An Open Letter To All Employees

It is the policy of our Company and all of its subsidiaries and management to work continually toward improving recruitment, employment, development and promotional opportunities for minority group members and women.

It is the Company’s intent to provide equal opportunity in all areas of its employment practices and to ensure that there be no discrimination against any applicant or employee on the grounds of race, color, religion, sex, age, disability, national origin, veteran status, marital status, or sexual orientation.

This policy extends to recruiting and hiring, to working conditions, training programs, use of company facilities, and all other terms, conditions and privileges of employment. As a field employee, complaints may be made to your immediate supervisor (foreperson, general foreperson, supervisor) or Division manager. As a Corporate Home Office employee, complaints may be made to your immediate supervisor, department manager or the Office Personnel manager. If you cannot report to your supervisor or manager, or if a complaint you have made has not been promptly addressed, you should call the Corporate EEO Officer at (215) 784-4200.

Management will continue to be guided and motivated by this policy, and with the cooperation of all employees, will actively pursue the related goals of equal and affirmative action throughout the Company and all of its subsidiaries.

Christopher B. Asplundh
Chief Executive Officer

The Things You See While Hunting!

While out turkey hunting in April 2001 near Potoka Lake, Indiana, Foreman Jimmy Harris of the Mike Early Region came across this unusual tree stump. The knots and cracks give the impression that you are looking into the face of an old man. Jimmy got his hunting partner Art Right to take a picture, capturing the memory of this natural forest sculpture. He entered the picture in the 2002 Shoot Out photo contest, but it did not win a prize, unfortunately. However, we thought our readers would be interested and it might spark a little creativity.

The hunting season is upon us and we feel certain there are folks out there with some amazing hunting stories to tell. You don’t have to be a great writer. Just send us the basic story line and we can help get it published in an upcoming TREE magazine. Send your hunting stories to Kristin Wild (kwild@asplundh.com) in Corporate Communications (ext. 4427) in Willow Grove.

On the Cover
The timeless beauty of snow laden trees, majestic mountains and still water bring a certain peace during this festive, but hectic time of year. No matter what the season, nature’s beauty reminds us to take care of our natural resources, as well as our families and friends. Happy Holidays!
Insurance seems to be this year’s monster, with the industry tightening down due to a number of factors. Premiums have skyrocketed with increasingly higher deductibles, making our ongoing safety initiatives even more important. Our customers now measure the true value of a supplier by how well they handle safety, making this issue a real driver in our industry.

After a late January ice storm in the Midwest, severe weather systems were almost non-existent this year until October. Then Tropical Storm Isidore and Hurricane Lili came in from the Gulf, and the number of our crews that reacted to this storm was huge. Almost 1,500 tree and construction crews from 21 states poured into Louisiana to assist several utilities in restoring electricity. One of our newest subsidiaries, Asplundh Environmental Services, Inc., also put forth a strong performance in providing disaster recovery services.

Next year marks your company’s 75th anniversary. Again, it is nice to work for a company that is stable and has been around for awhile. I attended an industry meeting the other day and overheard someone say, “We’ve been in business for three years and we have $2 billion in sales.” I think there’s a lesson there. I know that some companies, especially lately, have not projected a very positive image of business to the rest of the world, but there are still a great many that do. Our company does, because we know our roots and know that our employees, customers and vendors helped us along the way. We thank you for your help and trust, and will continue to work hard to earn it everyday.

Have a great holiday season and a Happy New Year!

Christopher B. Asplundh, Chief Executive Officer

Scott M. Asplundh, President
Whether it’s a hurricane, tornado, wet snow or ice, Asplundh crews help utilities and municipalities restore a sense of order in their communities. The Asplundh Army is always ready to battle the chaos created by downed trees and power lines.

**Lili Response Team — Tree, Construction and AES**

As mentioned in the Autumn issue, almost 1,500 Asplundh crews responded to Hurricane Lili when she hit south central Louisiana on October 3. Over 1,200 tree crews and almost 150 linemen were sent in from 19 states, representing 27 different management regions. In addition, over 100 crews were subcontracted to Asplundh Environmental Services, Inc. (AES) to clear roads and dispose of storm debris. All of these crews assisted the local staff of the Eugene Wyatt Region, some for as long as four weeks.

Everyone found themselves working in very wet and hot conditions due to the rains and storm surge from both Lili and Tropical Storm Isidore. Even in normal conditions, Southern Louisiana has many swampy places. But after Lili, there were even more.

Access to downed trees and damaged power lines was a challenge, but Asplundh and its utility customers responded with creativity by sending our employees to work via helicopters, air boats and tracked swamp vehicles. Many out-of-state crews encountered alligators and water snakes for the first time, making the storm response extra memorable.

