

Green Sheet

RUPPERT LANDSCAPE NEWSLETTER

3RD QUARTER 2020

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.

Closing Out the Year Strong

By Phil Key, President



Fall has always been a busy time of year for us and our industry. That remains a constant this year and is compounded by the many extra challenges we are facing.

As the year draws to a close, it's important that each of us understands the tasks that are before us and more importantly, how we can help finish out the year strong.

For the maintenance division, fall brings tasks such as turf renovations, following up with customers on feedback received on surveys and CSRs while trying to renew existing work and secure new work. Nearly 40 percent of enhancements are sold and produced in the last few months of the year as both warm weather and budgets wrap up. It's also the time when the division is looking ahead to next year—planning for branch expansions, employee shifts to lead and staff those expansions, which is quickly followed by budgeting.

For the landscape division, production is in full swing. Not only is fall prime planting season, but general contractors want to ensure that any



Both divisions are working hard to produce work during the fall planting season and as customers' budgets come to a close.

production delays that occurred earlier in the year are made up by the end of this fiscal year. Nearly 50 percent of the division's volume of work is completed in the last third of the year, which means they are hiring to ensure they have the people power to get the work done and to staff a new satellite office in Nashville. Additionally, the division is currently working to close the gap between the \$85M in backlog they have and their \$115M year-end goal that will supply them with work well into 2022.

At the corporate level, we are obviously focused on supporting both division's plans plus some company-wide initiatives. Our fleet/facilities

team is ramping up for winter recon and completing yearly assessments of our facilities to help ensure we are keeping up our standards. Our safety team is continuing to focus on accident prevention and reducing injuries, while our HR, PR and training teams are working to hire the right people for the right jobs, providing the training they need to be successful and making sure they stay with us for the long haul. Our payroll and benefits team is gearing up for benefit open enrollment, which will run for a two-week period beginning October 26th, and our accounting team remains focused on ensuring we are balancing

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Closing Out the Year Strong *Continued from page 1*

accounts payable and receivables as we close out the year.

So with all these tasks before us, what are some concrete ways that we all can help and contribute to keeping us on the right track?

■ **Use “A”-time planning as often as possible.** Mistakes are costly, and time is a valuable commodity. By planning projects out in advance, and being organized with the right tools and manpower, we better our chances of doing quality work the first time.

■ **Share your knowledge and skills with others.** The busier we are, the less likely we are to take the time to show someone how to do something versus just doing it ourselves. Each of us has information, knowledge, or a job skill that we could share with another person. Teaching and/or learning something daily helps build confidence in skills and ability—making us stronger as individuals and collectively as a company.

■ **Empower front-line decision makers.** If you're in a management position, encourage your team members to make decisions and empower them to do more sooner (or ask your supervisor to give you more). With the proper teaching, coaching and delegating, you (or a team member) can be ready to step up, work through a challenge and know what to do when an opportunity presents itself. This ultimately enables individuals to contribute at a higher level, our customers to be well-served and our company to be stronger and more agile in how we respond.

■ **Take time to appreciate and thank co-workers and team members.** Often the busier we get, the harder it is to stop and take a moment to relax and relish what we have accomplished. It's more important than ever during the busy times that we take the time to

celebrate the wins of the week on a Friday afternoon, or the individual contributions of someone who has worked extra hard.

As we head into fall, activities that were hallmarks of the season look very different—our children's classrooms have become our kitchen tables and football games are played in empty stadiums. There are a lot of questions that linger around the economy, COVID, the election and the

social challenges that exist. Things look and feel different and we've had to become adept at adjusting our expectations and changing our behavior. I think the best advice I've received is to be appropriately tuned into what's going on in the world around us so that we can pivot and respond, but don't let the fear and uncertainty consume us. By embracing change, we will all be better prepared to move forward once the dust settles.



Our friends and long-time clients at Six Flags America (located in Bowie, MD) are offering Ruppert team members a special discount on tickets and season passes to their theme park and water park!

