

# Green Sheet

RUPPERT LANDSCAPE NEWSLETTER

4TH 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.*

## 2020: A Retrospective

By Craig Ruppert, CEO



**T**his year certainly wasn't the year we expected it to be. We've all been challenged with separation from those we love, changing the way we work and live our

lives, and adapting to new practices that have been evolving almost daily. We've had to be brave—like so many of you who continued to show up and do the work that was necessary to support our customers while wrestling with all the personal safety concerns that each of us faced. It's been an adjustment for me, as I'm sure it has for many of you.

But like everything that we face in life, there are often positive rewards that come disguised within those challenges, helping us to adapt, propel ourselves forward, and grow. I've seen many examples of us supporting each other and our company—checking in on our customers with calls and emails, taking meals to sick coworkers, and figuring out safe ways to appreciate accomplishments while still socially distancing. We've supported our community in diverse ways—from packing meals for food banks and helping with housing assistance needs to supporting educational



learning hubs and helping to care for those with developmental disabilities (and many other vulnerable populations). We've contributed over \$570,000 to many deserving causes, extending ourselves and our resources in support of those in our community who need help now more than ever. I'm extremely proud of what we've been able to give within our community and I hope that you're able to feel that same pride in knowing that you played a key role in making that happen.

A friend recently passed along to me this quote by the Tibetan spiritual leader the Dalai Lama and I liked that it's simple but is just good common sense:

"The three factors that seem to have the greatest influence on increasing our happiness are our ability to

reframe our situation more positively, our ability to experience gratitude, and our choice to be kind and generous."

I hope you get the opportunity to slow down, spend quality time with family, and reflect on what we have to be thankful for. I am grateful for the talent and hard work of every member of our team, and for the many friendships that make up our extended Ruppert family. Keep up the great work, keep doing what you can to lighten the load of others, and let's all practice a little more kindness and a little more patience this holiday season. I wish you and your family a great holiday and a happy and healthy 2021.

Sincerely,



## Safety Spotlight

# Winter Fire Hazards

By Dave Sanders, Director of Safety and Risk



The holiday season is a festive time filled with lights and decorations, but it can also be a very dangerous season for home fires. Winter home fires cause 890 deaths and are responsible for \$2 billion in property loss each year. While they account for only 8% of the total number of fires in the U.S., they are more deadly, resulting in 30% of all fire deaths. There are many potential causes of winter home fires,

but there are also simple solutions to help prevent them:

- **Space Heaters** – NEVER plug a space heater into an extension cord or power strip. Always plug directly into a wall outlet, and only plug one heat-producing appliance into an outlet at a time. Place heaters on a solid, flat surface and keep them at least three feet away from anything that can burn. Turn space heaters off when you go to sleep or leave the room/house.



- **Dry Christmas Trees** – Make sure to water live trees every day to keep them from drying out. Keep trees at least three feet away from heat sources like fireplaces, space heaters, heat vents, and candles. Get rid of your tree after Christmas or when it is dry.



- **Holiday Lights** – Inspect holiday lights each year before putting them up. Throw away light strands with frayed or pinched wires. Always unplug lights before going to bed or leaving your home.

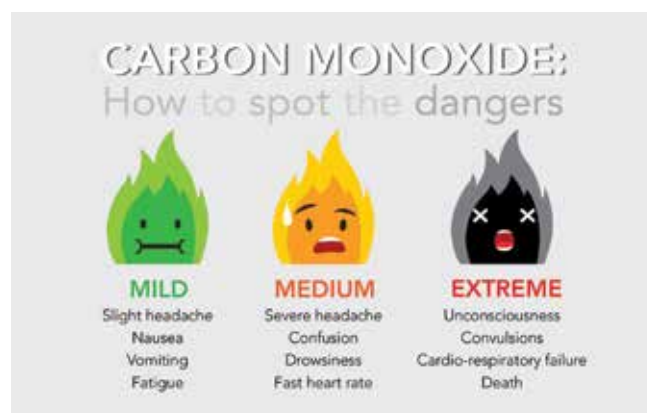
- **Fireplaces and heating vents** – Have a qualified professional clean and inspect your chimney and vents every year.

Make sure all vents for your furnace, stove, fireplace and dryer are clear of snow and other debris. Store cooled fireplace ashes in a tightly covered metal container and keep it outside at least 10 feet from your home and any nearby buildings.



- **Access to fire hydrants** – Firefighters need to be able to get to the hydrants quickly to protect people and property. Always keep snow and ice at least three feet away from fire hydrants.

In addition to fire hazards, carbon monoxide incidents are more common during the winter months. Often called the invisible killer, carbon monoxide is an odorless, colorless gas created when fuels such as gasoline, wood, coal, propane, etc. do not burn completely. In the home, heating and cooking equipment that burn fuel are potential sources of carbon monoxide. Be sure to install and test carbon monoxide alarms at least once a month, and only use portable generators outdoors in a well-ventilated area away from your home.



We hope these simple tips help you heat and decorate your home safely this season so that you and your family can enjoy a safe and happy holiday!

