

Green Sheet

RUPPERT LANDSCAPE NEWSLETTER

1ST QUARTER 2022

The Greensheet is our quarterly newsletter, which allows us to share general company information, including safety practices, profiles of our key jobs and community service initiatives, as well as personal achievements, including employee marriages, new babies, promotions and training certifications, in the hopes that it will provide unique insight into our company, our practices and most importantly, our people.

Maintaining Our Ruppert Advantage as We Grow

By Phil Key, President



In my role, I have opportunities to talk to many people both within our company and within our industry. Recently, I've had several conversations with people who expressed surprise

about how much we've grown. Our growth isn't a surprise to me, it's a sign of a healthy company that has an expanding customer base, is a good employer with engaged employees, and is doing great work for our customers. Those attributes are what have enabled us to grow organically (vs. through acquiring businesses) at a fairly high rate relative to our competition. Another critical factor is the positive mindset of our team, who come to work with a "can do" attitude that enables them to work well with one another and support and serve our customers. That attitude and camaraderie is what we've always call our "Ruppert Advantage."

At a high point this coming year, our team will be well over 2000 employees and our revenue will reach the \$280 million dollar mark. Within our industry, this puts us in the "large company" category. That's a great accomplishment that



Michael Moody, Associate Branch Manager, and team members from the DCM branch discuss the importance of working efficiently, a key tenet of our "Take Ownership" value.

we should all be proud of, as there are many advantages that come with that growth. Equally as important, however, is protecting those qualities that make us uniquely Ruppert and have gotten us to where we are today. We can't afford to get complacent. That means leaning into our culture and values as we continue to grow. So what are the benefits of being a larger company? Here are a few thoughts...

■ **Opportunity.** One of the biggest advantages of growth is that there are more opportunities for our team. We have the ability to perform much bigger scopes of work, which we are seeing with the jobs our landscape construction division is undertaking.

We have the ability to develop more specialized roles like our software development team; and interim positions like our Association/Assistant Branch Manager, Assistant Project Manager and soon to be Assistant Area Manager position, which enables more opportunity for additional training and future advancement. As we grow, our team members have more opportunity to move up, try new positions, learn new things, move to new locations, and make more money—which ultimately helps with achieving personal goals of things like home ownership or starting a family.

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■ **Resources.** The better we do as a company, the more resources we have to invest in our employees and our community. For our employees, that investment can come in the form of training and professional development; uniforms; better tools, equipment and vehicles; pay and benefits; more corporate support; and retirement savings. It also comes with a broader network of team members from different backgrounds, skills and knowledge, which makes us stronger and better as a whole. For our community, our growth enables us to give back—which in 2021 meant \$638,000 to many worthy causes.

■ **Ability to scale.** Many of you may be familiar with the concept “economies of scale.” What that means is that as a company gets larger, it has a competitive advantage over smaller ones because it’s gained a number of efficiencies. Things like buying in bulk which leads to cheaper pricing, greater ability for specialization of positions so that work can be done more effectively, and even a bigger network of customers. These factors help make us more competitive in the marketplace and more attractive to customers.

■ **Benchmarking.** Another advantage of being bigger is that we have more guardrails in place that keep us from straying and repeating past mistakes. What 50 years in business have taught us is that having policies and procedures in place, tracking critical information, and paying close attention to our financials and long-term goals keeps us accountable. It also enables us to benchmark within our organization—learning from one another, evaluating and comparing information between branches, and implementing best practices. This makes us more capable of anticipating our needs, predicting our profit, and ensuring that we’re responding consistently to changes in the market or economy.

■ **Stability.** The more we grow, the greater our ability to expand geographically, diversify our client base and increase our service offering.



Communication channels like RLTV help us stay connected and focused, enabling a more personal connection with team members from throughout our company.

The diversity on those fronts, combined with our ability to flex and shift, helps safeguard our future even when there are economic downturns.

With the many positives that come from being a large company, one thing is clear to me: growth is only good if everyone feels good about it and we remain committed to the many details that got us here. Our success as a large company hinges on our ability to remain focused on what makes us uniquely Ruppert, from our team and image to our culture and values. Here are a few thoughts to keep in mind as we navigate the path forward:

■ **Battle bureaucracy.** There’s a fine line between well-defined processes and procedures and red tape. Bigger companies often get the reputation of being slow to change and too bogged down in status quo. Looking at how we were able to respond and pivot during the pandemic, I feel very good about our company’s agility. But as we grow, I do think we’ll need to fight against complacency and continue to be innovative and forward thinking in all that we do.

