

# GREENSHEET

Newsletter  
1st Quarter 2016



**RUPPERT**  
LANDSCAPE

## More Focus, Better Performance, More Fun

by Phil Key, President



**A**s in past years, our annual Management Development Days (MDD) training event packed a lot of information into just two days. We were able to bring

over 440 employees from all 18 branches together to learn from each other and grow together as a company. Our theme this year was centered on streamlining our processes and increasing our focus so that we can enhance our efficiency, which not only helps our customers' bottom line but also enables us to have more time to enjoy with our teammates and our families. A few of the things we talked about at MDD include:

- **Become a leader, not just a manager—**

Keynote speaker Steve McClatchy, president of Alleer Training & Consulting and author of *Decide: Work Smarter, Reduce Your Stress & Lead by Example*, provided tips on prioritizing "Gain" tasks and not just "Prevent Pain" tasks. Prevent Pain tasks, like paying bills and completing routine work items, are often prioritized because they have a deadline and **have to** be done. They help us maintain the status quo, but they don't move us forward. Gain tasks, those things we **want to** do but don't have a deadline for, like learning a new language or skill, often don't get done because they aren't urgent. Instead of adding Gain tasks to our daily to-do list, where they may be rolled over for months but don't get checked off, McClatchy suggests that we schedule these tasks on a calendar and hold ourselves accountable for completing them. By

adding Gain tasks to our daily calendars in addition to the usual Prevent Pain tasks, we are able to improve our personal and professional lives instead of just maintaining them—a concept McClatchy calls personal leadership.

which ultimately doesn't help ourselves or our customers—internal or external. When difficult issues are avoided, the situation doesn't get resolved and the same issues continue to come up because we don't have the courage to break the cycle. Also,



Keynote speaker Steve McClatchy addresses the group on Day 1 of Management Development Days

- **Don't be afraid to have the tough**

**conversations—**This is a topic on which former company president and company advisor, Chris Davitt, and speaker Matt Neuberger, president of Neuberger and Company, Inc., both discussed at MDD. When we experience a situation with the potential for conflict, we often convince ourselves that there's a high probability of something going wrong—we exaggerate the consequences in our minds and we don't give ourselves enough credit for knowing how to handle the situation if it does go wrong. We get stuck in a 'problem loop' of avoidance and fear,

it doesn't do any good to get upset with someone for behaving a certain way if you haven't addressed it or asked them to alter that behavior. Not only does the problem continue, but we may be missing out on opportunities to repair or strengthen relationships, save or further careers, enhance profitability, develop people, and more. With the right attitude and positive action, it only takes five seconds of guts to change your mindset, break the cycle and take advantage of otherwise missed opportunities.

*Continued on page 2*

# Building for the Future through Recruiting and Selecting

By Chris Schneider, Director of Employee Development



**A**s part of our ongoing effort to distinguish ourselves in the green industry, we strive to be the company that values our people as our most important strength

and hires for life. Indeed, many tenured employees at Ruppert have realized there is a genuine honesty and sincerity behind that philosophy. You can look no further than our company president, who started as a crewman and with hard work and in-house Ruppert training, rose through the ranks. With numerous other examples like that in our organization, there is no question that our past and future growth is inextricably tied to finding and keeping the best people in the business. For our customers, this means working with an organization that has employee continuity and a reliable team showing up to the job site every day – people who will go the extra mile to ensure satisfaction and the continuation of a long-term relationship.

All too often during times of growth or high activity, companies will work to just put “bodies in the seats.” As long as they meet the minimum qualifications, managers jump at the opportunity to get a worker in production without thinking of the long-term effect of mismatching a worker with their company’s culture, their team’s personality or the requirements of the position.

To counter this approach, we ask all our hiring managers to focus on our #1 value of our people really being our greatest asset. We ask them to place emphasis on a key set of personality traits that have been shown to drive success in Ruppert team members. Those traits include being reliable and hardworking, dedicated, respectful and passionate.

Skills can be taught, but personalities, for the most part, are set. Personalities will influence a person’s desire to succeed, their priorities, and a host of other factors that can either dramatically add to or



detract from the quality and consistency present on a job. F. Scott Fitzgerald said, “Personality is an unbroken series of successful gestures.” Meaning, who you are is what you do. When hiring, our philosophy is to determine, “What personality traits does this person possess or what are their values?” and then match individuals who value being reliable, hard-working and dedicated to positions and growth opportunities in the company.

