

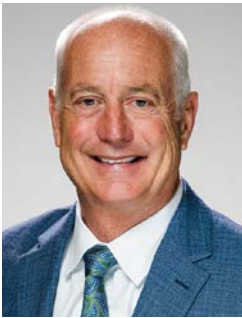
Green Sheet

RUPPERT LANDSCAPE NEWSLETTER

4TH QUARTER 2022

The Greensheet is our quarterly newsletter, which allows us to share general company information, including safety practices, profiles of our key jobs and community service initiatives, as well as personal achievements, including employee marriages, new babies, promotions and training certifications, in the hopes that it will provide unique insight into our company, our practices and most importantly, our people.

A Holiday Greeting from Craig Ruppert



The holiday season is a time to surround ourselves with family and friends, celebrate the joys of the season and be grateful for all

the good things we have in our lives. As I reflect on all that I'm thankful for, I think of each of you—our team members and your families, our vendors and valued customers—that make up our extended Ruppert family. We couldn't have made this year a successful one without you.

It's also a time to look toward the future, and I speak for the entire management team when I say we are excited for what's to come! We are entering into a new phase of our company's evolution with our recent strategic partnership with capital investment firm, Knox Lane. The added financial and strategic resources they provide will allow us to continue to grow the company's footprint within current and adjacent markets, a goal that's in line with our long-term vision for the company. This partnership will also enable us to remain focused on what we do best: provide opportunity for our team, high quality service for our customers, and

support for our community. We will continue doing what we've always done over the course of the past 50 years: grow and evolve.

One of the things that I was most proud of this year was that we were able to have so many of our team members share in the proceeds from our new partnership. The appreciation bonuses we distributed in early December enabled us to recognize and reward our team for the huge role they've played in our story so far and encourage them to continue to help us shape our company's future. Our team never ceases to amaze me with their dedication, innovative ideas, strong customer service, and ability to adapt and overcome—often working out in the harsh elements of heat, rain and snow to help our company thrive. Once again, I want to thank each of you for what you do for this company.

As I think about what lies ahead, I couldn't be more proud of the team we've built and what the future holds. It has been my privilege to work with this team and to have been associated with so many customers, vendors and industry professionals over the years, many of whom are now friends. I speak for the management team when I say that we are looking forward to many more years of leading this company and providing quality service for our customers.

Thanks to all of you who have made 2022 such a great year. I hope you're able to slow down this holiday season, spend quality time with family and friends, and reflect on the many things in life there are to be grateful for. I hope that you and your family enjoy the holidays and have a happy, healthy new year.





In Case You Missed It

Ruppert Landscape Partners with Knox Lane, Shares Proceeds with Employees

We've recently announced our strategic partnership with Knox Lane, a growth-oriented investment firm that is focused on partnering with businesses in the services and consumer sectors. Our management team, led by CEO Craig Ruppert and President Phil Key, will continue to lead the company, and will remain significant minority owners in the business.

"Their capital, experience, and strong track record of partnering with leading companies will enable us to continue our focus on helping our team achieve their professional and personal goals, delivering high-quality commercial landscaping services to our customers, and giving back to our community."

The partnership with Knox Lane supports our long-term vision to continue to grow the company's footprint within current and adjacent markets and expand both organically and through strategic acquisitions. "At the heart of everything we do is our desire to provide opportunity for our team," said Phil. "The more we grow, the more opportunities there will be for our team to learn, take on more responsibility and earn more." If you are one of our valued customers, you should see the same quality of service that you've grown to expect, with little or no appreciable change in how we operate.



As a thanks for the role they've played in the company's growth and development, all employees with tenure over one year were given appreciation bonuses totaling \$28 million. Bonus amounts were determined based on years of service and salary and ranged from \$7,000 to \$200,000. This surprise announcement was made on December 6th at team gatherings throughout our 30+ branch locations.

"Everyone receiving this bonus was instrumental in helping create the value

that we've been able to realize," said Craig. "This bonus is well-deserved and is a way for us to acknowledge the value of our teams' contributions and the essential role that they have played in our past and will continue to play in our future."

Thanks to our team members whose dedication and hard work have helped us reach this milestone. We are looking forward to this exciting next chapter. To learn more about Knox Lane, visit www.knoxlane.com.

