

# GreenSheet



**RUPPERT**  
LANDSCAPE

*Employee Newsletter*

**3rd Quarter 2015**

## Field Day Recap



*By Phil Key, President*

After the overwhelmingly positive response from last year's Field Day, we decided to hold an event similar in scale and nature again this year. Building upon what we learned last year, we began our planning for this year's event back in February. Pre-events started in late spring and categories included Field Quality and Efficiency; Safety; Customer Service; Communication and Marketing; and more. These pre-events were designed to measure and reward the values and initiatives that branches work toward every day—with the points awarded towards Field Day just provid-

ing that extra incentive to push a little bit harder, which our teams certainly did!

For those customers reading this who are not familiar with Field Day, it is a day when we give back to the community, combining charitable giving, training and competition amongst branches. This year's event was held at the Armed Forces Retirement Home—often called the Old Soldier's Home—in Washington, D.C. On September 18th, 2015, over 500 Ruppert employees competed in a variety of events, some fun in nature, like a relay race and tug-of-war; others testing their knowledge and skills, like identifying plants and operating heavy equipment; and others that had a direct, lasting and high-quality benefit for the home, like the sod laying and tree planting contests.

All of the hard work and determination of our team members really culminated in a day that made a big difference for this historic home for veterans. As I look back on Field Day 2015, I am proud of what we've accomplished. Our investment was significant—with over 6,000 man-hours and over \$150,000 worth of improvements to the site. But for me, what we got out of this day was less quantifiable and centered far more around conversations and feedback about the lasting impact this day will have on the site, its veterans and our Ruppert team as we move forward. Here is some of the feedback we've received....

- From several veterans....*the camaraderie, teamwork and hustle*

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Congratulations to Maryland Landscape on their Field Day victory! The trophy was renamed the Rich Schubach Field Day Trophy in honor of his continued and long-standing contributions to Field Day.



## Field Day Recap *continued from page 1*

*of the Ruppert folks reminded me of the military precision with which we conducted ourselves. It was great to see and be a part of!*

- From Carolyn Haug (volunteer coordinator for the Armed Forces Retirement Home)... "I've been working at the home for nearly seven years and this by far is the largest and most impactful volunteer project to date. We can really tell that the Ruppert employees love what they do at all levels!"
- From Rosemary Williams, Deputy Assistant Secretary of Defense / Military Community and Family Policy (who also spoke at our event) thanking us for our team's great work at the Home and saying that "We are over the moon for the success from the day's hard work."
- From several Ruppert employees... **Alex Spsychalski** from our Forestville branch thanking everyone who had a hand in organizing the event and adding, "It was an honor and a privilege to help serve those who served our country. Our team learned a lot today and came together and now we are stronger because of it." And from **Michael Skidgel** in our Gainesville branch who said, "I can't tell everyone how great it is to be a part of this team. I love your energy, it's contagious. To quote Jim Harbaugh, 'Who has it better than us?' Thanks to Craig and our leadership for the generosity and the ability to do what we all did."



Our hands-on involvement with projects like these enables us to use our skills in a very tangible way to better our community, creating a visible and lasting impact. Less tangible, perhaps, is that feeling of goodwill



that I hope each of you experience as a result of your efforts both when we are doing something special like Field Day and during our regular work days. Your hard work each and every day has an impact that is far greater than accomplishing a task or a receiving a paycheck. Remember that what you do, whether in the field or in the office, contributes to our success and in turn, is the reason we are able to give back to worthy causes like this and so many others. I am so very proud of what we've accomplished both for the Armed Forces Retirement Home and each and every day leading up to Field Day. Our

continued focus on communication, hustle and efficiency, teamwork, maintaining a sharp image and giving back are just a few of the values that we have sharpened, showcased and shared throughout this process. Thank you to everyone who helped make Field Day a success. This was truly a team effort and we couldn't have done it without all of you!

**Field Day made the news!** FOX 5 DC's Bob Barnard stopped by the Armed Forces Retirement Home to see what it was all about. In case you missed it, you can watch the video here: <http://www.fox5dc.com/news/local-news/21654509-story>





# Buckhead, Atlanta Project Profile

The intent of this project was to turn this expansive 10-acre district into the “Rodeo Drive of the South,” with a mix of 1.5 million square feet of luxury retail, restaurants, office space and residences set within the existing neighborhood of Buckhead Village. The project officially opened this past fall (October 2014) and has quickly become a preeminent destination in Atlanta. The **Georgia Landscape Construction** branch worked closely with the owner and developer to create a sophisticated, urban atmosphere that offered the ultimate street-scene dynamic for visitors. Since completion of this project, Buckhead has been honored with a Grand Award from both the National Association of Landscape Professionals (formerly PLANET) and the Landscape Contractors Association of MD/DC/VA.