To spread this concept, we are improving our recruiting talent and tools by re-vamping our *Recruiting, Selecting and Retaining* class, investing in an applicant tracking tool so good candidates don’t

slip through the cracks, and taking full advantage of opportunities like social media posts, job fairs, college campus visits and more. We are working hard to find the right people for the right positions.

Our goal is to keep our employees challenged and rewarded, because it’s our people who will continue to propel us forward. As we grow, we are relying heavily on our people to take us to the next level. We will succeed when we share a sense of family, live the values that set us apart and build our teams with people that possess the traits we know will continue to help us produce quality and consistency for our clients. This plan is key to success in 2016 and beyond.

## More Focus, Better Performance, More Fun

*continued from page 1*

• **Take time to appreciate and celebrate**—On Day 1, each branch shared ways that they plan to incorporate the Ruppert Value of Appreciate & Celebrate. Some branches promised more team building events like fishing trips, go-kart racing and cornhole tournaments, while others planned more extracurricular activities like happy hours, barbeques and bonfires. The end goal for each of our branch teams is to find creative ways to recognize and value the contributions that each individual makes to the team. By taking the time to say thank you and get to know one another in relaxed and fun settings, we operate more cohesively and ultimately perform better.

For those of you who attended these two days of training, we hope you left with a greater understanding of where we are, where we are headed and how

you can influence our future. For our teammates who were not there and for our customers who may be reading this, we hope that you’ll have a better idea of the investment we are making in our up and coming leaders and managers in our company, with the goal of creating a team that is content and feels good about where they work. As we continue to grow our team and evolve as professionals, we hope you are able to implement some of the ideas that resonated with you as well as pass along what you learned to new team members and our customers. We are extremely grateful for our team of people and look forward to finding new opportunities to work together in 2016.

Sincerely,





# safety spotlight:

# Distracted Driving

By Dave Sanders, Safety and Loss Prevention Manager



**W**orking close to a roadway can be especially dangerous. Pedestrians, bikers and vehicle traffic all pose a safety concern – we want to keep passersby from getting in the way of moving equipment or construction areas and we want to keep our crews from being struck by passing vehicles or equipment. According to the U.S. Department of Transportation, 579 people, including landscape contractors, were killed in roadway work zones in 2013, the most

recent year for which data is available. More than half of roadway work zone fatalities are attributable to a worker being struck by a vehicle or mobile equipment according to the U.S. Bureau of Labor Statistics.

Pay attention and know what it takes to keep you, your crew and clients safe.

**Work Zones.**  
**Pay  Attention**  
**or pay the price.**

## Work Zone Do's and Don'ts

### DO:

- Assess the area – evaluate each site from a driver's perspective, noting visibility limitations and blind spots
- Choose the safest place to park, not the closest
- Provide temporary traffic control that protects employees and enables pedestrians and drivers to move through and around work zones safely. To be effective, a traffic control device should command attention, convey a clear meaning and give adequate time for proper response.
- Place the proper cones, barriers and signage around the work zone to alert drivers and pedestrians and allow them enough time to react.
- Be particularly careful when operating or working near construction equipment/vehicles. Being struck or pinned by equipment is a common type of roadway work zone accident. Always make eye contact with equipment operators before you cross in front or behind them. If you are operating equipment, pay close attention to your surroundings.

- Use trained flaggers where required
- Train employees on how to work next to motor vehicle traffic:
  - Discuss hazards prior to beginning work and plan accordingly
  - Always wear personal protective equipment (PPE) – hard hats, safety glasses, high-visibility vests, etc.
  - Always direct debris from equipment/mowers/weed eaters away from the road
  - Stay focused and stay aware of your position at all times
  - Work facing traffic whenever possible
  - Always have an escape route

### DON'T:

- Don't park near entrances, exits, curves, blind spots, parked cars or high traffic/pedestrian areas
- Don't stand in the roadway if you can complete a task without doing so. When it's necessary to do so, use a spotter – have a coworker stand where they can see oncoming traffic and alert you to move.
- Don't assume drivers will see and avoid you. Motorists often are at fault in roadway work zone accidents. Even if you are taking all the necessary precautions, remain alert to traffic.



*An example of how to properly place cones around a parked truck to alert drivers to a roadside work zone.*

Safety is everyone's responsibility, so do your part to keep the jobsite safe. For your own safety and that of those around you, stay alert and take all necessary precautions when working near roadways.

