

# Green Sheet

RUPPERT LANDSCAPE NEWSLETTER

4TH QUARTER 2019

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.

## A Holiday Message from Craig Ruppert



The holiday season is a time of giving thanks for all the good things we have in our lives. As I reflect on all that I'm thankful for, I think of each of you—our

team members and your families, our vendors and valued customers. Together, you make up our extended Ruppert family. We couldn't have made this year a successful one without you.

It's also a season of giving, and I am reminded that it's thanks to your hard work and dedication that we are able to be profitable and give a portion of that profit back to our local communities and those in need. This year, we've contributed over \$603,000 to 173+ worthy causes, including those listed here. Each of you has contributed to this effort in some way, whether by patronizing our business, connecting us with a

charity, representing us at a gala or outing, or performing a landscape renovation for the local community. In every case, I hope that you share the feeling of pride and satisfaction in knowing that what you do makes a difference to others who both need and appreciate our help and support. I hope that you and your family enjoy the holidays and have a happy, healthy new year.

Sincerely,

happy  
HOLIDAYS.

See Our 2019 Community Partnerships on page 16





# Why Is Dormant Pruning Better than Gas-Powered Shearing?

**By Joe Ketterer, Director of Quality and Efficiency, Maintenance Division**



**D**ormant pruning is performed early in the year (January through March) to improve plant health and/or reduce the size of existing plantings that may have become overgrown since their initial planting. When properly timed and executed, dormant pruning will maintain the natural shape and growth habits of the shrub with respect to its flowering, fruiting and foliage characteristics.

All too often, many flowering plants are sheared repeatedly during the course of the growing season, preventing them from showing off the very attributes for which they were planted in the first place. We need to change this horticulturally incorrect practice that has become all too common within our industry/marketplace just because it appears to be faster and more economical. While shearing of some evergreens has its place with respect to maintaining a formal manicured hedge, we need to recognize that it can actually cost more in the long run in terms of total labor costs expended over the course of the entire season or contract year. In many cases, more education regarding proper plant culture and the value of dormant pruning is needed. As we prepare for the 2020 dormant pruning season, it is important to understand why we are doing this and what it means for our customer, the company, and the overall health and appearance of the plant.



*Burning bush that is properly dormant pruned in winter will have a natural shape and appearance in summer (left) and will exhibit bright red leaves in the fall (right)*

### Benefits for the Customer:

- Increases the aesthetic and ornamental value of existing plant material. This could include improved flowering, fruiting, foliage and general growth habit or plant shape.

- Improves the overall appearance of the site with more natural looking plants that perform better horticulturally
- Can potentially reduce maintenance costs over time and preserve the integrity of the original design while keeping property values up
- Improves plant health by reducing certain pest populations (i.e. spider mites)
- Rejuvenation pruning of older overgrown or declining material (which is a more extreme version of dormant pruning) can be a cheaper alternative than completely removing and replacing an existing landscape that has simply outgrown its living space and is no longer aesthetically pleasing



*Spider mite damage on Winged Euonymus (also known as Burning Bush) is especially common when these plants have been sheared repeatedly vs. dormant pruning. The resulting damage can lead to premature leaf drop which negates the otherwise beautiful bright red fall color for which they are known. Dormant pruning will often eliminate this problem and make the plant more hospitable to beneficial insects such as ladybugs.*



### Benefits for the Company:

- Reduces overall pruning hours for the entire season by reducing repeated growth flushes. For example, the more you shear, the more you have to shear – and you end up with an unnatural looking branching habit known as “crow’s feet.”

*Continued on page 3*





## Safety Spotlight

# Celebrate Responsibly

By Dave Sanders, Director of Safety and Risk Management



**W**hile the end of the year brings about the merriment of the holiday season with people traveling to and from parties and vacation destinations, it's important to be aware of the dangers of drunk driving. If you drive while impaired, you could get arrested, or worse—be involved in a traffic incident that causes serious injury or death. Did you know...