One-Day Tickets: \$34.99 per person (+ tax)

To purchase your discounted tickets, visit: sixflags.com/partnerlogin

Username: RUPLANDAM

Password: Sixflags6

Reservation Required

In order for Six Flags to adhere to proper social distancing guidelines, all guests are required to make a park reservation after purchasing a ticket or season pass. For more information on safety guidelines or for help making a reservation, you can contact (301) 867-0275 or mdawes@sftp.com. To make a reservation, visit: sixflags.com/reserve





Don't Forget the Basics

By Dave Sanders, Director of Safety and Risk



We are all taking extra precautions these days to prevent the spread of COVID-19, from physical distancing and mask wearing, to increased sanitization, to reporting of symptoms, and quarantining when necessary. While all of these measures are essential to keep our team members and their families safe from the virus, we must not forget the importance of our standard safety practices. Each

and every safety rule, which have evolved over almost 50 years in business, were put in place for a reason. All of our safety guidelines have been implemented to prevent accidents from happening, to avoid known hazards, or after an accident to prevent reoccurrence. Simply put: when employees follow safety rules, fewer people get hurt and productivity increases because our best workers are on the job – not in a doctor's office, urgent care or an emergency room.

While our injury rates have steadily improved over the past few years, we have seen an uptick in preventable injuries these past couple of months. Many of our recent injuries are a result of not recognizing a hazard or making a poor decision by not adhering to a safety rule. Remember: safety rules and policies are in place for your protection. Taking shortcuts with the intention of getting a job done quicker only increases the risk of injury to you and your coworkers.



In the left photo, the main safety procedure on a walk-behind mower has been bypassed – the Operator Presence Control lever has been attached to the handle of the mower in an attempt to disable the automatic stop when a crew member's hands are removed from the handles. This is a dangerous shortcut – if a crew member were to lose control of the mower, the OPC wouldn't initiate the automatic stop and the mower would be free to proceed at an alarming speed in any direction.

Reminder: Basic Safety Procedures



- Always wear the appropriate PPE: safety glasses, hearing protection, reflective safety vest, hard hat, and seat belts in vehicles and equipment
- Park your phone before you go. Distraction kills—that's why our policy in all production vehicles is no cellphone use at all while driving, including hands free devices.
- Always drive cautiously and defensively and use a spotter when backing any vehicle
- Always use three points of contact when getting on or off equipment
- Be aware of your surroundings, obvious hazards and unsafe behaviors of co-workers and point them out immediately to a supervisor, team member or on-site contact
- Take any faulty equipment out of service: It's a hazard and reduces productivity.

Our industry certainly has its share of risks associated with it based on the equipment we use, the miles we drive and the number of people we employ. But keeping those risks as low as possible should always be our goal so that each one of us gets home safely to our family every night.

The reality is that none of us ever thinks that we will be the one to either cause damage to someone else or sustain an injury ourselves. But accidents happen—and our best way to safeguard ourselves against a worst-case scenario of someone losing a limb or having a fatal accident on a piece of equipment or in a vehicle is by staying focused on the details that we can control. You are very important to us and by following safety rules, we can prevent accidents from occurring. Statistics show that 80% of accidents happen because workers do not take the proper precautionary measures or take a shortcut rather than follow proper procedure. The seconds you might save with a shortcut only increases the risk of injury and can cost, exponentially, much more in the end.

We ask you to protect yourself and your co-workers by thinking ahead, following the rules and doing it the right way every time. Following safety rules and procedures is the best way to protect our most valuable resource – **YOU**.



Think Outside the Recruiting Box

By Courtney Pohlit, Director of People and Recruiting



As we transition into the fall and winter, it is important to remember that even though the work we do in the spring and summer—from mulching and mowing to

seasonal color—is drawing to a close in many of our markets, our business does not slow down. Neither should recruiting.

Thanks to our southern locations with much milder climates, the snow and ice management services we provide in our northern region, and our Landscape Construction division which actually sees an uptick in work at the end of the year, we are continuously in need of new talent. We're always hiring crew members and field managers, but there are also many opportunities beyond that.

Some of our current openings include project managers in Tennessee, North Carolina, Texas and Washington, DC. While having a background in construction management or landscape architecture can certainly give an applicant a leg up in the role, many of the skills and responsibilities of a project manager cross industries. At Ruppert, sphere of influence is our biggest recruiting tool. By reaching out to our networks and using broad qualities and skill sets when describing a role—such as being highly organized, having strong communication and leadership skills, and scheduling and contracting experience—we have a stronger ability to identify a good fit for the position and the applicant can learn the specific industry knowledge they may be lacking.



