

Green Sheet

RUPPERT LANDSCAPE NEWSLETTER

2ND QUARTER 2021

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.

Continuing our Field Day Tradition

By Craig Ruppert, CEO



After a year that has changed so much about the way we work and live, it feels good to be returning to some normalcy. We've continued our commitment to giving throughout this past year when

it was more essential than ever, and we feel fortunate that we're able to give when times are tough just as in good times. Now, as most restrictions have been lifted and we are able to work together once again in larger groups, we were glad to

be able to continue our long-standing Field Day tradition.

For those reading this who are not familiar with Field Day, let me give you a brief history. It began in the mid-80's as a day of training, competition, and fun, and in the process, we fixed up the landscape at our Ashton, MD facility. Each year it became slightly larger, more complex, and more competitive with higher standards for judging. In the early 90's, once the event outgrew our facility, we had to find another site and it was a natural step to add the community service aspect so that we could put our energy and resources to good use. In the years that followed, this event has benefitted numerous schools, parks, and institutions.

As our team grows, we are always working to ensure that our deep-rooted culture and values are growing and evolving along with us. It's fair to say that Field Day in the early days helped to create our culture, and Field Day as it is today helps to maintain and continue to create it. In the past, this event traditionally involved a higher percentage of employee participation (sometimes upwards of 500 people). But as we've grown, we've had to scale and adapt the business in many respects—Field Day just being one example—to preserve the small company feel and the culture that we value. In more recent years, we've found great benefit in performing work at more compact sites with fewer people.

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Continuing Our Field Day Tradition *Continued from page 1*

These regional field days, as we've started calling them, allow employees to be more intimately involved in the planning process and experience the feeling of goodwill that comes with giving back to the communities where we work and live. We wanted to build on the momentum of the past few regional Field Days, so we decided to hold our next event in one of our key markets—the DC metro area—where we knew we had a large concentration of branches who would be able to participate.

Although the event has greatly evolved throughout the years, its purpose remains the same: to sharpen our skills, have fun, compete, and do something good for the community. I was glad to have personally participated this year, competing in the tree and shrub planting, mulching, and dodgeball competitions. I went home tired but satisfied with what we'd accomplished. I'm proud of all the work that went into it and I appreciate the dedication of everyone who made this possible. This was truly a team effort and we couldn't have done it without all of you.

Bringing it Back in 2021

This year's regional Field Day was held on June 4th at the **Children's National Research & Innovation Campus (RIC)** in Washington, D.C. This site was once part of the Walter Reed Army Medical Center, of which 12 acres have been designated to house the RIC. This project came to us through a long-term relationship with one of our customers, and we offered to step in and put the finishing touches on the landscape in preparation for their grand opening in September. We were honored and humbled to be able to use our time and resources to benefit Children's National and support the researchers who are doing so much to improve upon the treatment and care of childhood diseases.

Field Day by the numbers:

- **80+ Ruppert employees** from our MD, DC & VA branches
- **\$175,000 investment** of time and materials
- **1,100 labor hours** dedicated to completing the project
- **7 contests** including safety and clean truck inspections, tree and shrub planting, mulching, and dodgeball

Congratulations to our **D.C. maintenance** team who took home the Field Day trophy! Their excellent safety, mulch contest, and dodgeball scores helped them win the day and make their branch proud.





Five Keys to Successful Seasonal Color Bed Maintenance

By Rachel Kelly, Director of Quality and Efficiency



Summer is in full bloom! Literally: our seasonal color beds are popping with amazing color bringing much needed joy to our customers and the communities

we serve. Typically installed in May (depending on the weather/region), these bright annuals will offer visual appeal throughout the summer—if properly cared for—until they are replaced with fall annuals in September/October.

Here are five keys to a successful maintenance program to keep our flowers blooming all season long:

① Water! Water! Water! When asked what the most important thing is to know about planting trees, Ken Thompson (my counterpart in our landscape construction division) will respond, “planting height.” When asked what the second most important thing is to know about

planting trees, his response is “planting height.” And the third most important thing? You got it, planting height. Well, for seasonal color beds my response is similar: I say “water, water, water.”

Proper bed preparation, installation and mulching of the beds are all designed to encourage strong root growth which leads to big, beautiful flowers. But on top of that, it is critical to actively manage bed irrigation programs. Improper watering can ruin all our hard work. If our plants do not get enough water, roots shrivel up and the plants die of thirst. If they get too much water, the ground becomes saturated, and roots can't pull oxygen from the soil and the plants suffocate. This shows up in the form of yellowed leaves and root rot. To reduce the risk of fungal infections, use soaker irrigation and avoid overhead watering whenever possible.