- Nearly 1/3 of all traffic crash fatalities in the United States involve drunk drivers with a blood alcohol level (BAC) of .08 or higher
- More than 10,000 people die every year in drunk-driving crashes
- In every state, it's illegal to drive with a BAC of .08 or higher, yet one person was killed in a drunk-driving crash every 48 minutes in the U.S. in 2017
- Men are more likely than women to be driving drunk in fatal crashes. In 2017, 21% of men were drunk in these crashes, compared to 14% for women.

Buzzed driving IS drunk driving, so take precautions to ensure your safety and the safety of others this holiday season.

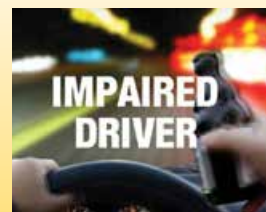
- Plan your safe ride home before you start the party. Choose a non-drinking friend as a designated driver or plan to call a taxi or an Uber.
- If someone you know has been drinking, don't let them get behind the wheel. Take their keys and help them arrange a sober ride home.
- If you're hosting a party, make sure all guests leave with a sober driver.
- Wear your seat belt—it's your best defense if you're struck by an impaired driver.
- If you see an impaired driver on the road, contact local law enforcement. Your actions could help save someone's life.



Whether you are our customer or one of our team members, please remain vigilant and safe this holiday season. You matter to us!

### Signs that a driver may be impaired:

- driving too fast or too slow
- drifting in and out of a lane or straddling lanes
- driving without headlights on at night
- stopping for no apparent reason
- tailgating other drivers
- using the turn signal inconsistently and/or making abrupt turns



### Dormant Pruning *Continued from page 2*

- Reduces our workload and need to work overtime during the hot summer months. Dormant pruning can significantly reduce summer pruning needs, as long as we don't "undo" the good work that we did in the first quarter with indiscriminate or severe shearing, which would negate the horticultural benefits of dormant pruning and any applied growth regulators by actually encouraging flush growth as a response to severe shearing.
- Improves our reputation and image by implementing more horticulturally correct methods
- Creates enhancement sales opportunities via proposing rejuvenation pruning

It is important to note that not all shrub species require dormant pruning, and not all can be dormant pruned to the same extent or at the same time, as some are more sensitive to cold and the severity of pruning. Not all plants are created equal and therefore should not be treated equally. The ability to identify plants is paramount to the success of dormant pruning. Know your plant material and know when to put down the gas-powered hedge trimmer.

### The following species of plants offer the highest gains if properly dormant pruned:

- Euonymus sp. (Manhattan and Burning Bush)
- Hollies sp. (Chinese, Japanese, Inkberry, Winterberry)
- Roses sp. (Knockout and Carpet Roses)
- Barberry sp. (Crimson Pygmy and Julianne)
- Viburnum sp. (Korean Spice, Dentatum, Burkwoodi, etc.)
- Hydrangeas sp. (Paniculata, Macrophylla, Oakleaf, etc.)
- Spireas sp. and Abelia (most summer flowering shrubs)



# Facility Fitness

By Bill Law, Facilities Manager



**T**ravel to any one of our twenty-three branches, located throughout seven states, and you will always find Ruppert image uniformity. You see it in our vehicles and equipment, the attention to detail that we put into our maintenance and construction projects, in our people and culture, and in our facilities and grounds. It is our standards that help us present a united front.

We have recently set out to establish a long-term plan for maintaining our facilities to keep up with the Ruppert standards. Continued growth is on our horizon, and so is the need for adding facilities and enhancing those already in our portfolio. In 2017, we made two meaningful moves to keep pace with the challenges that growth brings. The first was to develop a **Facility Binder**, a resource that contains detailed information and standards that list everything from how to design a new facility to what color our facility walls should be. The second was to form a **Facilities Committee** that is represented at each branch by an individual who is knowledgeable in and committed to maintaining the facility and grounds. The committee's mission is lengthy, yet reflects the priority we place on Ruppert being a great place to work and grow: "To maintain and enhance our facilities to a uniform standard so that we may provide a safe, comfortable, productive, efficient, and aesthetically pleasing environment that continues to attract and retain great talent."