Project manager, production manager, contract administrator, and estimator are just a few of the many positions we have available in our landscape construction division.

Estimators are another example of a role we have that does not necessarily need to have industry experience in order to be successful. To recruit for this role, instead of asking someone in your sphere of influence if they have done any estimating for a landscape company, ask “Do you or anyone you know have experience managing workflows from the proposal stage to contract execution? Have you ever written scopes of work and solicited quotes for materials and services?”

Here are some other helpful recruiting tips:

■ Take advantage of Social Media.

Facebook, Instagram and LinkedIn provide instant connection to hundreds (or more!) of people you know who may be looking for a new opportunity. Share posts from our company pages and encourage your network to reach out to you with questions and interest.

■ **Share your career experience with friends and family.** From what drew you to Ruppert Landscape at the start, the training and encouragement you have received since joining the team, the growth opportunities available to you in the future, and the commitments we make to our customers and communities, your experience will impact their decision to pursue a career with us.

■ **Go beyond your contacts.** In addition to recruiting within your own network, let your friends and family know you'd like to extend opportunities to their networks as well. Encourage them to share your career story and contact information.

As a former project manager at a marketing agency who took on an IT project management role at

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Ensuring a Successful Turf Renovation

By Joe Ketterer, Director of Quality and Efficiency



Turf renovation—comprised of a properly timed sequence of operations like aeration, topdressing, and over-seeding—helps increase turf health and viability. This process takes place in late summer or early fall when air temperatures are cool, but soil temperatures are still warm. There are a variety of reasons why we may suggest a turf renovation to address deficiencies in a portion of the property or in some cases

the entire area of turf, including but not limited to:

- Poorly established turf at initial installation
- Loss of density due to drought, insects, or disease
- Infestation of weeds and undesirable grasses
- Excessive foot traffic or construction damage
- To introduce new turfgrass varieties which can better withstand environmental stress



Using a high-wheeled stainless steel spreader with guard for proper broadcast seeding.

By this time in the fall season, most of our turf renovation operations will have been completed. Now, it's our job to make sure we get the best return on our customer's investment and increase the chances of having good germination and development of the newly seeded grasses.



A new type of stand-on aerator that is faster and creates less fatigue for the operator.

So, what can we do to ensure success?

- **Water** — Be aware of natural rainfall amounts as well as irrigation levels and adjust as needed to keep the seed bed moist but not oversaturated to avoid seedling mortality. A good rule of thumb is:
 - For the first four weeks: less water, more frequently
 - After four weeks: more water, less frequently
- **Mow** — Just because the grass is new doesn't mean it shouldn't be cut as needed, however we need to be mindful of a few things:
 - Start with a **higher cutting height** to avoid damaging the new seedlings.
 - **Avoid leaving excessive clippings**—or leaves, if later in the season—because they can smother seedlings and deprive them of access to oxygen, sunlight and moisture.
 - **Downsize equipment** where necessary to avoid damage from the weight and turning of heavy machines, which may tear up the turf and destroy seedlings leaving an unsightly bald spot.
- **Fertilize** — Treat the new turf in accordance with soil test results and prevailing nutrient management laws, with a complete starter fertilizer that should be applied at same time as the seeding OR a fertilizer with post emergent weed control **only if necessary**

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HR Highlight *Continued from page 4*

Ruppert before moving into Human Resources, I have first-hand experience with how rewarding jumping into a new industry can be. At a time where many industries like hotels, restaurants and retail are reducing their workforce, please help us share the many great opportunities that exist within our organization with your family and friends. We humans tend to gravitate toward people with similar characteristics, so there's a good chance that you have potential recruits within your existing network that share a similar work ethic and values that might be grateful for the information. And since our people are our greatest asset, having that connection to and reference from an existing employee means having a leg up in the interview process!



Movin' Sideways



Bonita Wakeling
transferred from TOM
to DEM as branch
administrator.



John Harich (CORP-MAINT) transferred from
Dir. of Business Dev. to
Region Mgr.

Coaches Corner *Continued from page 5*

(allow a minimum of 4-6 weeks during which the seedlings have been mowed 2-3 times before using herbicides).

