

GREENSHEET

NEWSLETTER ■ FOURTH QUARTER 2018



RUPPERT
LANDSCAPE

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.



What I've Learned: Writing Goals Helps Make Them Happen



I'd like to start this article, as I do every year, by saying thank you. We couldn't have made this year a successful one without each of you—from our Ruppert team members and

your families, to our vendors and our customers. Thank you for your continued support that enables us to do what we do.

The holiday season is a time to slow down, spend time with family and friends, and reflect. As I look back on the previous year, I often think about the things that have gone well and the areas where I would have done things differently. I think about my family, friends, health habits and work, and then I evaluate which areas to focus on in the coming year. One of the ways that I've found works best for me is to write down my goals for the coming year. Someone once told me... **a goal is a dream in writing.** Some of you may already practice this (better than I do), but if you're like I was, you've heard this advice before but never acted on it. Until one day, about 25 years ago, when a friend of mine named Cal Simmons suggested

I try writing down my goals. I tried it, it seemed to work, and I've been doing it ever since. I write each year's goals in the same journal so that it's easier to look back on past years and see how many of my goals I've accomplished and how many I haven't. It has helped me to prioritize what's really important in life and to realize that most goals are attainable if you put your mind (and your pen) to it.

So, as we near the end of the year and look toward the future, I'm encouraging you—just like my friend Cal did with me—to try this. I've found that simple and measurable goals are best. A small list the first year worked for me, and in the following years it got easier and I added more goals. You might begin by considering just a few specific goals in four areas—health, family, personal

development, and finances—or areas that are most important in your life. Whatever your goals may be, the act of writing them down will dramatically improve the odds that you'll achieve them. I expect you'll find that taking a small amount of time to work on goals can give you a sense of direction and accomplishment, and just might make you happier along the way. This time next year, you'll be able to look back at your written goals and celebrate just how far you've come. If you try this and it works, let me know a year from now!

With best wishes to you and your family for a joyful holiday and happy new year,



Example:

Health	Family	Personal	Finances
<ul style="list-style-type: none"> ■ Drop 5lbs by year's end ■ Stop drinking soda ■ Go to the gym 3x per week 	<ul style="list-style-type: none"> ■ Go to more kids' school events ■ Coach kids' soccer team ■ Start a game night 	<ul style="list-style-type: none"> ■ Read three books before summer ■ Visit mom once a month ■ Take a vacation to Montana 	<ul style="list-style-type: none"> ■ Pay down credit card debt ■ Create a budget by end of February ■ Save \$2,000 this year

To see Craig's goals from the first year he started writing them (1995), view the online version: www.ruppertlandscape.com/writing-goals/



Distracted Driving

By Dave Sanders, Safety and Loss Prevention Manager



This is a topic we've covered before, but it bears repeating. Distracted driving—whether it's texting, calling, emailing, eating, smoking, or any other action that takes your eyes off the road or your hands off the steering wheel—is a very dangerous activity and is becoming more and more prevalent in recent years due to increased cell phone usage. It may not seem like a big deal to take a quick glance at your phone to check an email or respond to a text, but every time you do so you are greatly increasing your chances of getting into an accident, injuring yourself and possibly others.

Distracted Driving Statistics

- Distracted driving is the cause in over 40% of accidents
- It's estimated that roughly 25% of motor vehicle fatalities are a result of distracted driving
- The National Safety Council (NSC) estimates 25% of crashes involve cell phones
- Drivers using handheld or hands-free devices are four times more likely to crash
- 660,000 drivers on U.S. roads are using mobile devices at this very moment

Hands-Free Is Not Risk-Free

Keep in mind that using a hands-free device (an earpiece, dashboard system, speakerphone, or voice-to-text) is not substantially safer than hand-held use. The brain can quickly toggle between tasks but **CANNOT** do two things at the same time. The area of the brain that processes moving images decreases by up to 1/3 when listening or talking on a phone.

- Voice-to-text offers no safety advantage over manual texting, says a study conducted by Texas A&M Transportation Institute. In fact, new studies show using voice-to-text is **MORE** distracting than typing texts by hand.
- AAA Foundation for Traffic Safety research shows that voice-activated in-car technologies dangerously undermine driver attention.
- Even at stop lights, it's important to remain an attentive driver. A recent AAA study shows that people are distracted up to 27 seconds after they finish sending a voice text.