This year, we made another significant development in creating our **Facility Assessment Format**. This document is designed to assess the condition of each branch facility and grounds, and allows us to determine where the branch is succeeding and what areas require attention. It also provides an opportunity to identify planned projects, needed repairs, and improvements for long-term growth and planning. Finally, the assessment is a tool to measure over time how successful we are at keeping up and maintaining our facilities to the highest Ruppert standard.

In October and November, I toured each of our branch facilities along with our Branch Managers, Facility Committee Representatives and Regional Managers. At each, we invested a half-day touring, making new friends, providing advice and guidance, building expectations and providing a road map to success. We also received feedback that will prove helpful in supporting the needs



of the branch and helping to guide what we can do as a department and company to support them.

We all know that we place tremendous value on our team members here at Ruppert, and that we are an organization that's loaded with talent and experience. I encourage you to take an active role in helping us create and maintain a work environment that will make each of us proud and motivated to come to work each day. If you have any thoughts, suggestions or are willing to lend a hand, please reach out to your Facility Committee Representative or Branch Manager to see how you can make a difference.

## Career Opportunities

For information about current career opportunities at Ruppert Landscape, please visit us at [www.ruppertlandscape.com/careers](http://www.ruppertlandscape.com/careers)

# Anti-icing and De-icing: A Scientific Approach

By Josh Nichols, Regional Snow Manager



When it comes to winter weather, having a solid game plan in place is critical. Our crews not only perform snow removal but take proactive steps to prevent and minimize the effects of snow and ice on our clients' properties. Understanding the difference between anti-icing and de-icing is an important first step in the process:

- **Anti-icing** is intended to **prevent** a strong bond between frozen precipitation or frost and a pavement surface by timely application of a chemical freezing point depressant.
- **De-icing** is when a de-icer is applied to the top of an accumulation of snow, ice, or frost that is **already** bonded or formed to the pavement surface.

The major benefit of anti-icing is that it breaks the initial bond of snow and ice to the pavement. This will ultimately provide a cleaner clearing of the surfaces and will require less materials in the de-icing process. In some instances, the anti-icing treatment is all that's required. When anti-icing is not performed, snow will bond to surfaces and clearing will require more time and effort. In addition, it will require more de-icing material to get to clear surfaces. Not every storm should be treated with an anti-icing application, but when done, typically delivers the best results and helps manage overall costs, providing a better final product.

There are several factors that we consider when deciding the correct course of action:

- Air temperature
- Pavement temperature
- Type of precipitation
- Type of surface (asphalt or concrete)
- Wind speed & direction

Both methods of ice control can be accomplished using traditional granular materials or a liquid solution. There is a wide variety of products available, each with different benefits and cost points.

## Granular Materials

Using a granular application method should typically occur closer to the start of the event. This will prevent unnecessary tracking or displacement of the material from vehicles and pedestrian foot traffic. Types of granular materials include:



- **Sodium Chloride** – Also known as rock salt, this is one of the most commonly used ice melt products and is used on roadways and parking lots.
- **Calcium Chloride** – Commonly used on sidewalks and parking garages. It's effective to much lower temperatures than salt. If over-applied, it can create a slippery surface due to its exothermic characteristics. Exothermic refers to a chemical reaction that releases energy in the form of heat, light, or sound.
- **Magnesium Chloride** – Commonly used on sidewalks and parking garages. It's effective to lower temperatures than salt, but not as low as calcium chloride. If over-applied, it too, can create a slippery surface due to its exothermic characteristics.
- **Blended Ice Melt** – Commonly used on sidewalks. This is a sodium chloride blend that is usually treated with a liquid magnesium or calcium chloride that help work at lower temperatures and accelerate the melting process. Some blends incorporate granular calcium and magnesium as opposed to the liquid.