- **Protect** — Ask the client for help in keeping any vehicles and equipment off the turf and reducing foot traffic to a minimum.

Why Do Some Turf Renovations Still Fail?

If a turf renovation was completed by the book, and the aftercare program followed correctly, and the seeding still fails to produce a healthy stand of turfgrass, then the problem most likely lies in the soil.

The importance of soil testing and maintaining the proper balance of soil chemistry cannot be overstated, as it is a key component to the success of basic aeration and overseeding operations. A soil test, which should be performed in mid-summer, provides valuable information, including **nutrient levels** (phosphorous and potassium are crucial to seedling development); **pH level** (ideally between 6.0 and 7.0); and **Cation Exchange Capacity (CEC)**, which is essentially a measure of the soil's ability to attract and hold nutrients.

Too often in our industry, this important step is overlooked because of the time it takes to get results and recommendations back from an appropriate and dependable soil testing lab. The actual cost of the test is insignificant when compared to the cost of a failed turf renovation. Additional nutrients, fertilizer, or organic matter may be added to the newly seeded area after turf renovation to try to address soil chemistry concerns, but really these should be done in late summer before renovations begin. The ideal solution, as we often say, is to **do it right the first time and begin with the end in mind!**

Branch Abbreviations

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



Tips for Remote Security

By Jamison Moore, Digital Project Manager



Over the last six months—as we have all adjusted to a new work-life balance—new threats and opportunities have sprung up around IT

security. Many of the challenges we are facing during remote work are just like what we face in the office, but without the hands-on support of coworkers or a more secure network. The IT team continually works behind the scenes to keep laptops up to date and to secure servers, but attacks also target each of us, as users, directly. Following a few simple security steps can help keep all our accounts safe at work and at home.

Create a Strong and Unique Password for Every Service

Coming up with a strong password is an important security step. A tool that can help is a password manager, whether through your web browser, such as Chrome, or from a third party, such as 1Password or Bitwarden. Both integrate directly with your browser and phone, letting you generate secure passwords that you don't have to remember.

If you use the same password for different services, you're relying on each of those services to ensure that your password is kept secure. If there is a breach in one of your online accounts, it may enable hackers access to other accounts, which they now have a password for. By using a unique, strong password for each of the online services or vendors you interact with, you protect yourself

from the hassle of having to clean up accounts, change a bunch of passwords, and send out that embarrassing, "If you got a message from me on Facebook, don't click that link. Sorry!" message.

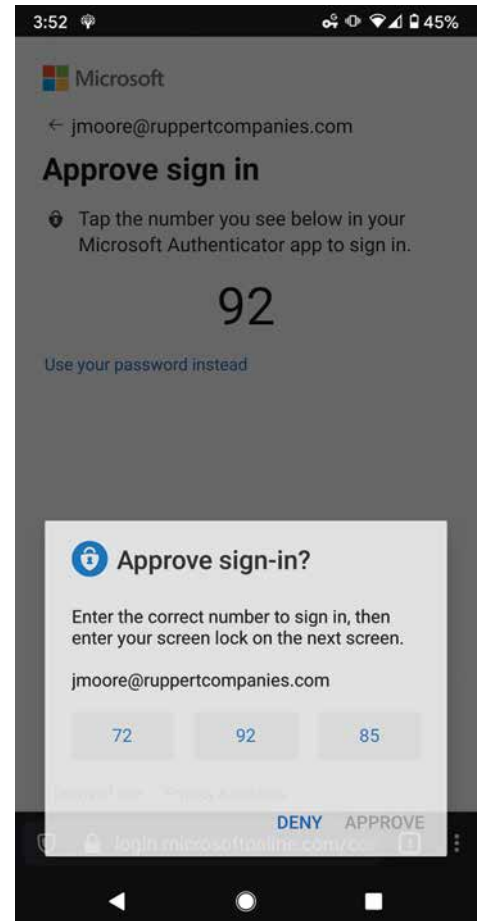
Set Up Multi-factor Authentication

Multi-factor Authentication (MFA) is a security tool that relies on something you know—your password—and something you have—your phone or laptop. With MFA, even if your password leaks your account is safe. A secondary factor is required to login, usually a six-digit code either from an authenticator app or via text message. MFA also lets you use Single Sign On more easily, so you won't even need your password when logging into your email or Ruppert Learns learning management system.

