

Green Sheet

RUPPERT LANDSCAPE NEWSLETTER

3RD 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.

Building Our Bench Strength: Why Mentoring Matters

By Phil Key, President

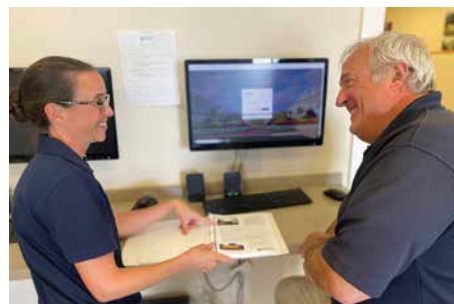


When I think back over my years with Ruppert, there are many people who have had a hand in shaping my career. These mentors listened,

provided guidance, and shared their knowledge with me along the way. They were instrumental in shaping my work habits and enabled me to see a career path by showing me what was possible. There were times when that guidance came disguised in the form of a fun evening out with my manager, where I was introduced to community giving at event our company sponsored. And there were other times when it came in the form of a lecture from a co-worker only a few years older than me, reinforcing how a potential misstep could damage my career. In my case, this guidance and advice allowed me to take on career opportunities that I otherwise may not have. I found clarity with my goals and gained the confidence I needed to learn and grow. The level of investment and guidance that I received from my mentors deepened my commitment to the organization, which meant that I stayed longer and was able to contribute more.

Today I continue to see many great examples of mentoring in our organization and in our industry. In

my mind, a good mentor is someone who is motivated and energized, cares about developing others, and is willing to commit their time to helping others. It's someone who is just a little bit more than a manager or a friend and is willing to take a relationship to another level by caring, sharing some "real" stories, and providing their insight. And it certainly helps if the mentor and mentee have a few things in common like their background, skills, experiences, or are facing similar challenges.



For those of you who feel like you'd benefit from having a mentor but aren't quite sure how to go about finding one—just keep building relationships with people both inside and outside of our organization. That may be a parent, a friend, a teacher, or someone at work that is willing to give advice that resonates with you. The more people you meet and get to know, the better opportunity you'll have to really click with someone, which to me, feels like the key ingredient for success. Look for people who are good listeners, are enthusiastic about sharing what they've learned, and have the

ability and time to provide constructive feedback that will help you grow and develop.

If you're not already mentoring someone, I encourage you to give it a try! It's a great way to strengthen your own communication skills and pass along the knowledge and experience you've garnered as a means of "paying it forward." Being a mentor provides an opportunity to look outside your usual network and potentially connect with someone who is different from you. That relationship might give you a fresh perspective, get you focused on new trends or practices, or even help you increase your skills (think about how much more a 20-year-old knows about computer technology!) Ultimately, it just feels good to know that you made a positive impact on someone's life or career.

Wherever you find yourself in this conversation—in need of guidance or having advice and time to give—I encourage you to get out of your comfort zone and make a connection. We have a long and proud history of ensuring that our team members are prepared with the skills and knowledge they need to grow and advance in their careers and in their lives. And what I know after having been the recipient of a lot of advice and great mentors over the years is that we stand a much better chance of advancing and growing our organization when we build leaders at all levels. So let's all do our part!

Intern Day & Faculty Forum 2022

By Courtney Pohlit, Director of People and Recruiting



With a strong desire to attract the industry's best and brightest to our ranks, we actively recruit students from a variety of colleges and universities across the country. 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 year, our summer internship program welcomed 28 students assigned to various branches.

Throughout our eight to 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, they take part in an event called **Intern Day** which marks the culmination of our internship program. During this event, they are required to prepare a presentation about their summer work experience, detailing what they learned and how they will apply that knowledge at school or in future work experiences.

Coinciding with Intern Day was our annual **Faculty Forum**, where we welcomed faculty members from college horticulture, landscape, and agriculture programs to learn about Ruppert and our internship program and to generate ideas on how we both can attract and prepare students for success in this field. We would like to extend our most sincere thanks to the following for attending our Faculty Forum and for their ongoing partnership in growing future green industry leaders: **Stephanie Heumann**, Professional In Residence and Undergraduate Coordinator, College of Engineering,

Louisiana State University; **Marcel Maghiar**, Associate Professor, Civil Engineering & Construction, Georgia Southern University; **Barry Stephens**, Academic Advisor, College of Agriculture, Natural Resources & Design, West Virginia University; **Geoffrey Rinehard**, Academic Advisor & Lecturer, Institute of Applied Agriculture, University of Maryland.