Overhead line construction crews came from Asplundh divisions in Alabama, Florida, Georgia and Mississippi, as well as our Utility Lines Construction Service (ULCS) subsidiary in Delaware. They met many challenges in the watery environment as well.

Helping Louisiana clean up after Lili was one of the first major projects for our new subsidiary AES. Subcontracted crews from the Steve Bostock, Allen LeBlanc and Tim Manners Regions joined with a larger workforce that was subcontracted by AES to clear away storm debris from about 7,500 miles of roads. They worked for almost four weeks straight to help many communities get moving again—and all of this work was done without accident or injury.

AES President Sid Vogel said, “I was very impressed with the quality and professionalism of all the crews—not only the leaders and supervisors, but all the employees as well.” We couldn’t agree more!
November Brings Wave of Tornadoes and Ice Storm

A massive band of more than 70 tornadoes killed 36 people and devasted many communities from Alabama to Ohio on November 10. Asplundh crews from several regions responded to the emergency, although no outside crews were called in.

One of our own Asplundh employees, Climber Chris Harten of the Steve<br><br><br>Technical Storm Isidore, CLECO Power, LA

General Foremen Randy Brabham, Luis Hernandez and Keith Lewis and crews from the Eugene Wyatt Region in Louisiana, three e-mails were received from residents of Abbeville and Vermilion Parish expressing their appreciation for the great help provided to their communities by Asplundh crews, City of Abbeville, LA

General Foreman Noe Gonzales, Jr. and crews from the Eugene Wyatt Region in Texas, for doing a great job of being right there working on whatever was asked of them, Entergy, LA

Foreman Ron Hatter and crew from the Mel Riley Region in Kansas, for their attention to safety, good work ethics and customer satisfaction while clearing lines near Covington, CLECO Power, LA

General Foreman Phil Stephenson, Foremen Jose Mancilla, Medardo Orellana, Juan Pena, Jr. and crews from the Tom Leverentz Region in Texas, for working very hard (and safely) to do whatever was asked of them by the employees of the River Division after Tropical Storm Isidore

Asplundh Environmental Services President Sid Vogel and crews, for the large number of crews from various states who left their families behind to work long hours helping the residents of Maurice, LA get up and running again.

Asplundh Environmental Services President Sid Vogel and crews, for courtesy and politeness despite the “sardine” conditions in a New Orleans hotel while waiting out Hurricane Lili.

Supervisor Mike Williams and crews from the Ernest Morrison Region in Georgia, for helping out all the residents of New Iberia, LA, especially an elderly couple who had a half uprooted tree leaning precariously close to their house power line. The crew went out of their way to safely clear the tree away from their house and line.

Bostock Region, was tragically affected by the tornado that struck Carbon Hill, Alabama. Not only did he lose his father, but he was seriously injured when he tried to rescue him. Chris was released from the hospital on December 4 and we send our sympathy to him and his family, as well as best wishes for a full recovery.

Six days after the wave of tornadoes, an ice storm knocked out power to more than 143,000 customers of Northeast Utilities, with the majority of outages on the property of Connecticut Light and Power (CL&P). About 70 tree crews from the George Leszkowicz Region in Connecticut, New York and Massachusetts worked 16 to 20 hour shifts for a week, clearing ice damaged trees from power lines and roadways.

In addition, our ULCS subsidiary in Connecticut had 55 linemen, plus 34 lifts and digger derricks on extra hours for six days. CL&P also called in 12 line crews from our Asplundh Construction Corp. subsidiary on Long Island, New York. They helped CL&P repair lines for several days as well.
A few months ago, it was insurance renewal time and a change was in the air. Director of Risk Management Dennis Stapola, working with the sponsors and regional managers, secured an insurance contract with Liberty Mutual Insurance Company. During the negotiations of the contract, our Safety Group worked with a Liberty Mutual loss prevention team to craft a vehicle loss prevention campaign.

The main thrust of this campaign is to re-educate and train our drivers in advanced defensive driving skills—the program is called Decision Driving™. The second phase will be focused on region-specific comprehensive audits.

To get the ball rolling, “Train the Trainer” programs in Decision Driving™ have been scheduled for Willow Grove, St. Louis, Las Vegas and Atlanta. Every management region is sending a representative to become their region’s point person.

With three sessions complete and the remaining three to be completed by the end of December, the Decision Driving™ “Train the Trainer” programs have been met with open arms by the field. The participants’ interaction, enthusiasm and can-do attitude has supported the early success of the campaign.