Ruppert's IT team is expanding MFA across the company, so if you're interested in adding this extra layer of security to your account, send us an email at support@ruppertcompanies.com

Be Skeptical of Strange Emails

A recent uptick in phishing emails—messages designed to steal your credentials—has been mitigated by Mimecast, our email security software, but a few still get through. If you receive an unexpected message asking you to click a link and provide your email or social media credentials to view a file, collect a payment, or receive another message, DON'T! Forward all suspicious emails to support@ruppertcompanies.com so we can



With MFA, logging in can be as simple as tapping a number on your phone, no password required

take a look, or reach out on Teams to Tim Vo (or anyone in IT). If you think you might have accidentally clicked a bad link or provided your credentials, don't hesitate to contact us.

Other Tips

If you would like to know more about phishing, Windows security, or securing your home network, check out one of our favorite resources, Decent Security (<https://decentsecurity.com/>). If you have any security questions or concerns, let IT know at support@ruppertcompanies.com or reach out over Teams. Thanks for reading!



Adapting and Overcoming Training Challenges

By **Stephanie Whealton**, Training Content Manager



What a strange year it has been so far! As a company, training has always been a top priority, regularly conducted both in a classroom setting and in the field. We know that conducting in-person trainings enable invaluable interaction with tenured company leaders and the ability to share ideas with team members. These are key pieces of what make our training initiatives successful. The pandemic

has challenged us to come up with new solutions to continue delivering impactful training so that we can provide our people with the resources to do their jobs well and the opportunity to grow their careers.

As the realities of the pandemic set in this spring, it quickly became evident that in-person management training classes needed to be temporarily put on hold and rescheduled for later in the year. After assessing local guidelines and speaking with the leadership teams, we decided that a class size of 20 could be accommodated in our corporate training room and would allow us to continue training efforts while keeping our employees safe. Along with limiting class sizes to less than half of our previous capacity, we have implemented some other common safety measures to ensure all felt comfortable and safe attending class. Attendees are spaced six feet apart, provided with a face mask and a personal bottle of hand sanitizer to keep with them, and have their temperatures checked and recorded in the morning before coming into the classroom. Since our first modified New Field Manager Orientation (NFMO) on June 24th & 25th, we have held five successful sessions, enabling over 90

of our employees the ability to safely interact and learn from some of our company's most knowledgeable leaders.

Change can be uncomfortable, and we originally had concerns that this modified class may significantly change the experience for the folks in attendance. Though there are limitations on the ways we can interact, we're noticing that more people are engaged and participating than ever before! Attendees seem to be more comfortable asking questions and bringing up discussion points in a smaller group setting. These "side" discussions often create productive conversations around why we do certain things, providing clarity to all in the room and helping to give context to the content being presented. Conversations like this also create space to share different perspectives and offer thoughts on what we need to do as a company to continue improving.

In addition to modified classroom-style training, we have increased our focus on field training, where we bring the trainers to you, so to speak. Our diligent Directors of Quality and Efficiency—Joe Ketterer (maintenance division, northern region), Rachel Kelly (maintenance division, southern region) and Ken Thompson (landscape construction division, who also plays an important role in company-wide training and divisional leadership) regularly visit branches and teams in the field to provide guidance on best practices and increased efficiencies. We have also been actively adding content to our Learning Management System (LMS), providing team members with the opportunity to safely learn online anytime, anywhere.

Looking ahead, we have two more NFMO classes scheduled for 2020 and will also be scheduling KASH (Knowledge, Attitude, Skills, and Habits) training for next year. If you are a manager and you haven't been to either of these sessions before, check in with your supervisor to see if you may be eligible for the next class. Hope to see you there!



Due to the larger class size, our maintenance division held their recent mid-level manager training at an indoor sports center so that appropriate distancing and safety measures could be observed. Topics included the importance of communication, customer service, and efficient use of time.



New Contracts

While our entire landscape construction division is busy bidding and winning new projects, in this issue we will focus on our Maryland Landscape Construction branch who has recently won several high-profile contracts. Catch the next issue for updates on some of our other branch's projects...