*These 40' oaks, with their 13' diameter rootballs, were precisely guided into pre-finished 14' diameter holes using radio communication between ground personnel and the crane operator.*

Creating such an upscale, mixed-use development district had its challenges, necessitating high-end materials and features, an attention to detail, and a level of craftsmanship that went above and beyond a typical project. Ruppert purchasers used vendors throughout the country and as far away as China and The Netherlands—working closely with the architect and owner to locate materials and find viable substitutions when necessary. Our purchasers spent over 1,000 hours sourcing, setting up contract grows, communicating with vendors in different time zones, ensuring just-in-time deliveries due to limited storage space and working out exchange rates for payments.

Due to weather and design challenges, a year's worth of work was compacted into just four months' time. To meet certain inspection deadlines, masonry crews worked 24 hours around the clock to complete work. Additional manpower resources were diverted from our branches in Virginia and Maryland and from a satellite office in Texas with upwards of 125 of our team members onsite (often working 6 and 7 day weeks). In total, 61,400 sq./ft. of decorative concrete paving and 40,000 sq./ft. of concrete pavers were installed.

Not only was Ruppert adding manpower to the site to complete portions, but there were over 40 different trades and 100



*With over 130 trees and tens of thousands of container plants and annuals on this site, Buckhead Atlanta has achieved its goal of providing an established, vibrant feel.*

different subcontractors onsite during this compressed time frame, all of whom were vying for the same space and working simultaneously to complete this project on time and on budget. Frequent coordination meetings were required to ensure the most efficient and safest work environment for all parties.

The project design included mature trees and lush, high-quality plantings intended to provide a welcoming and established environment. Large cranes were used to install four 40' oak trees in the center plaza. Due to load restrictions, a 550-ton crane was anchored mid-way down the block and each tree was lifted over a building and placed without a sightline using only flagmen and radio communication (making several local news programs). These specimen trees were pre-purchased two years earlier by the owner, but due to project delays, when the time came to dig them, they'd grown from their specified 16" caliper to 19" caliper with 15 ft. rootballs, which fell apart when being dug. The landscape contractor worked with the owner and landscape architect to successfully source smaller 13" caliper trees to complete the time-sensitive installation.

While the majority of this contract was completed last year, the **Georgia Landscape Construction** branch is currently working on the Christian Dior building and Capital Building streetscapes with completion dates of November and December 2015. Special thanks to the Georgia team and for the hundreds of Ruppert team members in the office and in the field who went above and beyond to bring this project in on time and on budget. Buckhead, Atlanta certainly has achieved its goal of becoming a high-end urban district that successfully combines timelessness, durability and elegance for all to enjoy.



*Over 63,000 bulbs were imported from The Netherlands and installed to provide spring impact for this vibrant site.*



# Safety Spotlight: Seat Belts Save Lives

By Dave Sanders, Safety and Loss Prevention Manager



The first and most important step toward the safe operation of a vehicle or piece of equipment is to always wear your seat belt. Seat belt use is mandatory for all employees in all company owned, leased, and rented vehicles and equipment as well as personal vehicles used for company business whenever the vehicle is moving. Seat belt use in vehicles is also required by law in most states.



With our line of work, and with recent industry incidents involving equipment, I'd like to bring specific focus to this area. One out of every six deaths related to skid-steer loaders is caused by rollovers. Without rollover protection, an operator is likely to be seriously injured or die if his/her body bears the weight of the machine in a mishap. Whether on a forklift, loader, tractor or mower, a Rollover Protection Structure (ROPS) can save lives — if used with a seatbelt. ROPS can only provide protection if a driver remains within the guarded operator area. A seatbelt is what will keep an operator from falling out of the cage and being crushed and is the only way to stay alive!