However, we have a long road ahead. The goal is to have every driver re-educated and trained with a focus on “Commentary Evaluations”—a technique that calls for the driver to say what he/she is thinking while driving. This method enables the evaluator to assess the mind, as well as the behavior, of the driver.

If you have never done a “Commentary Evaluation” it’s really an eye-opener. One student was heard saying, “I didn’t realize what I didn’t know and how many bad habits I really have.” But this program is all about coaching and changing bad habits. We all know how to drive. We just need some constructive coaching from time to time.

The “Train the Trainer” initiative could not have been a success without the

About 20 employees were able to fit comfortably in the Michigan Center for Truck Safety mobile classroom. The instructor covered various safety topics including seat belts, vehicle inspection, braking, speed management, following and stopping distances, and winter driving. At the end of the training session all participants received ballcaps, key chains and study materials.
coordinated efforts of the staff in the Safety Group (Carole Bauman, Evelyn Caprio and Dottie Fox), Corporate Communications (Patti Chipman) and the management regions in the field.

The real heroes are the participants, who were designated by their managers to attend the training session and to be the point person for program implementation. These safety coordinators have enhanced the program by exhibiting the right stuff—a positive can-do attitude. They have been armed with training flip charts, videos, CD presentations, a formal plan and the skills and knowledge from the comprehensive Decision Driving™ “Train the Trainer” program. With these tools, our company’s safety coordinators will be our front line soldiers in the battle to control and reduce the company’s exposure to vehicle crashes and legal liability.

If you have any comments or questions about this new program—or if you have a “safety success” story to report—please feel free contact me in the Willow Grove Home Office (ext. 4425) or e-mail asalvadore@asplundh.com.

**Safety Achievements Recognized at ACI and ALS of North Carolina**

**SaskPower—Asplundh Canada Inc. (ACI)**
President John Moir (center) holds a plaque presented to him in May for his crews’ excellent safety performance in 2001 on the property of SaskPower in the province of Saskatchewan, Canada. SaskPower representatives joining in the occasion were (L to R) Safety Specialist Rob Nichols, President and CEO John Wright, Vice President of Transmission and Distribution Kelly Staudt and Hank Heerspink of Central Line Contractors Association. John credits ACI General Foreman Dunc Lawrence and Midland Vegetation Management Supervisor Brad Walter for the crews’ strong focus on safety. Congrats!

**Associated General Contractors of America**—Our roadway lighting and traffic signal subsidiary, ALS of North Carolina, Inc., received the 2001 Presidential Award and Safety Excellence Certificate from the Associated General Contractors of America (AGC). ALS of NC Supervisor Claude Zukowski (left photo, at left) holds the first place trophy that the subsidiary earned for having the best safety record for a specialty contractor in the Southeast Region. Contracts Administrator Amy Sawicki (left photo, center) holds the plaque that she received on behalf of ALS of NC for placing third nationally. She first presented the company’s safety program to the AGC Safety Review Committee in Charlotte, North Carolina, which earned the first place honors regionally. Then Amy presented the program again to the national conference where ALS of NC came in third (right photo). Construction Safety Supervisor Ron Miller (left photo, at right) was visiting ALS of NC in April and offered his congratulations for their achievements. According to the AGC Safety Review Committee, ALS of NC will not be eligible to compete for two years since they won top recognition for the year 2001. However, that won’t stop them from trying to maintain a strong, clean safety record.

Back in February, Utility Meter Services, Inc. (UMS) took the initiative to promote Jason Nadalsky (in the driver’s seat) to the position of safety specialist. Jason is dedicated to bringing employee safety to the forefront. Part of that initiative is to deliver hands-on drivers’ training to every meter reader. To date, Jason has already worked with almost 300 employees to improve their defensive driving skills. As a Smith System™ accredited instructor, he trains five employees at a time over an eight-hour period. Two hours of the training are in a classroom setting with the remainder being conducted behind the wheel of this UMS minivan.

**UMS Meter Readers David Seifert (left) and Kenny Jones (right) under Regional Manager Rich McCann in Alabama review some of the classroom materials before they start the driving portion of training.**
How Did Hundreds Of Employees Work 994 Days Without A Lost-Time Accident?

In the last issue we showed Manager Rod Cornett receiving honors from ComEd officials for his region’s 3.6 million man-hours without a lost-time accident. That translated into 994 days or over two-and-a-half years!

While Rod’s leadership role and high expectations of achieving safe operations were critical, the actual results depended on each and every employee being committed to working safely every day. We asked the Cornett Region employees how they achieved this safety record.

The photos and captions on this page are just some of the responses we received. It looks like pride, hard work and commitment to each other day-by-day made this amazing record possible.

