tree Experts	\$97,800,000
10	Landscape Development	\$87,261,000
11	Juniper	\$85,808,718
12	Clintar Commercial Outdoor Services	\$74,529,000
13	Mainscape	\$72,618,000
14	Denison Landscaping	\$63,896,000
15	Loving	\$63,219,307
16	Rotolo Consultants	\$62,050,000
17	The Greenery	\$61,916,000
18	Elite Team Offices	\$57,600,000
19	Clean Scapes	\$55,160,547
20	The Grounds Guys	\$54,774,726
21	Teufel Landscape	\$53,311,449
22	SavATree	\$48,600,000
23	Choate USA	\$46,732,826
24	Dixie Landscape	\$46,580,000
25	Cagwin & Dorward	\$43,517,301

RESIDENTIAL

1	Bartlett Tree Experts	\$208,640,000
2	Weed Man	\$175,186,673
3	Lawn Doctor	\$122,607,000
4	SavATree	\$113,400,000
5	NaturalLawn of America	\$71,802,282
6	Massey Services	\$65,747,289
7	Spring-Green Lawn Care Corp.	\$62,551,500
8	Meadows Farms	\$57,230,000
9	LandOpt	\$49,941,045
10	Acres Group	\$49,228,366
11	Mariani Landscape	\$47,608,088
12	Garden Design	\$39,650,000
13	R.P. Marzilli & Co.	\$39,615,000
14	Ryan Lawn & Tree	\$38,970,150
15	The Grounds Guys	\$29,494,083
16	Chalet	\$29,000,000
17	McHale Landscape Design	\$28,000,000
18	Berghoff Design Group	\$27,612,450
19	Scott Byron & Co.	\$27,588,000
20	Naturescape	\$27,548,273
21	Senske Services	\$26,560,000
22	D Schumacher Landscape	\$23,100,000
23	Designs By Sundown	\$22,500,000
24	Kline Bros.	\$19,273,100
25	The Joyce Cos.	\$17,807,750

GOVERNMENT

1	Merchants Landscape Services	\$29,500,000
2	Bartlett Tree Experts	\$19,560,000
3	Elite Team Offices	\$14,400,000
4	Rotolo Consultants	\$10,950,000
5	Mountain View Landscape	\$10,700,000
6	Landscape Development	\$10,030,000
7	Maldonado Nursery & Landscaping	\$9,456,254
8	Christy Webber & Co.	\$9,340,000
9	LandOpt	\$9,172,845
10	American Landscape Systems	\$8,740,781
11	Clintar Commercial Outdoor Services	\$5,733,000
12	Environmental Management	\$5,014,360
13	Cagwin & Dorward	\$4,835,256
14	Bland Landscaping Co.	\$4,125,000
15	Landtech Contractors	\$4,095,000
16	Brilar	\$3,640,000
17	Environmental Designs	\$2,990,000
18	Dennis' Seven Dees Landscaping & Garden Centers	\$2,971,746
19	Caretaker Landscape & Tree Management	\$2,884,500
20	Kline Bros.	\$2,753,300
21	Emerald Isle Landscaping	\$2,550,000
22	Level Green Landscape	\$2,316,600
23	Landscape Workshop	\$2,114,600
24	Acres Group	\$2,080,072
25	Timberline Landscaping	\$2,049,695

