

Green Sheet

RUPPERT LANDSCAPE NEWSLETTER

2ND 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.

Stronger Together: The Family Advantage

By Craig Ruppert

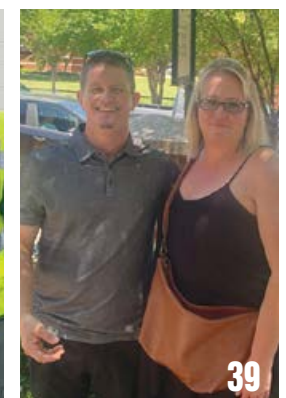


family members to work in the company.

There's been a lot written on the pros and cons of working for a family-owned business. But what is less talked about is the competitive advantage that comes with having employees refer their

It's something we've done for many years in the Ruppert culture, and it's led to multiple generations and layers of family relationships all working together. At last count, about 12% of our workforce was related with relationships that range from fathers and sons and husbands and wives to brothers in law and cousins. Can it be challenging? Yes! But in my opinion, when practiced fairly with some parameters, hiring family members can be an asset.

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Stronger Together: The Family Advantage *Continued from page 1*



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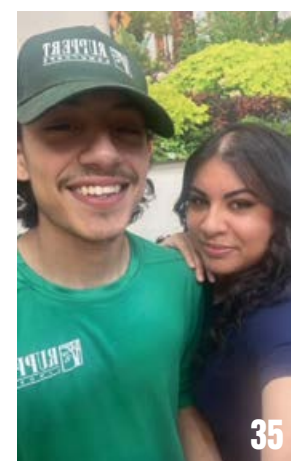
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Attracting Like-Minded People

Finding and keeping hard-working employees that fit with your company culture can be a challenge. There is often a lot of effort and a big investment that goes with finding the right person for the right position. When you have an employee who is willing to use their sphere of influence to invite family members to join your team it can have big advantages. Family members often share the same work ethic, and the existing employee can help streamline the indoctrination process that occurs with any new job, ensuring that they'll be a better fit for your culture for the long-term.

Long-Term Commitment

We have a concept in our organization that when we hire, we like to hire for life. When there are multiple family members working for a company, we are upping the ante with ensuring that two or three family members are content and in it for the long-haul. The responsibility that company management feels increases exponentially as the care of a family, and not just an individual, has been entrusted to the organization. Conversely, that same level of commitment from the employee(s) to the organization's long-term success also

raises, ensuring high performance. When both employer and employee are looking at the 10-20 year horizon, it ties the two together in a common bond that helps with both parties' long-term success. For a customer, it means an organization that has employee continuity and will go the extra mile to ensure satisfaction and the continuation of a long-term relationship.

Teamwork

When working with people who you know and enjoy, there is often better communication and an intrinsic desire for cooperation that exists. Camaraderie—whether developed over time by working together or existing through familiar relationships—certainly adds spirit, enthusiasm and fun in a workplace, and in the long run, can increase productivity. It's a big compliment when someone thinks enough of your business to refer someone to you as a potential customer. Referring a family member to work with your company is equally as flattering. When an employee thinks enough of their employer to refer their mother or son or cousin to apply, it's an implicit endorsement of the company, the opportunity that exists, and its long-term prognosis. By continuing to cultivate

family relationships on our team, we think it provides us with a tangible advantage with like-minded individuals, working together toward a common, long-term goal. So, keep referring your family members!

Best Practices

When referring a family member, there are some best practices that can help minimize potential issues.

- Avoid having family members directly manage one another. This can minimize the appearance of favoritism within the organization or disagreements within families.
- Maintain a level of professionalism. Keep family discussions and disagreements at home and not in the workplace.
- Hold everyone to the same standards. Candidates for a job should be qualified with the education or special skills that are required to do the position and they should be held to the same salary range and performance expectations.

By being aware of best practices, we increase our chances of success and continue to capitalize on our family advantage.

See photo captions on page 13



Heat Stress, Dangerous Plants & Pests

By Adrian Karver, Regional Safety Manager



Summer is here and with it comes sunshine, green grass, and blue skies. Summer also brings rising temperatures that can cause heat-related stress and an increase likelihood of contact with dangerous plants, insects, and reptiles. With our team members' safety top of mind, here are just a few brief tips to stay safe this summer:

Heat Stress

While the three forms of heat stress often go hand in hand, there are a few differences to note:

- **Heat cramps:** The mildest form of heat stress in which the subject experiences muscle cramps, pain, or spasms in the abdomen, arms, or legs.
- **Heat exhaustion:** A condition where the body becomes overheated, during which you may experience a rapid pulse, heavy sweating, dizziness, confusion and nausea.
- **Heatstroke:** This is the most severe form of heat stress which causes the body's ability to regulate its own temperature to fail completely. Symptoms include red, dry skin with no sweat, seizures, or high body temperature.