So, while you're driving...

- Allow phone calls to go to voicemail OR pull over at a safe location (rest stop or commuter lot) to make and receive calls
- Do not text, surf the web, or read emails
- Do not eat, drink, smoke, or groom yourself
- Keep two hands on the wheel for better control and less fatigue (plus you can't hold your phone)
- Keep your eyes and mind on the road!

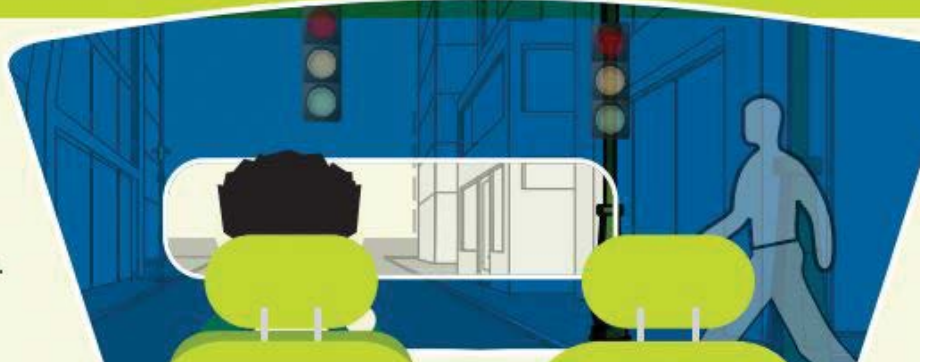
Please, hang up and drive!

If you operate a company vehicle, you should already be aware of our distracted driving policy and the disciplinary action plan for those observed driving distracted. Remember, our policy is in place for your safety. Make a conscious effort to focus on the road ahead, and don't let anything distract you. A fraction of a second could mean the difference between life and death. If you have any questions or would like more information on this, please don't hesitate to contact me at dsanders@ruppertcompanies.com.

MYTH: Speaking hands-free is safe to use while driving

REALITY

Drivers talking on cell phones can miss seeing up to 50% of their driving environments, including pedestrians and red lights.





A Proactive Approach to Snow and Ice Management

In this edition of Coach's Corner, Regional Snow Manager Josh Nichols is subbing in for Coach K (Joe Ketterer, Director of Quality and Efficiency) to talk about his area of expertise.



The winter season is upon us—our landscape management teams are focused on completing final mowing and leaf removal operations, and at the same time, they are making final preparations for snow and ice management operations. Although this is the time of year when snow operations are top of mind, we really start preparing as early as summer.

When I joined the Ruppert team earlier this year as regional snow manager, my goal was to create a plan that emphasized a year-round focus on snow and ice management.

Here are some of the critical items that we have focused on throughout the summer and fall months to help better prepare and minimize the stress of our teams and customers later in the year:

Equipment –

- Taking inventory of all snow removal equipment, including plows, push boxes, salters, snow blowers, and shovels, and ensuring these items are serviced and ready to go. (See our Fleet Speak article on page four for more on this.)
- Planning for new equipment purchases to support new business. Machine rental is also a big part of our operation and making sure we have our vendor secured is important. Working together to project seasonal quantities will ensure we have the right number of machines before the first snowfall.

Materials – Securing de-icing materials in the summer months helps ensure the best price and quantities that will cover our needs for an average or above average season.

Service Partners – Developing partnerships is critical to help support our snow business. Identifying companies



In addition to granular materials, liquids are becoming more popular and another important tool to have in our tool box to manage what mother nature sends our way. In this photo, you can see the difference between the areas which were treated with liquid de-icer the day prior to snowfall and those which were left untreated.

who have the right resources and team members that compliment our team takes time. **We are always looking to partner with great companies. If you feel you fit these criteria or know someone who does, reach out to start the conversation now: jnichols@ruppertcompanies.com**

Administrative – There is a lot of administrative work related to snow and ice management. These include customer and service partner agreements, 3rd party weather services, snow plans to allocate equipment and resources, and pre- and post-season site inspections.