Preparing for Snow

By Josh Nichols, Region Snow Manager



Snow and ice management requires a lot of time and effort to be ready to go when the first flakes start to fly. Our teams start thinking about the upcoming winter season over the summer months, usually on the hottest days of the summer. Part of that is wishing it was a bit cooler out, but also recognizing the amount of work that is required to be snow ready.

Our regional team is always thinking about snow, no matter what time of year it is, to help provide guidance and consistency around everything snow related. We have a timeline that helps us know what items we should be focusing on at specific times of the year, including:

- **Preparing Customer Agreements** (Summer)
- **Service Partner Networking** (Summer)
- **Preparing & Purchasing Equipment** (Fall)
- **Finalizing Snow Plans** (September/October)
- **Safety & Operational Training** (November/December)



Teams mounting salt spreaders and plows to ensure they are working and properly secured to the trucks.

With service partner and customer agreements in place, equipment ready, and final snow plans confirmed, each branch begins scheduling their snow safety and operations training. This has been a big focus for our teams to ensure that we are prepared to provide the best possible service when a winter event occurs.

Some of the aspects covered in our training include:

- **Customer Communication supported by Weather Works alerts**—During each weather event, our Area Managers provide pre-storm updates with plans, in-storm updates, and post-storm wrap-ups.

- **Property Site Reports**—Our Field Managers and Area Managers are responsible for providing clients with updates for each visit, including photos.
- **Proper Deicing Procedures**
- **Plowing/Snow Clearing by Hand**
- **Snow Staking**—This process includes a site inspection and photo documenting the property for any damage/hazards.
- **Service Partner Relationship Management**
- **Mock Snowstorm Exercise**—This is a dry run to simulate an actual event and includes:
 - Customer Communication
 - Equipment Preparation
 - Site Visits
 - Time Tracking & Billing Training



A great deal of attention is devoted to being prepared for the winter season. Each year the Ruppert team strives to provide quality service as safely as possible in difficult winter conditions. We want to thank our teams for dedicating the time to train on safe and efficient

winter operations and thank our customers for helping us to plan in advance so that we are ready to keep their properties safe and clear all winter.





Personal Preparation for Winter Risks

By Adrian Karver, Regional Safety Manager



Winter is upon us and with it comes the opportunity for holiday time with family, snow sports, indoor activities and more. Winter also brings cold weather, snow, ice, and all the risks associated with those challenges. The best way to stay safe through the winter is to be prepared ahead of time so that when the weather turns bad, we are ready for it.

To prepare yourself and your family for winter risks, we encourage you to take the following steps:

Dress for the conditions

Winter weather can bring rain, freezing rain, snow, sleet and everything in between. Having the right outerwear can make all the difference if you must go outside in these conditions.

- **Boots:** Sturdy, insulated boots with a waterproof liner or treatment are the best to keep your feet warm and dry. Avoid boots that are not waterproof, sneakers and other warm season footwear.
- **Base layer:** An insulated base layer of long underwear and warm socks, preferably made of a synthetic material that will not absorb moisture.
- **Outer layer/jacket:** Layering your outer clothing with a mid-layer (light jacket, sweater, etc) and a waterproof/resistant outer layer (jacket) will allow for options to shed a layer if your activities make you overly warm and to add a layer back on if you begin to get cold.
- **Hats, scarves, gaiters, and gloves:** Keeping your head, face, neck, and hands covered and warm with waterproof, insulated coverings are also very important. These parts of our body are farther from our core and can become cold more quickly if they are not covered.
- **Extras of all of the above:** If you are going to be outdoors away from home, make sure to pack additional warm/dry clothes to change into if you were to get wet and/or start to get cold due to perspiration.
- **Cotton is not your friend:** One thing to avoid with your winter weather outerwear is anything made of cotton. Cotton absorbs moisture and will cause your clothing to stick to you and accelerate the cooling process, making it harder for your body to stay warm.