Rash Field

Location: Baltimore Inner Harbor

Project Description: Public park renovation and playground installation

Client: Whiting-Turner

Owner: Waterfront Partnership of Baltimore

Landscape Architect: Mahan Rykiel

Ruppert's Scope of Work: Concrete, pavers, drainage, playground equipment, and site furnishings

Completion Date: Fall 2021



Photo courtesy of Waterfront Partnership of Baltimore

Loyola University Center for Innovation and Collaborative Learning (CICL)

Location: Baltimore, MD

Project Description: Restoration and addition to existing CICL building

Client: Whiting-Turner

Owner: Loyola University

Landscape Architect: Hord Coplan Macht

Ruppert's Scope of Work: Planting, sod, soil installation, irrigation, paver installation, masonry curbing, concrete sidewalk, curb and gutter, stair treads, sub slab, concrete walls, IPE custom benches, and site amenities

Completion Date: 2021



Photo courtesy of Shepley Bulfinch

Embassy of Australia

Location: Washington, DC

Project Description: Construction of a new state-of-the-art embassy building

Client: Clark Construction Group, LLC

Owner: Commonwealth of Australia

Landscape Architect: Taylor Cullity Lethlean

Ruppert's Scope of Work: Planting, soil installation, irrigation, drainage, live wall, polystyrene installation, concrete sidewalk, vehicular pavement, subslab, multiple footers, masonry curbs and gutters, and site amenities

Completion Date: 2022



Photo courtesy of Bates Smart

Walter Reed Medical Center

Location: Bethesda, MD

Project Description: Addition/alteration to existing medical center

Client: Clark Construction Group, LLC

Owner: U.S. Military

Landscape Architect: HDR Architecture, Engineering, and Consulting

Ruppert's Scope of Work: Planting, sod, soil installation, bioretention installation, drainage, Silva Cell installation, irrigation, labyrinth installation, concrete paving (pedestrian and vehicular), curb and gutter, stairs, concrete walls, masonry curb wall, and site amenities

Completion Date: 2024



Walter Reed
National Military
Medical Center

Maizon Bethesda

Location: Bethesda, MD

Project Description: A new luxury apartment complex

Client: Balfour Beatty Construction, LLC

Owner: Maizon Bethesda, LLC

Landscape Architect: Parker Rodriguez, Inc.

Ruppert's Scope of Work: Planting, sod, topsoil, lightweight soil, decorative aggregate, irrigation, drainage, synthetic turf, pavers, concrete sidewalk, curb and gutter, stairs, sub-slab, masonry precast stair treads, and site amenities

Completion Date: Fall 2021



Photo courtesy of Parker Rodriguez Inc.

CAREER OPPORTUNITIES

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



Appreciate and Celebrate



This summer, our **Lilburn** and our **Richmond East maintenance** branches treated their teams to Kona Ice to thank them for all their hard work and to help them beat the summer heat with some sweet treats.



Frederick maintenance treated their office staff and mid-level managers to an axe-throwing outing at Stumpy's Hatchet House on July 31st. A great way to bond and let off some steam!



Our **Baltimore** and **White Marsh maintenance** teams went head to head in a softball game at the Aberdeen Ironbirds stadium on August 21st.



On July 31st, our **Richmond North, South and East maintenance** branches joined together to recognize their field managers' hard work with a BBQ, dunk tank and dodgeball & cornhole tournaments. We always enjoy spending time outside of work with our Ruppert family and celebrating their accomplishments!





Employee Development

This year, Ruppert's summer internship program welcomed 18 students assigned to various branches. With a strong desire to attract the industry's best and brightest into our ranks, we actively recruit select students from a variety of universities including NC State University, Penn State, Virginia Tech, University of Georgia, Louisiana State University and University of Maryland. We try to be selective in the process of choosing the best candidates for this internship program, as more than half of the interns who complete the program are offered full-time employment after graduation. This is a win-win for both parties, as the student is familiar with Ruppert's environment, culture and expectations, and the company has had an opportunity to see a student's work ethic and aptitude.

Throughout our 8–12 week summer internship program, participants receive an orientation and exposure to a variety of operational and management responsibilities. They have an opportunity to interact with senior leadership, participate in skills training, branch appreciation initiatives and trade association meetings, and work with other interns and branch personnel. At the end of the summer (this year on August 7th), we hold **Intern Day** which marks the culmination of our internship program. Students are asked to give a presentation to guest faculty and Ruppert leadership, recapping their summer work experience, detailing what he/she learned and explaining how that knowledge will be applied at school or in future work experiences.