■ **Lean on our branching structure.** Our decentralized branching structure was designed to ensure that each branch is

run like a small business. As we grow, we need to rely on that structure as a means of ensuring that every branch team is rich in leadership, culture, and a shared vision of success.

■ **Culture first!** Our culture needs to be reinforced at all levels. We capitalize on opportunities like new field manager orientations and branch visits to have Craig share our cultural vision and values. Our branch managers are playing a huge role here as well and are doing an excellent job. But they are relying on you to teach, influence and support their efforts. As we grow, we’ll need even more culture leaders to step up and play a bigger role in communicating and disseminating our values in every region, at every branch and in every team in our company.

■ **Keep information flowing.** One of the big lessons we learned in the pandemic was that there are many ways to communicate and ensure that information is reaching those who need it. We got better at using TEAMS to connect from afar, picking up the phone, and even added some new ways to deliver information with RLTV. As we grow, we’ll need to remain focused on keeping our lines of communication open to ensure that everyone is informed and feels connected to our goals and invested in the direction we’re heading.

If you’d asked me 10 years ago what our biggest challenge was, I would have said maintaining our culture as we grow. Well, it’s 10 years later, and we’ve essentially doubled our size twice in that time. Yes, we’re larger, but we’ve also grown our culture at the same pace. Congratulations on the role you’ve played in enhancing and strengthening our organization and getting us to where we are today. If you ask me again where our focus should be for the next 10 years, I’d tell you the same thing. We should continue to grow, provide opportunities for our team, and ensure that our culture is strong and growing right along with us. Let’s keep taking advantage of all the things a larger company has to offer us, while working hard to maintain our Ruppert Advantage and ensure that small, family-owned feel.



Safety Spotlight

Driver Approval Process Keeps Us Safe on the Roads

By Adrian Karver, Regional Safety Manager



Driving is not our business, but it is an integral part of getting our work done. Our employees drove over 10 million miles total for work in 2021. That represents countless opportunities for us to be involved in accidents if we do not have conscientious, defensive drivers operating our vehicles. To help keep all our people safe on the road, we follow the DOT required driver

approval process in addition to internal company driver approval requirements before we let an employee operate any type of Ruppert vehicle.

DOT Vehicles

Before an employee can drive our production vehicles (trucks up to 26,000 lbs GVWR with a DOT number posted on the vehicle), they must be approved through the following process.

■ **Motor Vehicle Record check (MVR):** We obtain written consent from the employee to obtain their MVR, to include any violations from the last 10 years, along with a copy of their current driver license for the file. This record check is performed through a third-party vendor that sends us a detailed report including any tickets, suspensions, and severe violations. An individual may be unable to drive for the company if they have one or more of the following on their record:

- Two or more at-fault accidents within the past three years
- One or more major violations within the past three years (e.g. DUI, reckless driving, excessive speeding)
- Any combination of at-fault accidents and other moving violations that totals three or more within the past three years
- Any unsafe act, violation of company policy, or violation of DOT rules

Employees that are stopped at this point in the driver approval process may be able to receive future approval if they keep their license clean and the prior violations age off the report (evaluated on a case-by-case basis by



our Safety Director). Employees that receive an approved MVR continue with the following steps.

- **DOT Physical & Drug Screen:** Employees must pass a DOT physical exam and a drug screen. This is to ensure that the employee is physically able to drive without risk of a medical or chemical impairment.
- **Defensive Driver Training:** Employees must complete a company administered defensive driving course that reinforces the habits that good drivers use to drive safely.
- **Driving History Records Request (prior employers):** Driving record requests are sent to all of the employee's former employers from the past seven years to get feedback on their prior work driving history. If they are determined to have poor driving history with these reference checks that don't show on their MVR, this may be considered when determining if they are approved to drive for Ruppert.
- **Road Test:** Employees must do a road test with a qualified manager using a company truck and trailer. The

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Driver Approval Process Keeps Us Safe *Continued from page 3*

road test consists of doing a pre-trip inspection of the truck and trailer and navigating a set route determined by each branch that exposes the employee to various traffic situations and roadway types. The manager documents their performance in the driving task and either passes or fails them during or following the road test.