**For more information on carbon monoxide poisoning, home fires and how to prevent them, visit [www.usfa.fema.gov/winter](http://www.usfa.fema.gov/winter) and [www.nfpa.org/winter](http://www.nfpa.org/winter).**



# Elevate Leadership Training Program en Español

By Pam Berrios, Director of Multicultural Training and Development



**A**s this year comes to a close, we are proud to say that our ELEVATE Leadership Training Program has had over 50 graduates. I'm often asked, "what exactly is ELEVATE?" Hopefully, this article will help answer that very question.

the top 100 landscaping companies, winning several awards for its unique approach. Now, I am excited to offer this program exclusively at Ruppert because the company's mission, vision and values are in direct alignment with my life's work of empowering and developing people in our industry.

Through this program, our Spanish-speaking employees become more confident leaders; ones that can empower and train their teams to succeed. But honestly, it is a lot

employee development and fulfillment as their top priority. ELEVATE helps participants understand that growth is possible here at Ruppert, despite any perceived cultural or language barrier.

Participants share each other's experiences and trajectories. They

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ELEVATE was designed to be a transformational experience that equips employees with the exact tools they need to succeed, both professionally and on a personal level. Unlike most training programs currently offered in our industry, this three-day bootcamp is conducted entirely in Spanish. It can be taken by any Spanish-speaking team member looking to take their career to the next level, regardless of their current position. In my past career as an independent consultant, I conducted this training all over the country for hundreds of participants at many of

more than that. From the moment employees join the program, the focus is on them, their goals, and the future of their career. During the time they spend in the program, they will figure out what exactly has been holding them back from taking that step forward and create a clear plan of action with smart goals that are not just motivational but completely attainable. They will build upon existing strengths and overcome fears that constrict growth. Another goal is to teach and reinforce the Ruppert culture to recognize the true value of working for an industry-leading company; one that holds



*"When I started ELEVATE training, I thought to myself, 'Why am I here?'" But then I started thinking about my family and how I needed to look forward and be a better leader in our branch. The first day I felt nervous, but soon we got to know each other and the second day we did a presentation and my group did a good job. When the program was done, I thought to myself I'm going to be an area manager. Two to three months later, I got a call that I got the position. So what I'm trying to say is never give up on your dream, work hard for what you want in life and never think you can't make it only because you are Latino. We have the power in our hands. Plus, it's a great training course that everybody needs to take!"*

~ Salvador (Junior) Magaña





# Automatic Patching and Updating

By Jamison Moore, Digital Project Manager



Over the course of the year, our IT team has rolled out several improvements to security and accessibility to make everyone's day a little easier and more secure. Our last update encouraging everyone to use Multi-factor Authentication got a great response, and we're glad so many people are taking the extra step to safeguard their accounts. Part of the next phase of security

improvements is a change to how we update and patch everyone's computers.

### Improved Update Process

As you've probably noticed, we're updating everyone's Acrobat to the latest version automatically. Using that same technique, we'll be managing Windows and Office updates, software patches, and fixes for known issues. This will cut down on the number of computers that will require hands-on maintenance or reimaging, helping to reduce downtime and the frustration of answering emails on your phone while we troubleshoot a problematic patch. The latest version of Windows (20H2) is deploying soon, which includes a visual refresh and hundreds of new features and shouldn't require anyone to do anything to receive the updates. Look for that in the next couple weeks.

### Tips for Working from Home

As I mentioned last time, working from home has its own IT challenges. We recently learned of a ransomware attack against Baltimore County Public Schools, encrypting their data and shutting down classes for the better part of a week. While no personal devices were impacted, it's stark reminder of the security challenges out there. If you believe your work computer has been compromised, or just want a quick check, file a ticket with [support@ruppertcompanies.com](mailto:support@ruppertcompanies.com) and we'll take a look. In the meantime, now is a great opportunity to double check the security of your personal accounts, enable Multi-Factor Authentication, and change passwords.

### About Those Game Consoles...

Finally, something we get asked every year; while we can't officially help you setup that shiny new game

console Santa dropped down the chimney, we can recommend you unpack it early and make sure it's updated and any games are downloaded before putting it under the tree for a smoother Christmas morning.

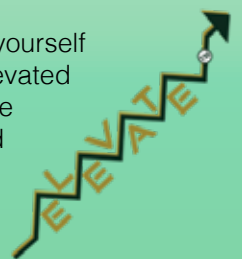
## Training Tract *Continued from page 3*

learn from one another and form strong bonds; the camaraderie is inevitable. In a very short time, they learn how to hold each other accountable. They brainstorm ideas, work together, and bring out the best in each other. We have seen participants completely come out of their shell in just three days. We take pride in the success stories this program has achieved, one of which is Salvador Magaña (aka Junior) who was recently promoted from Field Manager to Area Manager in our Toughkenamon, PA branch. Junior was able to participate at our last ELEVATE training as a presenter and shared his story in person in front of other participants. We are proud of him and many others who have been able to advance their career or are on the right track to do so soon.