Working outside in winter is hard work

Shoveling snow, running a snow blower, splitting and stacking firewood, or even just taking a walk in deep snow is much more of a workout than most people think. You should prepare for these activities in the same way you would for an exercise session:

- **Stretch before starting:** Muscles strains can happen in any weather, but especially when its cold.
- **Drink plenty of fluids:** You may not think you are sweating as much when it is cold, but you can and will sweat enough that you could easily become dehydrated. Drinking water or sports drinks are best. Avoid alcohol, energy drinks, coffee, soda, and other high sugar/high caffeine drinks.
- **Take frequent breaks:** Stopping to rest, hydrate, and go inside for some warmth can help to keep you from overexerting or injuring yourself when working outside in winter. If you feel like you are pushing yourself too hard, you likely are.



Have emergency supplies in your vehicle at all times

Gathering an emergency supply kit in case you were to break down or get stranded due to winter weather:

- **Flashlight:** A bright flashlight can provide much-needed light to either work on getting back on the road or signal to others for help. It's smart to keep extra batteries in your emergency supplies kit as well.
- **Bag of traction material:** To get your car unstuck, pour non-clumping kitty litter, sand, or rock salt in the path of your tires.
- **Snow shovel:** If snow starts piling up around your car on the side of the road, you'll need a shovel to help you clear

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Safety Spotlight

a path or uncover your car. Keep your car visible to rescue teams by limiting the amount of snow surrounding it or covering your taillights.

- **First aid kit:** A basic first aid kit can come in handy in the event of minor scrapes or pains, but even more so if you're stranded. If you take daily medications, you should also pack extras away in your kit.
- **Ice scraper:** During a deep freeze or emergency situation, you don't want to waste time — or your car's battery — waiting to defrost a thick sheet of ice on your windshield.
- **Jumper cables:** Speaking of batteries, you'll need to be able to jumpstart your car if the battery goes dead.
- **Water:** Dehydration is a serious threat when you're stranded. Keep a large jug of water in your car for emergencies. Replace the water every few months since it may go through extreme temperature changes inside your car.
- **Blanket:** Pack a large, thick blanket away in your car to keep you warm or to use as padding in case you need to work on your car.
- **Cell phone charger:** This is already an essential for most drivers, but it won't hurt to add an extra charger with a lighter adapter to your kit. Of course, this assumes you have enough gas and battery to keep your car running, so consider packing a portable phone charger too.
- **Reflective triangles:** Breaking down on the side of the

road can put you at risk for passing drivers, especially in low visibility conditions. Put out reflective triangles to make your car more visible and protect from any hazards.

- **Non-perishable snacks:** Granola bars, nuts, crackers, dried fruit, and jerky are a few good options. Like with water, you should replace these every few months or sooner so they don't expire.
- **Matches:** Waterproof matches or a lighter can provide some light and warmth in case of emergency, and these small items hardly take up any space in your kit.
- **Toolkit:** Similar to the first aid kit, a basic toolkit can be useful year-round in your car. From small repairs to changing a tire, keep these on hand in case you need them.
- **Emergency contact info:** Print out an emergency contact sheet to keep in your car just in case your phone dies and you don't have access to a charger. You may be able to borrow someone else's phone to call for help or contact your loved ones to let them know you're safe.

Winter can be a wonderful time of the year if we take the right steps to stay warm, dry, and safe when we go outside. Preparation can make all the difference between you and your family risking your health in the cold, and having a fun, and safe time when winter comes knocking. Stay safe out there!

FREE! UHC Health Programs for Enrolled Employees

Our people are always our number one priority, and we want them to have access to the best possible care for themselves and their families. As part of our 2023 health insurance benefits through UnitedHealthcare, we are now offering those enrolled in a Ruppert health insurance plan three additional health programs at no extra cost:



Sword Health

Sword is a virtual physical therapy program to help medically enrolled members and their dependents prevent and treat acute, chronic, and post-surgical pain for the lower back, shoulder, neck, hip, knee, elbow,

ankle, and wrist. An on-demand team of Physical Health Specialists is available 24/7 with text-based support across three continents so patients can receive high quality care when and where they need it.

Learn more at join.swordhealth.com/ruppert



Real Appeal Weight Loss

Real Appeal is an online program to spark your weight loss transformation. Meet with an online coach to create health goals, track your activity, and find new ways to keep your body moving.