The Cornett Region is back on track, working safely and counting the man-hours. Will they beat their previous record, and more importantly, is there any other region capable of doing the same or better? The challenge is on!

Employee Commitment to Safety

- Protecting our crews by taking the traffic control job seriously—this means adequate training and the proper use of cones, signs, safety vests, etc.
- Up-to-date equipment and better climbing techniques help to reduce fatigue and improve safety.
- Using the Foreman’s Manual and other training materials as a guide to proper training and supervision of less experienced employees.
- Proper work practices like standing off to the side, closer to the curb, when feeding brush into the chipper.
- Working closely with the utility to support all safety training and enforcement efforts while maintaining efficient operations.
- Whether routine or emergency work—a super crew on a busy street or a solo crew on a back road—working as a team and looking out for each other is critical.
- Each general foreman has a safety standdown with all their crew members three times a week. Once a month, every crew takes a safety quiz and the names of those who score 100% are put into a hat. The crews that are drawn get treated to lunch.
- Safety Compliance Officers (L to R) Tracy Stevens, Pablo Oropeza and Terry Armstrong check crews at random to make sure they are complying with safety regulations. Pablo speaks Spanish so he can better communicate with our Hispanic employees.
- Using signs and notices to increase visibility and warn other drivers on the roadway.
Management Update

New Supervisors in the Field, Safety and Construction

**Tim Frank** joined Asplundh in October as a supervisor under Manager Rod Cornett in northern Illinois. President Scott Asplundh sponsors the Cornett Region.

Tim brings to Asplundh more than 30 years of prior line clearance experience throughout the Midwest and Long Island, New York. Starting out in 1969 on a tree crew in his home state of Minnesota, he advanced through the ranks to division manager in 1988, supervising as many as 150 tree, mowing and herbicide crews working in Iowa and Illinois. As an Asplundh supervisor, Tim is responsible for overseeing Emergent Operations on the property of ComEd in northern Illinois and should have considerably less long distance travel involved than his previous job. His energy and computer skills should be great assets in this position. An ISA Certified Arborist, he is also a member of the National Arborist Association. Tim is a Vietnam veteran, having served two years in the U.S. Army from 1969 to 1971.

**Gene Hayden,** former general foreman in Florida, was promoted to safety supervisor in September under Director of Risk Management Dennis Stapola. Gene is one of the newest members of the Loss Prevention (formerly Safety) Department, which was combined with Corporate Insurance earlier this year and now reports to Secretary-Treasurer Joe Dwyer.

Gene started out with an Asplundh tree crew in 1992 in his home state of Florida. Within four years, he had advanced to general foreman. A talented climber, Gene won the Florida Chapter of the ISA’s Tree Climber Championship in 1999 while fulfilling his responsibilities as a general foreman. As a new safety supervisor, Gene monitors safety compliance for two Asplundh regions in Florida, as well as the outsourcing crews in various parts of the country. He graduated from ASTP in September 2001 and has studied electronic engineering (CAD) at a technical school in Tampa. Gene is an ISA Certified Arborist, a CPR/First Aid instructor and a licensed pesticide applicator in Florida.

**Frank Montez,** former safety compliance general foreman in Texas, was promoted to safety supervisor in September under Director of Risk Management Dennis Stapola. Frank is also one of the newest members of the joint Loss Prevention/Corporate Insurance Department which reports to Secretary-Treasurer Joe Dwyer.

A 24-year Asplundh veteran, Frank joined a tree crew in what is now the Tom Leverentz Region of Texas in 1978. Moving up through climber, bucket operator, spray crew and mowing super crew member, Frank became a foreman in 1979. Three years later, he advanced to general foreman and in 1998, he was given added responsibility for the region’s safety compliance. Frank graduated from ASTP in 1995 and is currently studying for the ISA Certified Arborist exam. He holds a Texas herbicide license. His ability to speak both Spanish and English is a great asset since the Asplundh regions in which he monitors safety compliance stretch from Texas to California where many of our Hispanic employees work.

**Jeff Ness,** former general foreman in the Rod Cornett Region in northern Illinois, advanced to supervisor in October. The Cornett Region is sponsored by President Scott Asplundh.

Jeff first joined Asplundh in 1987 in his home state of Illinois as a groundman and a few months later, as a trimmer. In 1990, he advanced to foreman, but due to contract changes in 1992, he spent the next seven years working for other line clearance companies. In 1999, Jeff returned to Asplundh and went to work as a general foreman in the Rod Cornett Region. Jeff’s supervisory responsibilities include overseeing distribution line clearance crews working in the Central Region of ComEd, west of Chicago. He is an October 2001 graduate of ASTP and has been an ISA Certified Arborist since 1997. Jeff also holds an Illinois pesticide applicator’s license.