## Liquid Materials

One benefit with a liquid application is that it can be applied 48 hours in advance of the storm. It also doesn't create a messy situation if the forecasted event does not materialize. Types of liquid solutions include:

- **Sodium Chloride** – This is a liquid form of rock salt created by mixing water with rock salt and is commonly used to treat roadways and parking lots.
- **Sodium Chloride Blend** – This is a liquid form of rock salt that is enhanced by adding other types of de-icing agents, the most common of which are calcium or magnesium chloride. Other types of additives are agricultural byproducts that help lower melting

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# Award Winning Projects

The following projects were recognized in the 2019 National Association of Landscape Professionals (NALP) and the Landscape Contractors Association (LCA) Excellence in Landscape Awards.

## City Springs

**Location:** Sandy Spring, GA

**Installed by:** Georgia Landscape Construction Branch

**Awards Won:** NALP Gold Award/LCA Grand Award

**Description:** City Springs is a 14-acre, multi-use city center that functions as the city's civic and community anchor and is the home to new city offices, a performing arts center, restaurants, shopping, residential units, and the new city green. The City Green, which is a four-acre park within the project, includes an open lawn area, shade bosque, an amphitheater, multiple plazas, and a network of fountains.

**Scope:** Installation of six water features (including an interactive fountain and a rain wall); 5800 LF of granite curbing; 74,000 SF of subslab and pavers; 95,000 SF of concrete flatwork; 9,000 SF of vehicular paving; 22,000 LF of joint caulking; 4,500 LF of planter walls; 4800 LF of pre-cast stone veneer walls/caps and brickwork; an irrigation system with 86 zones; 6,000 LF of drainage; 63,250 SF of turf; 344 trees; 19,000 shrubs, annuals, perennials and grasses; 1300 LF of stainless steel handrails and guardrails; 1850 bales of pine straw mulch; and \$630,000 worth of site amenities.



## Mary Elizabeth Branch Park

**Location:** Austin, TX

**Installed by:** Texas Landscape Construction Branch

**Awards Won:** NALP Gold Award/LCA Grand Award

**Description:** This public/private partnership between the City of Austin and Catellus Development is a mixed-use community on what used to be Austin's former airport. This 3 1/2 acre park features volleyball courts, a custom play airplane for kids, a dog run, playscape areas (all constructed from recycled materials), interactive waterscapes as well as native and adaptive landscaping throughout the park.

**Scope:** Our work scope also included general contracting work

such as mass grading; underground civil utilities; site lighting and the construction of a support building. Traditional landscape construction work included installing 10,000 CY of topsoil; over 1000 tons of decomposed granite and sand; 63,000 SF of pavers and concrete flatwork; 28,000 SF of surface covering; a 25-zone irrigation system and drainage; 40,000 SF of Bermuda sod; 18,500 perennials, grasses and shrubs; over 200 trees (3-14" caliper); 200 specialty-cut limestone blocks (some weighing 2,000 lbs.); a rain garden; a green roof; an interactive water feature and playground equipment.



## The International Spy Museum

**Location:** Washington, DC

**Installed by:** Virginia Landscape Construction Branch

**Awards Won:** NALP Silver Award/LCA Grand Award

**Description:** This new 120,000 SF building includes three floors of museum exhibits resting on a base of retail, education and lobby spaces. The client wanted a design that would connect existing DC tourist areas and would complement this area's revival by introducing plantings that would provide seasonal interest on the street and replace the existing pavements with a durable and flexible surface.

**Scope:** All concrete flatwork throughout the site (13,000 SF of sub-slab, 135 LF of stairs, 7,700 SF of sidewalk, 536 LF of curbs, 200 SF of handicap ramps, and 2,900 SF of crosswalks); all pavers (14,000 SF); landscape (36 trees, plantings, perennials, shrubs, and sod); an irrigation system and site furnishings (planters, bike repair stations, benches, trash cans, bollards).