We are extremely proud of our 2022 interns and excited to see what the future holds for them!

- **Areli Benitez (VAL)** Virginia Tech
- **Daniel Burgess (VAL)** Liberty University
- **Casey Corcoran (VAL)** West Virginia University
- **Tyler Croson (ALM)** Virginia Tech
- **Grant Fuller (LAM)** John Hopkins University
- **Lorenzo Gonzales-Ysern (DCM)** University of Maryland
- **Daniel Hearne (TOM)** University of Delaware
- **Winston Milton (MDL)** Ohio State University
- **Benjamin Mixon (MDL)** Salisbury University
- **Phoenix Morrison (DCM)** University of Maryland
- **Evan Nadolny (GAL)** Georgia Southern University
- **Madelyn Nazelrod (FOM)** University of Delaware
- **Brendan Nee (KIM)** Pennsylvania College of Technology
- **Brayden Ngo (CORP-IT)** University of Maryland
- **McCullen Overton (ALM)** Virginia Tech
- **Madison Potteiger (CAM)** Temple University
- **Jason Prabakaran (VAL)** Virginia Tech
- **Nathan Ramby (NCL)** East Carolina University
- **Vicente Reyes (TXL)** University of Houston
- **Joseph Rodriguez (TXL)** University of Houston
- **Brayden Safley (FRM)** York College of PA
- **Matt Stanislav (MDL)** West Virginia University
- **Conrad Sunter (LAM)** Penn State University
- **Luke Talboys (NCL)** Appalachian State University
- **Chase Turner (NCL)** North Carolina State University
- **Paxton Williams (NCL)** UNC Wilmington
- **Chris Wilson (MDL)** Central Connecticut State University
- **Ryan Yates (GVM)** James Madison University

If you or someone you know is interested in an internship at Ruppert, please reach out to us at info@ruppertcompanies.com so that we can reserve a spot for you!





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 typically cooler, but soil temperatures are still warm enough to promote good germination rates, assuming adequate moisture is available.

The cost of seed has risen 200% over last year, meaning it is more important than ever to make sure we get the best return on our customer's investment. Communication is key to balancing the customer's budget with high-impact results. This may warrant a conversation about prioritizing areas to renovate instead of proposing a renovation of the entire turf acreage, creating a detailed maps for crews to follow so that we focus our attention in the right areas.

Another way to mitigate costs while improving the look and health of the turf is to perform rescue chemical treatments for things like crabgrass, summer annual broadleaf weeds, and sedges two weeks prior to actual aerating and overseeding operations. Chemical applications should be scheduled two to four weeks ahead to allow time for herbicides to “break down” and not negatively affect germination of the new seed.

Why Renovate?

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

Soil Testing

Once you determine a need for turf renovation, the first step is to test 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



Crews recently trained using the latest combination aerator and spreader from Stinger.

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!

Aftercare Program

Now, it's our job to follow the proper steps to increase the chances of having good germination and development of the newly seeded grasses. Coordination of watering, mowing, and turf chemical applications is key to a successful renovation in order to reduce weed competition and pave the way for the newly germinated seedlings.

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 does not mean it shouldn't be cut as needed, however we need to be mindful of a few things:

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Being Prepared for Natural Disasters

By Adrian Karver, Regional Safety Manager



As we move into fall, we start to think about cooler weather, holidays, and gathering with family. The last thing we want to think about is preparing for potential natural disasters such as wildfires, floods, hurricanes, earthquakes, or tornadoes. We hope that no one reading this ever has to endure such an event, but we operate under the “better safe than sorry” principle and wanted to take this opportunity to encourage you and your family to take these simple

steps now to prepare for any future emergency. While safety needs to be a big part of our focus in our industry, it certainly doesn't end with our workday, as we want our employees and customers to be well prepared and safe in all areas of their life.