- **Rules, Regulations and Declarations:** The remaining parts of the approval process include the driver reading and agreeing to abide by the Federal Motor Carrier regulations, company Distracted Driving policy, and declaring that they have not previously failed or refused a pre-employment drug screen.

When all these items are approved, signed, and completed, they are combined into an organized file and communicated to our Safety Director Dave Sanders, Claims Manager Lauren Dugan, and our Safety & Fleet Administrative Assistant Alex Marshall. They review the file for accuracy and completeness, and either approve it or request additional information. Once approved, the employee is cleared to drive for Ruppert.

Non-DOT Vehicles

We have a second group of managers, business developers, and administrative employees driving non-DOT company vehicles. These are sedans and compact pickup trucks that are not used for production, which fall into a lower weight category that does not require them to display DOT numbers and are generally assigned as daily take-home vehicles. All the same, we have a driver approval process for the employees assigned to these vehicles that includes a Motor Vehicle Record (MVR) check; defensive driver training; signed agreement to the rules, regulations and declarations; and reading and signing our driver policy for managers vehicles.

NOTE: In general, we only approve drivers that are over the age of 21. In certain circumstances, employees who are under 21 can be approved as drivers, provided they can meet all the requirements noted above in addition to having a special exception approved by the Branch Manager, Region Manager, Division Manager, and Safety Director.

In addition to the driver approval process, we have systems in place to help monitor if our approved drivers are being safe on the road and provide opportunity to coach them on better driving practices as needed. The primary example of this is the DriveCam (Lytix) dash cam systems installed in each production vehicle. This device collects and processes data and video using two wide-angle lenses to capture events in front of and behind a vehicle, covering a 360-degree view. The dash cam captures events generated by the



recorder's g-force sensors. This system allows us to identify potential distractions and risk factors such as cell phone use, seatbelt use, weaving between lanes, and failure to stop at intersections. We receive alerts daily for clips that have been identified as showing unsafe driving behaviors. The Branch Safety Reps review the video footage and information weekly with the drivers and provide coaching and training to change poor driving behaviors that could lead to accidents and injuries.

Statistically, driving is one of the most dangerous things that we do each and every day. By following the DOT guidelines and our own internal safety training and procedures, we strive to limit our risk on the roadways as much as possible so each of our employees goes home to their families each day in the same condition in which they came to work.

Stay safe out there!



CAREER OPPORTUNITIES

For information about current career opportunities at Ruppert Landscape, please visit us at www.ruppertlandscape.com/careers



HR Highlight

New Employee Assistance Program Benefits

By Courtney Pohlit, Director of People and Recruiting



At Ruppert, we value not just the employee but the whole person and know life does not start and end in the office or the field. Each one of us has times in our lives when we would benefit from the help of a professional – whether that's an attorney, counselor, or financial consultant, to name just a few. That's one of the reasons Ruppert provides the benefit of an Employee Assistance

Program (EAP), free and available to every employee and their household family members, to help balance the demands of work and home life.



We want to encourage all of our team members to take advantage of these free, confidential benefits. To access them, employees can call 1-877-252-8550 24 hours a day, 7 days a week. In addition, employees can also access online tools and resources at any time.

I want to emphasize the **confidential** nature of this program. All engagement with EAP services is private, and discussions occurring between an employee and EAP counselors remain private and are not shared with Ruppert Human Resources or any managers. If a formal arrangement is made between an employee and manager to refer them to our EAP services due to a severe situation impacting one's work performance, Ruppert will receive confirmation that the employee has complied to engage with EAP but is not privy to any additional information.

If you have questions about the Employee Assistance Program, please contact your supervisor or reach out me directly at cpohlit@ruppertcompanies.com.