Those who graduate from the program are not only better prepared to take on any growth opportunities that may arise, but also have a full support system going forward. As we look to 2021, we are evaluating the need for a Level 2 and Level 3, as we are always looking for ways to further develop our people.

My hope is that if you are reading this as a Ruppert manager, you will get excited about sending your people to participate in this program. If you are a team member and would like to participate, ask your manager to sign you up. Dates for 2021 will be released in January. Anyone interested in participating can join the a waiting list now by emailing me directly at [pberrios@ruppertcompanies.com](mailto:pberrios@ruppertcompanies.com).

I believe you can only fully elevate yourself by elevating others first. Only an elevated team can elevate a company. I hope to see you soon at our program and meanwhile, stay elevated!





# What is Rejuvenation Pruning?

By Joe Ketterer, Director of Quality and Efficiency



**R**ejuvenation pruning is a more severe type of pruning that is used to restore old, overgrown shrubs versus removing and replacing them. Generally speaking, the primary purpose of this type of pruning is to reduce the size of a particular plant because it has outgrown its intended living space can cause a number of potential problems if left unchecked. We most

often see the need for this more labor-intensive type of pruning when we are about to sign a new contract where the existing plant material has not been properly maintained over a period of years.



L to R: (1) An Inkberry Holly suffering from a scale insect infestation is in declining health; (2) closeup of the same shrub immediately after a rejuvenation pruning; (3) regrown just six months later.

To be clear, this is not dormant pruning, which we commonly perform on many of our sites on an annual basis in order to improve and maintain general plant health and certain quality characteristics such as flowering and fruiting. Dormant pruning is much less aggressive and is typically done within the base maintenance contract dollars whereas rejuvenation pruning is a more drastic effort to renovate existing plant material to renew the landscape at an additional cost.

Here are a few things to consider with regards to performing a rejuvenation pruning:

### What variety of plant is it?

This isn't a one size fits all approach and some species are more amenable than others to the stress that a rejuvenation pruning can cause. Extensive knowledge and experience of plant identification and culture are key in order to be successful. Be aware that some spring or summer flowering shrubs will not bloom the year after a

rejuvenation if the flower buds are set on old wood, as is the case with Oakleaf Hydrangea.



The Oakleaf Hydrangeas seen here will have significantly reduced flowering the following summer as a result of this rejuvenation pruning.

Other plants like certain varieties of Spirea and Abelia flower on new wood can be cut to the ground and they will grow back and flower in the same season. It is important to have a specific plan that targets certain species and be proactive in your communication with your customers when performing rejuvenation pruning as there are short- and long-term effects that need to be considered.



(1) An older Abelia after being repeatedly sheared; (2) Same shrub after a severe rejuvenation pruning. (3) Three months after rejuvenation pruning about to bloom; (4) Six months after a rejuvenation pruning and treatment with Trimtect growth regulator.

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# Award Winning Projects

The following projects were recognized in the 2020 National Association of Landscape Professionals (NALP), Landscape Contractors Association (LCA), and/or Association of Builders and Contractors (ABC) Excellence in Landscape/Construction Awards.

## Why Do We Participate in Awards Programs?

It's that time of year when we're always proud to showcase some of our award-winning projects. And while we have many projects that we are proud of and grateful to be a part of, award projects stand out because to be award-worthy they must demonstrate a high degree of difficulty in terms of their execution and also be visually appealing. These projects are judged by industry professionals, who make their decisions based on a detailed narrative and photos. There is a considerable amount of time and attention to detail that goes into just submitting an award for consideration—from gathering information and statistics and preparing the site for professional photos, to writing the narrative and creating the photo captions. The process is a team effort that involves many people, in many positions all pulling together to create and refine what's submitted. But the real work happens on a daily basis on each and every one of these projects—laying hardscape, installing water features, mowing turf, edging curb line—the myriad details when no one is looking that transforms a project into its best possible end product. So thank you to everyone who had a hand in these projects—from purchasers and project managers to crewman and field managers. Your talent, dedication and continued pursuit of excellence is what enables us to put our best foot forward with projects like these and all projects we undertake. Keep up the great work and thanks for all you do!

### Boro



**Location:** Tysons Corner, VA  
**Installed By:** Virginia Landscape Construction Branch  
**Awards Won:** NALP Gold Award, LCA Grand Award, & ABC Excellence in Construction Award (DC/VA Chapter)  
**Category:** Commercial Landscape Contracting  
**Description:** The Boro is a 17-acre, multi-phase development with mixed-use residential, retail, entertainment, and offices as well as a two-acre urban space known as Magnetic Park—all designed to capture the vibrant spirit of a true downtown neighborhood. This multi-level project has been designed to improve Tyson's walkability and connectivity, demonstrate how the area's old office parks can be reimaged, and tie it to the city's storm water management plan.  
**Scope:** Excavation of 4000 CY of soil; installation of 900 Silva cells; 1270 tons of drainage stone; 31 tons of river rock; 3200 CY of soil; 70,500 SF of soil fabric; 80,000 SF of filter fabric; 102,200 SF of pavers; an ADA compliant ramp/staircase; 67,000 SF of concrete; 950 LF walls of concrete walls; an irrigation system with 49 zones and 28,000 LF of main/lateral lines; custom-made site amenities; 9300 SF of artificial turf; 5700 SF of sod; 1400 shrubs; 10,200 perennials; and 200 trees.  
**Thank you to the following Ruppert team members for your hard work on this project:** Edwin Reyes, Dan Flake, Kim Biche, April Rose.