Taking simple actions to protect against potential disasters can help keep your family safe, limit property damage and repair costs, and allow you to help support your community. To prepare yourself and your family for a disaster, we encourage you to take the following steps:

- **Know your risks:** Visit your state and local government's emergency management websites to look for more information about the common types of disasters and whether disaster plans exist for your area.
- **Keep informed with alerts and warnings:** There are many alert and warning systems to keep you and your family up to date while at work, home, school, or away. Learn which are available in areas where you spend a lot of time and subscribe to them.
- **Create a family emergency communication plan:** Know how to contact and meet family members before, during, or after a disaster.
- **Make an evacuation and shelter plan:** You must find protection for you and your family when disaster strikes. Deciding whether to evacuate or to shelter in place depends on many factors, including the hazard you are facing and whether your shelter will keep you safe.
- **Gather emergency supplies:** Gathering an emergency supply kit is an essential component to disaster preparedness. You should store emergency supplies in different places, such as your home, office, and vehicle.
- **Prepare your critical documents:** It is important to find and gather your valuables and critical information that will help you recover quickly and effectively after a disaster (i.e. birth certificates, living wills, passports, insurance documents, medical records, etc.) Consider keeping these documents in a fire-proof safe in a central location in your home and storing copies of these digitally or at another location.

Create an Emergency Kit

Here are a few things you might consider keeping on hand in case of an emergency:

- **Water.** Keep one gallon of drinking water, per person, per day in your kit. Depending on where you live, you may wish to keep 3, 7, or even 14 days of water on hand.
 - **Food.** Keep as much non-perishable food, like cans and dry goods, as your family will need to survive a major disaster.
 - **Cash.** Keep enough cash on hand to buy food, fuel, and a few nights in a hotel in case you need to evacuate.
 - **Radio.** Battery-powered or hand crank radio and a (NOAA) All Hazards Weather Radio with tone alert—keep extra batteries for both.
 - **Flashlight** and extra batteries.
 - **First aid kit.**
 - **Whistle.**
 - **N95 respirator masks.** Keep several in your kit and fit test each mask to ensure a tight seal on the face. They may keep you safe from smoke and chemicals.
 - **Wrench or pliers** to turn off utilities.
 - **Can opener** and other food preparation tools.
 - **Local maps.**
-
- **Understand your policy:** The insurance industry identifies a cause of loss, such as fire or theft, as a “peril.” Insurance only applies when your policy covers the peril that caused the loss. Check your policy to see which perils it covers, and in what situations, as well as what the deductibles would be. In general, according to the Insurance Information Institute, homeowners' insurance policies cover the following potential perils:
 - Civil unrest
 - Explosions
 - Falling objects
 - Fires/Wildfires
 - Hail
 - Hurricanes (but not flooding)
 - Malfunctioning plumbing, air conditioning, heating, and sprinkler systems
 - Theft
 - Tornadoes (but not flooding)
 - Vehicular damage
 - Volcanoes

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Being Prepared for Natural Disasters *Continued from page 4*

- **Understand your flood risk:** Flooding is the most common and costly disaster in the U.S. Talk with your insurance agent to see if your property is at risk for flooding or mudflows, including those caused by hurricanes or earthquakes, to consider adding flood insurance to your plan.
- **Document your property:** Keep a detailed record of your valuable belongings to help you recover and file a claim more quickly. Walk through your home and make a video or take pictures of everything you see, then work from that (and don't forget to open closets and drawers!). Remember that you may be able to get tax credits or deductions for your losses, but documentation is important.
- **Protect your property:** There are actions that you can take right now that can mitigate the impact that a potential disaster might have on your home or property, such as trimming trees away from your home, installing working shutters, anchoring your manufactured home, or creating a tornado-safe room to protect your family.
- **Practice your disaster plans:** Make a schedule to practice, update, and tailor your plans. Take the following actions regularly:
 - Test your evacuation and shelter plan
 - Test your communication plan
 - Refresh your emergency supplies (at least every six months)
 - Hold an emergency response drill
 - Keep your critical documents safe and updated
 - Review your inventory (update as your belongings change)
 - Have an insurance checkup
- **Take part in your community:** You can help support your community before, during, and after a disaster. Contact your local emergency manager to learn about opportunities near you. Nonprofits, faith-based organizations, schools, and civic groups are all great places to begin your search.

