PLM Lake & Land Management Corp.

Michigan Newsletter Spring 2026

2026 Season Prep is under way!

As we prepare for the 2026 season, PLM continues to expand our services, staff, and technology to better support the waterbodies and communities we serve. From invasive species management to nutrient mitigation and shoreline education, our mission remains the same: protecting inland waters through science-based, responsible management. Thank you to the many lake boards, municipalities, and individual clients who trust PLM year after year.

Bear Lake has a minor infestation of the nonnative, invasive plant, Eurasian watermilfoil (EWM) and Phragmites. As part of this program, numerous surveys occur annually on Bear Lake. EWM was treated on Bear Lake, using ProcellaCor a systemic herbicide that provides systemic control of EWM. Bear Lake also has a population of native, northern milfoil. It is important to stay on top of milfoil populations and manage a waterbody for changing genetic makeups. Plants were genetically tested in 2024 and no hybridization was found. We treated 5 acres of invasive EWM during the 2025 season. We have been seeing more mixed beds of Native Milfoil with EWM, during the 2026 season we will be targeting these beds to reduce the risk of hybridization. Phragmites has been found in a few areas on the lake, primarily on the west side of the lake. We will continue to monitor these infestations and treat them again in August/September. Native plant growth should be encouraged to help promote plant diversity and ensure a healthy plant community for the fishery; Continued Monitoring and herbicide treatment, when necessary, is recommended to maintain the pristine condition of Bear Lake.

2025 Service Timeline:

Service	Date
Survey, EWM Treatment	6/16
Survey, EWM Treatment	7/23
Survey, Phragmites Treatment	9/2

2026 Service Timeline:

Service	Date
Survey, EWM Treatment	6/8
Survey, EWM Treatment	7/20
Survey, Phragmites Treatment	8/31

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MICHIGAN LOCATIONS

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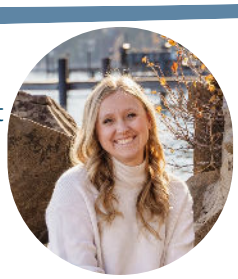
Welcome to the Team: Ashlee Haviland



PLM Lake & Land Management is pleased to welcome Ashlee Haviland to the team as our new Environmental Technical Service Manager. Ashlee joined PLM in 2025 and brings extensive experience in lake restoration, nutrient management, and watershed planning. Ashlee holds a bachelor's degree in biology and environmental studies from Manchester College, a Master of Environmental Science from Taylor University, and a Professional Certificate in Watershed Management from Purdue University. She is also a Certified Lake Manager with significant experience in phosphorus mitigation and large-scale lake restoration projects.

Leading PLM's Phosphorus Mitigation Division

Ashlee is leading PLM's expanding phosphorus mitigation division, helping clients address the root causes of algae growth and declining water quality. Her work focuses on developing comprehensive nutrient reduction strategies, coordinating in-lake phosphorus treatments, and guiding long-term restoration efforts tailored to each lake's unique conditions. With her leadership, PLM continues to strengthen its science-based approach to nutrient management and sustainable lake restoration.

Outside of work, Ashlee enjoys spending time with her family and being out on the water. We're excited to have Ashlee on the PLM team and look forward to the expertise and leadership she brings to our clients and lake programs.

Performance Guaranteed. Committed to Quality.

TACKLING PHOSPHORUS: A SMARTER APPROACH TO HEALTHIER LAKES

Across Michigan, many waterbodies are seeing more algae, reduced water clarity, and increasing organic muck. While these problems may seem sudden, they are often caused by excess phosphorus. Phosphorus is a natural nutrient that supports plant and algae growth, but when levels rise beyond normal conditions, it can trigger nuisance and harmful algae blooms, reduce clarity, and speed up the aging of a lake, a process known as eutrophication.

Where Does Phosphorus Come From?