MOWING + MAINTENANCE

1	Yellowstone Landscape	\$227,800,000
2	U.S. Lawns	\$119,608,400
3	Ruppert Landscape	\$104,959,027
4	HeartLand	\$93,000,000
5	Gothic Landscape	\$76,560,000
6	Park West Cos.	\$66,600,000
7	Mainscape	\$48,165,000
8	The Greenery	\$47,110,000
9	LandOpt	\$39,121,000
10	The Grounds Guys	\$38,763,652
11	Juniper	\$34,323,487
12	Clintar Commercial Outdoor Services	\$31,122,000
13	Landscape Development	\$30,090,000
14	Landscape Workshop	\$30,084,000
15	Cagwin & Dorward	\$29,011,534
16	Mariani Landscape	\$28,132,052
17	Landscape Services	\$25,901,504
18	Bemus Landscape	\$25,668,000
19	Rotolo Consultants	\$25,550,000
20	Chapel Valley Landscape Co.	\$25,187,500
21	Merchants Landscape Services	\$23,600,000
22	Stay Green	\$23,124,657
23	Gachina Landscape Management	\$22,523,393
24	Bland Landscaping Co.	\$22,000,000
25	Acres Group	\$21,494,075

TURF + ORNAMENTAL

1	Weed Man	\$187,586,115
2	Lawn Doctor	\$121,890,000
3	SavATree	\$76,140,000
4	NaturaLawn of America	\$73,282,741
5	Spring-Green Lawn Care Corp.	\$62,886,000
6	Massey Services	\$61,721,287
7	Naturescape	\$23,198,546
8	Senske Services	\$21,200,000
9	Ryan Lawn & Tree	\$20,454,174
10	HeartLand	\$15,500,000
11	Harvest Landscape Enterprise	\$14,450,000
12	Unlimited Landscaping & Turf Management	\$12,088,424
13	Rotolo Consultants	\$7,300,000
14	Mainscape	\$4,446,000
15	Merchants Landscape Services	\$4,425,000
16	Cutting Edge Property Maintenance	\$4,400,000
17	Landscape Workshop	\$4,360,000
18	Emerald Isle Landscaping	\$3,825,000
19	U.S. Lawns	\$3,570,400
20	Juniper	\$3,432,349
21	Mariani Landscape	\$3,246,006
22	Russell Landscape Group	\$3,016,000
23	The Greenery	\$2,692,000
24	Acres Group	\$2,080,072
25	LandOpt	\$2,059,000