No one wants to spend time planning for a disaster, but the consequences of not being prepared can be far worse than the time and effort to prepare ahead of time. More detailed information, links, lists and recommendations to help you be prepared for a disaster can be found at www.ready.gov/plan, and at www.redcross.org/get-help/how-to-prepare-for-emergencies.html. Stay safe out there!

Ensuring a Successful Turf Renovation *Continued from page 3*

- 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 (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.

Turf renovation is a process of sequential events that requires attention to detail in order to get the best results from your efforts. If a turf renovation was completed by the book, and the aftercare program followed correctly, you should have a healthy stand of turf that will lay dormant in winter and return healthier than ever come spring.



It's important to use a deflector on the seeder to keep seeds on the target areas of turf and off of the pavement.



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:

Mather at Tysons

Location: Tysons Corner, VA

Project Description: The Mather is a life plan community complex consisting of two residential towers with a total of 300 apartments for seniors.

Client: Whiting Turner

Owner: Mather

Landscape Architect: Parker Rodriguez

Ruppert's scope of work: Landscape, irrigation, hardscape, soils, site furnishings

Completion date: Spring 2024



1111 Church Street

Location: Nashville, TN

Project Description: This new, 25-story apartment and retail tower—containing 380 one- and two-bedroom apartment units—will bring continuity and activity to a growing neighborhood.

Client: Yates Construction

Owner: Flank

Landscape Architect: Hawkins Partners

Ruppert's scope of work: Landscape, irrigation, hardscape, artificial turf, soils, site furnishings

Completion date: Summer 2023



New Carrollton Multifamily

Location: New Carrollton, MD

Project Description: Urban Atlantic is transforming 49 transit-oriented acres into a mixed-use and mixed-income employment center and residential community. The public-private partnership engages the Washington Metropolitan Area Transit Authority (WMATA), Prince George's County, the State of Maryland and development partner Brookfield (formerly Forest City) to create a new 2.5 million-square-foot Opportunity Zone-designated neighborhood.

Client: NRP Group

Owner: Urban Atlantic

Landscape Architect: Boarman Kroos Vogel Group, Inc.

Ruppert's scope of work: Landscape, unit paving, site amenities, irrigation

Completion date: Summer 2024



Photo credit: BKV Group, Inc.

Haven at Mission Trace

Location: Richmond, TX

Project Description: Haven at Mission Trace is a 264-unit apartment complex in the southwestern Houston Suburb of Richmond.

Owner/Client: Guefen

Landscape Architect: Kimley Horn

Ruppert's scope of work: Landscape, irrigation, hardscape, soils, site furnishings

Completion date: Q1 2024



Radius Dilworth

Location: Charlotte, NC

Project Description: Multi-family/ mixed-use project just outside of uptown Charlotte that is latest in a flurry of new development that's rapidly changing the area.

Client: Gilbane/Clancy & Theys JV

Owner: Spandrell Development Partners

Landscape Architect: Land Design

Ruppert's scope of work: Decorative concrete, pavers, site furnishings, drainage, soils, landscape, irrigation

Completion date: Q2 2024



10th & Peachtree Pocket Park

Location: Atlanta, GA

Project Description: The renovation of this small park, located in the heart of Midtown, will create a series of three outdoor rooms for different uses including a fenced dog park, play area and activity zone for lawn games.

Client: Midtown Alliance

Landscape Architect: Lord Aeck Sargent

Ruppert's scope of work: Demo, landscape, irrigation, site furnishings, concrete flatwork, concrete walls

Completion date: Fall 2022





Appreciate and Celebrate

Safety is an important part of our values, and it's everyone's responsibility to ensure our fellow team members return home safely to their families. With that in mind, our landscape management division enacted the Go Green Campaign earlier this year to recognize and reward branches that have gone over 30 days without a preventable incident. If a region "Goes Green," that means all branches within the region have reached the 30-day milestone, and each branch is rewarded with funds for an employee appreciation event as well as a \$250 gift card to Red Wing Boots to be raffled off to an employee. We are proud to say that our Georgia region reached this goal in May! Congratulations to **Ben Johnson (APM)**, **Byeish McCartha (MAM)** and **Francisco Caranssa (LIM)** for winning the raffle drawings.



Our **Richmond East, VA** maintenance team attended a Richmond Flying Squirrels baseball game on July 27th.