# Award Winning Projects

## 251 DEKALB

**Location:** King of Prussia, PA

**Maintained by:** King of Prussia Landscape Management Branch

**Awards Won:** NALP Gold Award/LCA Grand Award

**Description:** 251 DEKALB is a three-building high-end residential community located just off a well-known historical and social region known as Philadelphia's Main Line. An art gallery, coffee shop, terrace, community garden, resort-style pool, bocce courts, and fitness center are just some of the luxurious amenities available to residents on the 26-acre property. The campus was designed to have a modern European style look and feel and provide an abundance of green space for luxurious living inside and out.

**Scope:** Maintenance of the walkways, beds, trees, pots, building entrances, and common grounds, including care of 1,300 annuals, approximately 1,200 perennials/grasses/shrubs, 5 acres of turf, 13,000 SF of bed space, and over 100 trees, as well as several significant enhancements.



## A Global Financial Institution's McLean Campus

**Location:** McLean, VA

**Maintained by:** Alexandria Landscape Management Branch

**Awards Won:** NALP Gold Award/LCA Grand Award

**Description:** Located in the heart of Tysons Corner, this financial institution's corporate campus was designed to create a modern environment for both work and relaxation. Employees and visitors have access to a shaded interior courtyard, ground-floor retail and restaurant space, and three multi-level rooftop terraces which provide a variety of outdoor spaces to enjoy. Lowered plant beds along the roads collect and filter rainwater, and mature trees line the rear of the property to block road noise from nearby I-495.

**Scope:** Maintenance of five acres of turf, 100 yards of mulch, 800 annuals, 3,000 shrubs, 3,750 perennials, 250 trees, as well as irrigation management.

## Six Flags America

**Location:** Bowie, MD

**Maintained by:** Forestville Landscape Management Branch

**Awards Won:** NALP Gold Award/LCA Grand Award

**Description:** This premier amusement park, which has over one million visitors a year, features more than 100 rides, games, shows and attractions including the Hurricane Harbor water park. Keeping this site in exceptional shape for visitors' enjoyment, while ensuring we are working with the customer's budget requires close work with the customer to solve challenges, expand scope in a value-conscious way, and continuously focus on the details.

**Scope:** Maintenance of an irrigation system with 46 hydro-zones, 38 acres of turf, the installation and maintenance of over 20,000 annuals, care of 5,000 perennials, several hundred trees, over 60 palm trees, and 200 containerized tropical plants.







## Appreciate and Celebrate

Congratulations to our Enhancement Sales Contest winners: **Christa Bush (ALM)** for August and October, and **Zack Chromiak (LIM)** for September. Enhancement sales are critical to our success because our customers routinely state that a key way we can improve is by being 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.



Our **Gainesville maintenance** branch tested their aim and strength with a dunk tank, then went on a fishing trip to try their luck with a good catch.

On October 4th, members of the **Georgia landscape** branch divided into four teams and went on a scavenger hunt, enabling some friendly competition. They visited jobs they have worked at in the past years, and each team had to answer questions and complete challenges. They finished their day with food and drinks at Park Bar Atlanta. Congratulations to the winning team, Hydrangea!







## Appreciate and Celebrate



The **Lilburn Maintenance** team celebrated Area Manager Stephen DeWeese's 10th anniversary on October 21st.



The **D.C. maintenance** team held their fall appreciation event on November 1st with food and games after helping employees with the open enrollment process for healthcare benefits.



Our **Lilburn maintenance** team let off a little steam with a friendly but fierce game of paintball on November 15th.