DESIGN BUILD + INSTALLATION

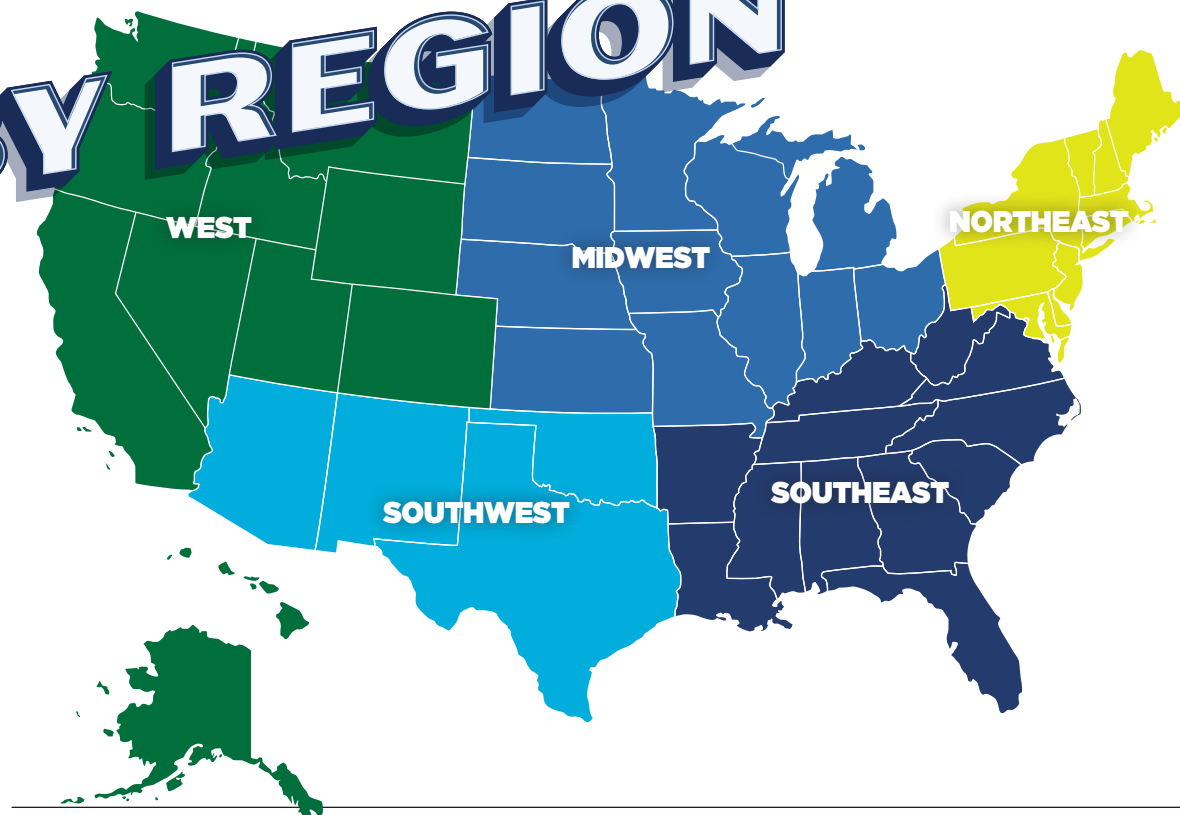
1	Gothic Landscape	\$155,440,000
2	Park West Cos.	\$111,000,000
3	Ruppert Landscape	\$104,959,027
4	Landscape Development	\$65,195,000
5	Elite Team Offices	\$64,800,000
6	Garden Design	\$59,780,000
7	Denison Landscaping	\$52,160,000
8	Teufel Landscape	\$47,327,511
9	Yellowstone Landscape	\$40,200,000
10	LandOpt	\$39,121,000
11	U.S. Lawns	\$35,704,000
12	Juniper	\$32,607,313
13	Maldonado Nursery & Landscaping	\$30,835,610
14	R.P. Marzilli & Co.	\$30,441,000
15	Rotolo Consultants	\$29,200,000
16	Loving	\$27,816,495
17	The Grounds Guys	\$27,808,707
18	Choate USA	\$25,427,331
19	SiteWorks	\$25,396,275
20	Xquisite Landscaping	\$23,490,490
21	D Schumacher Landscape	\$23,100,000
22	Designscapes Colorado	\$22,730,250
23	Scott Byron & Co.	\$22,070,400
24	Mariani Landscape	\$21,099,039
25	Meadows Farms	\$20,650,000

IRRIGATION + WATER MANAGEMENT

1	Choate USA	\$19,188,498
2	HeartLand	\$15,500,000
3	Juniper	\$13,729,395
4	Earthtones Design	\$12,145,000
5	Andy's Sprinkler, Drainage & Lighting	\$12,025,000
6	Rotolo Consultants	\$10,950,000
7	Massey Services	\$10,494,994
8	NJ Best Lawns Sprinklers & Fencing	\$8,589,295
9	LandOpt	\$8,236,000
10	Mainscape	\$7,410,000
11	U.S. Lawns	\$7,140,800
12	Superscapes	\$6,900,000
13	Ryan Lawn & Tree	\$6,886,788
14	Impact Landscaping & Irrigation	\$6,745,000
15	American Landscape Systems	\$6,555,586
16	Denison Landscaping	\$5,216,000
17	Loving	\$5,057,545
18	Gachina Landscape Management	\$4,896,390
19	Perfect Cuts of Austin	\$4,608,000
20	Art by Nature	\$4,467,567
21	Cherrylake	\$4,380,000
22	Harvest Landscape Enterprise	\$4,335,000
23	Southern Botanical	\$4,252,720
24	Dennis' Seven Dees Landscaping & Garden Centers	\$4,086,150
25	Landscape Development	\$4,012,000