Training – Evaluating the prior year's training curriculum and identifying any additional topics to include, such as liquid pre-treatments, application rates, and pro-active communication—internally and externally. Snow and ice management is a business that requires an all hands on deck approach. Proper training and focusing on safety at the branch level will set the stage for a great winter season.

Waiting until the last minute causes stress that can be avoided. A proactive, year-round approach to planning for snow and ice operations will allow our teams to be ready for the season and instill confidence in our customers. With this plan in place, we are ready to say Let It Snow!



Keeping Snow Equipment in Top Shape

By Jesse Lepinsky, Regional Fleet Manager



It's that time of year again when we are gearing up for snow removal. In past issues of the Greensheet, we have covered many related topics ranging from storm preparation and vehicle and equipment setup to safe plowing practices and equipment operating procedures. What goes on behind the scenes in the shop during the summer to prepare for snow removal could be somewhat of a mystery to some, however.

Most of you are already familiar with our reconditioning program (recon, for short) and how it benefits production from an efficiency and image standpoint. What may not be obvious is the amount of time and effort that is invested in our snow removal equipment.

In order to ensure we are operating at maximum efficiency in less than ideal weather conditions, our fleet team performs a thorough recon of all snow removal equipment during the summer months. Every plow, snow blower, salt spreader, power broom, and any other miscellaneous equipment is brought into the shop and inspected, serviced, repaired, and painted as needed. Each plow has the fluid replaced, cutting edges are inspected for wear beyond their serviceable limits, hoses and electrical wiring are repaired or replaced if needed, and all surfaces are treated to prevent corrosion while in storage.

Snow blowers and power brooms are serviced by changing the engine oil, fuel filters, and spark plugs. Augers and any other moving components are inspected for wear, bearings replaced, and the controls are verified to operate as designed. These same service procedures apply to any other powered snow removal equipment.

Tailgate and bulk spreaders can be some of the more involved pieces of snow equipment to recon. All units are function tested then brought back to peak performance. Although all units should be detail cleaned at the end of each season before being stored, some corrosion is inevitable. Any "frozen" components are freed up or replaced, all grease points are

lubed, and all controls are verified to be in working order. They are then treated with rust preventative measures and returned to storage. Modifications are also performed to allow easier access to grease points and aid in maintenance between events. Due to the importance of these units during a storm, it is critical that the shops pay attention to every detail during the recon process.

Although we do everything possible to make sure our snow equipment is ready when the first flakes begin to fall, there are situations that are out of our control. We cover and protect our equipment to shield them from the elements, but this creates an attractive home for rodents and other pests who may decide to make a meal of the wiring. Likewise, stinging insects like to build nests inside the hoppers and may get upset when you need to relocate their home (ask me how I know). **A good practice for all of our branches is to mount and test all snow equipment prior to any snow being predicted during our annual "snow rodeo" training events.** This will allow us to catch any problems that may have developed after the equipment was reconditioned and placed back in storage.



Snow blowers reconditioned and stored properly

Once our trucks and equipment have finished working a storm, they come back to our facilities and are thoroughly cleaned and inspected before being put away—each branch must ensure that all trucks and snow equipment are pressure washed and all grease points are hit.

With the support of our field personnel in cleaning, maintaining, and properly operating our snow equipment, the fleet team is able to provide safe, efficient, and reliable equipment to get through one of the most demanding aspects of the job.





Quick Tips for Identifying Spam Emails

By Casey Mills, IT Help Desk Lead



As many of you know, spam emails are a huge annoyance, can contain viruses, and have the potential to steal information and compromise passwords if they are able to fool you into thinking it's a legitimate email. These types of emails are one of the biggest security risks to a company and Ruppert is no exception. Luckily for us, these

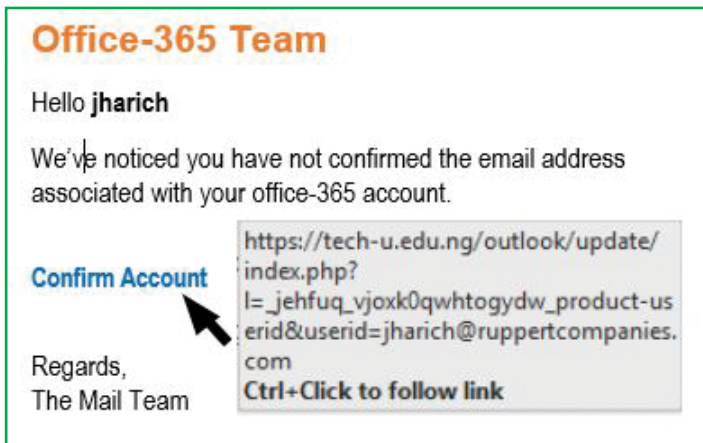
emails are relatively harmless unless acted upon, so below are some tips on how to quickly identify a spam email trying to pass itself off as legitimate and how to prevent becoming a victim.