## Common Seat Belt Myths:

- *"It's better to jump clear."* Aside from the problem of leaping from a vehicle early and fast enough to get away, "jumping clear" deprives you of the protection of a cab and chassis designed to save your life.
- *"I'm not going far."* Most vehicle accidents happen during trips of two miles or less.
- *"I'm going slowly."* At 30 mph, a 150 lb. adult is travelling at about 45 feet per second.



## Common Mistakes:

- Thinking that the truck or equipment you are driving is big enough that you don't need a seat belt.
- Believing you are strong enough to hold yourself back during an accident.
- Not wearing a seat belt when plowing snow.



Make a smart, conscious choice to save your life, and the lives of your workmates and friends. Wear your seatbelt, every trip and every time.

# IT Update: Outsourcing and Automating

By Patrick Hill, IT Manager



As a long time employee of Ruppert Landscape, I am always excited to share new developments within the IT Department. This time around, those developments are a direct result of our company's growth and the need for us to better position ourselves to attain our future goals.

One new development is the decision to partner with a company to outsource our core application hosting. This company has the facilities and is staffed to support our needs 24/7/365. Our current infrastructure, implemented in January of 2012, has served us well and will continue to support many of our computing functions. However, as we continue to grow, we are dealing with real issues of storage capacity and the need for additional hardware processing power necessary to support this growth. Upgrades like these have generally been made in 3-5 year cycles and are very expensive. Over the next five years, we would need to purchase significant excess capacity and processing power up front in order to support

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**Patrick Hill, Luke Ardizzone, Dan Spruill and Tom Barry** on a recent visit to the new data center.

# Ruppert Named ABC Metro Washington Subcontractor of the Year



In a ceremony held at the Ritz Carlton, Tysons Corner, VA on September 16, 2015, the Associated Builders and Contractors' Metro Washington and Virginia Chapters named Ruppert Landscape its Landscape Subcontractor of the Year in their 2015 Excellence in Construction Awards program. This is the tenth time Ruppert has received this award that is given by the associations' general contractor community to the subcontractor that maintains the highest

standards for quality and craftsmanship on award winning projects. **Bob Jones**, President of the Landscape Construction division, noted that the ABC award is one of the most meaningful honors a company can receive because the nominations and selection come from the contractors themselves. "It's gratifying to know that we have met or exceeded many of our customers' expectations and pleased to have been selected and recognized with this award."

## Attracting Young Talent to Our Ranks

This year, Ruppert's summer intern program was the largest in the company's history, with approximately 18 interns assigned to various branches. With a strong desire to attract the industry's best and brightest into our ranks, we actively recruit students from a variety of universities including University of Maryland, Penn State, Ohio State, University of Georgia, Virginia Tech and University of North Carolina...to name a few. Throughout

the 8-12 weeks internship program, participants receive an orientation and exposure to a variety of operational and management responsibilities. They have an opportunity to interact with senior leadership, participate in skills training, branch appreciation initiatives and trade association meetings, and work with other interns and branch personnel. At the end of the summer, interns take part in Intern Day and are required to prepare a presentation about their summer work

experience, detailing what he/she learned and how that knowledge will be applied at school or in future work experiences. More than half of the interns who complete Ruppert's internship program are offered full-time employment after graduation. This is a win-win for both parties, as the student is familiar with Ruppert's environment, culture and expectations, and the company has had an opportunity to see a student's work ethic and aptitude.



Intern Day, July 31, 2015. Back Row from L to R: **Jay Long** (Dir. of Organizational & People Development), **Scotland Wright** (LIM), **Brandon Goodrich** (RIM), **Matthew Osterbur** (LIM), **James Becker** (MDL), **Dan Rohe** (BAM), **Bridget Callahan** (DCM), **Justin Jameson** (LAM), **Ryan McKnight** (KIM), **Oswaldo Quintana** (TOM), **Mike Mohny** (PSU Professor). Front Row from L to R: **Phil Key** (President), **John Parsley** (MDL), **Trevor Stepek** (LAM), **Chris Davitt** (Ruppert advisor), **Luke Ardizzone** (CORP), **Kevin Boylan** (TOM), **Jacob Hitch** (RAM), **Fred Key** (Regional Vice President)





# Appreciate and Celebrate

The **King of Prussia Maintenance Branch** hosted a surprise employee appreciation day on August 28th. The day began with a team breakfast, where they were told they would be driving and critiquing jobs all day. Instead, the caravan wound up at a paintball course, followed by a cookout.