## Appreciate and Celebrate

### Celebrating a 30-Year Milestone

With a typical employee remaining at a job for only 4½ years, the days have long since passed when people spend their entire career with one employer. Here at Ruppert, we have been very fortunate to have several employees with tenures of over 20 years. On November 5th, we had the great honor of celebrating the 30th anniversary of Cecil Hopkins, our Washington, DC shop manager. Cecil's focus and attention to detail have been an integral part of how we've gotten to where we are today. He's worked in six branches, helping to ensure that our vehicles and equipment were working well, operating safely and living up to our Ruppert image standards. The personal stories that several people shared about Cecil's calm and friendly demeanor, willingness to go the extra mile (even when being thrown some crazy requests) and strong work ethic were a great reminder of where we've come from as a company and where we are headed. Thanks for the memories, Cecil, and keep up the great work!



*Pictured left to right: Craig Ruppert, Chris Davitt, Phil Key, Bob Jones, Mr. Hopkins, Cecil Hopkins, Greg Franklin, Chris Bixler, Doug Halsey, Ken Thompson, Reid Altavilla*

### Anti-Icing and De-Icing: A Scientific Approach *Continued from page 5*

temperature and/or provide some type of additional corrosion inhibitors. These blends can be custom made depending on the storm and the expected temperatures.

Selecting the right approach for each storm is a science and can vary greatly on a storm-by-storm basis. No two storms are the same, nor is the same storm similar in a different location across town. We educate our teams on the latest products, equipment and techniques to make sure our snow tool bag has plenty of options when it comes to attacking a winter weather event. Applying a scientific approach to material applications will allow for the best approach, which ultimately provides a safer environment for tenants and customers.

The type of material and application that we choose depends on the weather and surface conditions, as well as



our clients' preference and budget. If you are interested in adding anti-icing or de-icing treatments to your snow contract, reach out to your field manager or area manager, or contact me at [jnichols@ruppertcompanies.com](mailto:jnichols@ruppertcompanies.com) for more information.





## Employee Development

On September 7th, **Georgia landscape** field managers **Chris Salmon, David Esquivel, Jorge Quintero, James Boatright, Joseph McKinnon, and Andrew Brewer** (pictured L to R), completed their rigging certification training.



On October 29th, **Josh Strohm (KIM)** obtained his CLT.

**Brandon Reavis (LIM)** received his Pesticide Applicator License on October 30th.



On October 29th – 30th, we held a two-day New Field Manager Orientation. Our group split up to learn about specific maintenance and construction-related topics, and each group participated in hands-on exercises including “the devil’s in the details” (including pruning and herbicide application) and a tree planting contest.

Employees from across the company gathered at our corporate campus for a KASH course on November 6th and 7th, where they worked to uncover the Knowledge, Attitude, Skills, and Habits it takes to be successful at Ruppert. This course combines classroom and hands-on training, as well as fun team-building activities.







## Community Service

Our **Laytonsville maintenance** team was honored to sponsor and participate in Celebración 20, held on September 26th at the Universities at Shady Grove. The event was intended to raise awareness about Identity, an organization that responds to significant challenges faced by many Latino youth and families in the Montgomery County community.



*Pictured left to right: Ricky Hernandez, John Harich, Juan Mendez, Silenia Alfaro, Jillian Gottlieb, Ronny Raymundo and Diego Ortiz all of the Laytonsville (MD) Maintenance Branch.*

Our **Richmond maintenance** branch recently assisted the Feed More organization, which collects, prepares and distributes food to their neighbors in need within Central Virginia. Feed More's programs and network of agencies provide more than 52,000 meals each day to Virginians facing hunger.



On September 27th, members of our **Raleigh maintenance** branch sponsored and participated in the Triangle Apartment Association's (TAA) 2019 Golf Tournament at The Neuse Golf Club (Clayton, NC). TAA is a non-profit organization that strives to be the leading resource committed to the advancement of the rental housing industry through advocacy, engagement, and innovation.