Our **Alexandria maintenance** team took a trip to the Chesapeake Bay on August 3rd for a fishing excursion to celebrate a successful summer season. Keep up the great work, team!

Our **Baltimore, MD** maintenance team took a break from their busy production schedule on August 5th to do some team bonding at the paintball park.





Appreciate and Celebrate



On May 12th, our **Charlotte, NC** maintenance branch held a team training exercise at Northlake Mall followed by an outing at Top Golf.



On August 5th, our **Gainesville and Dulles, VA** teams went tubing in Front Royal as a thank-you for a strong first half of year.



Our **Texas** landscape construction branch celebrated 100 days without a preventable safety incident with an employee appreciation cookout.



On August 5th, our **King of Prussia, PA** landscape maintenance team went to Speed Raceway for some go-kart racing, axe throwing, arcade games and food.



Appreciate and Celebrate



Our **Tennessee** landscape construction branch held an appreciation event on August 12th to thank the team for their hard work and attention to detail on several large, complex landscape construction projects this summer.



Our **Georgia** landscape construction branch held an appreciation event on June 17th to celebrate the team's hard work.



On August 12th, our **Washington, DC** maintenance branch enjoyed a day of camaraderie with the team while tubing in Harpers Ferry, WV.



On August 26th, our **Fredericksburg, VA** maintenance branch held their annual fishing trip to enjoy some time on the water with the team.



Community Service

Dan Derrow (DCM), Diego Melendez-Sosa (DCM), Eric Long (LAM), Cate Deane (LAM), and Grant Fuller (intern) recently helped support The RMR Group's day of service by enhancing the curb appeal of three Cornerstone Montgomery sites. Cornerstone Montgomery is the largest and most comprehensive nonprofit provider of behavioral health services in Montgomery County, MD. We are always happy to get involved in hands-on projects like this that support our local communities!



Our Mableton, GA maintenance team was honored to attend the ribbon cutting ceremony for the University of Georgia's new Irrigation Demonstration site at their Griffin, GA campus earlier this month. Our Mableton enhancement team donated and installed four new plant beds to complete the drip and xerigation areas of the garden. This site will allow students the chance to interact with the latest irrigation technology and promote UGA-created plant cultivars. We are proud to have been part of a project that will impact water management in Georgia for years to come! Shout out to our hardworking enhancement team: **Josue Hernandez, Terry Bridges, and Juan Martinez Rojas**, led by Enhancement Manager **John Sinko**.

Farewell Friend



Our Ruppert team is like our family, which is why it is so hard to say goodbye when we lose one of our own. We are deeply saddened to share that **Nick Foo**, a crew member in our Laytonsville maintenance branch who had been with the company for just a few months, passed away unexpectedly in June. Our deepest condolences and prayers go out to his mom, Donna, his dad, Mike, his fiancée, Hessley, and all those whose lives he impacted.



Employee Development

Congratulations to the recent graduates of our **KASH** management training course! In this two-day course, employees learn what Knowledge, Attitude, Skills, and Habits it takes to be successful at Ruppert and to be more effective leaders.



Congratulations to our recent Enhancement Sales Contest winners, **Cole Stoy (ALM)** for February through June, and **Scott Sindall (FRM)** for July. Enhancement sales are critical to our success because one of the most common pieces of feedback we receive from our customers is to be more proactive in suggesting ways they can better maintain and improve their property. Our enhancement sales recognition contest awards each month's top performer with an engraved silver coin to be displayed in the branch (and one to keep) as well as a small bonus and company-wide recognition.



Cole Stoy (ALM)



Scott Sindall (FRM)



Employee Development



Ask anyone in the company and they will tell you that our Branch Administrators are the glue that holds our branch teams together. This week, we gathered with BAs from all 24 of our landscape management branches for our annual **BA conference**. The group discussed best practices and ways to improve efficiencies across the many facets of their roles. It was great to see so many smart and talented team members all in one place and to hear their unique perspectives. From all of us at Ruppert, thank you for all you do!



Congratulations to the latest graduates of our **Elevate Level 2** training program! 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!