LifeWorkStrategies.com

Through our partnership with LifeWork Strategies, employees have access to free, confidential services 24/7 to help them and their family find practical solutions for real-life situations. Services include but are not limited to:

- **Counseling** for individuals, couples, and families
- **Childcare and parent coaching**, including childcare provider search, resources for expecting parents, and parent-child communication and discipline tips
- **Elder and dependent care** resources and referrals to providers
- **Financial** guidance and consultations
- **Legal** consultations and referrals to local attorneys with discounted rates
- **Daily living** resources for home buying, recreation, pet care, and travel
- **Wellness coaching** consultations and tools for maintaining healthy lifestyles
- **Professional coaching** to develop enhanced leadership skills

Confidential 24/7 EAP Access

- Call 1-877-252-8550
- Visit LifeWorkStrategies.com, choose **Member Login**, and enter the dedicated username and password:

Username: rpceap
Password: employee



Preventing & Repairing Salt Damage

By Joe Ketterer,
Director of Quality & Efficiency



The good news is that spring is just around the corner. The bad news is that turf and ornamental plant bed damage associated with snow and ice removal operations is becoming more

visible as the piles of snow melt away. The first six weeks of 2022 alone have been exceptionally icy, cold and snowy when compared to the past couple of years, which means we can expect to see much more salt damage as we enter spring.

First, let's take a step back and look at what preventative measures could have been taken to avoid this outcome, so that we can keep them in mind for next year:

- Placing the appropriate amount of **snow stakes** in strategic locations around the property to help mark where asphalt and concrete meets the turf or mulch beds. If a property is properly staked and the property manager and snow contractor meet ahead of time to create maps as to where snow should be placed, we

can keep the amount of damage to concrete, turf, and ornamental beds to a minimum.

- Applying a **Calcium Sulfate** (gypsum) preventative soil treatment (e.g. Verde-Cal or SoluCal). When applied as a pre-treatment before the first freeze of the year, this application can reduce the damaging effects of salt build-up in the soil that can burn plant roots and cause necrosis and possible death to green plant tissue.

That said, what can we do going forward as the weather improves and we begin the process of cleaning up and preparing for the growing season? Well, the first step is to take a look at the language in your snow contract to determine who is responsible for any site damage. For our clients who have a snow removal contract with Ruppert, we offer solutions for adversely affected plant material. Damage to trees, shrubs and turf is unsightly and reinforces the need to have and understand the reasons why Ruppert has provisions in their snow contracts to help minimize this damage. For those who do not have a snow contract with us but need help repairing damage caused by another contractor, we offer enhancement services to remediate the damage.

Sometimes, plants can be pruned and may recover depending on the extent of the damage and the species of the plant involved. Others may be damaged to the extent that it would be best removed entirely and replaced. Our first task is to clean up and remove the damaged pieces of concrete, turf, trees, and shrubs and then make additional proposals for repairs and replacements. Then, before replanting new turf or ornamentals (including flowers), we would quote a curative application of Calcium Sulfate to help treat the soil and release the salt that is bound to the soil colloids. We then can typically rely on a certain amount of natural rainfall to help flush the salt away so that we don't make the common mistake of putting new plants into contaminated soil. At this point we have properly prepared the previously contaminated soil for either new sod or seed and replacement plant material. In particularly difficult locations where it doesn't make sense to replace the turf, we may suggest replacing it with river stone or another form of hardscape.

If your property has endured extensive snow/salt damage, contact your Ruppert Area Manager for professional recommendations on how to take care of existing damage and innovative ideas on how to minimize damage next year.



When turf is badly damaged by salt as pictured here, the soil often requires treatment with Calcium Sulfate to decontaminate it prior to replacing turf.



An effective enhancement solution is creating attractive bed space with a buffer of river rock to replace damaged turf areas.



Women In Construction Week

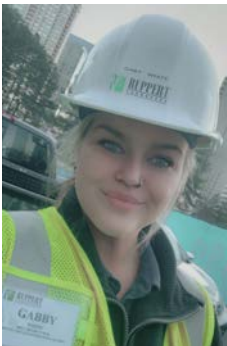


Women in Construction Week
March 6 - 12, 2022
www.nawic.org

Women in Construction Week (March 6th-12th) is aimed at highlighting women in the construction industry and raising awareness of the growing role and opportunities available for women in the industry. To help celebrate, we asked women working in our landscape construction division to share their experiences and their thoughts on the opportunities for women in the field of construction.

Gabby White (GAL)

Assistant Project Manager



"Being a woman in this industry is competitive but makes for an amazing opportunity. As women are a minority in almost every aspect of construction, we can bring ideas to the table that

otherwise may not be presented. Not only do I get to feel empowered every day, but I also get to come into work knowing what I am able to accomplish. I would highly recommend women joining construction—the job is unbelievably rewarding."