Be aware that some people are more susceptible to heat-related illness than others. If you have high blood pressure or high cholesterol, are obese or take anti-inflammatory medication for joint pain, then your risk is greater.

Prevention is key to decrease the chances of experiencing severe heat stress. Here are a few common sense tips that can help you keep your body temperature in check while working outdoors this summer:

- **Stay hydrated.** When working outside, make sure to drink plenty of water – about one cup every 15 minutes. If you aren't urinating every two to three hours, you aren't adequately hydrated.
- **Avoid alcoholic and caffeinated beverages.** Eliminate or greatly reduce alcohol consumption in the evening and caffeine in the morning. Both cause increased urination, which leads to dehydration.
- **Eat salty snacks.** Pretzels, potato chips and salted peanuts are great ways to prevent your body's sodium from being diluted.
- **Wear lightweight, loose-fitting clothing, and appropriate headwear.** Baseball caps or sun hats that cover your face and neck are always a great option for protective headwear.
- **Watch out for each other.** Pair up with a "buddy" to remind them to hydrate and watch out for signs of heat-related illness, which can often go undetected.

If you or a coworker recognize signs of heat stress, immediate treatment measures include moving the affected person to a cool place, providing them with water or an ice pack, and in the case of heatstroke, seeking immediate emergency medical attention. Heat stress and its symptoms can lead to serious health risks, so it's always good to familiarize yourself with the warning signs and do your part to stay safe and hydrated this summer.

Dangerous Plants

Poison ivy, poison oak and poison sumac are all present in the markets in which we work, with poison ivy being the most prevalent. Regardless of the type, we should all do the following to reduce our risk of exposure and injury from these plants:



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Heat Stress, Dangerous Plants and Pests *Continued from page 4*

■ **Identification:** Learn to identify and avoid these plants. The oil that is released by these plants when damaged or touched is called urushiol—and just 50 micrograms (or less than one grain of salt) will cause a rash in about 80-90% of adults.

■ **Chemically control or remove:** If you see these plants on the job, treat them chemically with herbicide. If you must clear them, do not cut or burn them (this helps spread the urushiol). Before pulling the plant, apply Ivy Block to your skin (if available), wear gloves with long sleeves tucked in, and wash immediately after.

■ **If exposure occurs:** Immediately rinse skin with rubbing alcohol, specialized poison plant washes, degreasing soap such as dishwashing soap or detergent, and lots of water. Good products for treatment if you do come in contact and develop a rash include Zanol, calamine lotion, or hydrocortisone cream. Wash any clothing that may have come into contact with the plant as soon as possible to avoid spreading the urushiol to other surfaces or skin. Urushiol can remain active on the surface of objects for up to five years under the right conditions.

Pests

We share our outdoor working space with many animals, insects, and spiders. Most of them are no threat to humans, but there are some pests which we need to take precautions to avoid contact with:



■ **Bees, wasps, and hornets:**

- If you know you have an allergy to stinging insects, take the necessary precautions (i.e. carry an EpiPen® daily).
- Be aware that nests and hives are often found in trees, under roof eaves, and on equipment such as ladders. Stinging insects typically congregate near flowering plants, trash cans, and outdoor eating areas.
- Keep work areas free of food and open containers. Put away soda cans and leftover food to avoid attracting stinging insects.
- If a stinging insect is near you, stay calm and do not swat at it. Move away slowly.

■ **Ticks and mosquitos:**

- Use insect repellent containing 20-30% DEET on exposed skin and clothing. If the product contains permethrin (which kills ticks), spray on clothing but not on skin.
- Avoid wearing perfumes, colognes or scented hygiene products.
- Inspect your clothes and skin daily including armpits, groin, and scalp areas for ticks.



■ **Snakes and spiders**

- Know which venomous snakes and spiders live in your area and how to identify them.
- Wear gloves when handling brush and debris and watch where you place your hands and feet.
- If you see a snake, do not try to capture or kill it. Step back and allow it to proceed.
- If you or a coworker is bitten, take note of the color, pattern and shape of the snake or spider. If possible, take a picture of it. Being able to identify the species is key to treatment.

Proper attire and prompt attention are key. For all the above threats, the first step in prevention is proper attire. Wear a hat, a long-sleeved shirt tucked into pants, and long pants with pant legs tucked into boots. Shake out your clothes, shoes, and gloves before putting them on to be sure they are free of ticks and spiders. Shower as soon as possible after working outdoors and wash and dry work clothes at high temperatures. Inspect your body daily for ticks, mosquito bites, and poison ivy/oak/sumac. If you do come into contact and are affected by any of these pests or plants or if you start to notice symptoms of more serious conditions, alert your supervisor or seek professional medical attention immediately.

