

Green Sheet

RUPPERT LANDSCAPE NEWSLETTER

4TH QUARTER 2021

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.



from Craig Ruppert, CEO

As we head into the holiday season, I wanted to take a few minutes for reflection. This past year, more so than many others, seems to have passed quickly. We've continued our evolution into what people keep calling "the new norm," changing the way we work and live our lives and adapting to new practices that seem to keep shifting. Change is nothing new for us here at Ruppert. We are a fast-paced company focused on growing to provide opportunity for our team. This has gotten us accustomed to exercising our change muscles and has conditioned us to be able to flex, adapt to, and digest the new challenges like those presented with this unforeseen pandemic. This muscle memory is helping us remain competitive in the marketplace, bringing us fresh perspectives, and altering our behaviors for the better.

While embracing change is important to our continued learning and evolution, our ability to adapt and overcome is made possible because of our caring and dedicated team. Our competitive advantage and what our past and future success hinges on are the many friendships and deep connections that

exist within our organization. I have watched you do wonderful things for one another—celebrating one another's victories and supporting each other and the company during difficult times, such as the explosion at our corporate headquarters earlier this year. You've put your teammates first: teaching, coaching, laughing and caring. You've prioritized the needs of our customers, working through many challenges and overcoming obstacles to make their priority a reality. And you've supported our community and raised awareness on important issues—from packing meals at food banks and renovating community centers to restoring shorelines and commemorating the pandemic toll. We've contributed over \$650,000 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've had several conversations recently with folks within our community and our industry, often strangers—who recognize and appreciate what we're doing in support of our community and for those in

need. I hope that you're able to feel that same pride in knowing that you played a key role in making that happen.

As we slow down over the holidays and take a moment to think about our blessings and all the good things we have going for us, please hold Bill Law in your thoughts and prayers as he continues his recovery following his injury during the explosion in September. I am so very grateful that he is improving with each week, and we are looking forward to his return when the time is right.

While change is constant, what I hope never changes is the caring and camaraderie that exists within this extended Ruppert family. Stay well and keep on taking care of one another and being focused on those who could use our help as we head into the new year. Many blessings to you and your family this holiday season and have a happy and healthy new year.

Sincerely,



Why Do We Maintain our Fleet In-house?

By Greg Franklin, VP of Fleet, Facilities and Safety



There are many ways for a company to manage their fleet, from leasing equipment to owning and maintaining their own assets. While leasing has its advantages (flexibility, lower upfront costs, outsourced maintenance) and disadvantages (higher long-term costs, lack of equity, dependency on dealer for repairs), we have always chosen a strategy that involves owning

and maintaining our own vehicles and equipment (along with many of our facilities). This strategy has proven to be more cost-efficient and beneficial in the long run, and it allows us to take ownership and harbor a sense of pride in our fleet.

Our fleet plays a substantial role in maximizing our efficiency in the field and maintaining control over our image, which is an important piece of our culture as we strive to set an industry standard when it comes to presentation. Each of our branches is equipped with the same line of equipment—everyone gets the same truck, the same trailer, and the same mowers. Consistency allows us to leverage our buying power, keep lower inventory levels in our shops for replacement parts, and standardize our training so that we don't need to train crews or mechanics on the workings of multiple manufacturer products. Ultimately, our goal is to have the

best looking, most reliable, longest lasting, and safest fleet in the industry.

To accomplish that, we rely on everyone to do their part—including our front-line field crews. Every crew is expected to perform routine maintenance on all equipment assigned to or used by them. This includes cleaning, servicing, and inspecting all equipment at least twice per week. All trucks and trailers are expected to be kept clean, organized, and presentable both inside and out, at all times. Each driver and field manager are responsible for maintaining a clean truck and trailer throughout the week, and we engage a vendor to wash each production truck and trailer on a weekly basis, along with waxing our vehicles three times per year.