■ **Take a second to think** about the email itself. Were you expecting a document from this individual? Have they sent you legitimate documents in this format before? Many spam emails attempt to get you to click on a link to a "document so and so sent you" and then ask you to enter your account information to access the document after you click the link and BAM! Your info is now theirs.

■ **Confirm with the sender!** Call the sender of the email and verbally confirm that they sent you the email if it looks suspicious. Many spam emails are a result of the sender's account information being compromised and the hacker may actually reply to you if you email back asking if the email is real, so verbal confirmation is always best.

■ **Hover your mouse over links.** This is a very quick and easy way to see if the link they want you to click is legitimate. As shown in the following example, the "Office-365 Team" wants John to "Confirm Account," however after hovering my mouse over the link, you can see it leads to a malicious tech-u.edu.ng site and is certainly not from Microsoft. When you hover over the link, make sure the path the link refers to matches the email in question.

■ **Strong passwords.** Strong passwords are the best way to prevent yourself from falling victim to a hacker and having spam emails sent from your



account to fellow employees and clients. Try to make the password long (minimum 8 characters) and complicated (upper and lowercase letters, numbers, and special characters).

Spam isn't fun and talking about spam isn't fun, but it is a very real threat and protecting yourself from it is often in your hands. So remain vigilant, and think before you click! The IT team is always standing by to confirm or deny if an email is legitimate, so if you're ever in doubt, forward the suspicious email to us at support@ruppertcompanies.com and we'll be happy to assist you.

Tips for Creating a Secure Password

- Choose a phrase — This one time at band camp
- Change words to numbers — This 1 time at band camp
- Pick first letter of each word or number — T1TABC
- Add special characters — T1T@BC
- Customize by adding a prefix for each site you register with — (example: for Amazon) T1T@BCAMA



Announcing a New Employee Payment Method

Our payroll team is continuously researching best practices and new technologies to make our compensation methods more convenient for our employees. For example, in early 2018 we switched from bi-weekly to weekly pay periods, which was favored by many of our employees. Now, we are introducing a new measure which we hope will provide an added benefit to our employees.

Effective Q1 2019, employees can choose to have their paycheck automatically transferred to a reloadable prepaid payroll card (a.k.a. pay cards). These pay cards can be used in much the same way as a debit card—to make purchases, pay bills, withdraw funds from an ATM—without having to open a bank account. Previously, employees were paid in one of two ways: direct deposit or a live check. Currently, a little over a third of our active employees are paid by live check, 74% of whom are crewmembers and assistant field managers. A large part of this group prefer to use check-cashing retail shops, where they incur additional fees. Check cashing services provide a sense of security because users can see fees up-front, have full control of their funds, and have access to other transaction-based services, such as money orders, utility payments, and Western Union. However, all these services come at cost—often between 2.5 to 5% of the check’s total value.

Benefits of Pay Cards

- **Cash Access:** ATM, bank and full cash-out options available fee-free at a wide range of locations
 - Access to nearly 70,000 in-network, surcharge-free ATMs
 - Over-the-counter teller cash withdrawals at nearly 99,000 Visa member banks

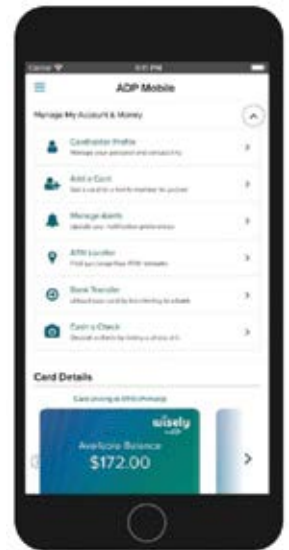
- **Avoid Fees:** Spending is limited to available funds to avoid overdraft fees, and there are no surcharges or point of sale fees