Being outside is a wonderful benefit to working in this industry. With the right knowledge, preparation, and precautions, we can do it safely and avoid the dangers of heat stress, dangerous plants, and pests.

Stay safe out there!



KASH Recollections

By Tim Kline, Area Manager, Baltimore

Editor's note: The following was written by a recent graduate of our KASH management training course. In this article, Tim reflects on what he learned during his training and which concepts and lessons he has now begun to apply to his everyday operations and has shared with his team at the Baltimore, MD maintenance branch. We hope that you learn something as well and consider taking KASH in the future if you haven't already!



KASH stands for Knowledge, Attitude, Skills, and Habits. The training is formulated to maximize leadership and management potential and equip attendees with the expertise they need to succeed at their job.

One of my primary roles as a manager is to build excellence in people, and that means being present and accountable for those you manage. I've learned that I need to eliminate the excuse "I'm busy." Being busy implies that you are preoccupied and can be a crutch that keeps leaders from evaluating and improving their time management. Prioritize what is important, make time for people who matter, and understand that only you control your time. The next time someone asks you how you are or if you can assist with something, come up with a better reason than "busy."

Here are a few other takeaways I learned at KASH:

- **Commit to the company's culture and share it with your team.** Culture is a system of shared assumptions,

values, and beliefs which govern how people behave in an organization. Great leaders learn the culture, "Hold the Line," model the culture and train the culture. It's ultimately what will hold the team together and pull them through in the difficult times. Often people will quit on themselves before they quit on the team.

- **Close the loop.** During my time in the military, we had a similar procedure that we called an "After Action Review." This was a time to reflect, discuss, and change actions based on valued team input. It can be broken down in the simplest of functions, even after completing a simple job. Take five minutes and review your plan of action, how it went, what can you improve, and implement change where needed.

- **Implement the "KASH box."** Maintaining focus and using this simple tool is a great way to evaluate a team member and quickly find areas of strength and weakness. It allows you to quickly assess these four areas when talking with a fellow team member about their performance. For me, attitude is the one thing that can really make a difference between a good team member and a great team member.

- **Understand what motivates you and your team.** Everyone has different motivators and by understanding what inspires and drives a person to perform, we can help them achieve excellence based on their motivators. Communicating with and getting to know your team members as individuals is a critical piece of this process. Our job as leaders is to create an environment where every one of our

team members can reach their goals and is passionate about what they do.

- **Don't be afraid to have the tough conversations.** Sometimes being a leader and maintaining a positive attitude means having difficult conversations with fellow team members—coworkers, those you manage, and even those who manage you. I encourage you to embrace opportunities when they arise; it demonstrates that you're invested and that you care about the long-term success of the relationship and the team. Always approach a difficult conversation with the idea that it provides an opportunity for actions and behaviors to be adjusted and improved upon to help strengthen the team.

- **Use the four-step training process.** Breaking down the training into the four steps helps to train your team to accomplish the task and enables them to learn in a manner that can then be taught to others. In short, the four steps focus on preparing, presenting the information, having the person/team demonstrate what you've shown them, and then checking their work. Using this method and keeping it simple allows people at all levels to acquire, develop and improve their skills.

- **Set SMART goals and work smart.** Failing to plan is planning to fail. Having goals that are specific, measurable, actionable, relevant, and timebound is the key to success. Talk with your team about professional and personal goals and teach them to do the same with their teams. Time management is crucial in planning and implementing goals. When we're busy, sometimes we jump in and just start doing. By taking the time up front to plan, you can dramatically increase your efficiency and cut down on the time you spend fixing things further down the line.

My biggest take away from KASH was just how much our leadership cares. It's clear to me that everyone who presented believes what they're saying and truly exemplify the Ruppert values. If you'd like to attend, get with your manager and express your interest!



Timing is Everything

Contract Your Fall & Winter Services in Summer

By Josh Nichols, Region Snow Manager



When it comes to contracting your fall and winter services, historically, proper timing has rarely gotten the attention it deserves. As a result, it ends up happening much later in the year than it should. Given the current environment of supply chain and transportation challenges, it's more critical now than ever to be in front of traditional schedules. While most of the products we use are grown or manufactured locally, some of the

containers, packaging, and other supporting materials are not. Whether you're considering turf renovations, fall flower display installations, or snow removal services, now is the best time to begin those discussions.