- Everything you need to create healthy habits

- Fitness and nutrition trackers to focus on health goals
- Online sessions led by a coach with a supportive community of members
- A Success Kit delivered directly to you with food and weight scales, helpful guides, and more

Learn more at enroll.realappeal.com

Bloom Pelvic Floor Therapy

Bloom addresses pelvic dysfunctions such as pain, discomfort, pressure, etc, covering all stages of life including pregnancy, postpartum, and menopause. It is a comprehensive, mind-body program providing women and individuals 18+ with pelvic care from the comfort, convenience, and privacy of home.

Learn more at join.hibloom.com/ruppert

Helping HeroHomes Complete Their Fifth Home for Wounded Veterans

On Thursday, November 10th, over 40 employees from Ruppert Landscape's Virginia landscape construction branch came together to install the finishing touches on the latest HeroHomes project in Round Hill, Virginia. This is the fifth house that HeroHomes has built for a wounded veteran and their family, and the second project that Ruppert Landscape has had a hand in.



Pictured left to right: Craig Ruppert, CEO, Ruppert Landscape; Jimmy Ochan, retired Marine Corps veteran; Jason Brownell, cofounder, HeroHomes; Jim Tuzzolino, region vice president, Ruppert Landscape.

The recipient of this home is United States Marine Corps veteran Sgt. Jimmy Ochan, along with his wife of 11 years, Pat, and their 10-year-old son, William. Jimmy served in

the Marine Corps for over 11 years, having been deployed twice to Iraq during Operation Iraqi Freedom and once to Afghanistan during Operation Enduring Freedom. In 2015, he was hit by an improvised explosive device, requiring several surgeries to his neck, spine, and knees. He continues to recover both physically and mentally and is receiving treatment through the Veterans Administration and equine therapy.

"The Ruppert/HeroHomes day was by far the most effective, collaborative, and productive volunteer day we have ever had," said HeroHomes cofounder, Jason Brownell. "It



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Helping HeroHomes *Continued from page 6*

was incredibly awesome to see employees at every level working so hard for our disabled veteran, creating a beautiful landscape for his forever home. Equally impressive was the logistical coordination and management of donated landscape materials, supplies, and most importantly, personnel. Ruppert's efforts have left a permanent impression on our recipient and his family. They are eternally grateful, as we are, for this beautiful donation."

The landscape installation portion of the project involved over 450+ hours of work, including two days of site preparation leading up to the big day. Together, the team installed 54 yards of topsoil; 500+ SF of bluestone pavers at the front walk, back patio, and stair landing; seven trees; 75 shrubs; 220+ perennials and some annuals; two planters; and 10,000 SF of sod.

Five percent of Ruppert's annual profit is used to support charitable causes. A large portion of the giving is managed directly by the branches to ensure that employees are intimately involved—preferably with hands-on projects—and have a greater connection to what's being donated.

"We got involved with HeroHomes through our project manager, Janelle Stewart, who is childhood friends with cofounder Jason Brownell," said Mike Ryan, assistant branch manager in Ruppert's Virginia landscape construction branch. "We first partnered with them in 2019 to install the landscape on the Slease family home."

"Helping our veterans is very important to me and my family—my son is going to be commissioning into the Navy this May as an officer from VMI and my daughter is Navy ROTC at Norwich University," said Janelle Stewart. "I reached out to Jason last year when I saw that he had begun another forever home for one of our veterans who sacrificed so much. This project gave me an opportunity to not only help a veteran and his family find a peaceful home to live in, but also to engage my Ruppert family in the cause. I am grateful to work for a company that values giving back to the community



and encourages their employees to further causes that are close to their heart."

Mike added, "I think we can all agree that our veterans have given more for our country than most and it's an honor to be able to a part of such a great project. This is our second HeroHomes project, and hopefully not our last."