- **Security:** Card comes equipped with an EMV chip to help prevent fraud and utilizes a PIN number

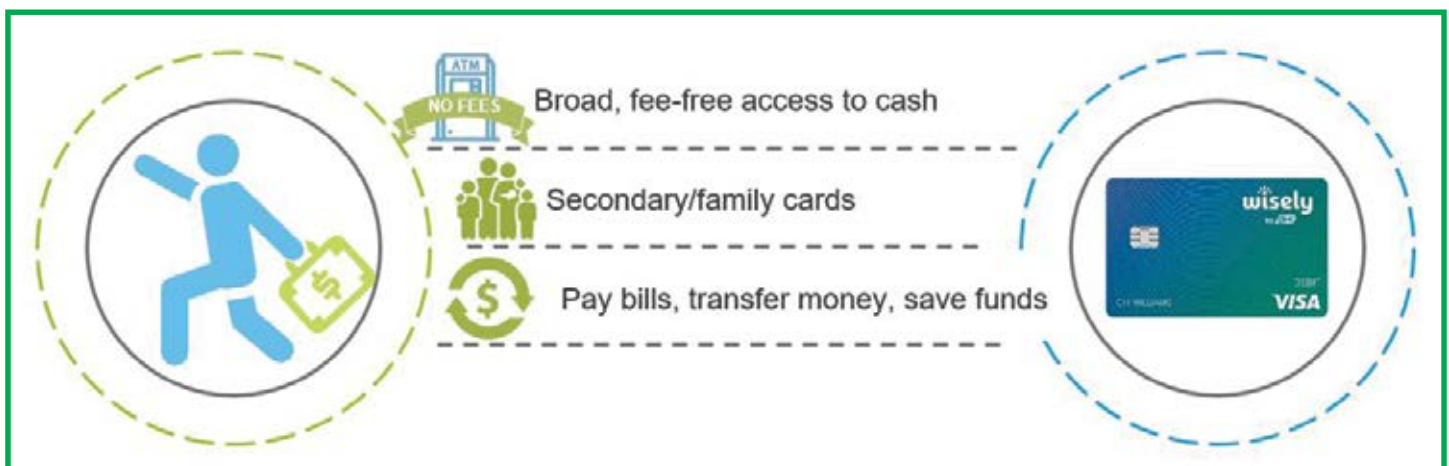
- **Secondary Cards:** Multiple cards can be issued per employee to be used by a spouse or child.

- **Online and Mobile Account Management:** With the website or mobile app, available in Spanish or English, users can...

- Sign up through the mobile app without requiring a personal email address
- View/manage all account information and transaction details
- Locate fee-free ATMs
- Access Apple/Google/Samsung pay capabilities available
- Deposit checks remotely
- Contact 24/7 support



We hope this new payment method will provide employees with an alternative that offers more flexibility and less fees. If you have any questions about the pay cards or how you can enroll in the program, please contact Payroll Manager Tina Holt at tholt@ruppertcompanies.com.





Employee Development



Todd McInturff



Eric Middleton



Harold ZuBriniz



Jordan Gilhuys

Todd McInturff (WHM), Eric Middleton (TOM), and Harold ZuBriniz (WHM) have earned the designation of Landscape Industry Certified Technician (CLT), while **Jordan Gilhuys (GVM)** earned the designation of Certified Irrigation Technician (CIT). Their commitment to bettering themselves increases our clients' level of confidence in us and demonstrates our teams' skill level, credibility, and commitment to best practices.

On October 26th, we welcomed Associated Builders and Contractors (ABC) of Metro Washington's 2018-2019 Leadership Development Program (LDP) participants to our headquarters for a campus tour and company overview. LDP is a program which furthers participants' leadership skills and professional development with a structured yet customizable action plan that cultivates the holistic skills required for executive leadership. This year, we are pleased to have **Mike Ryan (VAL)** participate in the program. We are grateful for opportunities like this that help us grow and develop our talented employees!