In this article, we will use snow and ice removal services as an example. Waiting until September or later to start thinking about it could lead to higher costs or the potential for your ideal contractor to reach capacity, leaving you with a second-choice contractor that may be over-committed and therefore provide sub-par service.

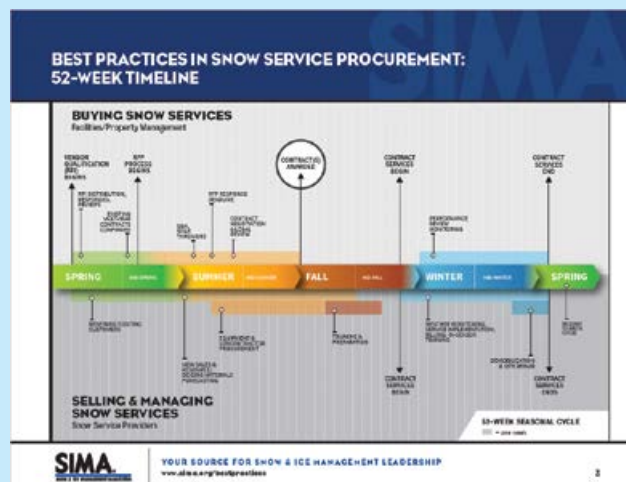
The following are just a few reasons to start thinking about your snow contract now:

- **Planning** – In general, an average sized job can take hours of planning and multiple site visits over the course of a couple of months to be properly set up for the season. This planning process incorporates:
 - Route creation
 - Pre-season site Inspections and walkthroughs
 - Snow staking
 - Staging of equipment and Materials
- **Procurement of Materials & Equipment** – Supply chain challenges on parts and packaging have increased the lead times needed by material and equipment vendors to deliver on purchases, putting additional stress on their capacity. Ensuring we have secured the right amount of equipment and materials is critical to our ability to provide the best service. Purchasing these items early, or committing to certain quantities, allows us to negotiate the best possible pricing, which translates into the best pricing for our customers.
- **Capacity** – Every company has a limit to the amount of properties that they can provide service to with their current staff and equipment inventory. When ample time is provided, capacity can be increased to handle more sites through increased staffing, securing additional equipment, and engaging service partners.

- **Fuel prices** – In addition to the supply changing challenges, fuel prices have reached an all-time high, which will have a huge impact on costs given the amount of trucks and equipment used to perform all snow removal services. Locking these in early will only help secure the best value as prices will continue to keep pace with costs.

The time is now! If you are not already in the contract negotiation process for turf renovation, seasonal color display or winter services, please contact your area manager about customizing service proposals ideal for your property that meet your needs.

Don't Believe Us? Trust the Experts



The Snow & Ice Management Association (SIMA) has developed a 52-week timeline that shares best practices in the procurement of snow services. This document was created by a group of facility managers, snow contractors, and SIMA staff who collaborated on the entire process from start to finish. The timeline captures both the buyers and sellers' point of view, with the intent to provide awareness to all aspects of the process and what can go wrong without timely planning. Note that the ideal time to begin contract negotiation is in summer, with contracts being awarded by the end of summer. For more information, visit www.sima.org/bestpractices.

Financial Audit Recap

By Darren Woods, Controller



During the second quarter of 2022, Ruppert Landscape wrapped up its financial statement audit for the 2021 calendar year. This is an important annual accomplishment for the company, and accounting in particular, and concludes

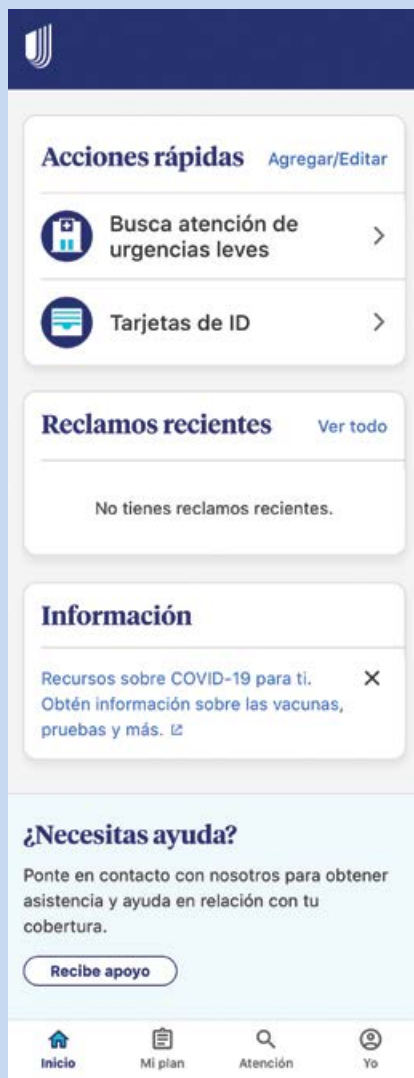
an effort several months in the making.