Employee Development



We're always striving for continuous improvement and searching for better ways to serve our customers. This week, our landscape management division held a **Sales Kickoff** event where each branch presented their 2023 business development plans and conducted training on several of our processes to develop standards across the division. We also recognized **Leo Gottgens, Patty Pescrille, Deb Stipa, and Matt Zuccari** for joining the 'Million Dollar Club' by achieving outstanding sales this year. Their success is a true testament to the strength of their relationships with their clients and we commend them for their efforts to help us grow our business so that we can in turn provide more growth opportunities for our employees.



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.





Movin' On Up



Mike Barbera (KIM) promoted from Field Mgr. to Area Mgr.



Luis Benjume (LIM) promoted from Crew Member to Asst. Field Mgr.



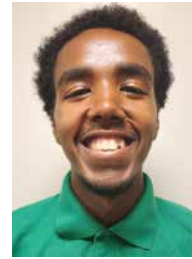
Damien Castro (APM) promoted from Asst. Field Mgr. to Field Mgr.



Jancy Chavez (DCM) promoted from Asst. Field Mgr. to Field Mgr.



Jared Crooks (CHM) promoted from Crew Member to Asst. Field Mgr.



Shoa Durant (REM) promoted from Asst. Field Mgr. to Field Mgr.



Albert Fekete (TNL) promoted from Estimator to Sr. Estimator



Brittany Fleming (TOM) promoted from Branch Admin. to Bus. Dev.



Chris Guerra (VAL) promoted from Project Mgr. to Business Dev.



Bryson Hinton (DHM) promoted from Field Mgr. to Area Mgr.



Rachel Kelly (CHM) promoted from Dir. of Quality and Efficiency to Branch Mgr.



Tyler Johnson (RAM) promoted from Area Mgr. to Assoc. Branch Mgr.



Juan Larin (DCM) promoted from Asst. Field Mgr. to Field Mgr.



Bobby Lucas (APM) promoted from Asst. Field Mgr. to Field Mgr.



Josh Mickey (LIM) promoted from Area Mgr. to Assoc. Branch Mgr.



Okran Montes (DLM) promoted from Asst. Field Mgr. to Field Mgr.



Bryan Montes (DLM) promoted from Crew Member to Asst. Field Mgr.



Gregory Newman (FBM) promoted from Field Mgr. to Enh. Mgr.



Jose Orellana (DCM) promoted from Crew Member to Asst. Field Mgr.



Jeff Palmer (LIM) promoted from Field Mgr. to Area Mgr.



Jose Quintero (DCM) promoted from Asst. Field Mgr. to Field Mgr.



Jeff Sizer (CHM) promoted from Crew Member to Field Mgr.



Rudy Tabidi (DCM) promoted from Asst. Field Mgr. to Field Mgr.



Hunter Thompson (CORP-ACCT) promoted from Sr. Acct. to Dir. of Acctg. Systems & Reporting



Maribel Toxtle (APM) promoted from Asst. Field Mgr. to Field Mgr.



Marianne Warren (FBM) promoted from Enh. Mgr. to Area Mgr.

**NOT
PICTURED**

Kelvin Lopez (DCM) promoted from Crew Member to Asst. Field Mgr.



Major Milestones

A hearty congratulations and best wishes to:

RECENTLY ENGAGED/MARRIED



McKenna Rowles (DHM) and her fiancée, Brianna Cardoni, got engaged on June 25th.

Alexander Shuck (FBM) and his wife, Jordan, were married on May 14th.



Larry (WHM) and Ariana Rhodes (BAM) were married on September 4th.

Jordan Marshall Wood (LAM) and her husband, Tyler, were married on September 10th.



NEW PARENTS & GRANDPARENTS



Rico Binet (DCM) and his wife Danielle Gray welcomed a girl, Dalia Rosabelle, on February 14th.

Conner Kendall (FBM) and his fiancée, Reilly, welcome a girl, Reign, on April 5th.



Oscar Miranda's (DLM) son, Oscar Leonel, and daughter-in-law, Liliana, welcomed a boy, Leo Santiago Miranda, on August 18th.

Martin Martinez (GAL) and his wife, Maria Guadalupe, welcomed a boy, Santiago, on June 14th.



Daniel Martens (GAL) and his wife, Katelyn, welcome a boy, Easton James, on July 12th.

Taylor Nienke (RAM) and his wife, Hope, welcomed a girl, Aria June, on August 24th.