On November 7-8th, we welcomed team members from across the company to our corporate campus for New Field Manager Orientation, an introductory course designed to equip employees who are new to a management role with basic skills including ethics guidelines, conducting evaluations, safety concepts, recruiting and customer service.



Award-Winning Project Profiles

The following projects were recognized in the 2018 National Association of Landscape Professionals (NALP) and the Landscape Contractors Association (LCA) Excellence in Landscape Awards.

MGM National Harbor

Location: Oxon Hill, MD

Installed by: Maryland Landscape Construction Branch

Awards Won: NALP Gold Award/LCA Grand Award

Description: MGM National Harbor is the newest addition to the booming, multi-use National Harbor development situated along the Potomac Riverfront. A 23-acre destination resort casino, the project also includes a mix of retail, entertainment and dining.

Scope: Fine grading of 10 acres; laser grading of a half-acre; installation of 17,000 cubic yards of scientifically engineered soil; one acre of soil fabric; 500 tons of drainage stone; 2.5 acres of sod; 500 trees; 7000 bulbs; 10,000 shrubs; 58,000 perennials, grasses and groundcover; and an irrigation system that included 10,000' of mainline, 35,000' of lateral lines, nearly 20 miles of drip irrigation.

tons of lightweight aggregate; 500 CY of lightweight soil; 5,000 SF of Ipe wood cladding; 375 SF of synthetic turf; an irrigation system that included 2,200 LF of mainline, 1800 LF of laterals and 4700 LF of drip irrigation; site furnishings; and 1500 shrubs, 1500 perennials, and more than 75 trees.



Hanover Buckhead

Location: Atlanta, GA

Installed by: Georgia Landscape Construction Branch

Awards Won: NALP Gold Award/LCA Grand Award

Description: Located in the center of one of the choicest neighborhoods in Atlanta, Hanover Buckhead Village is a high-rise luxury apartment building that caters to the city's elite. The apartment community is conveniently located near unique dining experiences, a theater, park and upscale shopping that's only a short walk away.

Scope: Installation of 9,000 SF of concrete flatwork; 3,000 SF of concrete pavers; 12,000 SF of sub-slab; 23,000 SF of Italian porcelain tile; 800 LF of granite curb; 10

Sagamore Pendry Hotel

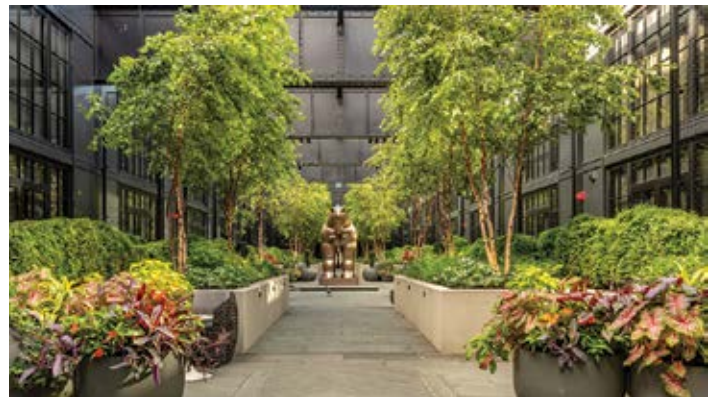
Location: Baltimore, MD

Installed by: Maryland Landscape Construction Branch

Awards Won: NALP Silver Award/LCA Grand Award

Description: The Sagamore Pendry Hotel in historic Fells Point, MD is housed on what was a commercial pier that was originally built back in 1914. The redevelopment of the pier was designed as a focal point in a revitalization effort intended to attract high-end visitors to a historically significant area of the city.

Scope: Installation of 18,000 SF of concrete sub-slab, 15,000 SF of granite cobbles and natural stone pavers, 400 tons of gravel, 20 tons of beach pebbles, 6500 SF of Ipe decking, 500 LF of slot/trench drains, 20 tons of beach pebbles, nearly 6,000 groundcover, 500 annuals, 500 shrubs, a 2800 SF greenscreen, and 50 trees.





Award-Winning Project Profiles

Marine Barracks Washington 8th & I

Location: Washington, DC

Maintained by: Forestville, MD Landscape Management Branch

Awards Won: NALP Decade Award/LCA Decade Award

Description: Marine Barracks Washington is the oldest active post in the Marine Corps. Located at the corners of 8th & I Streets in Southeast Washington, D.C., the Barracks supports both ceremonial and security missions in the nation's capital.