*Pictured left to right: Johnny Sawyer, Michelle Ridings, Jeff Sosa, Robert High, Tyler Johnson, Drew Dumann*

On November 15th, our **IT department** donated time and materials to help the students at Seneca Academy renovate their serenity garden. Together with the kids, they removed dying plant material, installed new trees and groundcover, and mulched the planting bed.







# Major Milestones

*A hearty congratulations and best wishes to:*

## JUST ENGAGED / MARRIED



**Roberto Escobar (DCM)** and his wife, Brenda, were married on November 7th.

**Ryan Petroski (TXL)** and his girlfriend, Brandi, welcomed a boy, Eli Remmell, on September 24th.



Tobin Curie McGehee, born to **Charlotte (Ruppert) McGehee** and her husband, Mike, and welcomed by proud grandparents **Craig** and **Pat Ruppert**, on November 26th.



## OVER ACHIEVERS

**Octaviano Flores (BAM)** and **Rad Petkov (CORP-IT)** earned their U.S. citizenship.

## PROUD PARENTS & GRANDPARENTS

**Brandon Allen (DCM)** and his wife, Grace, welcomed a boy, Samson, on November 1st.



**Steven Sheppard (MAM)** and his wife, Shaniqua, welcomed a boy, Saint Sheppard, on September 17th.



*Octaviano Flores*



**Jason Groff (TOM)** and his wife, Amy, welcomed a girl, Ariella Rose, on September 26th.



**Edward Maloney (TXL)** welcomed a girl, Gemma Grae Maloney, on October 12th.



*Rad Petkov*



## Movin' On Up



**Courtney Pohlit** promoted from Digital Project Mgr. (CORP-IT) to Director of People and Recruiting



## Movin' Sideways



**Garth Jorgensen** moved from Branch Mgr. in TOM to DEM



**Diego Melendez Sosa (DCM)** promoted from Crew Member to Assist. Field Mgr.



**Steven Sheppard (MAM)** promoted from Crew Member to Assist. Field Mgr.



**Blake Smith (NCL)** promoted from Sr. Field Mgr. to Project Mgr.

## Branch Abbreviations

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

## NOT PICTURED

**Russell Shipe (DCM)**  
promoted from Crew Member to Assist. Field Mgr.







## New Faces

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



**Joel Almaraz  
(LIM)**  
Field Manager



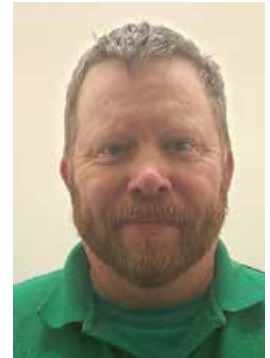
**Christian Amouroux  
(GAL)**  
Business Developer