Toni Vespi (TXL)

Contract Administrator



"I began my career in construction over 20 years ago at a large GC firm in NYC. I've always thrived in a fast-paced environment filled with high energy and no shortage of challenges. I think women are natural

problem solvers and the construction industry is certainly an opportunity where that skill set enables you to flourish. In my position as a contract administrator, I'm part of a team constantly working towards building something new and that excites me. Every day I come as my authentic self, roll up my sleeves and get things done - there is no greater sense of accomplishment than that."

Natalia Brown (MDL)

Assistant Project Manager



When I was in school, I used to help people that were struggling with math, physics and chemistry and I started thinking that the construction industry might be a good fit for me. I never

stop learning and gaining new skills in my position because every day presents a new challenge and has new opportunities. There is so much potential for women in this trade and I encourage all women to break the mold that this is only a man's job.

Robin Heredia (TXL)

Assistant Production Manager



"I came to Ruppert Landscape after finding out that this position was open through another Ruppert employee. After going over the job

description, I came to realize that my prior experience with management, scheduling, and inventory would be a great fit for the job. My position is essential to our everyday operations in the office and out in the field, and it makes me proud when we make a plan and can execute it successfully."

Kristin Carlini (MDL)

Business Developer



"After a 24-year career in the hospitality industry when COVID shut us down, it was time to think of a new industry to tackle. One of Ruppert's long-time employees pointed me in the direction of business development. I liked the idea of using my previous sales experience to build

relationships in a different industry. Connecting with customers and winning business has always been my focus. I'm so glad I picked construction. There is always something exciting happening, from new builds to concept designs, and it's fun to watch the pieces come together. I think more women should consider a career in construction because of our natural ability to problem solve. I also think with more women in the construction industry, it would create strong role models for younger generations to look up to."

Michele West (NCL)

Senior Estimator



"[I grew up around construction,] my stepfather had a construction company in Huntington Beach, CA and my father-in-law had a commercial grading company here in Raleigh. It is great to see a project go from dirt to a building, facility, or even

someone's new house, knowing you helped see a vision become reality. I think more women should consider construction as there is plenty of room for career progression and we need to keep removing the label of gender specific roles. I love seeing more women running heavy equipment and leading construction projects/teams in the area that used to be dominated by men."



Appreciate and Celebrate

Our **Richmond East Maintenance** team has recently started awarding team members for excellent attendance, with a weekly drawing for \$100 and a monthly drawing for \$250 for those who have not missed an active workday in that time frame. Congratulations and thank you for hard work and punctuality!



Joel Bravo



Shao Durant



Greg Leake



Ricardo Olmos (RAM), pictured right

Safety is an important part of our values, and it's everyone's responsibility to ensure our fellow team members return home safely to their families. With that in mind, our landscape management division enacted the Go Green Campaign earlier this year to recognize and reward branches that have gone over 30 days without a preventable incident. We are proud to congratulate our **Raleigh, Charlotte,**

Toughkenamon, and White Marsh Maintenance branches on reaching this goal, and congrats to our raffle winners who took home a \$250 gift card to Red Wing Boots.



Edwin Caraballo (TOM), pictured left



Noe Chavez (WHM), pictured second from left



Joaquin Portillo (CHM), pictured left



Appreciate and Celebrate

Our **Richmond East Maintenance** team treated H2B workers and crew members to dinner for their hard work during mulch season.



In February, our **Texas Landscape** team celebrated 150 days without a preventable safety incident by raffling off prizes including gift cards and an Amazon Fire TV.



Our **North Carolina Landscape** branch held an employee appreciation breakfast for their team on February 28th.



On March 3rd, our **Raleigh Maintenance** managers took a team building excursion to a local escape room.



Ronnie Few (GAL) attended the ABC Georgia Young Professionals happy hour on behalf of Ruppert (pictured third from right).



Congratulations to our recent Enhancement Sales Contest winners: **Jason Groff (TOM)** for November and **Matthew Davidson (FOM)** for December. Enhancement sales are critical to our success because our customers routinely state that a significant way we can improve is by being more proactive in suggesting ways they can better maintain and improve their property. Each month, the winner and their branch receives an engraved silver coin to be displayed in the branch (and one to keep) as well as a small bonus and company-wide recognition.