Limiting the amount of spare equipment kept in inventory provides us an opportunity to invest more into maintenance and training on their equipment. For this reason, it is essential that all equipment be fully operational at all times. To ensure our shop teams are doing our part to support the branches we serve, we adhere to a rigorous maintenance schedule. With on-site mechanics and full-service shops at each of our branch locations, we are able to work on every asset in-house and ensure that the equipment is operating at peak performance.

In addition to the daily expectation of maintaining a clean and neat vehicle, every piece of equipment, truck, and trailer goes through a thorough reconditioning (a.k.a. "recon") every year in summer and winter. This includes inspecting every mechanical component for proper operation, repairing any deficiencies found, and fully servicing every unit by replacing all fluids and maintenance parts (such as spark plugs and filters). Recon is not limited to mechanical servicing and repair, as every vehicle, trailer, and large piece of equipment is addressed cosmetically during this time as needed—as well as ensuring there aren't any safety concerns or hazards. Our recon process is very detailed and intense, and every unit is expected to be in "like new" condition at the start of each respective season. This allows us to extend the life of our vehicles and equipment far beyond that of our competitors while keeping the appearance up to our high standards. It also minimizes downtime resulting in more productivity and reduced labor hours.

While it certainly is exciting to get a new truck, trailer, or mower, prolonging the life of these assets aids in lowering



Continued on page 3

What Now?

By Mike Felts, VP of HR and IT



To say that the last couple years have been filled with some serious challenges is becoming a cliché. These are “unprecedented times,” after all.

We’ve all been through a lot and have had to face a number of obstacles we never saw coming, and even as we close out 2021, we’re not out of the woods yet! So, as we look towards another year of uncertainty, the question becomes, “What do we do now?”

In times of uncertainty, the best thing we can do is focus on what we do know. And we know that we’ve always

come out of challenging situations even stronger by relying on our core values. These values – respecting our people, valuing our customers, taking ownership, and giving back to our communities – are timeless. We’ve gone through a lot as an organization in the last 50 years, yet we have always found that by sticking to our values, we find the direction we need.

As I reflect on these principles and how they can guide us moving forward, here are a few thoughts:

■ **We watch out for each other.**

Be the help someone else needs. Know what your people are struggling with. Be the solution if you can, and if you can’t, just being there for support can make all the difference.

■ **We remember our commitment to our customers and communities.**

On a day-to-day basis, what we do may not seem like it makes a big

difference in the grand scheme of things. But what we do has a much larger impact than we often realize. We are in the business of empowering people and supporting communities, and we shouldn’t underestimate that.

■ **We keep going.** We are problem solvers. Yes, we can blame almost any shortcoming on outside factors, but so can everyone else. We take responsibility, and we find a way to overcome. We differentiate ourselves from the competition by being the solution, not making excuses.

So in answer to the question, “What do we do now?” We remember who we are and what we have overcome. We embrace the challenges. We work hard. And we take care of each other. That’s how we move forward as a stronger and more resilient team.

Why Do We Maintain Our Fleet In-house? *Continued from page 2*

our equipment overhead, which in turn translates to savings we can pass on to our customers. Owning our equipment also helps us retain a certain amount of equity, because although we may determine an asset no longer meets the Ruppert standard, in most cases we will still sell an asset and recover some of our initial costs at the end of its life cycle. Our attention to detail also helps us set an expectation with our customers before we even step foot on their property – when they see a clean truck, a well-

dressed crew, and clean, organized equipment, there is an expectation that they will receive high-quality service. As our Ruppert Values states, “the resources we commit to our image are more than offset by increased efficiency, higher morale, elevated company pride, and additional value to the customer.” This is the value that we aim to bring to our coworkers and our customers by maintaining our own fleet of high-performing tools, equipment and vehicles.



A Scientific Approach to Snow Preparation

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 a 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), and wind speed/direction, to name a few. Both methods of ice control can be accomplished using traditional granular materials or a liquid solution (referred to as a "brine"). There is a wide variety of products available, each with different benefits and cost points. One major benefit of liquid application is that it can be applied up to 48 hours in advance of the storm, as opposed to granular material which should typically be applied closer to the start of the event to prevent unnecessary tracking or displacement of the material from vehicles and pedestrian foot traffic. Additionally, liquid brine doesn't create a messy situation if the forecasted event does not materialize.