The **Charlotte Maintenance Branch** took team-building and celebrating to new heights with a trip to the U.S National White Water Center in Charlotte, NC on August 21st, where they competed in high and low ropes courses, white water rafting and rock climbing.



On August 28th, the **Maryland Landscape Branch** held a pig roast that included a soccer game. The managers started smoking the roast at 4 a.m. to make sure it was ready to go by lunchtime!



The **Laytonsville Maintenance Branch** celebrated their successes and hard work this summer by going tubing at Harpers Ferry, WV on August 28th.



The **Georgia Construction Branch** took the time to celebrate their employees on September 4th by going to K1 Speed for some fun and competitive racing followed by food and drinks at Dave and Buster's!



L to R : Mary Angebrannndt, Paulina Santamaria, Karina Mesanza



L to R : Patrick Luzier, Zachary Czapko, Lee Grisko

Congratulations to the following **Richmond Maintenance** employees who earned their Virginia Nursery and Landscape Association Certification: **Dylan Augenreich, Regina Brydges, Chuck Cassick, Paula Grady, Jonathan Honaker, Matt Jones** and **Jonathan Wickham**.



L to R: Chuck Cassick, Jonathan Wickham, Paula Grady, Regina Brydges, Jonathan Honaker, Matt Jones. Not Pictured: Dylan Augenreich





On June 19th, our employees at the **North Carolina Construction Branch** took a break from all the hard work they've been doing and went on a fishing trip in Atlantic Beach, NC.

*L to R: Nate Carroll with Bainbridge Companies, Paul Groff with Wood Partners, and Jesse Huff (Production Manager)*

The **Alexandria Maintenance Branch** celebrated their summer accomplishments by spending the day tubing in Harper's Ferry, WV on July 17th.



*L to R: Drew Doty, Tim Schofield*

**Drew Doty** and **Tim Schofield**, both from **Laytonsville Maintenance Branch**, successfully received the Landscape Industry Certified Technician status. They will be recognized at the annual Excellence in Landscape Awards & Certification Recognition dinner in November. Way to go!

President **Phil Key** recently graduated from Harvard Business School's Owner/President Management (OPM) program. For this program, Phil attended three-week sessions each summer for the past three years and studied business fundamentals, strategies and best practices on several sales and marketing subjects. We're very proud of Phil and look forward to putting what he learned to work in our organization.



On August 25th, the **Richmond Maintenance Branch** held a surprise employee appreciation car wash. While the crewmen were out on jobs, the management team provided full detailing services for all of their personal vehicles.



The **Mableton Maintenance Branch** held an employee appreciation day on August 21st with an ice cream truck and basketball game, aptly titled Scoops and Hoops.

On August 28th, the **Virginia Construction Branch** hosted another appreciation event at Harper's Ferry Adventure Center where the team enjoyed tubing and a cookout.



They also went to a DC United soccer game on May 30th for some camaraderie and team building.





# Community Service

*"A man wrapped up in himself makes a very small bundle." ~ Benjamin Franklin*

On October 8th **Craig Ruppert** and **Chris Davitt** along with extended friends and families of the homebuilding trip co-hosted a local Food for the Poor benefit cocktail reception in Washington, D.C. The reception was designed to raise awareness and funds for the 2016 building trip to Portland Cottage, Jamaica. The trip, held over Presidents' Day weekend in February, is a great opportunity for the advantaged and disadvantaged to connect and work alongside of one another to build homes that are desperately needed. For anyone interested in learning more about the trip, please contact Lisa Horton at [lhorton@ruppertcompanies.com](mailto:lhorton@ruppertcompanies.com).



L to R: Kristin Neun (wife of Lee Clarke), Cadia Clarke, Tia Clarke and Lee Clarke (Corp). Tia and Lee attended the Food For the Poor Trip and Tia spoke to the group about her experience.

On September 9th members of our **Gainesville Maintenance Branch** donated and installed a landscape upgrade to the entrance of Inova Health System's Life with Cancer Center in Fairfax, VA. The center's mission is to enhance the quality of life of those affected by cancer by providing education, information and support. Participants included **Collins Fitts, Joe Beretz, Jake Heuple, Robert Porter, Kimberly Rodriguez, Butch Rinker, Michael Jones, Jeff Williams** and **Jesse Lepinsky**.