BY PROFIT CENTERS

BY REGION



WEST

1	Park West Cos.	\$185,000,000
2	Gothic Landscape	\$141,520,000
3	LandCare	\$65,100,000
4	Elite Team Offices	\$64,800,000
5	Teufel Landscape	\$54,399,438
6	Cagwin & Dorward	\$48,352,557
7	Gachina Landscape Management	\$39,171,119
8	Bemus Landscape	\$37,200,000
9	Dennis' Seven Dees Landscaping & Garden Centers	\$37,146,819
10	Senske Services	\$33,200,000
11	Bartlett Tree Experts	\$32,600,000
12	SavATree	\$32,400,000
13	Designscapes Colorado	\$30,307,000
14	Environmental Designs	\$29,900,000
15	Merchants Landscape Services	\$29,500,000
16	Pacific Landscape Management	\$28,408,851
17	Harvest Landscape Enterprise	\$27,744,000
18	Landtech Contractors	\$27,300,000
19	Stay Green	\$26,580,065
20	Designs By Sundown	\$25,000,000
21	Andre Landscape Service	\$23,866,000
22	Benchmark Landscape	\$23,365,573
23	Weed Man	\$20,634,473
24	Crystal Greens Landscape	\$20,510,531
25	Timberline Landscaping	\$20,496,949

SOUTHWEST

1	Gothic Landscape	\$90,480,000
2	Garden Design	\$61,000,000
3	Clean Scapes	\$55,160,547
4	LandCare	\$46,500,000
5	Choate USA	\$44,396,185
6	Maldonado Nursery & Landscaping	\$41,114,147
7	AAA Landscape	\$40,100,000
8	SiteWorks	\$36,280,393
9	Earthtones Design	\$34,700,000
10	Superscapes	\$30,000,000
11	Berghoff Design Group	\$29,146,475
12	Perfect Cuts of Austin	\$28,800,000
13	Southern Botanical	\$28,734,594
14	DLC Resources	\$26,600,000
15	Caretaker Landscape & Tree Management	\$25,960,500
16	Earthworks	\$24,950,000
17	American Landscape Systems	\$21,851,952
18	Ruppert Landscape	\$20,991,805
19	Santa Rita Landscaping	\$20,741,000
20	Complete Landsculpture	\$20,631,562
21	Bartlett Tree Experts	\$19,560,000
22	Texscape Services	\$19,022,766
23	Andy's Sprinkler, Drainage & Lighting	\$18,379,750
24	Richmond & Associates Landscaping	\$17,658,771
25	The Grounds Guys	\$16,853,762

MIDWEST

1	Acres Group	\$69,335,727
2	Mariani Landscape	\$54,100,100
3	Weed Man	\$48,772,390
4	Christy Webber & Co.	\$46,700,000
5	Beary Landscaping	\$41,000,000
6	Ryan Lawn & Tree	\$39,176,341
7	Environmental Management	\$38,572,000
8	Spring-Green Lawn Care Corp.	\$36,795,000
9	SavATree	\$30,780,000
10	Scott Byron & Co.	\$29,040,000
11	Chalet	\$29,000,000
12	The Bruce Co. of Wisconsin	\$28,531,000
13	Naturescape	\$28,128,237
14	Bartlett Tree Experts	\$26,080,000
15	David J. Frank Landscape Contracting	\$25,888,500
16	Lawn Doctor	\$25,812,000
17	Southview Design	\$25,745,476
18	Great Oaks Landscape Associates	\$25,600,000
19	Cutting Edge Property Maintenance	\$22,000,000
20	Clarence Davids & Co.	\$21,000,000
21	Hittle Landscaping	\$20,835,309
22	Perficut Cos.	\$19,991,000
23	Brilar	\$18,200,000
24	Focal Pointe Outdoor Solutions	\$17,954,000
25	The Grounds Guys	\$16,685,224