Choosing the Right Equipment

When it comes to applying a liquid brine, it's important to have the right equipment. First, let's focus on applying brine to parking lots and roadways. Do you need a gas or electric setup? If you have smaller lots, an electric unit will suffice, but if you are dealing with larger/many lots, gas is your best option. The electric options will limit the number of gallons per minute and speed at which you can operate the truck, whereas gas units will give you the ability to apply more

gallons per minute at greater speeds. Gas units will also allow you to utilize a boom that can cover up to three lanes, while the electric units are limited to a single lane application.

Second, we'll focus on applying brine to sidewalks. Like the parking lots, gas or electric will provide different options. Both are good, but electric can be an affordable option and provide the output and efficiency you need. I've seen folks using the traditional three or four-gallon backpack sprayer. If you are only doing entrances to buildings and are using a specialty product, this is a fine solution. But if you are doing more than that, I'd recommend other options to improve your efficiency, as the backpack sprayer is a slow application process. Depending on the size of your walks, equipment-based options should be considered. The Boss Snow Rator provides the ability to apply liquid in a 3' pass in a controlled manor. It also has a small hand wand that allows you to treat steps and other areas that the machine can't access. Alternatively, a UTV with a 50-100 gallon tank will give you greater flexibility for larger sites. This unit comes with a boom that can treat 4' sections. It also has side sprays called boom busters which will give you the ability to treat either 8' or 12' sections, depending on if you have both the right and left boom buster on or just one. This



unit also has 100' of hose to treat steps and other areas the unit can't access. The other option is to use the hose reel off your gas-powered truck unit. This is good for small sections of walk at building entrances. If you end up using this to treat all the walks on a property, it means you are limiting your ability to treat more parking lots and roadways, which is something that should be considered for your overall brine plan.

How much is enough?

Application rates are critical to getting the desired results. Anti-icing will require less gallons of brine than de-icing requires. It's important to understand what product you are using and the desired application rates for anti- and de-icing applications. One other thing to consider is parking lots vs. sidewalks. Most parking lots are made of asphalt, while sidewalks are concrete or pavers. The asphalt will tend to be warmer because of the

Continued on page 5



Charitable Giving

We were honored to join local businesses in a recent renovation of the Boys & Girls Club of Greater Washington's Richard England clubhouse. Following building renovations, our team donated time and materials to bring the surrounding landscape up to par with the facility's new look. Our **Forestville maintenance** team performed a full clean-up (mowing, edging, tree and shrub pruning, and dead plant removal) and our **Virginia landscape** team installed new trees and plant material and edged and mulched the beds. The finished product is a more welcoming environment for DC's youth to enjoy the many activities and learning opportunities offered by the Boys & Girls Club.



Our **Frederick maintenance** team partnered with the Rotary Club of Frederick to clean up the landscape around Memorial Park in preparation for Veterans Day. We are proud to be a part of this annual joint effort to honor our nation's heroes.

A Scientific Approach to Snow Preparation *Continued from page 4*

dark color and the vehicular traffic. The sidewalk surfaces will be colder and therefore require a higher application rate to get the desired results.

To provide a visual example, here is a before, during and after picture of a parking lot application. The picture on the left is a brine treatment that was applied to all drive lanes on a commercial lot during the day. The middle picture is when the snow began falling the next day and as it contacts the treated surface, the snow begins melting. The picture on the right shows how all the snow has melted the day after. This was a light dusting, so all treated areas melted. The parking spaces that were not treated still have snow cover. Of course the goal

would be to treat all areas at night when there are no cars in the parking lot, but this is not always possible.

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.