In an audit, a company hires an independent auditing firm to examine the information reported in the company's financial statements and to express an unbiased opinion as to whether those financials are free of material misstatement. The CPA's who perform this service form their opinion by reviewing internal controls, examining the source documents for hundreds of transactions, verifying account balances directly with third parties, and various other procedures. There is no requirement for Ruppert Landscape to have a financial statement audit, but we feel that the users of our financial statements deserve the assurance and confidence that comes with an auditor's report. The stakeholders who rely on the accuracy of our financial reporting include our shareholders, board of directors, lenders, customers, and vendors.

Planning for our annual audit started back in September, with testing procedures kicking off in late October. During the audit, the company provided approximately 3,900 documents to the auditors, including payroll records, customer contracts and invoices, vendor contracts and invoices, bank records, and much more. When the work was completed and the auditors provided their final report, they affirmed that our financials fairly represent the financial position of the company and its performance during the year. This "clean" report is what we expected and is the best possible outcome for a financial statement audit.

The audit is coordinated by our accounting team, but could not be accomplished without the help and involvement of personnel from both divisions. We appreciate the effort of every person who contributed to our successful audit, and will be starting this annual process again soon.

UHC App Now in Spanish!



The UnitedHealthcare (UHC) mobile app is now available in Spanish and offers users the ability to seek urgent care services and locations, access their health insurance ID card, see their recent claims, view their plan coverage, and much more.

To register, go to www.myuhc.com and click on "Register" under "New Member" and follow the prompts to create a HealthSafe ID. You will need to have your UHC Member ID and Group/Policy Number (which can be found on your insurance ID card) or, if you do not have those available, you can use your social security number.

If you have any questions, contact your branch admin or the Ruppert payroll team at payroll@ruppertcompanies.com.



CAREER OPPORTUNITIES

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



New Contracts

In our various markets along the East Coast and in Texas and Tennessee, our landscape construction division has been tapped to deliver several new projects, including:

Elan University City

Location: Charlotte, NC

Project Description: A new multi-family residential development in downtown Charlotte adjacent to UNC Charlotte.

Owner/Developer: Greystar GP II, LLC

Landscape Architect: LandDesign

Ruppert's scope of work: Concrete, soils, irrigation, drainage, pavers, site amenities, and landscaping.

Completion date: Q3 2023



Photo credit: Greystar

3901 N Fairfax

Location: Alexandria, VA

Project Description: New commercial office space with amenity terraces and a park-like plaza.

Client: Skanska

Owner: Skanska Development

Landscape Architect: Smithgroup

Ruppert's scope of work: Landscape, irrigation, soil, pavers, site furnishings

Completion date: Q4 2023



Photo credit: 3901Fairfax.com

Paseo South Gulch

Location: Nashville, TN

Project Description: A revitalized urban center with two new mixed-use residential towers in the vibrant South Gulch district.

Client: Clark Construction

Owner: SomeraRoad

Landscape Architect: Hawkins Partners, Inc.

Ruppert's scope of work: Hardscape (pavers & flatwork), planting, irrigation, site furnishings, masonry, ornamental metals, turf, green roof

Completion date: Q4 2024

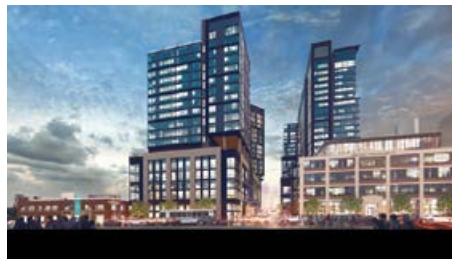


Photo credit: SomeraRoad

8800 Technology Forest - DPR

Location: The Woodlands, TX

Project Description: A new utility plant/parking garage designed to serve a Class A commercial office park located just north of Houston.

Client/Owner: 8800 Tech Forest PI LLC

Landscape Architect: SWA

Ruppert's scope of work: drainage, pavers, hardscape, planting, hydromulch seeding

Completion date: 2023

9808 Medical Center Drive

Location: Rockville, MD

Project Description: Located in the Shady Grove Life Sciences Center (SGLSC), the new Building E—Alexandria's latest addition to its flagship Maryland campus — is Rockville's newest premier ground-up development laboratory opportunity.

Client: Whiting Turner Contracting Company

Owner: Alexandria Real Estate Equities, Inc.