### Brunswick Crossing HOA



**Location:** Brunswick, MD  
**Installed by:** Frederick Landscape Management Branch  
**Awards Won:** NALP Silver Award & LCA Honorable Mention  
**Category:** Commercial Landscape Management  
**Description:** Brunswick Crossing is a large HOA community located in Frederick County, Maryland. Situated on 552 rolling acres, this community consists of single-family homes, neotraditional homes, villas and townhomes. The design places a large emphasis on indoor-outdoor living, with an abundance of green spaces, tot lots and pocket parks, athletic courts and fields, a community garden, dog parks, pool, recreation center, numerous ponds, and walking trail.  
**Scope:** Maintenance of 200 acres of turf; 1200+ trees; 1250 annuals; 10,000+ perennials, grasses and shrubs; 700 cubic yards of mulch; integrated pest management; pond maintenance; and sports field maintenance.  
**Thank you to the following Ruppert team members for your hard work on this project:** Tim Haines, Pedro Hernandez, Norman Chinchilla, Carlos Torres-Lozada, Miguel Hernandez, Rigoberto Coto-Osorio, Nick Imes, Payne Harrison.

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# Award Winning Projects

## West Creek Corporate Campus



**Location:** Richmond, VA

**Installed By:** Richmond North Landscape Management Branch

**Awards Won:** NALP Gold Award (Previously won LCA Grand Award)

**Category:** Commercial Landscape Management

**Description:** This sprawling 300-acre corporate campus for a global banking organization was designed to reflect both their dynamic results-oriented culture and the park-like West Creek environment. The Richmond campus houses 13 commercial office buildings, five sports fields, walking trails, multiple cafes and outdoor seating areas, naturalized areas and more for the enjoyment of over 10,000 employees and numerous visitors.

**Scope:** Maintenance of 106,000 perennials/grasses/shrubs; 400 annuals; 40 acres of finished turf; 4,000 trees; transplanting of mature material; edging; mulching; irrigation management and sports field maintenance; and multiple enhancements.

**Thank you to the following Ruppert team members for your hard work on this project:** Jim Tilley, Phillip Orcutt, Billy Gray.

## City Springs



**Location:** Sandy Springs, GA

**Installed By:** Lilburn Landscape Management Branch

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

**Category:** Commercial Landscape Management

**Description:** This 14-acre, multi-use city center 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:** Maintenance of 63,250 SF of turf; 350 trees (ranging in size from 3"-14" caliper); and 19,000 shrubs, annuals, perennials, and grasses.

**Thank you to the following Ruppert team members for your hard work on this project:** Daniel Stutts, Bobby Lucas, Krissy Lively, Nick Wilson.

## The Washington DC Temple/ Church of Jesus Christ of Latter-day Saints



**Location:** Kensington, MD

**Installed By:** Maryland Landscape Construction Branch

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

**Category:** Commercial Landscape Contracting

**Description:** Located about 10 miles north of the U.S. Capitol on a 52-acre wooded site, the temple's gold spire is a well-known landmark in the region and with 160,000 SF of space

is the third largest temple in the world. The client's intent for the project was to reinvigorate the temple and surrounding landscape, which was installed over 45 years earlier.

**Scope:** Transplantation of 18 trees ranging in size from 5-7" caliper; installation of two fountains; a 4300 SF grasscrete fire lane; 430 SF of pavers; custom-made amenities; 70 tons of crushed decorative stone; irrigation system with over 50,000 LF of main/lateral lines and 30,000 LF of drip lines; 400 LF of underdrainage; 800 yards of soil; 6500 SF of sod; nearly 300 trees (ranging from 4-9" caliper); 7200 shrubs; and 21,000 perennials and groundcover.

**Thank you to the following Ruppert team members for your hard work on this project:** Matthew Custhead, Jim Wachter, Darrin Middleton, Francisco Recinos, Tony Aliquo.

## United Therapeutics, Unisphere



**Location:** Silver Spring, MD

**Installed By:** Maryland Landscape Construction Branch

**Awards Won:** NALP Silver Award & LCA Distinction Award

**Category:** Commercial Landscape Contracting

**Description:** United Therapeutics is a biotechnology company focused on developing innovative products to address the unmet medical needs of patients with chronic and life-threatening conditions. The company views its buildings as physical manifestations of its values and wants to create structures that reflect their mission of saving lives. The 210,000 square-foot, elliptical shaped

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# Award Winning Projects

"Unisphere" houses clinical operations for pulmonary disease, heart failure, and organ transplantation as well as In Silico molecular biology – a virtual drug development lab.