Timely Reporting of Injuries & Incidents

By Adrian Karver, Regional Safety Manager



Based on what we do, our line of work poses certain safety risks – whether we're working on an active construction site or high-traffic area, operating small or heavy equipment, or driving production vehicles. Accidents and injuries are bound to happen, and our goal is to prevent and minimize them to the greatest extent possible and to treat them promptly and thoroughly when they do occur. Our greatest tool in minimizing accidents and incidents is building and maintaining a strong safety culture. This includes reporting any injury or incident claims timely and accurately so that we can get the right treatment for our employees and repair any damages for our clients and the public.

While this should be standard practice, I'd like to take this opportunity to remind our team of the proper reporting steps and expectations for common types of injuries and incidents we see on the job.

Employee Injury

The biggest issue we're seeing here is employees not reporting injuries when they occur. They might think it's just a small injury that will resolve itself and isn't worth reporting. This often leads to injuries being reported days or weeks later once the injury has worsened, which is something we want to avoid at all costs. It may take time out of your day to follow these steps, but it's well worth the time to ensure the well-being of our team members.

When an employee reports any type of injury, the first step is to determine the severity of the injury.

- **Severe/Life Threatening:** Injuries of this nature involve loss of consciousness, severe bleeding, head injury, or signs of medical distress

such as heart attack or stroke. Call 911 immediately and stay on the line until EMT's arrive at the scene. Once the employee is in the care of EMT's, notify their manager and/or the branch Safety Rep, then call Dr. Blink at 855-365-2431 to let them know the situation.

- **Non-Life Threatening:** For less severe/non-life-threatening injuries, notify your manager and/or the branch Safety Rep, then call Dr. Blink with the employee at 855-365-2431. Dr. Blink is a 24-hour hotline and the doctors and nurses that staff the line will document the information and determine the best course of care for the employee at that moment. This will help us:

- Get the proper treatment for the employee
- Gather information on what happened and when so we can manage the claim from the first hour
- Prevent further complications or worsening injury and avoid lost work time
- Consult with the clinic at the time of treatment on a professional level
- Ensure better management of the claim long-term
- Provide the best treatment and follow-up plan for the employee

This can only happen if we engage Dr. Blink at the time of the injury, not the next day or beyond. Again, this is why it's vital to report all injuries, no matter how minor, at the time they occur.

For all injuries, the next step beyond initial care is to fill out the Injury Report form as completely as possible. This report is ideally filled out by the Field Manager with the assistance of their Area Manager. Once completed, the report needs to be scanned and emailed to our Safety Team: Dave Sanders, myself, Lauren Dugan, and Alex Marshall, with a copy sent to the Branch Manager, Branch Safety Rep, and Region Manager.

Auto Accident

When we have an auto accident, the first step is to determine if there are injuries

in our vehicle or other vehicles involved. If our employees are injured, use the reporting process as outlined above to address the injuries. Once any injuries have been addressed, the next step is to notify your direct manager of the situation and begin to fill out our internal Auto Accident Report. If the accident involves a non-Ruppert vehicle(s), then we need to contact local police so they can report to the scene and complete a police accident report. If our vehicle is damaged too badly to get back to the office safely under its own power, then coordinate with the branch Shop Manager to have the vehicle towed. The Auto Accident Report is ideally filled out by the Field Manager/driver with the assistance of their manager. Once completed, the report needs to be scanned and emailed to the Safety Team as listed above no less than 24 hours following the incident.

General Liability & Theft

The first step following a general liability or theft incident is for the Field Manager to report it to their Area Manager, who will then notify the Branch Safety Rep & Branch Manager. The Field Manager for the crew that did the damage/had the theft will fill out the General Liability Report with the assistance of their Area Manager as needed. Once completed, the report and photos need to be scanned and emailed to the Safety Team as listed above no less than 24 hours following the incident/theft.

For each of these types of incidents, the initial reporting is the beginning of a process that can include further investigation, follow-up, doctor visits, communication with insurance companies, coordinating repairs, and training/retraining employees so we can avoid repeating the same incidents. But the key is making sure we report any/all occurrences immediately so that we can be as responsive as possible and provide the best care for our team members. Learning from the injuries and incidents we experience as a company helps us continuously build and improve our safety culture.