Landscape Architect: MKSK

Ruppert's scope of work: Landscaping (including plants, trees, lawns, mulching, mulch pathway), furnishing, earthwork, pavers, drainage, irrigation, masonry, site amenities.

Completion date: Fall 2023



Photo credit: Alexandria Real Estate Equities, Inc.

Momentum (1018 W Peachtree)

Location: Atlanta, GA

Project Description: A multi-family project located in midtown

Client: Balfour Beatty

Owner: Toll Brothers

Landscape Architect: Kimley Horn

Ruppert's scope of work: Trees, shrubs, ground covers, irrigation, pavers, permeable pavers, concrete flatwork, granite curb, and site amenities

Completion date: 2023



Photo courtesy of WDG Architecture, PLLC



Appreciate and Celebrate

On May 13th, our **Laytonsville maintenance** team celebrated the end of mulching season with a visit from a taco truck for their field employees to enjoy.



Our **Texas landscape construction** branch held an employee appreciation event on May 20th with outdoor games and food, and recognized their crew member of the year, Amy Austin.



On May 6th, our **Raleigh maintenance** team conducted their annual flower training followed by handing out breakfast burritos to celebrate achieving 50 days without a safety incident.



Our **Alexandria maintenance** team recently coordinated their efforts to install over 2,000 seasonal flowers and 100 yards of mulch on one of their largest and most prestigious client properties, Boeing. For the fifth year in a row, they used this opportunity to create a multi-purpose event by incorporating flower install training and an employee appreciation luncheon on site. Thank you and keep up the beautiful work!





Community Service



On May 13th, 25 employees from our **corporate**, **Laytonsville maintenance**, and **DC maintenance** branches came together for a day of service to help restore the grounds of the Long Branch Community Recreation and Senior Center in Silver Spring, MD just in time for their reopening. To bring this project to fruition, the site was cleaned and prepped, turf mowed, dead and aging plant material removed, existing trees and shrubs pruned, community garden areas reframed and prepped, and over 125 perennials and shrubs installed along with bed edging and mulch. A special thanks to our long-term partner Timberline Tree Service for their help limbing up a few trees. We are looking forward to the center's reopening and can't wait for the community to once again benefit from the multitude of wonderful programs and services that they have to offer!



After a fire and explosion at an apartment complex earlier this spring, our **DC maintenance** branch asked for donations from within our organization that they could deliver to those residents who were displaced. Thanks to Kevin Rajk and his team for organizing and delivering what was collected.

Our **Frederick maintenance** team recently worked with students from Whittier Elementary School to complete their "give back" project. Each fifth grade class elects a way to give back to the school and future students before they move on to middle school, and these students decided to clean up the front entry plant bed. Our Frederick team stepped in to donate perennials and mulch and help the students with this project.





Employee Development



Congratulations to the recent graduates of our **KASH** management training course! In this two-day course—which was held at our Houston, Texas landscape construction branch April 6th & 7th—employees learn what Knowledge, Attitude, Skills, and Habits it takes to be successful at Ruppert and to be more effective leaders.



We know that finding and keeping good people is key to our success, so we've been holding **Recruiting & Onboarding** training at each of our branches this spring, including at our **Tennessee construction** branch on May 10th. In this course, our teams learn about turnover and how it affects them, why continuous recruiting is important, how to source new candidates, and key strategies to retain high-performing employees.



Congratulations to the latest graduates of our **Elevate** training program, levels one and two! This course is conducted entirely in Spanish and 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. We are extremely proud of these individuals and thankful that they have chosen Ruppert to build their careers!



Congratulations to the newest graduates of our New Field Manager Orientation course! The goal of **NFMO** 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.



Our **Raleigh, NC** landscape construction and maintenance teams held a First Aid/CPR training class to help us keep our team members safe.

Family Advantage Photo Captions

These are just a handful of the many team members who work alongside family members at Ruppert. Many who are spouses or family met at the company.