Phosphorus enters waterbodies from both natural and human sources, including fertilizers, aging septic systems, stormwater runoff, agricultural drainage, wildlife, and decaying plants. Over time, it can build up in lake sediments. During warm water stratification or low oxygen conditions, this stored phosphorus may be released back into the water, fueling continued algae growth even if outside inputs are reduced.

Why Traditional Treatments Aren't Always Enough

Many waterbodies rely on aquatic plant or algae control programs to maintain recreation and navigation. These programs are valuable, especially for managing invasive aquatic plant species. However, some waterbodies may require additional nutrient abatement programs if they experience:

- Frequent algae blooms
- Declining water clarity
- Increasing muck accumulation
- Reduced fish and wildlife habitat quality

That's why more waterbodies are combining aquatic plant control and phosphorus mitigation programs to achieve both short and long term management goals.

PLM's Integrated Phosphorus Mitigation Approach

PLM offers science-based phosphorus management programs designed to reduce available nutrients and improve overall water health. These programs are tailored to each waterbodies' specific conditions and may include:

Phosphorus Inactivation (Or Mitigation) Treatments

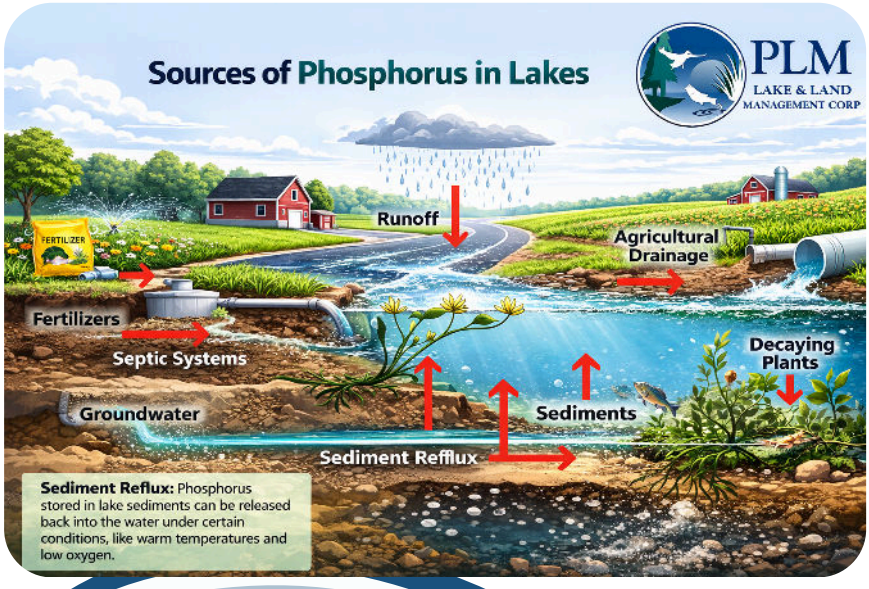
These treatments bind phosphorus in the water and sediments, reducing the amount available for algae growth. This can lead to:

- Improved water clarity
- Fewer and less severe algae blooms
- Slower accumulation of organic muck

Long-Term Results for Lasting Improvement

Phosphorus mitigation is not a one-season solution. Like the waterbody itself, these programs require a long-term perspective. When combined with responsible plant management and shoreline stewardship, nutrient reduction efforts can lead to measurable improvements, including:

- Increased water clarity
- Reduced algae frequency and severity
- Healthier fish and wildlife populations
- Improved recreational conditions
- Stabilized or improved property values



Planning for the Future

As more waterbodies face nutrient-related challenges, proactive phosphorus management is becoming an essential part of comprehensive lake and pond programs. By addressing the root cause of algae and water quality issues, communities can move from reactive treatments to long-term, sustainable lake or pond health. If your waterbody is experiencing persistent algae blooms, declining clarity, or increasing sediment buildup, it may be time to explore a phosphorus mitigation strategy. PLM is ready to help assess your lake and develop a science-based plan for lasting results.

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