OVERACHIEVERS



Tim Johnson (GAL) completed his training to become OSHA 30 certified.

Branch Abbreviations

ALM Alexandria Maintenance (VA)
APM Alpharetta Maintenance (GA)
BAM Baltimore Maintenance (MD)
CAM Camp Hill Maintenance (PA)
CHM Charlotte Maintenance (NC)
CORP Corporate Office (MD)
DCM D.C. Maintenance (DC)
DEM Delmarva Maintenance (DE)
DHM Durham Maintenance (NC)
DLM Dulles Maintenance (VA)
FBM Fredericksburg Maintenance (VA)

FOM Forestville Maintenance (MD)
FRM Frederick Maintenance (MD)
GAL Georgia Landscape (GA)
GVM Gainesville Maintenance (VA)
KIM King of Prussia Maintenance (PA)
LAM Laytonsville Maintenance (MD)
LIM Lilburn Maintenance (GA)
MAM Mableton Maintenance (GA)
MDL Maryland Landscape (MD)
NBL National Landscape (MD)
NCL North Carolina Landscape (NC)

RAM Raleigh Maintenance (NC)
REM Richmond East Maintenance (VA)
RIM Richmond Maintenance (VA)
RSM Richmond South Maintenance (VA)
TNL Tennessee Landscape (TN)
TOM Toughkenamon Maintenance (PA)
TXL Texas Landscape (TX)
VAL Virginia Landscape (VA)
WGM Wilmington Maintenance (DE)
WHM White Marsh Maintenance (MD)



New Faces

We welcome the following new employees to Ruppert's growing ranks. And welcome to our new and returning crew members.



Josue Argueta
(CORP-ACCT)
AP Specialist



Brent Arnold
(TNL)
Estimator



Steven Ayilola
(CORP-IT)
IT Help Desk



Ryan Baker
(CHM)
Area Mgr.



Edwin Barrera
(VAL)
Asst. Project Mgr.



Diego Barrientos
(CORP-ACCT)
Senior Accountant



Freddy Caraballo
(DCM)
Field Mgr.



Heather Canas
(VAL)
Receptionist



Patty Christie
(CHM)
Branch Admin.



Nadsjeri Cooper
(CORP-ACCT)
Staff Accountant



Brandon Collier
(LIM)
Field Mgr.



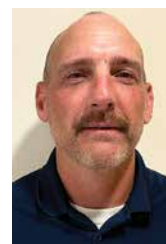
Shawn Corera
(CORP-ACCT)
AP Specialist



Rene Flores
(TNL)
Field Mgr.



Tim Gardener
(CHM)
Field Mgr.



Randy Garland
(MDL)
Project Mgr.



Blake Garmon
(CHM)
Business Dev.



Mitchell Gomes
(CORP-IT)
IT Help Desk



Nathanael Gonzalez
(MDL)
Field Technician



Chris Hart
(TNL)
Field Mgr.



Ayllin Hernandez
(DLM)
Branch Admin.



Mason Howard
(TNL)
Asst. Project Mgr.



Nahomy Lemus
(MDL)
Asst. Project Mgr.



Ben Lokos
(CORP-IT)
Software Dev.



Matt Louise
(VAL)
Project Mgr.



Tim Marshall
(VAL)
Asst. Project Mgr.



James McGurk
(DEM)
Enhancement Mgr.



Matt Murdock
(ALM)
Area Mgr.



Joshua Myers
(FBM)
Asst. Field Mgr.



Jeremiah Patterson
(FBM)
Asst. Field Mgr.



Jose Pinto
(LIM)
Asst. Field Mgr.



Robert Rivera
(TXL)
Asst. Project Mgr.



Adam Rossetti
(VAL)
Field Mgr.



Matthew Schultz
(DLM)
Field Mgr.



David Shore
(CHM)
Enhancement Mgr.



Ryan Truitt
(WHM)
Bus. Dev. Mgr.



Divan Van Eck
(FRM)
Enhancement Mgr.



Jonathan Vaughn
(FBM)
Asst. Field Mgr.



Zane White
(VAL)
Asst. Project Mgr.



Doug Wise
(CHM)
Field Mgr.



Bob Zanesky
(CHM)
Field Mgr.