Our **D.C. Maintenance Branch** and **Forestville Maintenance Branch** provided HEART F.E.L.T. (Feeding Empty Little Tummies) with a monetary donation, which will allow the organization to fill backpacks with food for approximately 24 children for four weeks. The branches plan to continue their support of this worthy cause throughout the school year.



On August 18th 60 employees from the **Richmond Maintenance Branch** mulched, pruned and detailed the landscaping at the Richmond Fisher House, which provides lodging to the families of veterans receiving treatment at the McGuire VA Hospital at no cost.



Our **Virginia Construction Branch** gave a facility tour to about 60 members of the Virginia Nursery & Landscape Association (VNLA) as part of their 2015 Summer Tour on August 21st.





**Dan Trocher, Chris Bixler and Bill Angelis** from the **Laytonsville Maintenance Branch** attended the 8th Annual TAPS (Tragedy Assistance Program for Survivors) Golf Outing located at Ruggles Golf Course at Aberdeen Proving Ground, MD on September 10th. This event has raised more than \$300,000 for the Families of America's Fallen. Founded out of tragedy in 1994, TAPS has established itself as the front line resource to the families and loved ones of our military men and women by providing comfort and care through comprehensive services and programs including peer based emotional support, casework assistance, connections to community-based care, and grief and trauma resources.



L to R: Retired Colonel Joseph "Tom" Catudal, Bill Angelis, Chris Bixler, Dan Trocher



The **Georgia Construction Branch** participated in the Latin American Association's 33rd Annual Career Expo on June 24th. Thanks to **Paulina Santamaria** and **Stephen DeWeese** for representing Ruppert Landscape.

Our **Forestville Maintenance Branch**, as part of their ongoing relationship with a landscape design class at Southern High School in Harwood, MD, recently implemented the students' design for the school's front flowerbed. Throughout their relationship, the branch has also taught students how Ruppert Landscape operates and how students can empower themselves to learn the skills that we use to operate our company in their

everyday lives, such as estimating, resume writing, interview training, agricultural production and environmental impacts.



The **North Carolina Construction Branch** teamed with Carla DeCambra, Teaching Assistant Professor at NC State University's Department of Landscape Architecture, and Rosalind Blair, Director at Beginning and Beyond Child Development Center in Raleigh, to build an interactive entry trellis and dry stream bed. The trellis was designed by the Landscape Architecture students at the university as part of the Natural Learning Initiative. Beginning and Beyond is a learning center that was hit hard by a tornado three years ago and has several children living in poverty and /or shelters at night. This learning center is part of POD (Preventing Obesity by Design) Wake Co. through the Natural Learning Initiative, which promotes the importance of the natural environment in the daily experience of all children, through environmental design, action research, education, and dissemination of information. Special thanks to **Felipe Zamora**, who was the lead constructor with assistance from Joe Price, Jay Arias, Jimmy Crumel and to **Jesse Huff** for coordinating the effort. All materials and labor were donated by Ruppert Landscape and other local vendors.



In August, the **Alexandria Maintenance Branch** provided a facelift for The Carpenter's Shelter, which is a local homeless shelter. During the facelift, the team cleaned up the grounds by pruning trees, edging and mulching and beautified the area by installing flowers, shrubs and a rock garden.





# Movin' On Up

*Each employee should know that we are committed to his or her growth and development."*

~ Ruppert Values, p. 2



**Dylan Augenriech (RIM)** was promoted from Field Mgr. to Area Mgr.



**Alberto Avila (BAM)** was promoted from Crewman to Asst. Field Mgr.



**Taylor Becker (GAL)** was promoted from Asst. Project Mgr. to Project Mgr.



**Adam Bennett (MDL)** was promoted from Field Mgr. to Production Mgr.



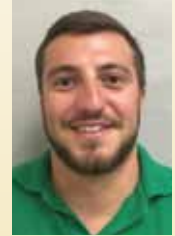
**Leonel Carranza (BAM)** was promoted from Crewman to Asst. Field Mgr.