SOUTHEAST

1	Ruppert Landscape	\$98,661,485
2	Juniper	\$85,808,718
3	Rotolo Consultants	\$73,000,000
4	Bartlett Tree Experts	\$71,720,000
5	The Greenery	\$67,300,000
6	Loving	\$63,219,307
7	Dixie Landscape	\$46,580,000
8	Landscape Workshop	\$42,292,000
9	Mainscape	\$41,496,000
10	Lawn Doctor	\$38,718,000
11	Meadows Farms	\$38,350,000
12	Russell Landscape Group	\$37,700,000
13	LandCare	\$37,200,000
14	Landscape Services	\$35,522,063
15	Impact Landscaping & Irrigation	\$35,500,000
16	Weed Man	\$33,765,501
17	Bland Landscaping Co.	\$27,500,000
18	Heaven & Earth Landscaping	\$25,782,103
19	Yard-Nique	\$25,500,000
20	Gibson Landscape Services	\$24,596,387
21	The Budd Group	\$24,000,000
22	Unlimited Landscaping & Turf Management	\$23,465,764
23	The Grounds Guys	\$23,173,922
24	LandOpt	\$21,403,305
25	ArtisTree Landscape Maintenance & Design	\$20,144,272

NORTHEAST

1	Bartlett Tree Experts	\$153,220,000
2	Ruppert Landscape	\$90,264,763
3	SavATree	\$81,000,000
4	Denison Landscaping	\$65,200,000
5	LandOpt	\$56,056,275
6	Naturalawn of America	\$47,374,701
7	R.P. Marzilli & Co.	\$41,700,000
8	Complete Landscaping Service	\$38,982,537
9	Lawn Doctor	\$38,718,000
10	D Schumacher Landscape	\$38,500,000
11	Xquisite Landscaping	\$34,544,838
12	LandCare	\$27,900,000
13	Kline Bros.	\$27,533,000
14	John Mini, Distinctive Landscapes	\$23,728,000
15	Level Green Landscape	\$23,166,000
16	Mountain View Landscape	\$21,400,000
17	Meadows Farms	\$20,650,000
18	The Joyce Cos.	\$18,745,000
19	Sposato Landscape Co.	\$18,600,000
20	McHale Landscape Design	\$17,360,000
21	Hoffman Landscapes	\$16,445,000
22	NJ Best Lawns Sprinklers & Fencing	\$15,616,900
23	Weed Man	\$15,006,889
24	Borst Landscape & Design	\$12,034,794
25	The Grounds Guys	\$10,533,601

WISH YOU WERE HERE?

Should your company be on the LM150 list of the largest landscape companies? Or are you aware of a company you think should be on this list? Let us know. Contact Special Projects Editor Marisa Palmieri at mpalmieri@northcoastmedia.net to be notified when the 2020 submission period opens. We encourage any company that believes they might crack the top 150 to please apply.



EYES ON THE PRIZE

Sixty-four companies boasted more than 10 percent growth in 2019. Here are some of the initiatives they used to hit those numbers.

HeartLand

The Kansas City company attributes its immense growth in 2019 to ongoing training and employee development programs and expanding the use of employee referral programs to attract more local labor. Its advice to other companies is to take care of people first because they are the ones taking care of your customers.

Art by Nature

See [page 10](#) for the full story.

Santa Rita Landscaping

After adding a water truck to its fleet, the Tucson, Ariz., company now has a new watering services revenue stream. The firm also implemented self-study training guides that allow field staff to increase their knowledge and skills and move up in rank. This is helping with employee retention and finding the “diamonds in the rough.”