Scope: Maintenance of 1.3 acres of turf, perennial and tree care, weed control, fertilization, irrigation maintenance, pruning, watering.



One, Two and Three Logan Square

Location: Philadelphia, PA

Maintained by: King of Prussia, PA Landscape Management Branch

Awards Won: NALP Silver Award/LCA Grand Award

Description: One, Two, and Three Logan Square are a collection of high-rise Trophy-office towers located in the heart of Philadelphia's Central Business District. The iconic 51-story Three Logan Square is one of Philadelphia's true landmark skyscrapers and is one of the tallest building in the city.

Scope: Maintenance of walkways, beds, trees, pots, building entrances, and common grounds, including care of 4,000 annuals, approximately 3,000 perennials/grasses/shrubs, 33 yards of mulch, and over 50 trees, as well as irrigation management and several significant enhancements.



Ashby Ponds Retirement Community

Location: Ashburn, VA

Maintained by: Gainesville, VA Landscape Management Branch

Awards Won: NALP Silver Award/LCA Distinction Award

Description: Situated in the heart of Northern Virginia, Ashby Ponds is Loudoun County's premier continuing care retirement community. The scenic 132-acre campus was designed to be the perfect place to enjoy an active, independent retirement.

Scope: Maintenance of 21 acres of turf, 4 miles of walkways, three ponds, 2.5 acres of perennial and shrub beds, 750+ trees, pots, building entrances, roadways, parking and common grounds, as well as performing integrated pest management and irrigation management.



Branch Abbreviations

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



Appreciate and Celebrate

Congratulations to our Enhancement Sales Contest winners: **Ethan Brown (ALM)** for May and June, **Tom Flint (LAM)** for July, and **Logan Eschbach (KIM)** for August and 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.



On September 12th, we hosted the Landscape Contractors Association MD•DC•VA (LCA)'s September meeting, which offered members an opportunity to network and gain insight from the panel discussion featuring past LCA presidents, including **Ken Thompson (CORP-LAND)**.



On September 21st, our **Maryland landscape** branch celebrated the end of summer with an employee appreciation cookout.





Appreciate and Celebrate



On October 11th, our **Mableton maintenance** branch went out bowling to take a break from routine and have some fun.

Our **Gainesville maintenance** branch took a break from their busy schedule for some team bonding time on a fishing trip on October 15th.



Our corporate staff celebrated Halloween with a themed lunch and costume contest.



Community Service

On October 20th, members of our **Virginia landscape** team volunteered alongside members of the community to install landscaping at Serve Our Willing Warriors (SOWW)'s new building at the Warrior Retreat at Bull Run, which provides a much-needed break for our recovering service members at military hospitals in the National Capital Region.



On November 3rd, our **Frederick maintenance** branch teamed up with the Rotary Club of Frederick to perform a pre-Veterans Day cleanup of Memorial Park.

Our **North Carolina landscape** branch donated time and materials to spruce up the entrance and replace a walkway at the Ronald McDonald House of Durham on November 3rd.





Community Service

We were proud to sponsor and participate in the Institute of Real Estate Management (IREM) West-Central Maryland Chapter's 16th Annual Member/Friend Charity Golf Tournament benefitting Fisher House Foundation at Walter Reed National Military Medical Center. The Fisher House provides a "Home Away from Home" support and assistance to American Military Families in their time of need.

On November 16th, our **North Carolina landscape** team participated in the Inter-Faith Food Shuttle "BackPack Buddies" program, which provides children from low-income households with 10-12 pounds of nutritious kid-friendly groceries for the weekend when free school lunches and breakfasts are not provided. They were able to pack 271 bags of food in just 40 minutes!



Pictured L to R: **Bill Angelis (LAM)**, **Ryan Rote (CHM)**, **Butch Winter (The White House Historical Society)**, and **Chris Bixler (DCM)**.