**Sean Davitt (MDL)** was promoted from Production Mgr. to Operations Mgr.



**Francisco Espinal (ALM)** was promoted from Asst. Field Mgr. to Field Mgr.



**Nicholas Fanelli (LAM)** was promoted from Asst. Field Mgr. to Field Mgr.



**Matt Garrett-Sweeney (BAM)** was promoted from Asst. Field Mgr. to Field Mgr.



**Jake Heuple (GVM)** was promoted from Enh. Field Mgr. to Enh. Mgr.



**Durrell Koon (FOM)** was promoted from Crewman to Enh. Field Mgr.



**Aaron Kramer (LAM)** was promoted from Crewman to Asst. Field Mgr.



**Todd McInturff (BAM)** was promoted from Asst. Field Mgr. to Field Mgr.



**Ryan Rote (LAM)** was promoted from Area Mgr. to Enh. Mgr.



**Kevon Valentine (RIM)** was promoted from Asst. Field Mgr. to Field Mgr.

## MOVING SIDeways

*"Each employee should know that we are committed to his or her growth and development."*

~ Ruppert Values, p. 2



**Stephanie Carrillo (RAM)** transferred from Branch Administrator at NCL to Business Developer at RAM.



**Tom Flint (LAM)** transferred from ALM to LAM as Area Manager.

## IT Update *continued from page 4*

our anticipated growth. By outsourcing this, we will only rent what we need up front and can react quickly to expand our capacity as the growth occurs. Our partner upgrades their hardware systems every 18 months, so we stay much closer to the forefront of the technology curve, and is a full-fledged data center with guaranteed 100% uptime internet, power, state of the art climate control, continuous monitoring and secured access. In the end, Ruppert will save money and have much more reliable, efficient and scalable IT infrastructure systems as a result of this change.

In addition to the much needed infrastructure improvements, we have completed the planning stages of our project to automate our manual purchasing process. We will kick-off our implementation phase of the project by mid-October and expect the pilot implementation to take roughly three months. The pilot will initially include three branches actively working on our new system, providing feedback and evaluating the results. We believe that the implementation will result in a scalable, reliable, mobile and efficient platform benefiting all Ruppert participants in the purchasing process.

I am more excited than ever as I consider the things going on within our department. I appreciate working for a dynamic company like Ruppert Landscape and I believe the best is yet to come!





# Major Milestones



A HEARTY CONGRATULATIONS AND BEST WISHES:

## JUST MARRIED

**Melissa Dunk (FRM)** and her husband, Joe, were married on August 30, 2015.



Melissa & Joe

**Steven Gurganus (RIM)** and his wife, Sarah, were married on August 10, 2015.

Sarah & Steven

**Angela Howes (VAL)** and **Drew Dummann (FRM)** were married on July 18, 2015.



Angela & Drew



Christina & Erich

**Erich Schupp (BAM)** and his wife, Christina, were married on August 9, 2015.

## PROUD PARENTS & GRANDPARENTS

**Tom Barry (CORP)** and his wife, Kristin, welcomed a boy, Max Barry, on September 7, 2015.



Max Barry



Thomas James Greto

**Perry Greto (KIM)** and Devyn DiBona welcomed a boy, Thomas James Greto, on August 6, 2015.

**Kevin Jones (ALM)** and his wife, Natalie, welcomed a boy, Richard Davitt Jones, on August 21, 2015.



Richard Davitt Jones



Michael Anderson Taghavi III

**Antonio Zamago (GAL)** and his wife, Rosa Elia Zamago, welcomed a girl, Giselle Zamago, on August 12, 2015.



Giselle Zamago



Daniel Saweros

**Emil Saweros (CORP)** and his wife, Sherin, welcomed a boy, Daniel Saweros, on September 22, 2015.

**Shane Carmadella (MDL)** and his wife, Jennifer, welcomed a girl, Ava Marie Carmadella, on September 24, 2015.



Ava Marie Carmadella



## Career Opportunities

Looking to move up the ladder or know someone in the industry seeking a position? Ruppert Landscape has the following positions immediately available:

### Landscape Construction

**GAL** – Estimator (1), Operations Manager (1)  
**MDL** – Crewman (8)  
**TXL** – Estimator (2)

### Landscape Management

**BAM** – Designer (1), Field Manager (2)  
**CHM** – Field Manager (1)  
**DCM** – Business Developer (1), Field Manager (1)  
**FOM** – Area Manager (1), Business Developer (1)  
**GAM** – Mechanic (1), Field Manager (1)  
**GVM** – Assistant Field Manager (5)  
**MAM** – Area Manager (1), Assistant Field Manager (1), Field Manager (1)  
**RAM** – Area Manager (1), Assistant Field Manager (1)  
**RIM** – Assistant Field Manager (3), Field Manager (1)  
**TOM** – Assistant Field Manager (1), Field Manager (5)  
**CORP** – Northern Fleet Manager (1), Accounting Assistant (1)

For more information or to apply, please contact the branch noted.