② Feed your Flowers: Flowers need lots of energy to produce big, beautiful blooms. We help them along with a solid fertility program.

③ Weed Management: Weeds are a landscaper's worst nightmare, especially when it comes to seasonal



Raleigh-Durham's resident fertilizer expert, Will Charping, suggests using BullDog 20-20-20 once per month during the blooming season. It has good levels of NPK as well as a great array of micronutrients for complete fertility.

color beds. Applying preemergent weed control, such as Snapshot, during installation, will suppress weeds so you can spend more time on other tasks such as deadheading. Remember, big healthy plants are the best weed prevention!

④ Deadheading: Annuals live to flower quickly, produce seed and die. Our goal is to keep the plant flowering as long as possible by preventing it from setting seed. Deadheading is the process of pinching, snapping or cutting the flowers just as they begin to fade. Deadheading gives us the immediate benefit of a neater and more pleasing appearance. It also provides us with a longer bloom season by forcing the plant to continue to spend energy on producing flowers instead of producing seeds for reproduction. Be sure to remove the entire flower, not just the petals.



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5 Pest Control: An ounce of prevention is worth a pound of cure. Actively managing water, food, and growth creates an optimal growing environment for our flowers and a suboptimal environment for pests. However, even the best management programs can see outbreaks of fungus, insects, and mites. But be judicious in your approach to treating pests; many of the treatments indiscriminately target pests and our pollinator friends, such as the honeybee, can be hurt in the process of getting rid of the pest. Planting native perennials elsewhere on the property can help provide a safe alternative for pollinators.

Follow these simple steps to ensure bright, healthy blooms all summer long! If you have any questions about a particular plant species, feel free to reach out at rkelly@ruppertcompanies.com.



To deadhead or not to deadhead?

Flowers that will benefit from deadheading:

- Blanket flowers
- Bee balm
- Bleeding heart
- Campanula
- Coleus (will become bushier, fuller)
- Coneflower
- Cosmos
- Dahlias
- Daylilies
- Delphinium
- Echinacea
- Geranium (leave the flower cluster until the entire cluster is finished blooming, then cut the whole stem off)
- Goldenrod



- Heliotrope
- Hydrangea
- Lavender
- Lilacs
- Lilies (pinch off the blooms, then when all the flowers on the stem have faded, cut back the whole stem)
- Lupine
- Marguerite daisy
- Marigolds
- Painted daisies
- Petunias
- Phlox
- Pincushion flower
- Roses
- Rudbeckia
- Sage
- Salvia
- Shasta daisy
- Snapdragon
- Sweet pea
- Veronica
- Yarrow
- Zinnia



Plants that don't require deadheading:

Some flowers continue to bloom without deadheading, although you may choose to deadhead some of these to keep them tidy. Others produce beautiful, ornamental seedpods that you'll want to

encourage, and some will self-seed and you'll be happy about it (e.g. hollyhock, foxglove, and lobelia).

- Ageratum
- Angelonia
- Astilbe (if you like the pretty dried plumes, leave them, but if you prefer a tidier look and a bushier plant, cut them off)
- Baptisia
- Begonia
- Bougainvillea
- Browallia
- Calibrachoa
- Canna
- Cleome
- Euphorbia
- Heuchera
- Impatiens
- Lamium
- Lantana
- Liatris
- Lobelia
- Nemesis
- Ornamental grasses (will provide interesting seed heads)
- Oxalis
- Peony
- Sedum
- Sunflowers (let the birds have the seeds for winter food!)
- Verbena





HR Highlight

Helping Employees Navigate Life's Challenges through Employee Assistance Programs

By Courtney Pohlit, Director of People & Recruiting



At Ruppert Landscape, our number one value has always been the well-being of our people. Part of that value statement says, *"When life challenges emerge, every ounce of energy will be put into working through them and developing reasonable solutions."* It is with this mindset that we offer an Employee Assistance Program (EAP), providing practical assistance

with life's ups and downs.

The origins of EAPs date back to the 1930s, when awareness of occupational alcoholism first came to light. By 1940, Alcoholics Anonymous was formed and those who had been through recovery were sharing their success stories. It wasn't until the 1970s that laws were finally passed to enforce state and federal involvement in the treatment of alcoholism as a disease and EAPs were established with specialist centers for support of alcoholism.