**Scope:** Installation of 4700 SF of concrete flatwork and 18,000 SF of subslab; 640 LF of curb and gutter; 245 LF of stairs, 475 LF of seat walls; 2500 LF of caulking; all pavers (21,000 SF); all landscape (30 trees, 350 shrubs, 4500 perennials/groundcover); 850 yards of soil; 80 silva cells; and site amenities.

**Thank you to the following Ruppert team members for your hard work on this project:** Hannah Meyer, Casey Coleman, Jim Wachter.

## A Data Center in Ashburn



**Location:** Ashburn, VA

**Installed By:** Gainesville Landscape Management Branch

**Awards Won:** NALP Gold Award

**Category:** Commercial Landscape Management

**Description:** As one of the largest data centers in the world at 173 acres and growing, this campus offers move-in ready server storage spaces for organizations across the globe. The landscape is designed to mirror the company's philosophy of sustainability site is has both LEED Silver/Gold and Energy Star certifications, with an emphasis on a native plant palette.

**Scope:** Maintenance of 50 acres of turf; 500 trees; 3,000+ perennials and grasses; almost 2,000 annuals; 1,000 shrubs; 560+ yards of mulch; irrigation management of 400+ zones; retention pond management; and leaf removal.

**Thank you to the following Ruppert team members for your hard work on this project:** Caroline Ianni, Joaquin Acosta, Christopher Robb, Leydis Reyes, Tamaz Curumi, Andrew Rice.

## Scissortail Park



**Location:** Oklahoma City, OK

**Installed By:** Georgia Landscape Construction Branch

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

**Category:** Commercial Landscape Contracting

**Description:** Scissortail Park was a two-year installation that was completed in 2019 and represents 40 of the 70-acre design (the second half is slated to begin in 2021). The park features a variety of engaging experiences for visitors to enjoy including a Great Lawn and performance stage, a 3.7 acre lake, children's playground, an interactive fountain, ornamental gardens and woodlands, a dog park, picnic grove, restaurant, recreational facilities, and walking/jogging paths set with regionally specific native woodlands and prairie landscapes.

**Scope:** Installation of 135,000 SF of concrete flatwork; 140,000 SF of subslab; 160,000 SF of pavers; 22,000 LF of drainage pipe; 16,000 tons of stone; 35,000 LF of rubberized aggregate path; 15,000 SF of safety surface; 3500 SF of artificial turf; a playground; a dog park; over \$1.6 M worth of site amenities; 65,000 CY of soil; 30,000 SF of filter fabric; 413,000 SF of sod; 1,000 trees; 74,000 perennials; 5,000 shrubs and 185,000

SF of wildflower seed; 4000 CY of mulch; and an extensive pond-fed irrigation system.

**Thank you to the following Ruppert team members for your hard work on this project:** John Parsley, Tony Youngblood, Mark Innis, McKenna Salmon, Chris Davitt, Juan Morales.

## Tel Hai Retirement Community



**Location:** Honey Brook, PA

**Installed by:** Toughkenamon Landscape Management Branch

**Awards Won:** NALP Silver Award

**Category:** Commercial Landscape Management

**Description:** Tel Hai is a nonprofit retirement community located in the Amish countryside of Chester County. The 124-acre campus was designed for residents to enjoy an active, independent retirement, consisting of seven apartment buildings and 183 townhomes/cottages; a community center; chapel; three care centers; walking paths; courtyards and gazebos; an outdoor amphitheater; sports courts; resident garden, and more.

**Scope:** Maintenance of 44 acres of turf; 1500+ trees; 6500 perennials and grasses; 8000 shrubs; and 650+ cubic yards of mulch, as well as integrated pest management.

**Thank you to the following Ruppert team members for your hard work on this project:** Jeff Lauesen, Antonio Bedolla, Rigoberto Bedolla, Rafael Diaz, Jorge Olvera, Alfredo Magaña, Alejandro Hernandez, Jorge Magaña, Sebastian Sanchez

*Congratulations!*





# New Contracts

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

## HUB RTP



**Location:** Research Triangle Park, NC

**Project Description:** This transformational project will feature up to 1M SF of premier Class A office space, anchored by luxury living, hospitality, retail, dining and entertainment all within a walkable community. The site is situated within the Research Triangle Park, which consists of over 300 companies, including science and technology firms, government agencies, academic institutions, startups and nonprofits.

**Client:** Faulconer Construction

**Owner:** Research Triangle Foundation

**Landscape Architect:** Surface 678

**Ruppert's Scope of Work:**

Landscape, Irrigation, Stream Restoration, Soil

**Completion Date:** Summer 2022

## Duke Green Level MOB



*Photo courtesy of Perkins & Will*

**Location:** Cary, NC

**Project Description:** A signature medical office building for the Duke

Health system in Western Wake County. The project features an open air courtyard and other amenities.