## BRANCH ABBREVIATIONS

**ALM**- Alexandria Maintenance (VA)  
**BAM**- Baltimore Maintenance (MD)  
**CHM**- Charlotte Maintenance (NC)  
**CORP**- Corporate Branch (MD)  
**DCM**- D.C. Maintenance (DC)  
**FOM**- Forestville Maintenance (MD)  
**FRM**- Frederick Maintenance (MD)  
**GAL**- Georgia Landscape (GA)  
**GAM**- Georgia Maintenance (GA)  
**GVM**- Gainesville Maintenance (VA)  
**KIM**- King of Prussia Maintenance (PA)  
**LAM**- Laytonsville Maintenance (MD)  
**MAM**- Mableton Maintenance (GA)  
**MDL**- Maryland Landscape (MD)  
**NCL**- North Carolina Landscape (NC)  
**RAM**- Raleigh Maintenance (NC)  
**RIM**- Richmond Maintenance (VA)  
**TOM**- Toughkenamon Maintenance (PA)  
**TXL**- Texas Landscape (TX)  
**VAL**- Virginia Maintenance (VA)



# New Faces

WE WELCOME THE FOLLOWING  
NEW LEADERS TO RUPPERT'S  
GROWING RANKS:



**Danny Annett**  
(MDL)  
Field Manager



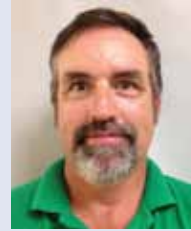
**Camily Bishop**  
(CORP)  
Comm. Coordinator



**Lexi Bittner**  
(BAM)  
Branch Administrator



**Kate Bluey**  
(DCM)  
Branch Administrator



**Donald Branch**  
(VAL)  
Field Manager



**Angel Contreras**  
(ALM)  
Asst. Field Manager



**Antione Cooper**  
(DCM)  
Field Manager



**Adam Chorney**  
(BAM)  
Field Manager



**Curtis Delawder**  
(FRM)  
Field Manager



**Melissa Dunk**  
(FRM)  
Area Manager



**Adam Eckert**  
(VAL)  
Field Manager



**Nathan Fadrowski**  
(LAM)  
Field Manager



**Matthew Farnsworth**  
(LAM)  
Asst. Field Manager



**Maira Gutierrez**  
(TXL)  
Branch Administrator



**Elser Herrera**  
(DCM)  
Area Manager



**Arpish Jain**  
(TXL)  
Estimator



**John Keita**  
(FOM)  
Enh. Field Manager



**Camden Kent**  
(MDL)  
Asst. Production Mgr.



**Chad Lloyd**  
(NCL)  
Project Manager



**Esteban Lopez**  
(ALM)  
Area Manager



**Edwin Martinez**  
(DCM)  
Field Manager



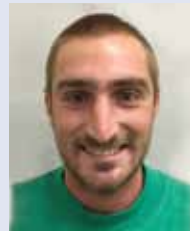
**Sara Maas**  
(VAL)  
Purchaser



**Wayne Milby**  
(RIM)  
Asst. Field Manager



**Logan Minor**  
(CORP)  
Junior Developer



**Brad Pflieger**  
(LAM)  
Asst. Field Manager



**Robert Porter**  
(GVM)  
Area Manager



**Ben Rose**  
(FRM)  
Field Manager



**Kelly Shaffer**  
(VAL)  
Branch Administrator



**Lee Smathers**  
(MAM)  
Field Manager



**Michael Smith**  
(LAM)  
Asst. Field Manager



**Mark Weisbrot**  
(VAL)  
Estimator



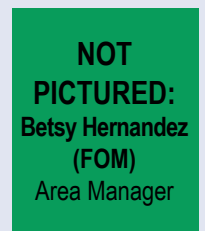
**Robert Wharton**  
(RIM)  
Asst. Field Manager



**James Wood**  
(NCL)  
Asst. Production Mgr.



**Tom Wood**  
(FRM)  
Field Manager



*Welcome to our new and returning crewmen!*