# Thinking Ahead: Tools for Proactive Planning

**A**t the beginning of the year, we spend a lot of time planning for the year ahead—setting goals and implementing new practices to improve the quality of our services. With spring in full swing, the specifics of how we approach our planning and tackle the inevitable time crunch that comes with the weather turning warmer will determine our success. With enhanced focus on planning, efficiency, innovation and communication, we will increase our odds that we'll be able to proactively deal with the challenges we'll face. Here are a few ways we are applying our knowledge, creativity and manpower to ensure that our customers' projects are ready for the spring and summer:

## Scripting

In our landscape management division, the weekly site visit to a customer's jobsite is a process of sequential events that includes mowing, blowing and other important site details. There is an optimal order for these tasks that allows for maximum quality and efficiency. One of the tools we use is called scripting. The principle behind scripting is trying to match how we estimate work to how we perform work in order to achieve a higher level of customer service. The

"script" basically outlines (1) who does what, (2) with what piece of equipment, (3) where on the property, (4) for how long. The script ties to a map, created using satellite images of the property, which is color coded by equipment type so that each section of a property and piece of equipment can be assigned to an individual team member. With scripting, Field Managers and their crews are able to go to a site with a plan that is fashioned to maximize time spent and enable greater manpower efficiency on the job. Using this technique really helps to change the way that our team thinks, creating a greater awareness about the way in which all jobs are performed. Greater efficiency leads to more time to focus on details and quality, which in the long run creates cost savings for our customers.

## Two Week Look Ahead

Our landscape construction division uses a planning tool called the two week look ahead to improve efficiency and productivity in the field and increase the accuracy of projections. In the look ahead, Field Managers map out the man hours and materials required for every jobsite activity that will take place each day for the next two weeks. This allows them to easily calculate the number of crews required for the job,



*Each Field Manager's look ahead is posted on a bulletin board in the branch office for all to see, providing another level of accountability. The yellow string highlights the current day's activities.*

the projected revenue and the target date of completion. The plan is submitted at the weekly Field Managers meeting to be reviewed and approved by mid-level managers and shared with the entire team, enabling branch team members to proactively work together to achieve goals. As a result of this planning, we are better able to meet our customers' project milestones and deadlines, communicate important scheduling details and ultimately

become a more reliable contractor. It also helps us better manage our vendors and subcontractors because we are confirming orders and schedules at the field level two weeks in advance.

There is a concept in the construction industry generally called A-B-C time – "A" time is spent planning, "B" time is spent doing and "C" time is spent fixing. The idea is that the more proactive "A" time that's spent planning creates more "B" time for doing and resolves the need for extra time at the end to fix things, or "C" time.





## IT Innovation

An objective of our IT department is to facilitate and implement tools that streamline our practices and make us more efficient. One of the tools they have developed within the Ruppert Mobile Application is electronic property service reports (PSRs). PSRs are a tool for providing information to clients about what is happening on their property and what additional services may be required. For example, a PSR may notify a client of insect and plant disease issues, dead plant material that needs to be removed, drainage issues and more. These things may fall out of the traditional scope of work, but by being proactive and sharing our knowledge, we may be able to suggest timely solutions before they become an issue. The use of the punchlist functionality enhances the visibility of tasks that need to be addressed and helps the “planning for tomorrow” process. Another proactive tool in the Ruppert Mobile App is job routing. Employees can select a project and immediately get directions to the job site, increasing our routing efficiencies. Less time on the road means more time on the job being focused on our customer's properties.



## Communicate!

When the workload gets busy, communicating with all parties is a critical piece of being proactive. Instead of putting our heads down and working through our list of tasks, a proactive approach requires keeping an eye on the big picture and having preemptive conversations with our team and our customers. Within our organization, that may mean having conversations about shifting resources and sharing information, or having discussions up and down the chain of command about extra hours and how it's impacting the team. With our customers, that may

mean sharing information about schedules (*i.e.* “How would you feel about us mulching your site on Thursday evening after your staff goes home?”) or asking for input about priorities (*i.e.* “How would it work for you if we got to A, B and C task done this week and then next week we accomplished X, Y and Z?”)

## Five-Year Planning

On a company-wide level, we are continuously planning our company's future. 2017 marks the end of the current five year plan under which we are operating, so this year we begin the planning process for our next five years. We've engaged a consultant to assist with facilitating the process, which will involve some data collection (from both employees and customers) as well as some market and competition research. In the end, this process and plan will offer us opportunities for

improvement, areas of increased focus, and help us further define future branch locations. By being aware of where our strengths lie, we are better able to capitalize on them; and by knowing what challenges we face, we are better able to mitigate any issues they may cause. Our ability to be introspective and use this knowledge to our advantage enables us to become more competitive and provide top-notch customer service for our customers, which helps to make our company stronger.