Stay safe out there!



Award Winning Projects

The following projects were recognized in the 2021 National Association of Landscape Professionals (NALP) and the Landscape Contractors Association (LCA) Excellence in Landscape 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 high-quality 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!

Arboretum



Location: Richmond, VA
Maintained By: Richmond South (VA) Landscape Management Branch
Awards Won: NALP Silver Award/LCA Grand Award
Category: Commercial Landscape Maintenance
Description: Located within one of the most sought-after business locations in Chesterfield County, the Arboretum is a Class A commercial office park offering commanding lake views and excellent amenities. The 65-acre office park offers its 100+ tenant companies and numerous weekly visitors a serene setting that mixes a well-manicured landscape with the natural scenery. Maintaining mature plant material, managing an extensive irrigation system, and prompt snow removal on

this extensive property are just a few of the challenges crews tackle in keeping this site up to par.

Scope: The weekly service includes maintenance of 6.7 acres of turf, two miles of walkways, three acres of perennial and shrub beds, hundreds of trees, eight building entrances, 2 miles of roadways, 15 acres of parking and 20 acres of common grounds, as well as irrigation management.

Thank you to the following Ruppert team members for your hard work on this project: Damien Harris, Dave Sharpy

Cira Centre South



Location: Philadelphia, PA
Maintained By: King of Prussia (PA) Landscape Management Branch
Awards Won: NALP Gold Award/LCA Grand Award
Category: Commercial Landscape Maintenance
Description: As Philadelphia's first "vertical neighborhood," FMC Tower and Cira Green at Cira Centre South is home to stunning high-rise residences



Award Winning Projects

and extended-stay corporate suites, unparalleled amenities, an all-day café, and workspaces overlooking the city. Soaring 95-feet above street-level is Cira Green, a first-of-its-kind elevated urban park and centerpiece of Cira Centre South. The client's intent for this site is to provide busy professionals with a lifestyle that encompasses a world-class combination of amenities for health and wellness, entertainment, dining, and business.

Scope: Maintenance of flower beds, trees, pots, and turf, including care of 2,800 annuals, approximately 3,500 perennials/grasses/shrubs, 1 acre of turf, 4,300 square feet of bed space, and over 20 trees.

Thank you to the following Ruppert team members for your hard work on this project: Nick Wolfrom, Perry Greto, Kelly Heisey, Brian Kinsella

The EXO Apartments



Location: Reston, VA

Installed By: Virginia Landscape Construction Branch

Awards Won: NALP Gold Award/LCA Grand Award

Category: Commercial Landscape Installation

Description: The EXO at Excelsior Parc is a 16-story residential development that includes 457 apartments and 646 parking spaces. The project is organized into two towers atop a landscaped parking plinth and is linked by a single story building that houses reception and other management functions. The amenity deck between the two towers contains outdoor seating and dining areas, a large swimming pool, and vibrant landscaping. The site is designed to provide a high-end work here/live here feeling, which the site's owner developer has accomplished with materials, features and attention to detail requiring a high-level of craftsmanship to bring to fruition. Additional focus was given to sustainability with the installation of a semi-inclusive green roof and native material throughout.

Scope: The project involved the installation of 270 trees; 2900 shrubs; 10,500 perennials and grasses; 36,000 SF of turf; 900 SF of artificial turf; 2500 CY of soil; 270 CY of mulch; 650 LF of steel edging, 14,000 SF of filter fabric; 2450 C-Ft. of polystyrene; an irrigation system with 25,000 SF of drip, fixed spray and rotors; 8100 SF of concrete flatwork and 22,000 SF of pavers.