Growth Rank	LM150 Rank	Company	% Rev Change from 2018
1	14	HeartLand	189%
2	39	Teufel Landscape	49%
3	33	Loving	42%
4	123	Service Direct Landscape	35%
5	118	Timberline Landscaping	33%
	130	Focal Pointe Outdoor Solutions	33%
7	20	Juniper	32%
	96	Yard-Nique	32%
	129	Brilar	32%
10	52	Maldonado Nursery & Landscaping	31%
11	74	Environmental Designs	27%
	66	Impact Landscaping & Irrigation	27%
13	53	Beary Landscaping	25%
	85	McHale Landscape Design	25%
	102	LMI Landscapes	25%
	149	Greenview Partners	25%
	72	Superscapes	25%
18	101	The Munie Co.	23%
	105	John Mini Distinctive Landscapes	23%
20	18	LandOpt	22%
	112	Mountain View Landscape	22%
22	57	Complete Landscaping Service	21%
	98	DJ's Landscape Management	21%
	109	Level Green Landscape	21%
	144	Heritage Professional Landscaping	21%
26	132	Lifescape Colorado	20%
	46	Pierre Landscape	20%
	95	Great Oaks Landscape Associates	20%
	126	Schultz Industries	20%
30	43	Christy Webber & Co.	19%
	75	M. Neves	19%
	111	American Landscape Systems	19%
	119	Art by Nature	19%
	107	Unlimited Landscaping & Turf Management	19%
35	38	Clean Scapes	18%
	68	Xquisite Landscaping	18%
	150	Borst Landscape & Design	18%
38	13	SavATree	17%
	61	Russell Landscape Group	17%
40	84	Pacific Landscape Management	16%
	97	Gibson Landscape Services	16%
	94	Southview Design	16%
43	19	Landscape Development	15%
	110	Cutting Edge Property Maintenance	15%
	127	Crawford Landscaping	15%
46	22	Clintar Commercial Outdoor Services	14%
	7	Ruppert Landscape	14%
	141	ASI Landscape Management	14%
	81	Perfect Cuts of Austin	14%
50	5	Yellowstone Landscape	13%
	40	Mariani Landscape	13%
	50	R.P. Marzilli & Co.	13%
	54	AAA Landscape	13%
	65	SiteWorks	13%
55	36	Sebert Landscape	12%
	63	Dennis' Seven Dees Landscaping & Garden Centers	12%
	100	Earthworks	12%
	106	WLE	12%
	115	Santa Rita Landscaping	12%
	142	Summit Landscape Group	12%
	3	The Davey Tree Expert Co.	12%
62	69	Senske Services	11%
	87	Kline Bros.	11%
	114	Hittle Landscaping	11%

Focal Pointe Outdoor Solutions

The Caseyville, Ill., company reports that it has doubled in size over the last 3 years. Its top business obstacles are centered on growing people. By providing the necessary attention and employee training, the company is reducing turnover of frontline workers and creating positive energy throughout the organization. According to Focal Pointe, team members are seeing the opportunities available to them, and they are recruiting family and friends to be a part of it.

Brilar

See [page 8](#) for the full story.

Greenview Partners

Greenview Partners is investing in people the way it does in sales and marketing. The Raleigh, N.C., operation is hiring a bilingual recruiter, which it considers a “sales and marketing rep” for its recruiting and retention efforts.

LandOpt

The Pittsburgh company holds steady at No. 18 on the LM150 for the second year in a row, though it has upped year-over-year growth from 14 percent in 2018 to 22 percent in 2019. The firm is managing its growth through improving systems and processes and developing talent.

Hittle Landscaping

See [page 12](#) for the full story.