By being proactive, we are continuously thinking of more effective ways to perform tasks, which keeps our employees sharp, enables us to spend our customer's money wisely and increases our profitability, which keeps us moving forward. Keep thinking out of the box and enabling us to provide value to our customers as we head into spring and beyond.

## D.C. Landscape Management Branch Moves into its New Home



The D.C. Maintenance branch moved into its new facility this past month. The branch initially opened in March of 2015, operating out of the Forestville, MD Landscape Management branch office until a permanent location was found. The new branch office, located at 8800 Brookville Road in Silver Spring, MD, will enable the D.C. team to reach their job sites quicker, to be more responsive to our customers and to provide better service.



# Appreciate and Celebrate

## Employees Recognized at the 2015 Awards Banquet

**O**n February 26th, employees were recognized for outstanding achievement in 2015 at Ruppert Landscape's annual awards banquet. Congratulations to the following recipients:

### Crewmen of the Year honored:

Congratulations to the following employees who were honored as Crewman of the Year in their respective branches. Each was selected for their superior self-motivation and exceptional field production:

<b>Charles Knight (ALM)</b>	<b>Alvaro Avila (LIM)</b>
<b>Tavon Cheese (BAM)</b>	<b>Dominique Jackson (MAM)</b>
<b>Calvin Mickle (CHM)</b>	<b>Raul Rauda (MDL)</b>
<b>Wilmerth Mora (DCM)</b>	<b>Jake Young (NCL)</b>
<b>Rafael Lopez (FOM)</b>	<b>Dany Roche Fumero (RAM)</b>
<b>Pete Harner (FRM)</b>	<b>Rogelio Ayala (RIM)</b>
<b>Gilbert Umana (GAL)</b>	<b>Jose Carmona (TOM)</b>
<b>Carlos Baires Delcid (GVM)</b>	<b>Jose Lopez (TXL)</b>
<b>Kyle Heimer (KIM)</b>	<b>Miguel Angel Pacheco Orozco (VAL)</b>
<b>Aaron Kramer (LAM)</b>	



From L to R: Back row: Tito Caceres, Rob Horton, Josh Araujo, George Brown, James Watson, Chris Gramley, Stacy Smith. Middle Row: Emil Saweros, Chris Bixler, John Holtzinger, Stacie Kackley, Perry Greto, Brett Lineberry, Ariana Rizzo. Front row: Michael Skidgel, Kurt Siemon, Paula Grady, Adam Bennett, Jonathon Leonard.

### Achievement Award Winner:

Congratulations to **Tony Youngblood (GAL)** who was honored with the Achievement Award for demonstrating outstanding job execution and achieving high-quality results.



From L-R: Bob Jones (President, Landscape Construction Division), Tony Youngblood (award recipient)



From L to R: Charles Knight, Aaron Kramer, Tavon Cheese, Dominique Jackson, Kyle Heimer, Jake Young, Alvaro Avila, Rogelio Ayala. Not pictured: Jose Carmona, Carlos Baires Delcid, Dany Roche Fumero, Pete Harner, Jose Lopez, Rafael Lopez, Calvin Mickle, Wilmerth Mora, Miguel Angel Pacheco Orozco, Raul Rauda, Gilbert Umana, Jake Young

### Branch Impact Award Winners:

Congratulations to the following employees who were honored as Branch Impact Award winners in their respective branches. Each was selected by their peers for their outstanding dedication and contributions that have made a positive impact on their branch:

<b>Josh Araujo (ALM)</b>	<b>Chris Bixler (LAM)</b>
<b>Rob Horton (BAM)</b>	<b>Chris Gramley (LIM)</b>
<b>Arnaldo Caceres (CHM)</b>	<b>James Watson (MAM)</b>
<b>Emil Saweros (CORP)</b>	<b>Adam Bennett (MDL)</b>
<b>George Brown (DCM)</b>	<b>Jonathon Leonard (NCL)</b>
<b>Stacie Kackley (FOM)</b>	<b>Brett Lineberry (RAM)</b>
<b>John Holtzinger (FRM)</b>	<b>Paula Grady (RIM)</b>
<b>Stacy Smith (GAL)</b>	<b>Ariana Rizzo (TOM)</b>
<b>Michael Skidgel (GVM)</b>	<b>Kurt Siemon (VAL)</b>
<b>Perry Greto (KIM)</b>	

### Clyde Vadner Merit Award Winner:

Congratulations to **Kevin Hazelgrove (RIM)** who was honored with the Merit Award for demonstrating consistent hard work and dedication leading to exceptional contributions to the organization.