1. Jason Jenkins (WHM), Katelin Hensley (TOM), Brittany Fleming (TOM), Mike Fleming (CORP-MAINT): cousins
2. Jaime (MDL) & Jorge Torres (WHM): brothers
3. Tyler Bittner (WHM) & Damien Barber (CORP-MAINT): nephew & uncle
4. LaDavia & Javonte Richards (FOM): siblings
5. Brent (MAM) & Rachel Kelly (CORP-MAINT): spouses
6. Ethan & Steve Faber (LIM): son & father
7. Natali Torres de Hernandez & Ruben Hernandez (WHM): spouses
8. Jackie (KIM) & Kyle Meissner (FOM): siblings
9. Ken & Hunter Thompson (CORP): father & son
10. Alejandro & Marco Mondragon (NCL): brothers
11. Chuck & Stephanie Whealton (CORP): father & daughter
12. Kevin Wetzonis (DHM), Michelle Ridings (RAM): spouses / Christina Ridings (NCL), Mariel Ridings (RAM): spouses
13. Mike (CORP-HR) & Lee Felts (MDL): siblings, pictured with Mike's wife Sophie
14. Angela Howes (NCL) & Drew Dumann (RAM): spouses
15. Roberto Guizar and Brandon Macias (NCL): uncle & nephew
16. Trevor & Hannah Mann (MDL): spouses
17. Christian & Agustin Cedillos (MDL): son & father
18. Melanie (CORP-IT), Brooke (FRM) & Doug Halsey (CORP-MAINT): parents & daughter
19. Dave & Bonita Wakeling (DEM): spouses
20. Phil & Fred Key (CORP): brothers
21. Jose Aniceto and Gerardo Sanchez (NCL): brothers-in-law
22. Amanda Timmins (CORP-PAYROLL) & Tom Flint (DLM): daughter & father
23. Keith Hollister & Toni Vespi (TXL): spouses
24. Jack (TXL) & Bob Jones (CORP-LAND): brothers
25. Joronta, Danyle & Cornealius Dixon (DEM): cousins
26. Payton Zudal (FRM) & Christy Schinella (CORP-MAINT): daughter & mother
27. David & Jose Villatoro (MDL): father & son
28. Brittany & John Cericole (TOM): spouses
29. Garth (DEM) & Todd Jorgensen (TOM): brothers
30. Brian, Matthew & Jack Davidson (FOM): father & sons
31. Ariana Rizzo (BAM) & Larry Rhodes (WHM): spouses
32. April Rose & Joe Beretz (TXL): spouses
33. Mark & Joe Innis (GAL): father & son
34. Sean & Kevin Walters (NCL): brothers
35. Liz Arellano (NCL) & Luis Angel De La Cruz (RAM): mother & son
36. Paul Kuehn & Adam Payack (NCL): brothers-in-law
37. Arturo & Juan Carlos Alvarez (NCL): brothers
38. Ivan Arambula, Christian Arambula, Filemon Arambula, & Ernesto Arambula (NCL): father & sons
39. Tyler & Kristine Pereira (LIM): son & mother

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)		



Movin' On Up



Tyrece Berry (RSM) promoted from crew member to field mgr.



Cale Bowers (VAL) promoted from field mgr. to sr. field mgr.



Lucas Brody (NCL) promoted from field mgr. to asst. prod. mgr.



Tucker Bushby (REM) promoted from asst. field mgr. to field mgr.



Joe Carbonara (VAL) promoted from project mgr. to sr. project mgr.



Ramiro Casamiro (TXL) promoted from field mgr. to production mgr.



Fidel Chilel (DEM) promoted from asst. field mgr. to field mgr.



Ronnie Dixon (DEM) promoted from asst. field mgr. to field mgr.



Ethan Faber (LIM) promoted from field mgr. to area mgr.



Albert Fekete (TNL) promoted from estimator to sr. estimator



Perry Greto (KIM) promoted from area mgr. to assoc. branch mgr.



Rene Hernandez (VAL) promoted from asst. field mgr. to field mgr.



Nick Imes (FRM) promoted from asst. field mgr. to field mgr.



Brett Kesteven (DEM) promoted from field mgr. to area mgr.



Will Lewis (REM) promoted from asst. field mgr. to field mgr.



Hunter Lobaugh (RSM) promoted from crew member to asst. field mgr.



Collin Ludwig (DEM) promoted from crew member to irrigation tech.



Stewart Luzier (TNL) promoted from asst. project mgr. to contract admin.



Oscar Miranda (DLM) promoted from field mgr. to area mgr.



Jeff Palmer (LIM) promoted from field mgr. to area mgr.



Jose Ramirez (FRM) promoted from field mgr. to area mgr.



Mariel Ridings (RAM) promoted from branch admin. to business dev.



Bernard Riley (DEM) promoted from asst. field mgr. to field mgr.



Devonte Roseboro (RSM) promoted from asst. field mgr. to field mgr.



McKenna Rowles (DHM) promoted from irr. field mgr. to irr. production mgr.



Emil Saweros promoted from Dir. Software Dev. **(CORP-MAINT)** to dir. IT **(CORP-IT)**



Steven Schaeffer (RAM) promoted from crew member to field mgr.



Lori Simber (VAL) promoted from receptionist to branch admin.



Stacy Smith (GAL) promoted from project mgr. to operations mgr.



Ryan Tinsley (RIM) promoted from field mgr. to area mgr.