On October 31st, we were invited to the White House with the National Association of Landscape Professionals (NALP) to attend an event and help represent the many industries and national organizations and corporations that are benefitting by involvement with the new National Council for the American Workers. The council is tasked with championing effective, results-driven education and training so that American students and workers can obtain the skills they need to succeed in the jobs of today and in the future. NALP, through its Industry Growth Initiative, is working to grow the industry and enhance career opportunities for more than 150,000 people over the next five years, providing professionals with fulfilling jobs, which enhance our nation's green spaces. The industry looks to fill 1.5 million positions in the next five years. The event was held in celebration of reaching the administration's goal to expand training opportunities for 5 million American workers.



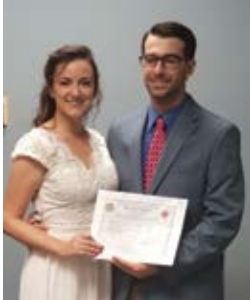
Pictured L to R: **Reynaldo Valle (MDL)**; **Missy Henriksen**, NALP VP of Public Affairs; **Jeff Buhler**, NALP President; **Sabeena Hickman**, NALP CEO; **Jillian Gottlieb (LAM)**.



Major Milestones

A hearty congratulations and best wishes to:

JUST ENGAGED / MARRIED



Anthony Aliquo (MDL) and his wife, Jess, were married on September 22nd.



Megan Kozik (GAL) and her wife, Mia, got married on September 29th.

Hector Del-Cid (GVM) and his wife, Raquel, married this fall.



Jose Lizama (GVM) and his fiancée, Yeimi, got engaged recently.



David Drennan (FOM) and his fiancée, Kathryn, got engaged on October 13th.



Kirk Myers (GVM) and his wife, Jerusha, got married this fall.

Jordan Gilhuys (GVM) and his wife, Caitlin, married this fall.



Jeff Williams (GVM) and his wife, Penny, got married this fall.



PROUD PARENTS & GRANDPARENTS



Brian Arnold (MDL) and his wife, Kaitlyn, welcomed a boy, Nolan Andrew, on September 6th.

Mary Ellen Burton (LAM) welcomed a granddaughter, Maryanne Kathrine, on October 31st.



Antoine Cooper (DCM) and his wife, Star, welcomed a girl, Alina, on November 21st.

OVERACHIEVERS

Cari Ciuba (CORP-HR) received her Senior Professional in Human Resources (SPHR) certification.



Kelly McGuire (VAL) was appointed to the Washington Building Congress board of directors.



Movin' On Up



Kaitlin Barry (DCM) was promoted from crewmember to asst. field mgr.



Dan Derrow (DCM) was promoted from field mgr. to area mgr.



Adrian Durham (LAM) was promoted from field mgr. to area mgr.



Dwayne Flemming (MAM) was promoted from crewmember to asst. field mgr.



Antonio Ruiz (LAM) was promoted from crewmember to asst. field mgr.



Johnny Sawyer (RAM) was promoted from shop mgr. to regional fleet mgr.



Stephanie Whealton (CORP) was promoted from employee dev. specialist to training content mgr.



Jose Amaya (DCM) was promoted from asst. field mgr. to field mgr.



Movin' Sideways



Chris Marley (NCL) moved from estimator to asst. project mgr.



Career Opportunities

For information about current career opportunities at Ruppert Landscape, please visit us at

www.ruppertlandscape.com/careers



New Faces

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



Kyle Cody
(GVM)
Field Mgr.



Hilliary Elleman
(PROP)
Office Administrator



Thomas Henry
(NCL)
Asst. Project Mgr.



Chad Herald
(RIM)
Mechanic



Catherine Hernandez
(GVM)
Receptionist



Chris Jackson
(MAM)
Enhancement Mgr.



Connor Keane
(BAM)
Field Mgr.



Daniel Moriarty
(LAM)
Field Mgr.



Michelle Polak
(LIM)
Designer



Will Saxby
(GAL)
Senior Estimator



David Trimble
(LIM)
Mechanic



Cory Wilson
(RIM)
Irrigation Technician



Don Wisby
(LIM)
Shop Manager



Darren Woods
(CORP-ACCT)
Assistant Controller

NOT PICTURED

Mike Flook
(FRM)
Mechanic

Chris Parker
(FOM)
Field Mgr.

Rodney Waller
(ALM)
Mechanic

And welcome to our new and returning crew members!