**Client:** Whiting-Turner

**Owner:** Duke University Health System

**Landscape Architect:** McAdams

**Ruppert's Scope of Work:** Concrete, pavers, soils, plants, irrigation, site amenities

**Completion Date:** Spring 2022

## Department of Homeland Security HQ

**Location:** Washington, DC

**Project Description:** The project is part of the DHS headquarters operations consolidation into a secure, 4.5 million gross square feet (GSF) campus at the St. Elizabeths Campus in Southeast DC. The resultant campus will be the central core for leadership, operations coordination, policy, and program management functions in support of DHS's strategic goals.

**Client:** Borealis

**Owner:** DHS

**Landscape Architect:** JMA

Landscape Architectural Services

**Ruppert's Scope of Work:** Planting, earthwork, sod, pavers

**Completion Date:** Spring 2021

## Frederick Memorial Hospital Critical Care Pavilion

**Location:** Frederick, MD

**Project Description:** This is a multi-phased hospital construction project including a two-story building addition that will house the Pediatrics Emergency Department and a 20-bed Intensive Care Unit.

**Client:** Gilbane Building Company

**Owner:** Frederick Health Hospital Inc.

**Landscape Architect:** Fox and Associates

**Ruppert's Scope of Work:** Plantings, earthwork, drainage, sod, site furnishings

**Completion Date:** Spring 2023

## Glenmont Metro Apartments



**Location:** Silver Spring, MD

**Project Description:** Renovation of an existing 164-unit multifamily building and construction of an additional 254-unit multifamily building just a short walk from Glenmont Metro station.

**Client:** Coakley Williams

**Owner:** Buchanan Partners

**Landscape Architect:** LD7 Studio

**Ruppert's Scope of Work:** Planting, Earthwork, Pavers, Concrete flatwork, and walls

**Completion Date:** Winter 2021

## Exelon Canopies

**Location:** Baltimore, MD

**Project Description:** A renovation of the existing headquarters which will include remediation and replacement of pavers.

**Client:** Armada Hoffler

**Owner:** Exelon

**Landscape Architect:** Mahan Rykiel

**Ruppert's Scope of Work:** Planting, earthwork, pavers, concrete package

**Completion Date:** Spring 2021



## Appreciate and Celebrate

Members of our **Texas landscape** branch had a late summer appreciation event at Lake Conroe on September 11th. They spent time on the water with jet skis and enjoyed an early dinner on the lake.



Members of our **Delmarva maintenance** team went on a fishing trip out of Ocean City, MD on September 25th to show their appreciation for their assistant field managers and field managers and thank them for a productive summer.



Our **Charlotte maintenance** team held a fall production training event on October 16th followed by an outing to Stroke Urban Golf Club for some mini golf.



To celebrate Halloween, our **Georgia landscape** team members held a Pumpkin Masquerade on October 30th. The contest was a fun way to show off some of their artistic skills and bond together. The competition was close, but in the end Ronnie Few and Clint Cornell were the winners.







# Appreciate and Celebrate

Many of our branches held employee appreciation events to celebrate Thanksgiving, sending every employee home with a frozen turkey for their family.



On October 24th, many of our **Georgia landscape** employees completed Rigging Certifications:

<b>Alex Esquivel</b>	<b>Enrique Duran Sanchez</b>
<b>Antonio De Jesus Puga Vazquez</b>	<b>Juan Carlos Garcia</b>
<b>Byron Tobar Hernandez</b>	<b>Gilber Umana</b>
<b>Chadwick O'Brien</b>	<b>Jose Garcia Rueda</b>
<b>Edward Buscarino</b>	<b>Allen Boatright</b>
<b>Reginald Crockett</b>	<b>Juan Morales</b>
<b>Armond Daniels</b>	<b>Armondo Mora</b>
<b>Lorenzo McLeod</b>	<b>Jose Torres</b>
<b>Hunter Ward</b>	<b>Parker Pate</b>
<b>Jerome Golden</b>	<b>Emmanuel Puga Vasquez</b>
<b>Martin Martinez</b>	<b>Antonio Zamago Molina</b>
<b>Endy Duran Sanchez</b>	<b>Antonio Zamago-Senior</b>

## Congratulations to our Enhancement Sales Contest winners

Enhancement sales are critical to our success because our customers routinely state that a significant 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.



**Daniel Stutts**  
(LIM)  
January & April



**Cole Stoy**  
(ALM)  
February



**Robbie Wallace**  
(ALM)  
March & September



**Christa Bush**  
(ALM)  
May



**Robert Porter**  
(GVM)  
June



**Andrew Pistolas**  
(FOM)  
July



**Josh Nuckols**  
(RIM)  
August



**Antoine Cooper**  
(DCM)  
October



## Community Service



Our **Maryland landscape** branch donated \$11,000 worth of plant material and sod to Patriot Point to complete phase 2 of their club house. Patriot Point dedicates 290 acres of MD's eastern shore to provide our nation's wounded, ill and

injured service members and their families a relaxing and safe environment to enjoy outdoor recreational activities.

In early October, our **Frederick and Laytonville maintenance** branches participated in the Walk A Mile fundraising event for Heartly House, a non-profit which provides comprehensive services to survivors of domestic violence, serial assault, human trafficking, and child abuse in Frederick County, MD.