We would like to extend a special thank-you to our contributing vendor partners, who donated hardscape and plant material to make this day of service possible:

- JK Enterprise Landscape Supply, LLC
- Site One
- Stone Center
- Perennial Farms
- South Riding Nurseries
- Quantico Creek
- Extreme Steel

Branch Abbreviations

ALM	Alexandria Maintenance (VA)	FOM	Forestville Maintenance (MD)	RAM	Raleigh Maintenance (NC)
APM	Alpharetta Maintenance (GA)	FRM	Frederick Maintenance (MD)	REM	Richmond East Maintenance (VA)
BAM	Baltimore Maintenance (MD)	GAL	Georgia Landscape (GA)	RIM	Richmond Maintenance (VA)
CAM	Camp Hill Maintenance (PA)	GVM	Gainesville Maintenance (VA)	RSM	Richmond South Maintenance (VA)
CHM	Charlotte Maintenance (NC)	KIM	King of Prussia Maintenance (PA)	TNL	Tennessee Landscape (TN)
CORP	Corporate Office (MD)	LAM	Laytonsville Maintenance (MD)	TOM	Toughkenamon Maintenance (PA)
DCM	D.C. Maintenance (DC)	LIM	Lilburn Maintenance (GA)	TXL	Texas Landscape (TX)
DEM	Delmarva Maintenance (DE)	MAM	Mableton Maintenance (GA)	VAL	Virginia Landscape (VA)
DHM	Durham Maintenance (NC)	MDL	Maryland Landscape (MD)	WGM	Wilmington Maintenance (DE)
DLM	Dulles Maintenance (VA)	NBL	National Landscape (MD)	WHM	White Marsh Maintenance (MD)
FBM	Fredericksburg Maintenance (VA)	NCL	North Carolina Landscape (NC)		



Award Winning Contracts

The following projects were recognized in the 2022 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!

Georgetown University Law Center



Location: Washington, D.C.
Maintained By: Washington, D.C. Landscape Management Branch
Awards Won: NALP Gold Award/LCA Grand Award

Category: Commercial Landscape Maintenance

Description: The contractor is entrusted with maintaining a landscape that reflects the proud history and prestige of this institution while balancing the need for peaceful, reflective outdoor space for students and faculty to study, relax, and connect with their peers.

Scope: 2,200+ annuals, approximately 700 perennials/grasses/shrubs, 1.5 acres of turf, 15,300+ square feet of bed space, over 50 trees, and irrigation system management.

Thank you to the following Ruppert team members for your hard work on this project: Wember Martinez, Dan Derrow, Michael Moody, Chris Bixler, and the D.C. crew.

Riverwood Office Park



Location: Atlanta, GA
Maintained By: Mableton, GA Landscape Management Branch
Awards Won: NALP Silver Award/LCA Grand Award
Category: Commercial Landscape Maintenance

Description: Riverwood is comprised of two LEED-certified office buildings with spectacular city views: the 24-story Riverwood 100 and 12-story Riverwood 200. The owner/property management company wanted to enhance this 35-year-old landscape, addressing some challenges with its plant palate while providing the high-class, full-service feeling that tenants experience inside the buildings in the landscape as well.

Scope: The maintenance of the site includes care of 2,500 annuals, 200 perennials/grasses/shrubs; three acres of turf and 50 trees as well as mulching, edging, turf management, pruning, mowing, irrigation, and several significant enhancements to help augment this site's visual appeal.

Thank you to the following Ruppert team members for your hard work on this project: Larry Griffin, Brent Kelly, and the Mableton crew.



Award Winning Contracts

Robinson Landing



Location: Alexandria, VA

Installed By: Virginia Landscape Construction Branch

Awards Won: NALP Gold Award/LCA Grand Award

Category: Commercial Landscape Installation

Description: Robinson Landing is a luxury condominium project located in Old Town Alexandria, VA. This mixed-use renewal project was designed to breathe new life into the two-acre, multi-parcel site. Design features included an extension of neighboring streets for better vehicle access, improved pedestrian access to the large-scale promenade, waterfront and pier and features that tie it to the city's storm water management plan. All of these things work to create an environmentally conscious area where people can live, work and recreate, blending a contemporary design with the industrial character of the historic riverfront.

Scope: The overall scope of this project included the excavation of 425 CY of soil; installation of 70 silva cells; 122 tons of stone; 460 tons of sand; 2066 CY of soil; 49,000 SF of soil fabric; 96,425 SF of pavers; 38,000 SF of concrete work; masonry including granite veneer and coping on all walls and stair treads; drainage; irrigation; over \$1.4 million in site amenities which included steel railings, benches, bollards, planters, curved chaises, a bike rack and shade structure; 670 SY of sod, over 100 trees and shrubs, and 8000 perennials.