Craig Ruppert addresses the interns during a tour of our corporate campus



William Booker (Virginia Tech) giving his intern day presentation to faculty (virtually) and Ruppert leadership (in person)

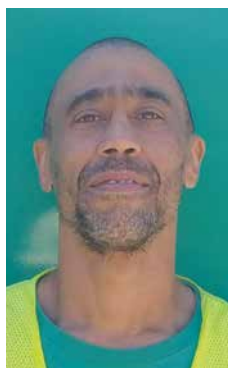
On August 13th, several of our **Georgia landscape** employees completed OSHA30 training.



Dean Arbuckle



Matt Davis



Jerome Golden



Stewart Luzier



Griffin Self



Mark Sorrenti



Community Service

Our **Frederick, MD** team donated time and materials to clean up the landscape at Memorial Park in partnership with the Rotary Club of Frederick on June 27th. This marks our 10th year working with the Rotary Club on this annual community service project and we're looking forward to many more!



On July 25th, **Virginia landscape** completed a community service project at *Serve Our Willing Warriors* (SOWW)'s Warrior Retreat at Bull Run, which provides a much-needed break for our recovering service members at military hospitals in the National Capital Region. At one of the retreat houses, the team installed: decorative gravel under the deck to cut down on lawn maintenance; engraved pavers (representing donors) under their "survivor tree"; new mulch and plant material; and pavers from the deck to stairs to provide easier access for guests. We are proud to support our nation's veterans through this worthy organization!





Community Service



Ruppert Companies is proud to partner with the Greater Washington Community Foundation to support Neighbors in Dire Need, a coalition of leading nonprofits who are working to help our most vulnerable neighbors stay in their apartments and deal with basic emergency needs in the wake of the COVID-19 pandemic and rising unemployment rates. Along with other past Montgomery County Philanthropist of the Year honorees and their families, Craig and Pat Ruppert on behalf of Ruppert Companies have matched the public's contributions dollar for dollar and to date have donated \$50k.



Our **Maryland landscape** branch donated \$2,000 to a local Baltimore charity called Catch-A-Lift (CAL). The charity was founded in memory of Army Cpl. Chris Coffland, who lost his life in Afghanistan, while serving in Operation Enduring Freedom in November 2009. CAL's mission is rooted in Cpl. Coffland's lifelong belief that through fitness, one can reach their highest potential both mentally and physically. CAL purchases gym memberships, home equipment, and offers any other help/services needed to aide veterans during their time of recovery or life itself.



David Hensel (REM) and his wife Kristen suffered the loss of their daughter Maeve in April to Sudden Unexplained Death in Childhood (SUDC). We joined the family in celebrating her life and raising funds for the SUDC Foundation through Maeve's Miles, an event where participants walked, jogged or biked two miles on August 31st, which would have been her 2nd birthday. (Pictured here is our corporate team before their two-mile walk.)





Movin' on Up



Kevin Brennan (MDL) was promoted from Asst. Project Mgr. to Business Dev.



Will Brown (DEM) was promoted from Crew Member to Asst. Field Mgr.



Luis Carrillo (CHM) was promoted from Enhancement Mgr. to Branch Mgr.



Jerome Clark (TOM) was promoted from Assist. Field Mgr. to Field Mgr.



Donavan Cooper (CHM) was promoted from Asst. Field Mgr. to Irrigation Field Mgr.



JohnMark Daniell (LIM) was promoted from Assist. Field Mgr. to Field Mgr.



Brian Davidson (FOM) was promoted from Mechanic to Lead Mechanic.



Matt Davis (GAL) was promoted from Field Mgr. to Asst. Project Mgr.



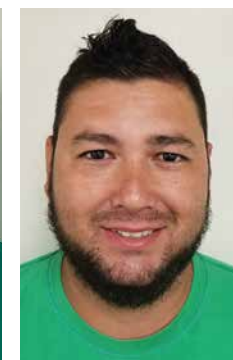
Stephen DeWeese (LIM) was promoted from Area Mgr. to Assoc. Branch Mgr.