L to R: Payton Zudal (FRM), Cate Dean (LAM), Dave Roles (LAM), Melissa Dunk (FRM), Jim Berrigan (FRM).  
Not pictured: Jordan Marshall (LAM).

On October 9th, members of our **Frederick maintenance** branch participated in a Sporting Clays Tournament hosted by the YMCA of Frederick County to support their annual campaign.



On October 22nd, our **Laytonville maintenance** team donated and installed fall flowers at the National 4-H Council Conference Center in Chevy Chase. The conference center has been closed since March due to the pandemic, so we hope that a little fall color at their entrance will help increase curb appeal in advance of their reopening in January.



In November, **Melissa Miller, Stephen DeWeese, and Doug Whipple (LIM)** taught a planting class to tenants at Park Central. The tenants were taught how to plant an assortment of herbs and seasonal color in pots, and were given a set of gardening gloves and a trowel to take home along with their plants and herbs.



*Continued on page 13*



### When is the best time to perform a rejuvenation pruning?

Timing of the operation is important and is most often best done in the dormant season (January – March) after the holidays and before mowing begins. For many varieties and especially for broadleaved evergreens, the preferred time is just before bud break in early spring versus in the dead of winter where they could be predisposed to winter burn on the foliage. However, there are a quite a few species of plants that are grown more for their foliage than for their flowering attributes (i.e. Euonymus Manhattan and Crimson Pygmy Barberry) that are very forgiving regardless of time of year. Heavily pruned shrubs will need extra care, as this practice leaves them susceptible to prevailing environmental conditions like heat, cold, wind and drought.

### Why recommend this drastic cut back?

Again, this practice is generally performed on plant material that is significantly overgrown. That overgrowth may be having a negative impact on plant material that's in close proximity, or may be causing safety and security hazards, blocking pedestrian or vehicular traffic, lighting, windows, entry ways and views. This is also a good idea for aging plant material that is declining in health and may be experiencing insect or disease challenges. A rejuvenation pruning creates new growth and essentially provides a plant that was on its last legs with a new lease on life.

### Are there any other considerations?

Because of the large amount of debris that's generated, it's a good idea to put some thought into how you'll dispose of all the material you've cut back. Does it make sense to simply load it all by hand onto our trucks and haul the material back to our production yard? Or is that task best accomplished by using a chipper (either via a rental or subcontractor) or perhaps securing a number of roll off dumpsters for bigger jobs?

Renovating an entire site all at once may be cost prohibitive and it might be better to have a multi- year



*Often there is a lot of debris that is generated with this type of pruning. Considering how to best remove that debris from the site should be factored into the project and proposal.*

phased in plan that focuses on the highest gain plant material or most problematic plants first.

In closing, I hope this article was helpful to further educate and encourage our internal and external customers to seek out these opportunities to improve the existing landscape at the point of sale by proper execution of rejuvenation pruning. Please contact me via email ([jketterer@ruppertcompanies.com](mailto:jketterer@ruppertcompanies.com)) if I can provide any additional information and recommendations about implementing this important pruning technique.

## Community Service

*Continued from page 12*

On November 22nd, our **Virginia landscape** team helped put together Thanksgiving food boxes for families in need as part of the Prince William Food Rescue and Action in Community Through Service (ACTS) Community Feeding Taskforce. They worked side-by-side with members of the Virginia Civil Air Patrol to pack 600 boxes of food. In addition, they donated \$2,000 towards the purchase of a new box truck to aid ongoing efforts.



The first week in December, our **Raleigh maintenance** team donated time and materials to give the Durham Rescue Mission Thrift Store Brier Creek grounds a much-needed facelift. The project began on Tuesday with select tree and plant removal, raising the canopies of large trees around the entrance, and debris removal. Wednesday brought edging of beds, installation of soil, seed, and wheat straw, and removal of leaves. Friday closed out the project as administrative staff planted 15 blue rug juniper shrubs around the store sign by Glenwood Ave and mulched around the property. Great work, Raleigh team!