Thank you to the following Ruppert team members for your hard work on this project: Edwin Reyes, Brad Matthews, Louis LaBonte, Herman Savage, and the entire team who were responsible for this project.

Norfolk Southern Headquarters



Location: Atlanta, GA

Installed By: Georgia Landscape Construction Branch

Awards Won: NALP Gold Award/LCA Grand Award

Category: Commercial Landscape Installation

Description: Located on a three-acre site in Midtown Atlanta, Norfolk Southern's high-performance headquarters has been designed as an efficient, next-generation urban campus that reimagines the employee work environment and experience. Composed of two office towers, the complex is unified by a five-story campus-style hub that serves as a destination for employees to work and socialize. Unique amenities include a dining facility, rooftop garden and greenspace, fitness center, on-site childcare and a variety of workplaces, conference, and training spaces to foster interaction and collaboration.

Scope: The project included the installation of 685 CY of concrete flatwork; 21,500 SF of pavers; 1545 LF of granite curbing; an irrigation system that uses recaptured rainwater and has 31 zones and 30,000 LF of sub surface drip tube; 5153 SF of rubberized play areas; 9615 SF of artificial turf; 5900 tons of drainage stone; 87,500 SF of GR30 retention cup panels and geotextile filter fabric; 6900 CY of soil; 87 large caliper trees; 2800 shrubs; 16,400 perennials; and site amenities. .

Thank you to the following Ruppert team members for your hard work on this project: Sousan Hakimi, Stacy Smith, Tony Youngblood, Antonio Zamago, Martin Martinez, and Mary Angebrannt, and the entire team who were responsible for this project.

In America: Remember



Location: Washington, DC

Awards Won: NALP Gold Award/LCA Grand Award

Category: Special Event

Description: This public art installation commemorated all Americans who have died due to COVID-19. In September of 2021, 693,000 white flags were installed on 20 acres of the National Mall for two weeks, creating a national opportunity to reflect upon the enormous toll of the pandemic. Conceptualized and executed by local DC artist Suzanne Brennan Firstenberg, she describes the project as "a memorial that is also a physical manifestation of empathy."

Scope: Over 200 team members from nine offices in six states worked throughout the three-day install, totaling 1500 hours of labor and logistical time. To help bring the artist's vision to life, the team used a combination of aerial mapping and design software to create a grid that encompassed the National Mall. There were 149 sections divided by 8' walking paths that spanned 20 acres.

Thank you to the following Ruppert team members for your hard work on this project: Chuck Whealton, Mike Felts, Laurie, Shoemaker, Josh Nichols, Matthew Davidson, Jim Wachter, John Parsley, Chance Henderson, and the many other team members who helped bring this project to fruition.



Appreciate and Celebrate

On October 14th, our **Tennessee landscape construction** branch went to Top Golf for some team bonding.



Our **Virginia landscape construction** team recently took a trip to Uptown Alley for bowling and arcade games to thank the team for all their hard work.



On October 21st, our **Georgia landscape construction** team took a trip to downtown Atlanta for a city-wide scavenger hunt. Congrats to winning team, Hyacinthus!



Our norther irrigation team, including **Reggie Sojourner, Javonte Richards, Romario Brown, Stephen Dunn, Collin Ludwig, and Matthew Davidson**, recently held a refresher course on irrigation winterization, followed by a fishing trip to the Chesapeake Bay.



In early October, our **D.C. maintenance** team celebrated their crew members' hard work with a big pork roast and corn hole & football toss competition at the branch.





Appreciate and Celebrate

Around Thanksgiving, each of our branch teams held their own “Branchgiving” event to thank the team for their hard work this year.