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**Danny Stanley** joined our Asplundh Construction Division in July 2001 in Georgia where he works as a supervisor under Manager Bill Turner. The Turner Construction Division is sponsored by Vice President Gregg Asplundh.

Danny brings to Asplundh more than 13 years of experience in overhead and underground power line construction, both transmission and distribution. A native of North Carolina, Danny served three years in the U.S. Army as a chemical warfare and reconnaissance specialist before joining the lineman ranks. He worked his way up to supervisor in a large line construction firm prior to joining Asplundh a year and a half ago. As a supervisor in the Turner Construction Division, Danny is responsible for overseeing overhead and underground line construction crews (distribution and transmission) for Georgia Power and Flint Energies. He has also studied business math and english at Fayetteville Technical Institute in North Carolina.
Retirees Honored

Congratulations and best wishes for a happy and healthy retirement to all the Asplundh retirees listed here!

Ernest Barnell
Crew Member, Michigan
First employed December 1996
Retired October 2002

David Lomaugh
Foreman, Florida
First employed March 1994
Retired November 2002

Peg McClure
Supervisor of Central Records
Willow Grove, Pennsylvania
First employed October 1969
Retired September 2002

Apollinar Villanueva
Crew Member, Florida
First employed September 1972
Retired September 2002

George Ziegler
Crew Member, Ohio
First employed October 1993 (plus over 35 years of prior experience)
Retired October 2002

Enjoying her festive retirement celebration is Peg McClure (left), Supervisor of the Central Records Department in Willow Grove, who ‘filed her last file’ after almost 33 years of dedicated service to the company. Joining Peg in this photo are her sister, Sarah Moss (seated), and a friend, Dot Yearling (right). They were two of the 56 people—including family members, co-workers and other Asplundh retirees—who attended a special dinner in Peg’s honor on November 7. The party was coordinated by Operations Supervisor Carol Marren and was ‘emceed’ by her husband, Bill, and Customer & Field Liaison Manager Al Jerdan. After ‘roasting’ good-humored Peg, they presented her with a Maxine doll (Hallmark Card’s grumpy old lady character) and a gift certificate. Best wishes Peg!

~ In Memoriam ~

Our condolences go to the family and friends of retired Asplundh employee Anthony Bettuccio, Sr., who passed away on October 11, 2002 at the age of 76.

Born and raised in Lambertville, New Jersey, Anthony joined an Asplundh tree crew as a climber in 1949 (although he recalled working for Asplundh part-time as early as 1942). He worked throughout southeastern Pennsylvania on the property of Philadelphia Electric (now PECO Energy). In 1988, Anthony retired and three years later, moved to Sarasota, Florida. He is survived by his wife, Connie; three daughters, Josephine, Joy and Jill; two sons, Anthony, Jr. (former Asplundh foreman) and Thomas; a stepson, John Dougherty, III; 14 grandchildren and four great-grandchildren. He will be missed!

Business Ethics: A Daily Requirement

In order for the Asplundh Tree Expert Co. and its subsidiaries to achieve operating and financial goals, it is essential that all company directors, officers and employees conduct business within the framework of the law and in accordance with good business ethics.

Asplundh is committed to compliance with all federal, state and local laws and regulations. To address certain business ethics issues, our General Business Policies were last updated in 1993 and each year, we like to highlight some specific points that may not be clear in other company manuals.

- All employees should avoid any activity, investment or interest that might reflect unfavorably upon the integrity of themselves or Asplundh. While on the job, employees have the duty to act in the best interest of the company.

- Customer entertainment and gifts should be reasonable and kept within the customers’ codes of conduct. Asplundh employees and immediate family may not accept gifts or favors of any significant value from any supplier or customer.

- Employees may not financially influence anyone in either the private or government sector. Personal contributions by employees to political parties or candidates are permitted, however corporate funds or resources may not be given to any political party or candidate for political office.

- Each employee has an individual responsibility to safeguard confidential information that has been obtained on the job. Confidential information includes: proposed or advance plans, service contracts, construction of facilities, earnings, dividends, personal information on other employees, managerial or organizational changes, and customer information.

- All internal reports, statements, records and business transactions handled by Asplundh employees should be prepared honestly and with care, and should present an accurate and complete picture of the facts.

The spirit and intent of these policies are fully supported by Asplundh’s Board of Directors and corporate management. Any violation of these policies will lead to disciplinary action up to and including termination.

If any employee is unsure whether certain conduct is illegal, unethical or a violation of these policies, he or she should seek guidance from a supervisor. If the question cannot be adequately answered, it should be referred to the Personnel Department or Legal Department. These departments are also responsible for investigating suspected violations of these policies.