Jason Groff (TOM), pictured right



Matthew Davidson (FOM), pictured right



Annual Awards Ceremony

Several employees were recently recognized for outstanding achievement in 2021 during our virtual awards ceremony.



Congratulations to **Ethan Brown (ALM)** who was honored with the **Clyde Vadner Merit Award** for demonstrating consistent hard work and dedication leading to exceptional contributions to the organization.



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



Congratulations to **Bill Law (CORP)** who was honored with the **Distinction Award** for his dedication and devotion to the principles and ideals of our company.

Congratulations to the 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.



Gregory Hardy (ALM)



John Smith (BAM)



Ray Capella (CAM)



Charles Robinson (CHM)



Tim Schofield (CORP)



Michael Moody (DCM)



Ubaldo "Ubi" Perez (DEM)



Josh Richardson (DHM)



Oscar Miranda (DLM)



Amanda Blough (FBM)



Larry Windsor (FOM)



Timothy Haines (FRM)

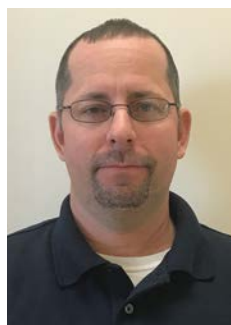
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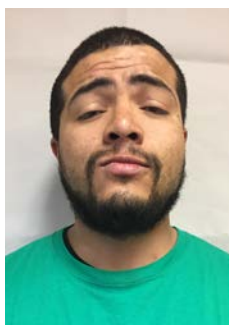
Annual Awards Ceremony



*Will Saxby
(GAL)*



*Brian Pretruska
(GVM)*



*Emilio Medina Almanza
(KIM)*



*Ricardo Hernández
(LAM)*



*Zachary Chromiak
(LIM)*



*Kenneth White
(MAM)*



*Steven Burchett
(MDL)*



*Dan Flake
(NCL)*



*Bobby High
(RAM)*



*David Weston
(REM)*



*Meghan Specksgoor
(RIM)*



*Jillian Holthausen
(RSM)*



*John Cericole
(TOM)*



*Josh Guarisco
(TXL)*



*Raquel Del Cid
(VAL)*



*Larry Rhodes III
(WHM)*

Branch Abbreviations

ALM	Alexandria Maintenance (VA)	FOM	Forestville Maintenance (MD)	RAM	Raleigh Maintenance (NC)
APM	Alpharetta Maintenance (GA)	FRM	Frederick Maintenance (MD)	REM	Richmond East Maintenance (VA)
BAM	Baltimore Maintenance (MD)	GAL	Georgia Landscape (GA)	RIM	Richmond Maintenance (VA)
CAM	Camp Hill Maintenance (PA)	GVM	Gainesville Maintenance (VA)	RSM	Richmond South Maintenance (VA)
CHM	Charlotte Maintenance (NC)	KIM	King of Prussia Maintenance (PA)	TNL	Tennessee Landscape (TN)
CORP	Corporate Office (MD)	LAM	Laytonsville Maintenance (MD)	TOM	Toughkenamon Maintenance (PA)
DCM	D.C. Maintenance (DC)	LIM	Lilburn Maintenance (GA)	TXL	Texas Landscape (TX)
DEM	Delmarva Maintenance (DE)	MAM	Mableton Maintenance (GA)	VAL	Virginia Landscape (VA)
DHM	Durham Maintenance (NC)	MDL	Maryland Landscape (MD)	WGM	Wilmington Maintenance (DE)
DLM	Dulles Maintenance (VA)	NBL	National Landscape (MD)	WHM	White Marsh Maintenance (MD)
FBM	Fredericksburg Maintenance (VA)	NCL	North Carolina Landscape (NC)		



Annual Awards Ceremony

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



Miguel Gonzalez
(ALM)



Wilber Flores
(BAM)



Rubén Flores López
(CAM)



Jonathon Sizer
(CHM)



Roger Blyther
(DCM)



Gerardo Reyna
(DEM)



Socorro Acevedo
(DHM)



Angel Romero-
Guevara (DLM)



José "Lorenzo"
Hernández Martínez
(FBM)



