March 31, 2017

I look forward to joining our franchise owners next week at what is sure to be another outstanding Principals Meeting and All-Star Diamond Event.

This year's keynote speaker, NFL Coach and Television Analyst, Sam Wyche will present to us on something we work hard to do every day here in the Linc Service network - Building Championship Teams. I'm excited to join our attendees as we share our successes, best practices, and this year we will also have the chance to come together for a good cause - creating "cheer-up boxes" for children that are hospitalized at the local Golisano Children's Hospital and Ronald McDonald House.

The event is also a time to recognize those that have practiced and worked hard to become the best-of-thebest within our network during the All-Star Diamond Event. Congratulations to all the Diamond Award Winners, Employees of the Year and Incentive Winners who will be joining us in Naples, Florida. We appreciate the incredible talent you bring to Linc Service and ABM!

If you're not joining us at this year's event, what can you do to up your game and be invited to the next year's All-Star Diamond Event? By fully utilizing the proven Linc Service system, you are on the right track to maximizing your potential.

We have training and education opportunities for every job category, with the ability to learn both virtually or on-site. If you have not yet reviewed our <u>2017 Training Calendar</u>, I encourage you to do so today. We have exciting new offerings, including Advanced Sales Training and Client-Based Selling, along with a growing list of courses on Linc University.

Invest in yourself this year - go ahead and mark your calendars to include time for training. I look forward to celebrating the many accomplishments our team will achieve in 2017!

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Scott Giacobbe President