WHM



FOM



TXL



GAL



RAM



NCL



TNL



LAM



GVM-GAL



Appreciate and Celebrate

The goal of our **annual flower contest** is to create some purposeful competition between branches by promoting the importance of proper bed prep as it relates to the quality of the flower display. Each entry consists of three pictures taken from the same point of view, taken at three intervals: at point of install, prior to Memorial Day; mid-season (July 4th – July 31st), and late season (Labor Day – September 20th). Only one flower display can be submitted per branch. The judging criteria are based on overall plant health and appearance, spacing, design (good use of color and variety of plants), maintenance requirements, and WOW Factor. Congratulations to our first-place winners, **Lilburn Maintenance**; second-place winners, **Laytonsville Maintenance**; and third-place winners; **Gainesville Maintenance**. The winning branches each received funds toward an employee appreciation event.



Employee Development



Congratulations to the newest graduates of our **New Field Manager Orientation** course! The goal of NFMO is to teach effective management and operational skills to new managers by connecting traditional Ruppert management methods, culture, and values with a leadership style that focuses on job and individual safety, team performance, planned actions, and all-around improvement. We look forward to seeing them apply the principles learned here during daily operations!



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



Community Service



Our **North Carolina landscape construction** team recently donated and installed six outdoor benches to the Safe Alliance shelter in honor of a friend who lost their life to domestic violence. This shelter serves Mecklenburg County residents in imminent danger ready to escape from domestic violence situations.

On November 11th, **Jim Cleveland (MAM)**, **Ethan Faber (LIM)**, **Keith Foernsler (LIM)**, **Kurt Myers (LIM)**, **Dylan Sears (APM)**, **Tomoya Armstrong (APM)**, **Stephen DeWeese (APM)**, and **Steve Faber (CORP-MAINT)** volunteered to help BOMA Georgia complete their community service project at the Calvary Refuge Homeless Shelter. The team battled Hurricane Nicole with 90 other volunteers to perform a grounds clean-up of the campus and playground as well as painted rooms and installed shelves and blinds for the residents' rooms.



Members of our **HR team** volunteered to participate in a 9/11 Day Meal Pack event in D.C. This annual event was designed to rekindle the spirit of unity and compassion that arose in the aftermath of the 9/11 tragedy. This year, the goal was to pack more than 2.5 million healthy, nonperishable meals for people facing food insecurity. Our team joined 9,000 other volunteers in 11 cities across the country, each packing approximately 325 meals to help us accomplish this monumental goal.



Our **North Carolina landscape construction** team recently helped refresh the serenity garden at the Ronald McDonald House of Durham & Wake by removing old plant material, installing new plants and laying fresh mulch.



Our **Frederick maintenance** team partnered with the Rotary Club of Frederick to clean up the landscape around Memorial Park in preparation for Veterans Day. With over 35 volunteers and 10 Ruppert employees, we were able to do a full fall clean up with leave removal and planting fall annuals.



Movin' On Up



Brian Braithwaite (VAL) promoted from Asst. Project Mgr. to Project Mgr.



Kaitlyn Castleman (NCL) promoted from Asst. Project Mgr. to Purchaser



Will Charing (RAM) promoted from Field Mgr. to Area Mgr.



Derek Cobbs (DCM) promoted from Asst. Field Mgr. to Field Mgr.



Kevin Cruz (DCM) promoted from Asst. Field Mgr. to Field Mgr.



Michael Fernandes (FBM) promoted from Crew Member to Asst. Field Mgr.



Connor Givens (RAM) promoted from Field Mgr. to Business Dev.



Chris Hart (TNL) promoted from Field Mgr. to Project Mgr.



Tim Kline (BAM) promoted from Area Mgr. to Assoc. Branch Mgr.



Collin Ludwig (DEM) promoted from Irrigation Asst. Tech. to Field Mgr.



Jeremiah Patterson (FBM) promoted from Asst. Field Mgr. to Field Mgr.



Veston Patterson (GAL) promoted from Asst. Project Mgr. to Project Mgr.



Chuck Powell (TNL) promoted from Field Mgr. to Production Mgr.



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



Ana Sanchez promoted from Asst. Branch Admin. (NCL) to Branch Admin. (DHM)



Kevin Walters (NCL) promoted from Field Mgr. to Asst. Project Mgr.

NOT PICTURED

Marvin Osqueda (DCM) promoted from Crew Member to Asst. Field Mgr.

Davian Panton (DCM) promoted from Crew Member to Asst. Field Mgr.