Asplundh’s Board of Directors, officers, corporate management and all employees are bound by these policies for the greater good of the company. Please respect these policies and let them guide you in your day-to-day activities.
Letters and telephone calls were received complimenting the following foremen and their crews working on the property of the utility or organization listed below the employees’ names. This listing covers all “Orchids” that were received in the Corporate Communications Dept. between August 16 and November 15, 2002. For their outstanding job performance or special volunteer efforts, we say . . .

Thank you and congratulations!

ARKANSAS
William Sled and Crew, Entergy Corp.

AUSTRALIA
Project Leader Rick Malfroy, Crew Leader Brad Adams and Crew Members Laurie Gilbee, Ralf Gunther, Paul Howe, Darren Mutimer and Lachlan Ross, United Energy
Project Leader Rick Malfroy, Crew Leader Clint Fry and Crew Members Terry Bourke, Chris Farrell, Maurice Journée, Brian Marcus, Nick Papaz and Mic Stankz, United Energy

Project Leader Paul Stenner, Crew Leader Nick Jones and Crew Members Bruce Harmon, Richard Hope, Barry Hudgston, Andrew Jones, Bill Lonsdale, Charlie Marriner and Ian Ross, for donating and delivering several loads of mulch to the St. Macartan’s Primary School for their Environmental Week tree planting in July, United Energy

CALIFORNIA
General Foreman Ignatius Arellano, Foreman Felipe Romo and Crew, Southern California Edison Co.
General Foreman Mike Ochoa and Crews, Southern California Edison Co.

COLORADO
Journeymen Glenn Barr and Genaro Garcia, Xcel Energy
General Foreman Steve Kershman, Foreman Mark Schumacher and Crews, Xcel Energy
Mark Nave and Crew, Xcel Energy
General Foreman Adam Pena, Foreman Robert Ruybal and Crews, Xcel Energy

CONNECTICUT
Permissions Person Shawn M. Giroux, Foremen Thomas Hoefle and Thomas Steadward and Trimmer/Climber Timothy Booher, Private Work

California Light & Power (CL&P) Arborist Kathleen Gibson regarding work performed by a crew from the George Leszczewicz Region:

Thank you for your courteous and prompt attention to my call about the trees on CL&P property that were a threat to my house. Eventually, the trees were removed by Asplundh – I commend Permissions Person Dan Noonan and General Foreman Todd Martinchek for their courtesy, and the workers, Foreman Patrick Dowland, Trimmer/Climber Dave Hodges and Crew Member Zeb Gougeon, for their skill.

Ms. Joanna Beals

From a letter to Frederick Hubbard, President and CEO of Choptank Electric Cooperative, concerning Foreman Tom Mullikin and Crew in Delaware:

I was very concerned about the tremendous overgrowth of trees covering all of my electrical lines ... one of my neighbors suggested I call Choptank, which I did. A day later, Mr. Jim Harvey [of Choptank] came by and assessed the condition, and agreed my trees required a substantial trimming. The very next day there was a crew run by Mr. Tom Mullikin clearing away the threatening overgrowth. ... I was very pleased with the rapid response by Mr. Harvey and especially pleased with the knowledge, professionalism and the genuine concern for my property demonstrated by the crew chief Mr. Mullikin.

Ms. Judith E. Mellina

From a letter to David Uiley, Citrus Canker Project Director for the United States Department of Agriculture, regarding Supervisor Ricky Vigil and Crew from the Martin Arriola Region in Florida:

We were very concerned about damage and the work I [would have to] do after [the crew] left, as I am elderly and my husband is handicapped. ... They were kind and considerate, and did everything so nice you would never know there were trees there.

Kathy and Don Schottke

From a letter to Connecticut Light & Power (CL&P) Arborist Kathleen Gibson regarding work performed by a crew from the George Leszczewicz Region:

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Kathy and Don Schottke

Delaware Electric Cooperative

Concert Ling Service, Ltd. Regional Claims Manager Greg Day at the Willow Grove Home Office, Florida Power & Light

General Foreman Ron Douglas, Foreman Jacques Geffrard, Trimmer/Climber Jose M. Rodriguez and Crew Member Alex Burns, III, City of Vero Beach

Florida Power & Light

General Foreman Steve Iachetta and Crews, Florida Power & Light

General Foreman Michael J. Skofstad, Permissions Person Paul Mathurin and Crews, Florida Power & Light

Supervisor Ricky Vigil, General Foreman Gonzalez Garcia, Foremen Joel Gonzalez and Rafael Montero, Journeymen Osman Garcia and Crew, State of Florida Citrus Canker Project (two letters were received)