Daniel Dygowski (CHM) was promoted from Field Mgr. to Area Mgr.



Justin Jenkins (LIM) was promoted from Assist. Field Mgr. to Field Mgr.



Juan Lemus (REM) was promoted from Crew Member to Asst. Field Mgr.



Michael Moody (DCM) was promoted from Area Mgr. to Assoc. Branch Mgr.



Dexter Pratt (CHM) was promoted from Asst. Field Mgr. to Field Mgr.



Brandon Reavis (LIM) was promoted from Assist. Field Mgr. to Field Mgr.



Bernie Riley (DEM) was promoted from Asst. Field Mgr. to Field Mgr.



David Rosa (REM) was promoted from Asst. Field Mgr. to Field Mgr.

NOT PICTURED

Arnold Gonzales (TXL) was promoted from Field Mgr. to Production Mgr.

Saul Monteroso (LIM) was promoted from Asst. Field Mgr. to Field Mgr.

Patty Steadman (FOM) was promoted from Asst. Field Mgr. to Field Mgr.



Major Milestones

A hearty congratulations and best wishes to:

RECENTLY ENGAGED/MARRIED

Ethan Brown (ALM) and his fiancée, Holly, got engaged on July 30th.



Daniel Derrow (DCM) and his wife, Erin, got married on June 14th.



Danny Gilbert (MDL) and his wife, Madison, got married on July 18th.



Jordan Marshall (FRM) and her fiancé, Tyler, got engaged on July 9th.



Jennifer Villanueva (NBL) and her husband, Paul, got married on August 23rd.



PROUD PARENTS

Matt Case (RAM) and his wife, Hannah, welcomed a girl, Meredith Harper, on July 4th.



Tyler Farmer (TXL) and his wife, Michelle, welcomed a girl, Kalani Aria, on July 21st.



Jose Sorto (FRM) and his wife, Yessica, welcomed a girl, Dayana Abigail, on July 2nd.

NEW HOMEOWNERS

Brent Ball (CHM) bought a new home in Indian Trail, NC.

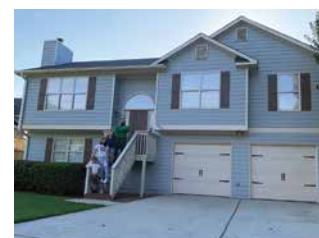


Antoine Cooper (DCM) bought a new house on March 9th.

Nelson Guerrero (VAL) and his wife, Ruth, bought a new house in Manassas, VA.



Allison Oppel (DEM) purchased a new house this summer.



Jason Robbins (MAM) bought a new house on July 13th.



New Faces

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



**Dean Arbuckle
(GAL)**
Asst. Project Mgr.



**Brandon Bahel
(TOM)**
Field Mgr.



**Pam Berrios
(CORP)**
Dir. of Multicultural
Training and Dev.



**Stephen Dahowski
(RIM)**
Area Mgr.



**Jason Dixon
(CORP-MAINT)**
Dir. of Business
Dev.



**Chad English
(GAL)**
Field Mgr.



**Josh Guarisco
(TXL)**
Asst. Project Mgr.



**Ben Haulotte
(NCL)**
Asst. Project Mgr.



**Nathaniel Imlay
(GAL)**
Field Mgr.



**David Lopez
(TOM)**
Field Mgr.



**Chrystal Pinkney
(CORP-IT)**
Software Dev.



**Estiven Sánchez
(MAM)**
Field Mgr.



**Griffin Self
(GAL)**
Asst. Project Mgr.



**Sherri Shipley
(CHM)**
Area Mgr.



**Mark Sorrenti
(GAL)**
Field Mgr.



**James Wilson
(GAL)**
Estimator



**Larry Windsor
(FOM)**
Area Mgr.



**Karen Uptmor
(TOM)**
Branch Admin.



**Lemont Williams
(TXL)**
Project Mgr.

NOT PICTURED

Ryan Addington (MDL)
Field Manager

Demond Banks (TOM)
Asst. Field Manager

Alex Darnall (MDL)
Field Manager

Andrew Glose (CHM)
Field Manager

Angel Lopez (TOM)
Asst. Field Manager

Tim Pashall (TOM)
Field Manager

Dave Pezenosky (MDL)
Field Manager

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