From L-R: Fred Key (Regional VP, Landscape Management Division), Kevin Hazelgrove (award recipient)



## Employee Development — Great Things Happening!

Picture a time and place where each branch has firsthand knowledge of the latest opportunities to learn and methods of training, where all training activities are recorded and available on demand, and where new hires have a formal path for acquiring the necessary skills to grow and succeed within the company.

Well, those wishes are very quickly becoming a reality. Our Employee Development team has been busy with plans coming together that will join the pieces of that puzzle. Over the next year, we hope to introduce several new and important programs that will impact all levels of the organization.



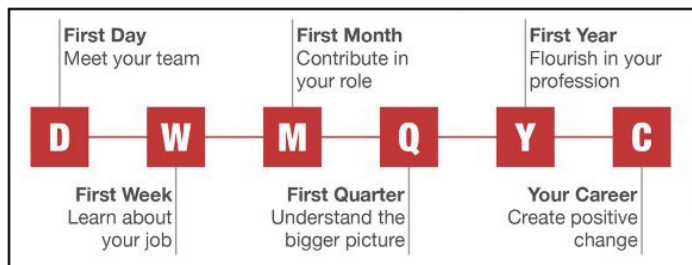
First to appear and take root will be the Ruppert Training Committee. As this Greensheet reaches our internal and external customers, the Training Committee will be organizing and holding its first meetings. The committee will provide a conduit for information, activities, and opportunities between the corporate team and the branches. Training Committee representatives in each branch will interact with each other and with our Director of Employee Development, **Chris Schneider**, to promote learning opportunities, conduct training according to approved best practices, and act as an information portal so that information can be collected and disseminated accurately and in a timely manner. The Training Committee representatives will be another set of eyes, ears, and hands in the field for people like **Joe Ketterer**, **Ken Thompson** and **Chris Schneider**, ensuring quality and efficiency at each job.



The next evolution in Ruppert Employee Development will be the use of a Learning Management System (LMS). Ruppert will now have a tool for the administration, documentation, tracking, reporting and delivery of courses or

training programs. This tool will support field based training, mobile online learning, and traditional classroom sessions. Students will be able to monitor their progress through a tailored curriculum designed to help them excel in the current position and into their next promotion.

The third new initiative from Employee Development will be a more formalized orientation and onboarding process. We will outline a proven and consistent process for new hires to follow as they begin their career at Ruppert. They will learn early on where to find answers and better understand expectations with the goal of helping them feel more a part of the Ruppert family. The New Hire Onboarding will have a structured plan that involves upper management greeting new hires and receiving feedback on experiences and interactions. New hires will have a clear road map to start a successful career.



All of these programs and others will be branded under the Ruppert Learns logo. It is our hope that when our employees, customers and partners see this logo, they associate it with teamwork, quality and commitment.



There is a great amount of excitement as we move forward with these employee development programs in 2016. Look for the next Greensheet to get updates on these programs and more.

On Thursday, March 17th, **Jay Long**, **Lauren Dugan** and **Joe Ketterer (CORP)** along with **Brad Matthews (VAL)**, **Jenna Hicks (LAM)** and **Michael Vispi (LIM)** attended the National Association of Landscape Professionals (NALP) 40th annual National Collegiate Landscape Competition (formerly Student Career Days) at Mississippi State University. They manned a booth at the career fair and met with landscape and horticulture students from colleges and universities across the country to discuss career opportunities at Ruppert.



From L to R: Joe Ketterer, Lauren Dugan, Brad Matthews, Jay Long, Jenna Hicks, Michael Vispi

# CORPORATE CORNER

## Ruppert Landscape Ranked among D.C.'s 50 Fastest Growing Companies



Washington SmartCEO named Ruppert Landscape as a winner of the 2016 Future 50 awards.

The awards program recognizes the region's 50 fastest-growing mid-sized companies and

10 small Emerging Growth companies who have experienced outsized growth based on a combined three-year average of revenue and employee growth.

The winners were recognized at an awards ceremony in Reston, VA on February 4th with over 550 local business executives in attendance. Company President, **Phil Key**, accepted the award on behalf of the company.