LM150 Company Index

Company name	LM150 rank		
AAA Landscape	54	Elite Team Offices	27
Acres Group	28	Emerald Isle Landscaping	148
Ambius	17	Environmental Designs	74
American Landscape Systems	111	Environmental Management	59
Andre Landscape Service	104	Ferrandino & Son	14
Andy's Sprinkler, Drainage & Lighting	127	Focal Pointe Outdoor Solutions	130
Art by Nature	119	Gachina Landscape Management	55
ArtisTree Landscape Maintenance & Design	120	Garden Design	34
ASI Landscape Management	141	Gibson Landscape Services	97
Aspen Grove Landscape Group	9	Gothic Landscape	6
Bartlett Tree Experts	4	Great Oaks Landscape Associates	95
Baytree Landscape	47	Greenery, The	29
Beary Landscaping	53	Greenscape	49
Bemus Landscape	62	Greenview Partners	149
Benchmark Landscape	108	Grounds Guys, The	21
Berghoff Design Group	70	Growing Co., The	145
Bland Landscaping Co.	88	Harvest Landscape Enterprise	86
Borst Landscape & Design	150	HeartLand	14
BrightView Holdings	1	Heaven & Earth Landscaping	93
Brilar	129	Heritage Professional Landscaping	144
Bruce Co. of Wisconsin, The	83	HighGrove Partners	134
Budd Group, The	103	Hittle Landscaping	114
Cagwin & Dorward	41	Hoffman Landscapes	135
Caretaker Landscape & Tree Management	80	Impact Landscaping & Irrigation	66
Chalet	78	John Mini Distinctive Landscapes	105
Chapel Valley Landscape Co.	58	Joyce Cos., The	124
Cherrylake	140	Juniper	20
Choate USA	42	Kline Bros.	87
Christy Webber & Co.	43	Lambert's	136
Clarence Davids & Co.	113	LandCare	10
Clean Scapes	38	LandOpt	18
Clintar Commercial Outdoor Services	22	Landscape Concepts Management	72
Complete Landscaping Service	57	Landscape Development	19
Complete Landsculpture	116	Landscape Maintenance Professionals	133
Crawford Landscaping	127	Landscape Services	64
Creative Environments Design & Landscape	56	Landscape Workshop	48
Crystal Greens Landscape	117	Landtech Contractors	89
Cutting Edge Property Maintenance	110	Lawn Doctor	16
D Schumacher Landscape	60	Level Green Landscape	109
Davey Tree Expert Co., The	3	Lifescape Colorado	132
David J. Frank Landscape Contracting	92	LMI Landscapes	102
Denison Landscaping	31	Loving	33
Dennis' Seven Dees Landscaping & Garden Centers	63	Lucas Tree Expert Co.	36
Designs By Sundown	99	M. Neves	75
Designscapes Colorado	71	Mainscape	24
Dixie Landscape	44	Maldonado Nursery & Landscaping	52
DJ's Landscape Management	98	Mariani Landscape	40
DLC Resources	90	Massey Services	23
Earthco Commercial Landscape	139	McHale Landscape Design	85
Earthtones Design	67	Meadows Farms	35
Earthworks	100	Merchants Landscape Services	76
		Metco Landscape	32
		Mountain View Landscape	112
		Munie Co., The	101
		Nanak's Landscaping	143
		NaturaLawn of America	25
		Naturescape	79
		New Way Landscape & Tree Service	147
		NJ Best Lawns Sprinklers & Fencing	138
		Pacific Landscape Management	84
		Park West Cos.	11
		Perfect Cuts of Austin	81
		Perficut Cos.	121
		Pierre Landscape	46
		ProQual Landscaping	137
		R.P. Marzilli & Co.	50
		Richmond & Associates Landscaping	131
		Rotolo Consultants	26
		Ruppert Landscape	7
		Russell Landscape Group	61
		Ryan Lawn & Tree	51
		Saluda Hill Landscapes	146
		Santa Rita Landscaping	115
		SavATree	13
		Schultz Industries	126
		Scott Byron & Co.	77
		Sebert Landscape	36
		Senske Services	69
		Service Direct Landscape	123
		Signature Coast Holdings	45
		SiteWorks	65
		Southern Botanical	82
		Southview Design	94
		Sposato Landscape Co.	125
		Spring-Green Lawn Care Corp.	30
		Stay Green	91
		Summit Landscape Group	142
		Superscapes	72
		Teufel Landscape	39
		Texscape Services	122
		Timberline Landscaping	118
		TruGreen	2
		U.S. Lawns	12
		Unlimited Landscaping & Turf Management	107
		Weed Man	8
		WLE	106
		Xquisite Landscaping	68
		Yard-Nique	96
		Yellowstone Landscape	5