Yassin Ibrahim
(FOM)



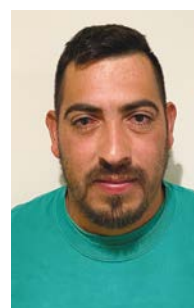
Nick Imes
(FRM)



Chad O'Brien
(GAL)



Transito Zuniga
(GVM)



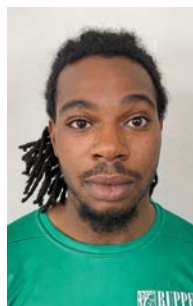
Luis Ortiz Latorre
(KIM)



Carlos 'Arturo'
Nolasco Martínez
(LAM)



Carmen Rodríguez
(LIM)



Thomas Boyd
(MAM)



José Buruca
(MDL)



Neftali Figueroa
Acosta (NCL)



Romero Massenburg
(RAM)



Juan Lemus Sanabria
(REM)



Sterling Young
(RIM)



Jacob Leyba
(RSM)



Rigoberto Bedolla
Nuñez (TOM)



Amy Austin
(TXL)



José Guizar
(VAL)



Natali Hernández
(WHM)





Employee Development



In early February, we held a New Field Manager Orientation (NFMO) session in Atlanta, Georgia. This class teaches effective management and operational skills to new managers by connecting traditional Ruppert management methods, culture, and values with a leadership style that focuses on job and individual safety, team performance, planned actions, and all-around improvement.



Congratulations to the graduates of our Elevate training program! This three-day bootcamp is conducted entirely in Spanish. It was designed to help our Spanish-speaking team members build leadership and communication skills and to help them take their career to the next level, regardless of their current position. We are extremely proud of this group and thankful that they have chosen Ruppert to build their careers.



February 23rd and 24th, employees from across the company gathered at our corporate campus for our KASH management training course. In this class, they learned what **K**nowledge, **A**ttitude, **S**kills, and **H**abits it takes to be successful at Ruppert and to be more effective leaders. We look forward to seeing them take their newfound knowledge and confidence back to their branches to help us all grow and succeed.



Movin' On Up



Adrian Amaya (DCM) promoted from Crew Member to Field Mgr.



Stephen DeWeese promoted from Assoc. Branch Mgr. (LIM) to Branch Mgr. (APM)



Robert Edwards (REM) promoted from Asst. Field Mgr. to Field Mgr.



Jordan Elliott (BAM) promoted from Asst. Branch Admin. to Branch Admin.



Ethan Faber (LIM) promoted from Field Mgr. to Area Mgr.



Greg Franklin (CORP) promoted from Dir. of Fleet & Facil. to VP of Fleet, Facil. & Safety



Joseph Gonzales (RAM) promoted from Field Mgr. to Area Mgr.



Chris Gramley (LIM) promoted from Irrigation Tech. to Irrigation Mgr.



Sousan Hakimi (GAL) promoted from Asst. Project Mgr. to Project Mgr.



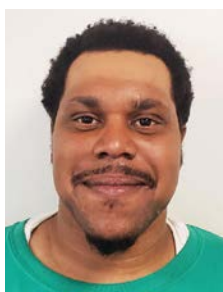
Ricardo Hernandez (LAM) promoted from Asst. Field Mgr. to Area Mgr.



Brent Kelly (MAM) promoted from Assoc. Branch Mgr. to Branch Mgr.



Josh Lecates (DEM) promoted from Asst. Field Mgr. to Field Mgr.



John Lock (REM) promoted from Crew Member to Asst. Field Mgr.



Diego Melendez-Sosa (DCM) promoted from Field Mgr. to Area Mgr.



Eurl Moise (MAM) promoted from Crew Member to Asst. Field Mgr.



Jeff Molina (RAM) promoted from Asst. Field Mgr. to Field Mgr.



Leonidas Portillo (BAM) promoted from Asst. Field Mgr. to Field Mgr.



Brandon Reavis (LIM) promoted from Field Mgr. to Area Mgr.



Juan Sanabria (REM) promoted from Asst. Field Mgr. to Field Mgr.



Alex Showell (DEM) promoted from Crew Member to Asst. Field Mgr.



Jacqueline Stanfill (TNL) promoted from Crew Member to Asst. Field Mgr.