## Manager's Trip 2016

From March 3rd-6th, Ruppert executives, corporate, branch managers and their spouses travelled to the Bahamas for the company's biannual manager's trip. This trip represents a significant investment in the company's management team, offering this group an opportunity to build stronger connections without the distractions of the everyday office environment. Team building meetings and activities enabled this group to form stronger bonds, develop a better understanding of each other's strengths and abilities and feel appreciated for their contributions. As with all of our company values, we promote and embrace them at all levels within our organization and our management team is no exception. We appreciate all you do to lead our team and we hope that you returned from a few days of fun and sun refreshed and ready to bring a new perspective to the company.



## Farewell Friend



**Roberto A. Martinez**, Crewman for the Virginia Construction Branch, passed away on Thursday, January 28th from a sudden heart attack. Roberto, who has been with the company for nearly 10 years, began his career in 2007. In 2009, he was awarded Crewman of the Year for his outstanding performance in the field. Jim Tuzzolino, Virginia Construction Branch Manager, says that Roberto's pleasant demeanor and dedication to the company will

be greatly missed. With contributions from Ruppert employees and the company, we were able to get Roberto back to his family in his native country of El Salvador for burial.

## CAREER OPPORTUNITIES

*For information about current career opportunities at Ruppert Landscape, please visit us at*

[www.ruppertlandscape.com/careers](http://www.ruppertlandscape.com/careers)



# Community Service

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

On December 28th, the **Alexandria Maintenance** branch collected canned food which was donated over the holiday season to Carpenter's Shelter to help feed the homeless in the Alexandria area.



On December 11th, the **Charlotte Maintenance** branch assisted Habitat for Humanity by donating plants, pine straw and seed on their 100th LEED silver home. In addition to the donations, they also helped finish the grading of the home site. Fourteen of the branch's employees participated including crewmen and managers. **Ed O'Brien**, who established the relationship with Habitat for Humanity, led the team on this project.



Employees from **Richmond Maintenance** joined **Ross Bretches'** Boy Scout troop and his wife's Girl Scout troop to lend a helping hand to the community of Naylor's Beach, VA whose homes were demolished by a tornado in late February. The team cut down limbs that were in danger of falling and assisted with the cleanup of a farmer's field that was covered in debris from the homes that were destroyed. Lunch was provided by The Ruritans, a civic service organization whose purpose is to create a better understanding among people through community service. Way to go Richmond!



From L to R: David Nuckols, Matt Jones, Ross Bretches, Carlos Salmeron, Dylan Augenreich (not pictured: Jonathan Honaker)

On December 12th, **Virginia Landscape** laid wreaths at the Arlington National Cemetery to honor our departed heroes during the holiday season and then participated in a cleanup of the wreaths on February 13th.



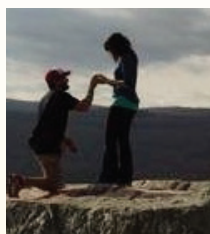


# Major Milestones

*A hearty congratulations and best wishes:*

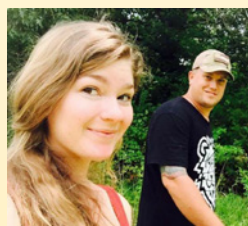
## JUST ENGAGED & MARRIED

**Camilly Bishop (CORP)** and her fiancé, Mark Vernier, got engaged on December 12, 2015. They are planning a wedding for November 2016.



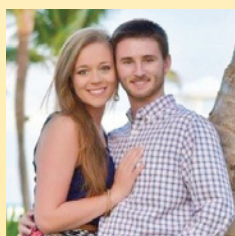
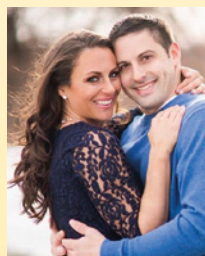
**Britni Cook (CORP)** and her fiancé, Wade Downey, got engaged on December 20, 2015. They are planning a wedding for August 2016.

**Oscar Miranda Sr. (GVM)** and his wife, Maribel Sierra Torres, were married on December 30, 2015, in Medellin, Columbia.



**Zac Renfroe (LIM)** and his wife, Emily Ann Traylor, were married on February 6, 2016.

**Dan Trocher (LAM)** and his fiancée, Brittany Paulschock, got engaged on November 14, 2015. They are planning a wedding for November 2016.



**James Wood (NCL)** and his wife, Elizabeth Couch, were married on January 8th.

## NEW HOME



**April Rose (VAL)** and **Joe Beretz (GVM)** bought a home in Front Royal, VA.



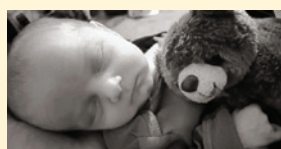
**Zac Renfroe (LIM)** and his wife, Emily, bought a new home.