Today, EAPs provide support to employees for a wide variety of things, including but not limited to substance abuse, stress and depression, major life events such as births and deaths, family/personal relationship issues, financial and legal concerns.

Through UnitedHealthcare, our health insurance provider, employees and their immediate household family members are eligible to participate in an ALL Employee Assistance Programs. This means that whether you have health insurance through Ruppert, through your spouse or parent, or no health insurance at all, EAP is available to you 24 hours a day, seven days a week just for being a

Ruppert Landscape employee. This service is of no cost to you for an initial intake and assessment of your needs with support as necessary, and also provides referrals to additional resources such as counselors or more in-depth programs when needed. All participation in the EAP is completely confidential and not shared with Ruppert management.



We also provide another referral service through Adventist Healthcare called Lifeworks Services for managers to engage more closely in helping employees with troublesome issues that are impacting their work performance. For example, if management is aware of an employee's substance abuse problem that is impacting their job, they will be enrolled in a mandatory EAP in order to continue employment with Ruppert. In these situations, the manager contacts Human Resources and an agreement is drafted. The employee signs the agreement, acknowledging that they are willingly entering into the EAP program in order to maintain their employment and address their issue(s) and also granting permission for EAP to notify Ruppert of their compliance with the program. All other information is kept strictly confidential between the employee and EAP counselor, within the limits of the law. This mandatory version of EAP includes up to six sessions with a counselor at no cost to the employee, and a referral outside of the EAP may be given at any point during this time if necessary.

As a company, we can only succeed if our people have the resources they need to succeed in their personal lives as well as professional. Ruppert Landscape is committed to every employee's well being, growth and development – through the highs, but especially through the lows. If you would like more information on how the EAP can help you or a team member, please reach out to your supervisor or Human Resources.

**To access EAP, visit
www.liveandworkwell.com
or call 877-660-3806
and use access code
FP3EAP.**





Safety Spotlight

A Personal Approach to Safety

By Adrian Karver, Region Safety Manager



As I sit here writing my first article as region safety manager, I am reminded of the words that I first heard back in 1996 when I joined Ruppert as an assistant field manager in Forestville: **“Safety is everyone’s responsibility.”** In the 25 years since then, I have strived to live that principle and to make sure that the branch teams I worked with knew and understood it as well. Safety is important to me because I believe it is our responsibility as human beings to take care of ourselves, our fellow employees, our customers, and the general public. Whether we work safely or not can have a direct and lasting effect (good or bad) on ourselves and everyone we come in contact with. That is why I have been the branch safety rep in each location I’ve worked in since 2000, and consider it a privilege to now be in a role where I can help our employees go home to their families safe and sound each day.

In my new role, I will be supporting the Pennsylvania, Delaware, Maryland, D.C., and Northern Virginia branches to create a safer work environment for our maintenance operations by reducing risk, preventing accidents, and promoting safety culture. This newly created position will allow both Dave Sanders and me the bandwidth to spend more time in the branches assisting with training and supporting Branch Safety Reps with things like AM safety



inspections and field safety inspections. This added time with the managers and crews doing the work will help us to get closer to the employees that experience the greatest risk in our day-to-day operations and will yield the greatest positive results if they are consistently operating safely. My initial focus will be to quickly get to know the teams that I will be working with and get their feedback on the current safety challenges and needs so I can provide useful support. Right off the bat, some specific things I plan to focus on are the consistent and correct use of Personal Protective Equipment (PPE), reducing our distracted driving risks, and helping each branch that I am working with build and maintain a strong safety culture.

I look forward to meeting and working with the many hard-working employees we have here at Ruppert and helping us continue to build and improve our safety culture.

Stay Safe!



Upcoming Events at Ruppert

Save the date!

We have a number of exciting events on the calendar for this summer:

Company Picnic at Six Flags America • July 17th



Ruppert Landscape employees and their families are invited to enjoy a day of food and fun at Six Flags America in Bowie, Maryland.

Faculty Forum & Intern Day • July 22nd – 23rd

The culmination of our immersive summer internship program, this two-day event includes a faculty forum, student presentations, evaluations, and a celebration of their accomplishments.

ABC Summer Networking Event • August 31st

We look forward to hosting the Associated Builders and Contractors (ABC) of Metro Washington’s annual Summer Networking Event again this year at our corporate headquarters in Laytonsville, Maryland.