Thank you to the following Ruppert team members for your hard work on this project: Oswaldo Reyes, Sean

Walters, Brad Matthews, Mike Ryan

A Naturalized Inter-Campus Connector in Ft. Worth



Location: Fort Worth, TX

Installed By: Texas Landscape Construction Branch

Awards Won: NALP Gold Award/LCA Grand Award

Category: Commercial Landscape Installation

Description: This new campus joins an existing set of training, museum and administrative buildings and brings together nearly 12,000 people to create one connected campus. A key part of the customer's vision for the site was unifying its employees and creating more collaborative, nimble teams. Our piece of that—known as The Mobility Project—was an 8.3-mile path which was designed to connect people throughout the campus while enhancing their ability to join together



Award Winning Projects

and collaborate with unique amenity, work and collaboration spaces along the way. Additional focus centered around preserving the overall ecology of the site, which sits in the Blackland Prairie region of North Texas, and environmental sustainability.

Scope: To bring this project to fruition, we performed 670,000 SF of fine grading, installed 60,000 SF (each) of graded aggregate base, subslab and flagstone pavers; 8,000 LF of drainage; 1100 tons of drainage stone; 40 tons of rip rap; 20 tons of bull rock; 1500 tons of decorative boulders; 500 SF of granite pavers; 18,000 SF of decomposed granite; 3200 CY of soil; 64,000 SF of soil fabric and 10,000 SF of erosion control blanket; 1500 SF of steel/ipe decking, 13 cart path canopies; 10,000 LF of edging; 12 acres of turf; 2300 trees; 3900 shrubs, 51,000 perennials, 516,000 SF of wildflowers, 1500 CY of mulch; and an irrigation system with over 18 miles of main/lateral lines, over 22.5 miles of drip lines.

Thank you to the following Ruppert team members for your hard work on this project:

April Rose, Arnold Gonzalez, Chip Herring, Mark Doering, Joseph McKinnon, Randy Salmon, Hector Rodriguez

Washington Harbour



Location: Washington, D.C.

Maintained By: D.C. Landscape Management Branch

Awards Won: NALP Gold Award/LCA Grand Award

Category: Commercial Landscape Maintenance

Description: Washington Harbour is a Class-A mixed-use development bordering the Potomac River on the Georgetown waterfront. The complex contains luxury condominiums, offices, retail space, restaurants, and underground parking. Washington Harbour is a member of the Georgetown Business Improvement District (BID), a publicly chartered, private, non-profit organization established in 1999 by property owners and merchants to protect and enhance the accessibility, attractiveness, and appeal of Georgetown's commercial district. To that end, the BID runs a variety of programs to make Georgetown cleaner, safer, and more vibrant, including an extensive flower program featuring the flower baskets along Georgetown Waterfront Park.

Scope: Full-scope landscape maintenance, including specially grown hanging baskets, nighttime watering, snow and ice management, and holiday decorations.

Thank you to the following Ruppert team members for your hard work on this project:

Chris Bixler, Michael Moody, Mason Bolesta, Edwin Martinez

Farewell Friends

Our Ruppert team is like our family, which is why it's so hard to say goodbye when we lose one of our own. We are deeply saddened to share that **Fernando Leon** (not pictured), a crew member in our Virginia landscape construction branch who had been with the company for just under a year, and **David Lopez**, a field manager our Toughkenamon, PA landscape management branch who had been with the company for over five years, both passed away unexpectedly this fall. Our deepest condolences and prayers go out to their family and friends. They will be greatly missed by the many people whose lives they impacted.



David Lopez (TOM)



CAREER OPPORTUNITIES

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



Appreciate and Celebrate

We are extremely fortunate to have several team members who celebrated 20 years of service this year. So far this year, we have held anniversary celebrations for **Mike Monde (CORP-HR)**, **Amy Snyder (CORP-PR)**, **Bonita Wakeling (DEM)**, **Garth Jorgensen (DEM)**, **Fred Key (CORP-MAINT)**, **Miguel Ramirez (TOM)**, **Mark Innis (GAL)** and **Stacy Smith (GAL)** with their teams and families. We are honored that these talented individuals have chosen to build their careers with Ruppert and are grateful for their many years of dedicated service and loyalty. We are a much stronger organization because of the institutional knowledge and hard-earned skill that our tenured employees contribute.