General Foreman Dan Yarger, Permissions Person Larry Mooney and Crews, Georgia Power Company

GEORGIA

Asplundh Construction Division Foreman Derrick Goddard and Crew, for volunteering to set practice poles for the Decatur High School JROTC as part of Southern Company/Georgia Power’s “Partners In Educating Our Youth” program, Georgia Power Company

General Foreman Dan Yarger, Permissions Person Larry Mooney and Crews, Georgia Power Company

ILLINOIS

Larry Bloomquist and Trimmer/Climber Brad Ball, Southwestern Electric Co-op.
General Foreman Richard Dolgner and Crews, ComEd
Greg Edmonds, Trimmer/Climbers Arden Price and Bill Smith and Journeyman Jerel Stiles, ComEd
General Foreman Kurt Pitz, Foreman Vern Smith, Journeyman Mike Reynolds and Crew Member Pete Thompson, ComEd
(two letters were received)
Supervisor Pat Pinelli, General Foreman Tracy Hawks, Foremen Aaron Clark, Tom Lambert, Donald Martin, Robert Overturf and Jimmy Williams, Trimmer/ Climbers Tim Connolly, Joshua Cooper, Jeramie Kelley, J. Refugio Padilla and Marty Whitney, Journeyman John Crawford and Crew Member Michael Silver, for professionally and safely handling a removal on the property of a disgruntled resident, ComEd
Gary Roller and Journeyman Rik Nussmeyer, Ameren CIPS

INDIANA
Luis Arteaga and Crew, NIPSCO

KANSAS
Brandon Cassity and Crew, West Plains Energy/Aquila
Alejandro Chiquito, Groundman Ramon Martinez and Apprentice John Marquis, Westar Energy
Foremen John Hodgden and Mike Joyce and Journeyman Kelly Lee, for donating their time last winter to help clear the Nedodesha Elementary School’s football field of debris from an ice storm, so the children would be able to play their season opener on time, Westar Energy

KENTUCKY
Mark Walker and Groundmen Ronnie McCarty and Tim Walker, East Kentucky Power

 MASSACHUSETTS
Jeff Bliss and Apprentice Kevin Parent, Chicopee Electric Light

Henry LeDuc and Crew, National Grid

MICHIGAN
General Foreman Ron Dixon, Journeyman Kim Cutting and Crew, for helping to chip brush and for providing wood chips to the Napoleon Methodist Church in Jackson, Consumers Power Co.
Journeyman Humberto Romero, for taking the time to listen to a homeowner and coming up with an alternative solution to removal for a tree that was planted by the homeowner to mark the birth of his son over twenty years ago, Xcel Energy
Fred Lemkau, Sr. and Journeyman Bill Powers, Xcel Energy

From a letter to Aquila regarding Foreman Brandon Cassity and Crew in Kansas:

We would like to take this opportunity to thank West Plains/Aquila and to commend the fine crew from Asplundh for the excellent job they did removing the dangerous trees from our power lines. ... It was not an easy task, requiring the use of a truck with a swing boom, which they had to manipulate very carefully between the power lines, all in a very tight space with unstable ground. ... Brandon and his crew had their work cut out for them, yet they took the time to consult with us and the other property owners, taking into consideration our opinions on how the job should be done. They were extremely courteous, fast and left our properties completely free of debris. ... Their exemplary performance and skillful use of potentially dangerous equipment merits commendation.

Craig and Ashley Fish

From a letter to Manager Dave Ellifritz concerning Foreman Mark Walker and Groundmen Ronnie McCarty and Tim Walker in Kentucky:

[I] would like to just take a moment to tell you how pleased I was with your three-man crew that recently cleared a right-of-way exaement for East Kentucky Power on my farm. ... I am a tree lover and had personally planted some of these trees more than 30 years ago. Needless to say, it hurt to see them go. However, the respect and cooperation exhibited by your men made the task much easier for me to handle. ... Please pass my thanks along to Mark, Tim and Ronnie for a job well done, and for pleasing a grumpy old land owner who loves his trees.

Michael Hendrix

From a letter to Mississippi Power Co. about Foremen Willie Howard, Jr. and Robert McKay and Apprentice Raymond Reeves:

Needless to say, trimming trees around people’s homes is usually a thankless job. These individuals went out of their way to do an outstanding job. I couldn’t be more satisfied with the final results!