NALP Field Trip to Ruppert Landscape Headquarters • September 1st – 2nd

We are excited to welcome visitors to our corporate campus for the National Association of Landscape Professionals (NALP) annual Field Trip hosted by Frank Mariani, CEO of one of the largest privately held landscaping companies in the country, and Marty Grunder, CEO of Grunder Landscaping Co. and The Grow Group. This event will feature an interactive facility tour and education sessions, giving attendees an in-person, behind-the-scenes look at how we do what we do.



Understanding Cultural Differences in our Latinx Employees

By Pam Berrios, Director of Multicultural Training and Development



As a large corporation, we understand that diversity, equity, and inclusion are the key components needed for better financial performance, better decision making, improved talent recruiting, longer retention and overall employee engagement. However, we cannot possibly achieve any of that unless we are making a conscious daily effort to get to know, genuinely accept and

respect everyone's individuality.

The most important thing to understand when we talk about cultural differences is that everyone, without exception, has biases. These are based on our own background, culture, and personal experiences and often originate at a very early age. This reality, however, does not mean that we are necessarily prejudiced or inclined to discriminate against other people. It simply means that your brain is working in a way that makes associations and generalizations based on what you've experienced in your lifetime.

Avoiding biases entirely can be difficult, but being aware of their existence and striving to minimize them can help. One way that we as individuals can work towards a more inclusive workplace is to learn about our cultural differences and work to understand them so we can try to bridge the gap. With the multicultural workforce we have here at Ruppert, it's important that we each take an interest in getting to know the members of our team. For managers, this is a critical step in managing cross-culturally. What makes each member of your team who they are? What is his/her background? Their country of origin? Their values? Their challenges? Their goals? How can we help them achieve their aspirations? These are the critical building blocks that will enable you to effectively communicate with and motivate your team.

Here are just a few cultural differences within our Latinx workforce that we should be aware of:

- **Workplace Hierarchy and Social Harmony:** Many Latinx come from very class-oriented societies and therefore have a very traditional view of workplace hierarchy, viewing themselves as separate from their



supervisors. They may prefer to speak to supervisors more formally and not be comfortable using first names.

- **Avoiding a Potential Conflict:** Some Latinx employees may be reluctant to give a negative response when asked a question and tend to avoid confrontation. It's not uncommon to respond with "Todo bien!" or "Si!" when asked a question in front of the team, even if there is an issue, to ensure that their supervisor doesn't lose faith in his/her capabilities. To ensure that all details have been communicated accurately, supervisors must learn to ask their Latinx employees specific, open-ended, probing questions and when possible, make one-on-one time to get to the heart of the issue.
- **Earning Trust:** In Latinx cultures, trust—or "confianza"—is not automatically given; it is earned. For example, Americans tend to refer to people they work with or know peripherally as "friend," whereas it takes longer to earn the title of "amigo." This is also a reason why Latinx family members end up working together so often; they prefer to work with people they trust. As a supervisor, it is important to develop trust with your Latinx employees by making an effort to be extra friendly, ask about their families and where they are from, and even if you don't know much Spanish, a smile and a handshake can go a long way.
- **Offensive Gestures, Behaviors, and Humor:** With the language barrier, some things just get lost in translation or are not humorous to others. For example, snapping your fingers at a Latinx employee could be highly

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Back in the Office, Out in the Field

By Jamison Moore, Director of IT



This past year, where many of our team members adapted to the changing work environment by incorporating working remotely, has given our teams a taste of the future. Even now that we are returning to some sense of normalcy, more and more of our Ruppert team members are spending most of their time in the field, checking on jobs, meeting customers, and working from wherever they can get the most done. For many, this doesn't mean the office. Thanks to advances like better batteries and 5G, we have managers who work entirely from their phones and tablets, leaving their laptops behind in the office to gather dust.

Leave the Laptop at Home

We're working closely with operations, especially in our landscape management division, to accelerate this transition to allow team members to choose their devices and go with what works best for them. This is a multifaceted project, requiring changes to how we select hardware, wireless connectivity, security, and most of all building and rebuilding our tools to be more mobile friendly. The ultimate goal is for our team members to be able to do their work—whether that's sketching out a design, writing up a proposal, making a presentation or



responding to emails—wherever they need to be. Everything now lives in the cloud, and our mix of proprietary and off the shelf tools provide an always improving team member, and customer, experience.