Sherry Stull (BAM) promoted from Branch Admin. to Business Developer



Rodney Waller promoted from Mechanic (RIM) to Shop Mgr. (REM)



Keith West (REM) promoted from Crew Member to Asst. Field Mgr.



Movin' On Up



Kevin Wetzonis (DHM) promoted from Assoc. Branch Mgr. to Branch Mgr.



Nick Wharton (REM) promoted from Field Mgr. to Area Mgr.



Andre Wicker (MAM) promoted from Crew Member to Asst. Field Mgr.



Don Wisby promoted from Shop Mgr. (LIM) to Regional Fleet Mgr.



KJ Wray (RAM) promoted from Field Mgr. to Area Mgr.

Congratulations to all!



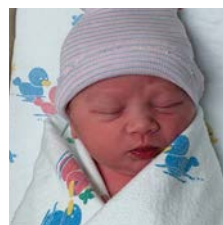
Major Milestones

A hearty congratulations and best wishes to:

RECENTLY ENGAGED



Tim Haines (FRM) and his fiancée, Megan, got engaged on December 23rd.



Chris von Voigt (TNL) and his wife, Samantha, welcomed a girl, Olivia Grace, on January 17th.

NEW HOMEOWNERS

Bryson Berish (BAM) and his wife, Taylor, bought a home in Towson, MD.



Jordan Marshall (LAM) and her fiancé, Tyler, bought a home in Frederick, MD.



Payton Zudal (FRM) bought a home in New Market, MD.

PROUD PARENTS

Jack Jones (TXL) and his wife, Allie, welcomed a girl, Reese Marie, on February 11th.



Martin Sanchez (TOM) and his girlfriend, Matilde, welcomed a boy, Maximiliano, on November 23rd.



Brett Lineberry (RAM) bought a home in Wake Forest, NC.

OVERACHIEVERS



Millie Chevez (CORP-HR) received her permanent residency status in February.



New Faces

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



**Bobby Botting
(MAM)**
Field Manager



**Shannon Clemmer
(DCM)**
Asst. Branch Admin.



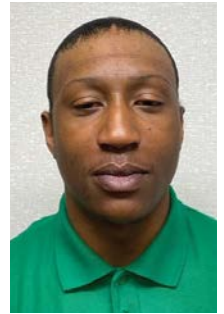
**Thomas Corwin
(TNL)**
Project Manager



**Katherina Escobar
(VAL)**
Asst. Project Manager



**Gabriella Faria
(NCL)**
Asst. Project Manager



**Javin Fleming
(BAM)**
Field Manager



**Austin Garlick
(VAL)**
Asst. Project Manager



**Elise Hagerty
(CORP-ACCT)**
AP Specialist



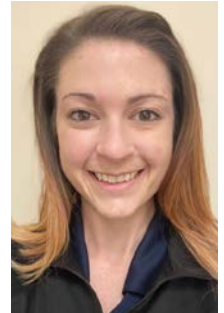
**Brooke Halsey
(FRM)**
Asst. Branch Admin.



**Tim Kline
(BAM)**
Area Manager



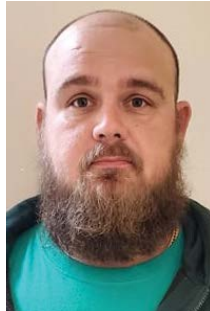
**Bryan Marquez
(DEM)**
Enhancement Manager



**Sarah Mason
(NCL)**
Asst. Project Manager



**Daniel Mclelland
(CORP-ACCT)**
AR Specialist



**Chuck Powell
(TNL)**
Field Manager



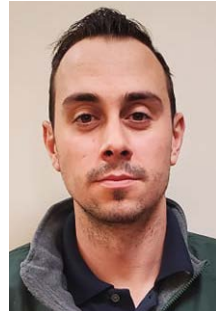
**Luis Quintero
(DCM)**
Mechanic



**Dan Ridings
(LAM)**
Business Developer



**Morgan Vance
(VAL)**
Project Manager



**Chris von Voigt
(TNL)**
Project Manager



**Brandon Ward
(VAL)**
Project Manager



**Jeremy Ward
(GAL)**
Estimator



**Lacie Ware
(FOM)**
Branch Admin. Assistant

*And welcome to our
new and returning
crew members!*