## Movin' on Up



**Brent Ball (CHM)** promoted from FM to Enhancement Mgr.



**Will Beales (REM)** promoted from Crew Member to Asst. FM



**Jonathan Blessing (CHM)** promoted from Crew Member to FM



**Sean Campbell (VAL)** promoted from FM to Asst. Production Mgr.



**Ernesto Casimiro (VAL)** promoted from Asst. FM to FM



**Norman Chinchilla (FRM)** promoted from Asst. FM to FM



**Chad Given (CHM)** promoted from Asst. FM to FM



**Corey Harrison (REM)** promoted from Crew Member to Asst. FM



**Derek Hill (MDL)** promoted from Asst. FM to FM



**Brent Kelly (MAM)** promoted from Area Mgr. to Associate Branch Mgr.



**Louis LaBonte (VAL)** promoted from Project Mgr. to Business Developer



**Casey Mills (CORP-IT)** promoted from Systems Admin. to IT Infrastructure Mgr.



**Jamison Moore (CORP-IT)** promoted from Digital Project Mgr. to Director of IT



**Mariel Ridings (RAM)** promoted from Asst. Branch Admin. to Branch Admin.



**Jason Robbins (MAM)** promoted from FM to Area Mgr.



**Dylan Sears (LIM)** promoted from FM to Area Mgr.



**Jon Sizer (CHM)** promoted from Crew Member to Asst. FM



**Kelley Stewart (VAL)** promoted from Asst. Branch Admin. to Branch Admin.



**Dwayne Vanaman (CHM)** promoted from FM to Area Mgr.



**Shawn Wetzel (FRM)** promoted from Asst. FM. to FM



**Doug Whipple (LIM)** promoted from FM to Area Mgr.



**Melvin Williams (RAM)** promoted from Asst. FM to FM



**Ben Ziegler (CHM)** promoted from Asst. FM to FM



**Payton Zudal (FRM)** promoted from Asst. Branch Admin. to Branch Admin.

### NOT PICTURED

**Francisco Alvarado (LIM)** promoted from Asst. FM to Enhancement Mgr.

**Eduardo Buel Rostro (MDL)** promoted from Asst. FM to FM

**Taylor DePauw (MDL)** promoted from Crew Member to Asst. FM





# Major Milestones

*A hearty congratulations and best wishes to:*

## RECENTLY ENGAGED/MARRIED

**Trevor and Hannah Mann (MDL)** were married on November 6th.



**James Wilson (GAL)** and his wife, Hannah, were married on September 19th.



## PROUD PARENTS

**Millie Chevez (CORP-PR)** and her husband, Juan, adopted a boy, Abram, on October 13th.



**Roberto Escobar (DCM)** and his wife, Brenda, welcomed a girl, Liliahni, on September 11th.



**Mike Flook (FRM)** and his girlfriend, Samantha, welcome a girl, Layla Faith, on October 28th.

**Jordan Gilhuys (GVM)** and his wife, Caitlin, welcomed a baby girl, Isabella Faye, on November 6th.



**Louis LaBonte (VAL)** and his wife, AnneMary, welcomed a boy, Henry Louis, on October 6th.

**Lauren Dugan (CORP-Safety)** and her husband, Brad, welcomed a girl, Kinley Louise, on December 7th.



## NEW HOMEOWNERS

**Tim Haines (FRM)** and his girlfriend, Megan, purchased a house in Westminster, MD.



## OVER-ACHIEVERS



**Antoine Cooper (DCM)** earned a bachelor's degree in Small Business Management from the University of Phoenix.

**Jonathan Murphy (FOM)** earned a bachelor's degree in Safety Sciences from the University of Pennsylvania. He completed Army ROTC and will attend Field Artillery School at Fort Sill, Oklahoma in January.



**Armando Ortega (FOM)** passed the test to earn his U.S. Citizenship in October.

**Emil Saweros (CORP-MAINT)** earned a doctoral degree in information technology (D.SC.) from Towson University.





# New Faces

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



**Beth Burleson**  
(CHM)  
Business Dev. Mgr.



**Clint Carnell**  
(GAL)  
Asst. Project Mgr.



**Michael Carson**  
(VAL)  
Field Mgr.



**Nicole Crespo**  
(CORP-HR)  
Admin. Asst.



**Ryan Crowley**  
(NCL)  
Project Mgr.



**Allysha Farren**  
(VAL)  
Estimator



**Geoffrey Fogle**  
(NCL)  
Field Mgr.



**Andrew Glose**  
(CHM)  
Field Manager



**David Godbout**  
(VAL)  
Asst. Project Mgr.



**Chris Guerra**  
(VAL)  
Asst. Project Mgr.



**Josh Guyton**  
(RAM)  
Business Dev.



**Mike Heisey**  
(VAL)  
Estimator



**Faith Holloway**  
(CORP-ACCT)  
AP Admin.



**Calvin Kom**  
(GAL)  
Asst. Project Mgr.



**Carl Little**  
(RAM)  
Field Mgr.



**Rob Mallard**  
(NCL)  
Project Mgr.



**William Mejia**  
(VAL)  
Project Mgr.



**Taylor Nienke**  
(RAM)  
Field Mgr.



**Gary Phillips**  
(NCL)  
Field Mgr.



**Eddie Powel**  
(MDL)  
Field Mgr.



**Tyler Robinson**  
(VAL)  
Field Mgr.



**Ana Sanchez**  
(NCL)  
Receptionist



**Meghan Specksgoor**  
(REM)  
Enhancement Mgr.



**Daniel Taylor**  
(CHM)  
Field Mgr.



**Dan White**  
(MDL)  
Asst. Project Mgr.



**Thurman Winslow**  
(VAL)  
Field Mgr.



**Greg Zwickl**  
(NCL)  
Asst. Project Mgr.

## NOT PICTURED

**Josh Burwell**  
(MDL)  
Project Manager

**Jason Cox (LIM)**  
Area Manager

**Paul Reynolds**  
(DCM)  
Shop Manager

**Javier Izaguirre (GAL)**  
Field Manager

**Oliver Vasquez**  
(DCM)  
Area Manager

**Joel Puntiel (LIM)**  
Field Manager

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