Mike Monde 20th



Amy Snyder 20th



Bonita Wakeling 20th



Fred Key 20th



Garth Jorgensen 20th



Miguel Ramirez 20th



Mark Innis 20th



Stacy Smith 20th



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 and regions that have gone over 30 days without a preventable incident. We are proud to congratulate the Deep South Region on going Green! They hit this milestone on October 24th, 2021, making them the second region to Go Green this year following the MD-ish region that was first to achieve the milestone back in March. As such, our Lilburn and Mableton (GA), Charlotte, Raleigh, and Durham (NC) branches each earned a monetary contribution towards an appreciation event and a \$250 a gift card to Red Wing Boots to raffle off. Congratulations to our raffle winners and thank you to everyone in the branches, especially our Safety Reps, for keeping us safe!



Nick Mahaffey (LIM)



Efrain Nieves Mendez (RAM)



Melvin Williams (DHM)



Caleb Mingo (CHM)



Kevin Smith (MAM)

Congratulations to our recent Enhancement Sales Contest winners: **Jason Groff (TOM)** for August, **Jake Smith (ALM)** for September and October. 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.



Jason Groff



Jake Smith



In October, our **Virginia Landscape** branch had an employee appreciation picnic for their team with tacos, soccer, and basketball.



Appreciate and Celebrate



On October 8th, our **North Carolina Landscape** team took a trip to the Drive Shack indoor driving range.



On October 21st, our **Georgia Landscape** branch participated in the Associated Builders & Contractors (ABC) of Georgia annual Chili Cookoff. *L to R: Daniel Martens, Ronnie Few, Kat Lovell, Veston Patterson, Bryan Doran*

On November 19th, we continued our annual tradition of handing out a frozen turkey to each branch employee to take home to their families. (That's well over 1500 turkeys!) Many of our teams also celebrated with a "branchgiving" appreciation event for our Ruppert family to celebrate together and show our thanks for all their hard work this year. There was lots of good food and good times to be had!



MAM Turkey Party



GVM Turkey Party



NCL Turkey Party



GAL Turkey Party



Employee Development



Congratulations to the recent graduates of our KASH management training course! On November 9th and 10th, employees from across the company gathered at our corporate campus to learn what Knowledge, Attitude, Skills, and Habits it takes to be successful at Ruppert and to be more effective leaders. We look forward to seeing them take their newfound knowledge and confidence back to their branches to help us all grow and succeed.



In early October, we held our New Field Manager Orientation (NFMO) which teaches effective management and operational skills to new managers by connecting traditional Ruppert management methods, culture, and values with a leadership style that focuses on job and individual safety, team performance, planned actions, and all-around improvement.



Our **Maryland Landscape** team held a "Production Standdown" in early November, where all members of the production team attended a job site in Old Town Alexandria for a team building and training session led by Branch Manager Sean Davitt and Division President Bob Jones. This was an opportunity for the team to get back to the basics and share with our newer employees the standards that our construction teams hold themselves to every day, on every job, to keep our people safe and exceed our clients' expectations.



Congratulations to the recent graduates of our ELEVATE 2 management training course! ELEVATE is designed to help our Spanish-speaking team members build leadership and communication skills and to help them take their career to the next level, and we are excited to now offer ELEVATE 2 which builds upon the principles learned in level 1. We are extremely proud of these employees and thankful that they have chosen Ruppert to build their careers!



Movin' On Up



Thomas Boyd (MAM) promoted from asst. field mgr. to field mgr.



Zac Bovender (DHM) promoted from field mgr. to area mgr.



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



Wolf Denning (TNL) promoted from asst. field mgr. to asst. project mgr.



Joseph Gonzales (RAM) promoted from field mgr. to area mgr.



Larry Griffin (MAM) promoted from field mgr. to area mgr.



Kat Lovell (GAL) promoted from asst. project mgr. to project mgr.



Cooper Murray promoted from area mgr. **(DHM)** to assoc. branch mgr. **(CHM)**



Ben Ramos promoted from field mgr. **(RAM)** to area mgr. **(DHM)**



Chance Roedel (NCL) promoted from asst. project mgr. to project mgr.