**Melanie Anderson  
(CORP-HR)**  
Talent Acquisition  
Representative



**William Benitez  
(GVM)**  
Enhancement Manager



**Andy Brewer  
(GAL)**  
Field Manager



**Brad Carper  
(NCL)**  
Project Manager



**Walter Dudovicz  
(FBM)**  
Area Manager



**Pete Friz  
(CORP)**  
Head of Strategic  
Initiatives



**Rachel Kelly  
(CORP-MAINT)**  
Dir. of Quality and  
Efficiency, So. Region



**Salvador Magana  
(TOM)**  
Field Manager



**Mike Miller  
(FRM)**  
Area Manager



**Roberto Soriano  
(DCM)**  
Field Manager



**Jeff Sylvester  
(DCM)**  
Area Manager



**Cameron Tanner  
(NCL)**  
Assist. Project  
Manager



**Jennifer Villanueva  
(NBL)**  
Estimator



**Dave Weston  
(RIM)**  
Area Manager

**NOT PICTURED**  
**Wyatt Martinuk (TOM)**  
Assist. Field Manager



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

# Our 2019 Community Partnerships

4-H	Community Foundation of Montgomery County	Lewis Ginter Botanical Garden	Simon Youth Foundation
Academy of the Holy Cross	Cuyahoga Community College	Lilburn Police Explorers Post 922	Southwest Baltimore Charter School
Anti-Defamation League	Dallas Childrens Advocacy Center	Lupus Therapeutics	St. Anne's Ctr. For Families
Agape	Damascus Lions Club	Mobile Medical Care	St. Augustine Catholic Church
Alamance Community College	DC Student Construction Trades Foundation	Muscular Dystrophy Association	St. John's College High School
Alex's Lemonade Stand	Easter Seals Advocacy	Must Ministries	St. Paul's Annual Charity Gala
Ambler Area YMCA	Easter Seals Bright Stars	NALP Foundation	Steve Cohan Scholarship
American Cancer Society	Elaine Clarke Center	National MS Society, DC-MD Chptr.	Student Hands On Experience Day
Archbishop Carroll High School	Enable America	National Ovarian Cancer Coalition	Support Our Aging Religious
Archbishop Curley High School	Frederick Memorial Hospital Corporate Honor Roll	Network for Good	Teach America
Associa Cares	Food and Friends	Nourish Now	Team River Runner
Atlanta Community Food Bank	Food for the Poor	OASIS	The Beck Group
Atlee High School Football	Frederick Community College	Olney Helps	The Bernie House
Autism Awareness	Gaithersburg Giants	Open Arms	The Blackie Wills Community Leadership Fund
Backpack for Kids	Georgia Right to Life	Our House	The Great Frederick Fair
Baltimore Hebrew Congregation	Gilbane Charity Golf Classic	Our Lady of Good Counsel	The Ground Up
Berkmar High School JROTC	Glenelg Boosters	Parent Encouragement Program	The Ike & Catherine Leggett Foundation
Best Buddies	Glenelg United Methodist Church	Paul's Place	The Office Charity Foundation
Bethesda-Chevy Chase YMCA and Rotary "Turkey Chase"	Glenwood Middle School	Peace Officers Assn. of GA	The Sebass Foundation
Boiling Springs Youth Wrestling Club	Gonzaga College High School	Peace of Hearts	The Stephen Fuller Institute
Boys & Girls Clubs of Greater Washington Montgomery Co.	Good Samaritan Health Center	Penn State Ag Sciences	THEARC
Boys Hope/ Girls Hope	Habitat for Humanity (Metro MD)	Poe Elementary School	Touched by Autism
Bucks for Brendan's Battle	Hero Dogs	Police Activities League	Town of Laytonsville
Campus Veterans Associations	Hood to Coast Relay	Poor Robert's Mission	Trust for the National Mall
Capuchin Franciscan Volunteer Corps	Hospice of Frederick County	Potomac Community Resources	Under Armour/BOMA Armour Day
Carried to Full Term	Identity	Red Wiggler Farm	Upcounty Community Resources
Casey Cares	Ignatian Volunteer Corps	Ride Allegheny	VisArts
Catholic Business Network	Insight Memory Care Center	Rock a Mile in Their Shoes	Warrenton Moose Lodge #1695
Catholic Charities	Ivy Mount	Rosario House	Waseca School
Catholic Coalition	JCC Greater Washington	Run Sponsors Oliaro	Washington First Youth Foundation
Cattail Creek Charity Tennis Classic	Junior Achievement Bowl-a-thon Foundation	Ruppert 5k	Washington School for Girls
Children's Charities Gala	Kaiser Earthday Seeds	Samaritan Inns	With These Hands
Children's Nat. Health System	Landscape Architecture Foundation Scholarship	San Miguel School	Women Giving Back
Race for Every Child	Laytonsville Lions Club	Sandy Spring Museum	YMCA of Frederick County
City of Lilburn	Leukemia & Lymphoma Society	Season of Hope VI	Zi Foundation
Clark Charity Golf Outing		Seneca Academy	
		SG Komen for the Cure	
		Sheldon Shapiro Charitable Foundation	
		Sheppard Pratt	