A Reminder About Tickets

As the season picks up, this is a reminder to let IT know about any problems, concerns, or ideas you have. File a ticket with support@ruppertcompanies.com so we can respond in a timely manner. Please don't hesitate to let us know about any issues, especially if it's slowing down your work. We're here to help, deploy new tools, and share knowledge.

CAREER OPPORTUNITIES

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

Training Tract *Continued from page 8*

offensive (a gesture that's usually reserved for animals), as would a joke at their expense or a family member. Be mindful of how what you say may come across to someone who doesn't understand the joke or gesture. Likewise, foul language or smoking/chewing tobacco while working may be viewed as disrespectful to your employer and coworkers.

While these generalizations are helpful in understanding behaviors and motivations, it is important to recognize that not all Latinos come from the same background or have the same lived experience and should be treated individually. But with a foundation of cultural understanding in place, we can begin to build trust and respect and

work together more effectively. And while we always encourage our Spanish-speaking team members to become more fluent in English—especially if they want to progress in their career—it's always a well-received gesture when managers and team members make the effort to communicate in Spanish as well. Learning a few industry-specific words and phrases in Spanish and genuinely trying to connect, even if it feels awkward or clumsy, will ultimately encourage a better dialogue among all involved. In short, when coming from two very different perspectives, sometimes meeting each other half-way makes all the difference.



Charitable Giving



➤ When our client at University Suites Centennial reached out asking for help for their sister site, Village Green Apartments, our **Raleigh maintenance** didn't hesitate to lend a hand. In late March, a fire at Village Green Apartments in Raleigh left dozens of people, many of them students at North Carolina State University, without a place to stay. Among the many community groups who stepped up to help, University Suites offered housing for many of the displaced residents and Ruppert's Raleigh team donated and delivered new mattresses to help accommodate them. We are proud to be part of the Raleigh community and are grateful to have such a strong relationship with our clients that they know they can come to us for support when they need it.



On Earth Day, our **Richmond North maintenance** branch donated wildflower seeds to the staff at Bon Secours St. Mary Hospital. Business Developer, Leo Gottgens, was present to talk to the hospital staff and to give out the seed mixes to promote pollination.



L to R: Brandon Gurganus, Kevin Searles

➤ Our **Richmond East maintenance** team was honored to help celebrate the life of teacher, Kacie Buchanan, by donating/ installing mulch and spring flowers to spruce up the courtyard at Falling Creek Elementary School in preparation for the commemorative park bench. A fellow FCES teacher recently reached out with these kind words: "Just wanted to say Thank you on behalf of our school! The courtyard looks incredible with your help of being able to donate the mulch and the flowers! We had an incredible ceremony yesterday in the courtyard to reflect on Mrs. Buchanan's life here as a teacher. We truly appreciate your willingness and level of generosity! I have attached a picture of Mrs. Buchanan's husband and her parents. The bench will be forever in our courtyard and your donations have made it look very appealing to go to! Thank you again!"



Appreciate and Celebrate

On May 26th, we celebrated **Mike Monde's 20th anniversary** with the company by surprising him with a trip to the racetrack and a dinner with his family and team members. His many years as branch manager in the Pennsylvania region and his more recent role as director of culture and training have made a lasting impact our company culture, and he has mentored and helped develop many team members who are now in leadership positions. We are grateful for his countless contributions and glad he chose Ruppert to put his many talents (and sharp tongue) to good use. Thank you and congratulations, Mike!



Left to right: Mike Felts, Brian Kinsella, Perry Gretto, Donavon Stout, Mike Monde, Garth Jorgensen.



Left to right: Von and Shannon, Mike and Lisa Monde, and Dana Monde

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 recently enacted the **Go Green Campaign** to recognize and reward branches and regions that have gone over 30 days without a preventable incident. Our first region to have all their branches 'Go Green' concurrently is the Maryland'sh region. As such, our Laytonsville, Forestville, Frederick, D.C. and Delmarva branches each earned a monetary contribution towards an appreciation event and a \$250 a gift card to Red Wing Boots to raffle off. Congratulations to our raffle winners and thank you to everyone in the branches, especially our Safety Reps, for keeping us safe!



Marcos Lopez (FRM)



Douglas Butler (DEM)



Jose Gutierrez (LAM)



Jimenez Otano Welinton (DCM)



Employee Development

In early spring, each of our landscape management branches holds a “mower rodeo,” a training event during which they demonstrate the proper maintenance, safety protocols, and application of various landscaping equipment. This typically involves some friendly competition (e.g. obstacle courses, tug-of-war, etc.) and culminates in an employee appreciation BBQ with the team. We look forward to this tradition every year and were glad to be able to gather and celebrate safely with our teams!