Jessica Saienni (TOM) promoted from Asst. Branch Admin. to Branch Admin.



Movin' Sideways



Cate Deane transferred from Area Mgr. (LAM) to Training Mgr. (CORP)



Christina May (CORP) transferred from Receptionist to Maintenance Div. Admin. Asst.



Ryan Rote transferred from (BAM) to (FRM) as Assoc. Branch Mgr.



Melvin Williams (RAM) transferred from (DHM) to (RAM) as field mgr.



Major Milestones

A hearty congratulations and best wishes to:

RECENTLY ENGAGED/MARRIED



Randall McCoy (FBM) and his wife, Maegan Ann, got married at the beach with their son Cayden Sawyer on September 26th.



Matt Murdock (ALM) and his wife, Rebecca, welcome a boy, Jay Daniel, on September 12th.



Chris Moyer (KIM) and his husband, David, built a new home in Dublin, PA.

Sean Sullivan (MDL) purchased a new home in Ashton, MD.



NEW PARENTS & GRANDPARENTS

Kristine Pereira (APM) become a grandmother and **Tyler Pereira (LIM)** became an uncle to a baby girl, Brandy Akanesi Taione, born to parents Holly and Fana Taione on October 25th.



Jeremy Ward (GAL) and his wife, Brittney, welcomed a girl, Camille Ivy, on October 13th.



NEW HOMES



Marvin Clermont (TNL) and his wife, Mia, purchased a new home in Antioch, TN.

Heather Inman (REM) and her wife purchased their first home in Chesterfield, VA.



OVERACHIEVERS

Daniel Delcid Cruz (DCM) recently earned his permanent U.S. residency! To celebrate, the team gifted him with some US-themed apparel.



Haley Jacobson (ALM) and her husband, Paul, welcome a boy, Ezra, on September 25th.

Grant McCarthy (CORP) and his wife, Kim, welcome a boy, Morgan Michael, on October 10th.



Ernesto Casimiro (VAL) received his green card.





New Faces

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



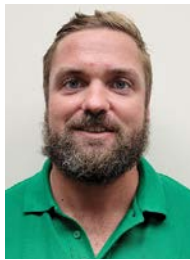
**Matthew Barker
(TNL)**
Asst. Field Mgr.



**Lacy Blue
(RAM)**
Field Mgr.



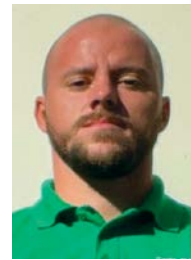
**Kyle Branch
(VAL)**
Asst. Project Mgr.



**Alex Diedrichs
(RAM)**
Field Mgr.



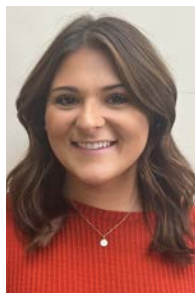
**Amber Gilde
(BAM)**
Branch Admin. Asst.



**John Gray
(NCL)**
Field Mgr.



**Amy Gregg
(CORP-IT)**
IT Office Admin.



**Caroline Harris
(NCL)**
Asst. Project Mgr.



**Alan Headley
(GAL)**
Project Mgr.



**Jeffery House
(RAM)**
Field Mgr.



**Tommy Howes
(RAM)**
Mechanic



**Kelly Kaio
(TNL)**
Branch Admin.



**Aiden Minter
(RAM)**
Field Mgr.



**Reese Moore
(TNL)**
Asst. Project Mgr.



**Ronald Orozco
(BAM)**
Area Mgr.



**Larry Reid
(GAL)**
Asst. Project Mgr.



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



**Thomas Russo
(VAL)**
Estimator



**Courtney Setliff
(NCL)**
Asst. Project Mgr.



**Bryce Thompson
(TNL)**
Field Mgr.



**Jeniffer Toro
(NCL)**
Asst. Project Mgr.



**Carter Ward
(TNL)**
Asst. Project Mgr.



**Kevin Welch
(CORP-IT)**
Systems Admin.



**Jeremy Williams
(NCL)**
Estimator

**NOT
PICTURED**

**Faisal Khan
(CORP-IT)**
IT

**AND WELCOME TO OUR
NEW AND RETURNING
CREW MEMBERS**