## OVERACHIEVERS



**Jibrán Misbah (CORP)** became a United States citizen on February 18th. Congratulations!

## PROUD PARENTS & GRANDPARENTS



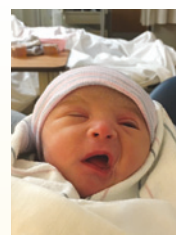
**Ryan Bausch (LAM)** and his girlfriend, Bethany Anderson, welcomed a boy, Mason Luke Bausch, on December 19th.

**Matt Jones (RIM)** and his wife, Niccole, welcomed a girl, Charlotte Jones, on December 11th.



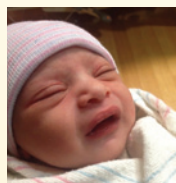
**Josh Lawson (CHM)** and his fiancée, Amanda, welcomed a girl, Leighton Mattison Lawson, on December 25th.

**Shane Lear (MDL)** and his wife, Melanie, welcomed a girl, Harper Karina Lear, on December 7th.



**Henry Martinez (LAM)** and his wife, Marix, welcomed a girl, Angely Rosely Martinez Donis, on January 23rd.

**Charlotte McGehee (DCM)** and her husband, Mike, welcomed a girl, James Catherine McGehee, on January 6th.



**Jibrán Misbah (CORP)** and his wife, Farah, welcomed a boy, Aayan Misbah, on March 16th.

**Larry Rhodes (TOM)** and **Ariana Rizzo (TOM)** welcomed a son, Samuel Edward Rhodes, on July 16, 2015.



**Shaun Snodgrass (VAL)** and his fiancée, Wendy, welcomed a girl, Brooke Joanne Snodgrass, on January 2nd.

**Steve Taylor (MAM)** and his wife, Brianca, welcomed a boy, Romelo Taylor, on December 6th.



**Amanda Timmins (CORP)** and her husband, Andrew, welcomed a boy, Jack Francis Timmins, on March 11th.

**Mark Weisbrot (VAL)** and his wife, Helen, welcomed a boy, Gabriel Robert Weisbrot, on February 22nd.





# Movin' On Up

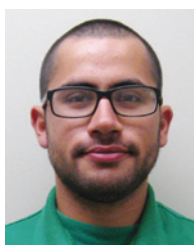
*Each employee should know that we are committed to his or her growth and development." ~ Ruppert Values, p. 2*



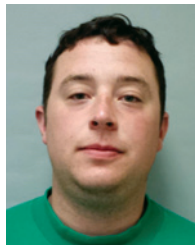
**A**ngela Howes has been promoted to the position of branch manager in our North Carolina Landscape Construction branch. Angela has been with Ruppert for over 12 years, most recently as Operations Manager in our Virginia Landscape Construction Branch. She has also held positions as Executive Assistant, Business Developer, Purchaser and National Purchasing Director. She has worked in multiple branches including Maryland, Virginia and Corporate. She won the Branch Impact Award in 2009 for her outstanding dedication and contributions to the Maryland branch. Angela and her husband, Drew Dummann, along with their son, Finn, are currently relocating to the Raleigh area.



**Marvin Clermont (MDL)** was promoted from Asst. Field Mgr. to Asst. Production Mgr.



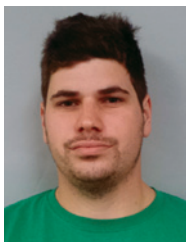
**Ricardo Correa (LIM)** was promoted from Asst. Field Mgr. to Field Mgr.



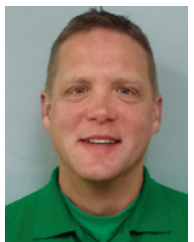
**Bob Dolan (LAM)** was promoted from Field Mgr. at KIM to Bus. Dev. Mgr. at LAM



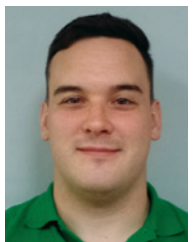
**Bradford Gilliam (GAL)** was promoted from Estimator to Senior Estimator.



**Kyle Heimer (KIM)** was promoted from Asst. Field Mgr. to Field Mgr.



**Kevin Hollidge (KIM)** was promoted from Asst. Field Mgr. to Field Mgr.



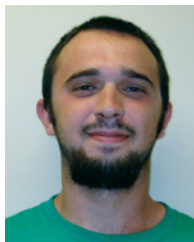
**Greg Johnson (KIM)** was promoted from Asst. Field Mgr. to Field Mgr.