Employee Development



Congratulations to the recent graduates of our Elevate training program! This three-day bootcamp (March 22-24 & May 4-6), conducted entirely in Spanish, is 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!

April 6-7, we held our New Field Manager Orientation (NFMO) in Atlanta, with team members from our Georgia, Texas, and North Carolina branches in attendance. The goal of this course is to teach 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.





Movin' on Up



Clint Carnell (GAL)
promoted from
asst. project mgr. to
project mgr.



Joronta Dixon (DEM)
promoted from
crew member to
asst. field mgr.



Robert Edwards (REM)
promoted from
crew member to
asst. field mgr.



Earl Fetter (NCL)
promoted from
crew member to
asst. field mgr.



Walter Flores (BAM)
promoted from
field mgr. to
area mgr.



Benny King (DEM)
promoted from field
mgr. to area mgr.



Joshua Lecates (DEM)
promoted from
crew member to
asst. field mgr.



Chris Rock-Andre (TNL)
promoted from
project mgr. to bus.
developer.



Dan Ruhlman (WHM)
promoted from
field mgr. to
area mgr.



Austin Via
promoted from enh.
field mgr. (RSM) to
enh. mgr. (REM)



Garrett Yarmas (DCM)
promoted from
asst. field mgr.
to field mgr.

Not Pictured:

Juan Saldana (TXL)
promoted from
asst. field mgr. to
field mgr.

Branch Abbreviations

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



Major Milestones

A hearty congratulations and best wishes to:

RECENTLY MARRIED

Karen Martinez (LIM) and her husband, Romano Cattaneo, got married on April 21st.



PROUD PARENTS

Will Brown (DEM) and his girlfriend, De'borah, welcomed a girl, Alana Brown, on April 28th.



Stephen Dahowski (RIM) and his wife, Angel, welcomed a son, Lane Cole, on May 29th.

Ashley Heller (CORP-ACCT)

and her husband, Christopher, welcomed a girl, Victoria Anne, on January 17th.



Jamal Tucker (RIM)

and his girlfriend, Charity, welcomed a boy, Luka-Amaru, on April 13th.

HOMEOWNERS



Haley Hunter (TXL) bought a house this past spring.



Madison Norton (TXL) bought a house this past spring.



Movin' Sideways



Matthew Garrett-Sweeney transferred from **BAM** to **WHM** as area mgr.



Meg Specksgoor transferred from **REM** to **RIM** as enh. mgr.



Sean Walters (NCL) transferred from Ops. Mgr. to Production Mgr.



New Faces

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



Jason Babb
(GAL)
Intern



Julius Campbell
(GAL)
Intern



Craig Claxton
(TXL)
Sr. Estimator



Katie Dean
(CHM)
Branch Admin.



Albert Fekete
(TNL)
Estimator



Jason Flud
(TNL)
Project Mgr.



John Frantz
(RIM)
Irrigation Prod. Mgr.



Corey Kiser
(RIM)
Asst. Field Mgr.



Lauro Lopez
(ALM)
Enhancement Mgr.



Erin Mann
(FRM)
Area Mgr.



Sarvelio Monzon
(DCM)
Field Mgr.



Chuck Robinson
(CHM)
Shop Mgr.



Nancy Rodriguez
(CORP)
Executive Asst.



Ralph Ruggiero
(FBM)
Area Manager



Mulki Samantar
(CORP-IT)
Technical Proj. Mgr.



Charlie Sampson
(TXL)
Business Dev.



Stephanie Shapiro
(CORP)
Maint. Div. Admin. Asst.



Carie Smith
(GAL)
Asst. Project Mgr.



Joe Tamburello
(CHM)
Enhancement Mgr.



Ryan Tinsley
(RIM)
Field Mgr.

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

Not Pictured:

Carlos Cabrera (LIM)
Asst. Field Manager

Christopher Lighter (LIM)
Field Manager

Jamal Tucker (RIM)
Asst. Field Manager

Cristina Cruz (LIM)
Asst. Field Manager

Cortez Pringle (LIM)
Asst. Field Manager

Shawn Winn (LIM)
Asst. Field Manager

Darin Kilfoyl (GAL)
Intern