Ed West (DEM) promoted from crew member to asst. field mgr.



Cesar Zavala Arroyo (VAL) promoted from asst. field mgr. to field mgr.



Major Milestones

A hearty congratulations and best wishes to:

RECENTLY ENGAGED/MARRIED



Rigoberto Coto Osorio (FRM) and his wife, Edelmira, were married on May 1st (after 46 years together!)

Brett DaSilva (NCL) and his wife, Aimee, were married on May 7th.



Pictured at DaSilva wedding L to R: Paul Kuehn, Robert Perez, Chris Southworth, Brett DaSilva, Kevin Walters, Sean Walters

Chris Guerra (VAL) and his wife, Shadae, were married on April 4th.



Wilfredo Oquendo (APM) and his wife, Maria, were married on April 30th.

Alonzo Chandler (RIM) and his wife, Tyanna, were married on February 17th.



PROUD PARENTS



Tyrece Berry (RSM) and his wife, Shaquila, welcomed a daughter, Nevaeh Faith, on May 1st.

Jonathan Fain (APM) and Faith Hamilton welcomed a boy, Zaxton Rune, on March 5th.



Trevor and Hannah Mann (MDL) welcomed a boy, Wyatt William, on March 29th.

Zachary Johnson (REM) and his wife, Jessie, welcomed a boy, Henry David, on May 1st.



Jac Ray (NCL) and his wife, Heather, welcomed a boy, Cassius Xavier, on January 11th.

Tim Schofield (CORP-MAINT) and his wife, Genna, welcomed a boy, Walter, on May 6th.



Chris White (REM) and his wife, Jess, welcomed a boy, Holden Brooks, on May 2nd.

NEW HOMEOWNERS

Norman Chinchilla (FRM) bought a house in Thurmont, MD.



Christina May (CORP) and her boyfriend, Connor, bought a home in Westminster, MD.

Greg Pitts (RIM) and his wife, Erika, bought a home in New Kent, VA.



OVERACHIEVERS

Benjamin Johnson (APM) earned his Commercial Pesticide Applicator license.

Austin Via (REM) became a Certified Concrete Paver Installer.



Jorge Villegas (DLM) achieved his U.S. Citizenship.



New Faces

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



**Eduardo Aviles
(DEM)**
Asst. Field Mgr.



**Matt Bagby
(RIM)**
Area Mgr.



**Diego Barco
(VAL)**
Estimator



**Brian Braithwaite
(VAL)**
Asst. Project Mgr.



**Ali-Marie Brooks
(TXL)**
Estimator



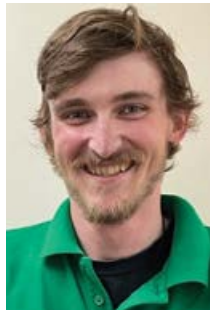
**Lynsey Clark
(LIM)**
Receptionist



**Raul Cortez
(DEM)**
Asst. Field Mgr.



**Angel De La Cruz
(RAM)**
Shop Mechanic



**Casey Ennis
(RAM)**
Field Mgr.



**Connor Feehan
(VAL)**
Asst. Project Mgr.



**Gavyn Griffiths
(NCL)**
Asst. Project Mgr.



**Ronald Hagy
(RSM)**
Field Mgr.



**Jim Holland
(LAM)**
Field Mgr.



**Tao Lavine
(TXL)**
Project Mgr.



**Adabel Rodriguez
(GAL)**
Asst. Project Mgr.



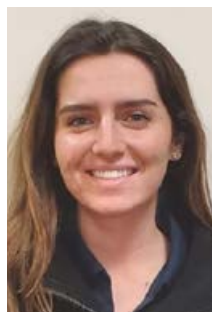
**Daniel Runyon
(VAL)**
Estimator



**Nicole Sabovik
(RSM)**
Business Developer



**Laura Serpico
(GAL)**
Project Mgr.



**Maverick Sierra
(TNL)**
Asst. Project Mgr.



**Jon von Staden
(CORP-LAND)**
Dir. Finance & Admin.



**Gabriela Sugiura
(MDL)**
Asst. Project Mgr.

NOT PICTURED

Travis Boggs (RSM)
Field Mgr.

Dirk Lee (RSM)
Mechanic

Darrell Wall (DHM)
Area Mgr.

Derick Corriedo (TNL)
Field Mgr.

Zachary Murray (RSM)
Field Mgr.

Matt Wicks (TNL)
Asst. Field Mgr.

Wayne Ferrell (DHM)
Enhancement Field Mgr.

Rick Taylor (TXL)
Business Dev.

Jose Zambrano (DEM)
Field Mgr.

And welcome to our new and returning crew members!