**Gaby Juarez (MDL)** was promoted from Asst. Branch Admin. at LAM to Asst. Prod. Mgr. at MDL.



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



**Joshua Phillips (LIM)** was promoted from Crewman to Asst. Field Mgr.



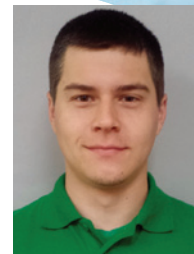
**Zac Renfro (LIM)** was promoted from Asst. Field Mgr. to Field Mgr.



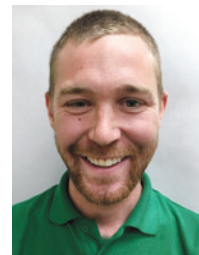
**Will Saxby (GAL)** was promoted from Senior Estimator to Contract Administrator.



**Tim Schofield (LAM)** was promoted from Field Mgr. to Area Mgr.



**Josh Strohm (KIM)** was promoted from Asst. Field Mgr. to Field Mgr.



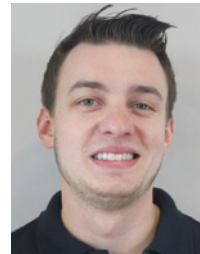
**Michael Moody (BAM)** was promoted from Asst. Field Mgr. to Enhancement Field Mgr.



**Dave Wakeling (KIM)** was promoted from Area Mgr. at TOM to Asst. Branch Mgr. at KIM.



**Marshall Walter (NCL)** was promoted from Asst. Field Mgr. at RAM to Estimator at NCL.



**Tyler Wood (MDL)** was promoted from Crewman at FRM to Asst. Project Mgr. at MDL.

## BRANCH ABBREVIATIONS

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

# New Faces

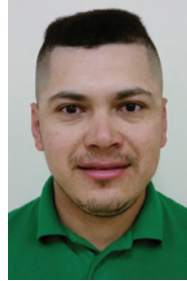
*We welcome the following new leaders to Ruppert's growing ranks:*



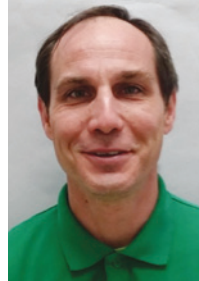
**Mark Anglin  
(GAL)**  
Asst. Field Manager



**Jobe Axley  
(DCM)**  
Area Manager



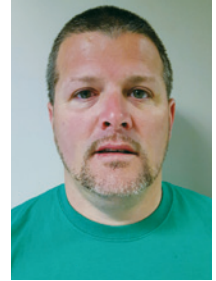
**Jose Lizama Berrios  
(GVM)**  
Field Manager



**Russell "Russ"  
Carlton (FOM)**  
Field Manager



**Charles Carr  
(VAL)**  
Field Manager



**Donald Casey  
(RIM)**  
Field Manager



**Wendy De La O  
(VAL)**  
Receptionist



**Todd Frank  
(VAL)**  
Field Manager



**Kevin Mahon  
(TXL)**  
Asst. Field Manager



**Jeremy Muse  
(RAM)**  
Field Manager



**Andres Paredes  
(TXL)**  
Field Manager



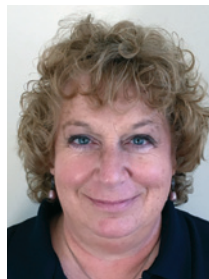
**Mohib Popal  
(GVM)**  
Field Manager



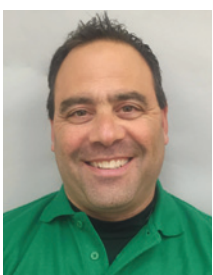
**John Quackenbush  
(VAL)**  
Asst. Project Manager



**Christopher Sirmans  
(GAL)**  
Project Manager



**Deb Stipa  
(DCM)**  
Business Developer



**Vincent Stio  
(NCL)**  
Field Manager



**Florencio Umanzor  
(GVM)**  
Field Manager



**Justin Warren  
(NCL)**  
Project Manager

*Welcome to our new and returning crewmen!*

## REMINDER

### Save the Date!

The company picnic will be held on  
**Saturday, July 23, 2016** at

**Six Flags**

in Upper Marlboro, MD. Invitations to follow.

*Be sure to mark your calendar!*