Tim Wilburn (MAM) promoted from asst. field mgr. to enhancement field mgr.



Movin' Sideways



Miriam Brittle (CORP) moved from receptionist to payroll admin.



Chris Collins transferred from **RAM** to **DHM** as area mgr.



Jeff Sosa moved from area mgr. to enhancement mgr. in **DHM**



Alex Marshall (CORP) moved from receptionist to safety & fleet admin.



James Wilson (GAL) moved from estimator to asst. project mgr.



Major Milestones

A hearty congratulations and best wishes to:

RECENTLY MARRIED



Ethan Brown (ALM) and his wife, Holly, were married on November 6th.

Heather Inman (REM) and her wife, Kayla, were married on October 30th.



Joe Kulesza (FOM) and his wife, Haley, were

married on October 29th.

Michael Moody (DCM) and his wife, Alex, were married on November 8th. They also recently purchased their first home together in Cockeysville, MD.



PROUD PARENTS

Antonio Bedolla (TOM) and his wife, Gabriela, welcomed a baby boy, Leo Antonio, on August 21st.



Jim Berrigan (FRM) and his wife, Katie, welcomed a baby girl, Abigail Jane, on October 3rd.

Ubaldo Perez (DEM) and his wife, Heidi, welcomed a baby boy, Silas Maverick, on August 8th.



Tyler Robison (VAL) and his wife, Nichole, welcomed a baby girl,



Charlotte, on March 27th. They also bought a new home in Charlestown, WV.

Josh Strohm (KIM) and his wife, Emily, welcomed a baby girl, Madelyn,



on September 23rd. They also purchased a new home in Downingtown, PA.

NEW HOMEOWNERS

Kody Barbour (RAM) bought his first home in Micro, NC.



Jamie Martin (REM) and her husband, AJ, bought a new home in Midlothian, VA.

Ivan Nikolov (DCM) bought a home in North Potomac, MD.



Patty Pescrille (CORP-MAINT) and her husband, Michael, bought a new home in Millsboro, DE.

Dave and Bonita Wakeling (DEM) bought a new home in Millsboro, DE.





New Faces

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



Joshua Bielec
(VAL)
Asst. Project Mgr.



Mason Bolesta
(DCM)
Enhancement Mgr.



Brandon Bradshaw
(FBM)
Asst. Field Mgr.



Cassidy Stover Brown
(FBM)
Asst. Field Mgr.



Thomas Cooper
(DEM)
Field Manager



Rebekah Cummings
(VAL)
Estimator



Katherina Escobar
(VAL)
Asst. Project Mgr.



Max Graumann
(FOM)
Area Mgr.



Denitsa Kirilova
(CORP-ACCT)
AP Specialist



Jeanne Lorette-Levy
(CORP-ACCT)
AP Specialist



Adam Mason
(DCM)
Shop Mechanic



Christina May
(CORP)
Receptionist



Greg Meyers
(RAM)
Field Mgr.



Mark Moon
(RAM)
Shop Mechanic



Joshua Morton
(GAL)
Estimator



Brian Norman
(GAL)
Field Mgr.



Marc Ramirez
(FBM)
Asst. Field Mgr.



Scott Raynor
(DCM)
Business Dev. Mgr.



Zachary Redelius
(FBM)
Field Mgr.



Johanna Rivas
(CORP-LAND)
Recruiter



Jesus Rivera
(MAM)
Asst. Field Mgr.



Alex Shuck
(FBM)
Field Mgr.



Lori Simber
(VAL)
Receptionist



Kevin Sniffen
(CORP-MAINT)
Real Estate Mgr.



Chris Story
(FBM) Asst.
Field Mgr.



Julie Turner
(MAM)
Field Mgr.



Mark Vernier
(CORP)
Asst. Facility Mgr.



Michelle West
(NCL)
Sr. Estimator



Gabrielle White
(GAL)
Asst. Project Mgr.

And welcome to our new and returning crew members!