Milton J. Mapes

MINNESOTA
Tim Compton and Crew, for helping a resident accidentally locked out of his home, Xcel Energy
Fred Lemkau, Jr. and Crew, Xcel Energy
Gary Palmer and Terry Wolske and Crews, Xcel Energy

MISSOURI
Ricky Garrett and Crew, Kansas City Power & Light
Jim Harrison and Crew, Aquila
Mike Nardi, Groundman Eddie Suchomski and Journeyman Rod Cox, Ameren UE
David Wallsmit and Journeyman Eric Farrens, Columbia Water & Light Dept.
General Foreman Mike Williams, Foreman Mark Decker and Journeyman Harold Wagner, St. Joseph Light and Power

NEBRASKA
Rodney Campbell, Journeyman Jo Wendt and Crew Member Rodney Tibbs, Omaha Public Power District
Permissions Person Tom Lee, Foreman Steve Sweeney, Journeyman Rico E. Campbell and Apprentice Matt Yeager, Omaha Public Power District

NEW HAMPSHIRE
Ed Jordan and Groundman Walt Rollins, Jr., Public Service Co. of New Hampshire

NEW JERSEY
Darin Greeley, Trimmer/Climber Jarry Clark and Journeyman Steve Davis, Burlington County Highway Dept.
Darin Greeley, Trimmer/Climber Jarry Clark and Journeyman Steve Davis, Public Service Electric & Gas Co.
Darin Greeley and Apprentice Jeff Cassidy, Public Service Electric & Gas Co.

NEW YORK
Asplundh Brush Control General Foreman Ben Hunter, Foremen David Best, Keith Constable and John Stott, Trimmers/Climbers Jason Baker, Todd Weaver and Cory Wells, Journeymen Dennis Baker,
Joseph Csizmar and Aaron Thompson and Apprentices Duane Gordon and Matthew Magee, for their assistance in helping to keep a wildfire from burning a 230kV transmission line, New York Power Authority
Bryant Medina and Trimmer/Climber James Eckerson, Orange & Rockland Utilities
Rob Neville and Crew, Orange & Rockland Utilities
General Foreman Mike Sheridan, Foreman Henry Dugan and Trimmer/Climber Lee Cormier, Orange & Rockland Utilities

NORTH CAROLINA
General Foreman Donald McKee, for helping a stranded family repair their car so they could make it to their family reunion, Duke Energy Corp.

OHIO
Trimmer/Climbers Ernie Adkins and Paul Mitchell, AEP
General Foreman Keith Confere, Foreman Scott Brenner, Trimmer/Climber Ronald Van Horne and Journeyman Thad Hardman, AEP
Ty Gustin and Crews, AEP
Jim Hayhurst and Trimmer/Climber William Bennington, AEP
Supervisor Bob Jernigan, for donating gifts and prizes to the Lorain-Medina Rural Electric Cooperative’s Annual Golf Outing in September, Lorain-Medina Rural Electric Co-op.
General Foreman Rob Morris, Foremen Calvin Lambert and Clyde Mayle, Trimmer/Climbers Brent Jarvis and Scott Middy and Journeyman Paul Chilcote, AEP
Robert Ridenour and Journeyman Thad Hardman, AEP
Dave Scootch and Trimmer/Climbers Andy Hochstetter and Tim Roy, AEP
John White and Trimmer/Climber Glendon Spriggs, AEP

OREGON
Todd Wright, for donating his time to the Hoyt Arboretum’s Annual “ Arborists in the Arboretum Day”, Portland General Electric Co.


Pennsylvania
Frank Devine and Bob Metka, Trimmer/Climbers Joe Carter, Sean Pickar and Chuck Swoyer and Journeyman George Readinger, PECO Energy
Scott Rauth and Ed Ross and Trimmer/Climber Joe Smith, PECO Energy
Permissions Person Frank Reeder, for volunteering two Saturdays to help The Sugar Run Church of the Brethren in Mount Union install a cross and lighting arrester on its new steeple, Penelec

From a letter to Vice President Dave Sachs regarding General Foreman Rob Morris and Crew in Lancaster, Ohio:
A week ago, there were big orange Asplundh tracks in front of our house and tree cutters in back clearing trees and branches away from the power lines. ... My neighbor and I both commented on how polite and professional the cutters were, and we were impressed with how well they cleaned up after that big job was done. I just wanted to say thanks for hiring only the best at Asplundh – you really are justified in using the word “Expert” in your name!

Janet Martin

From a letter to George Meyer Region Foreman and Certified Arborist Todd Wright, about his volunteer work at the Hoyt Arboretum in Portland, Oregon:
Thank you for donating your time and talent at the annual Arborists in the Arboretum Day. Your generosity, skill and motivation have significantly improved the quality, safety and aesthetics of the plant collections at the Hoyt Arboretum. It is volunteers like you who make our institution a destination for visitors from around the world. ... Thank you again. Your talent and energy inspires us.

Cynthia Haruyama, Executive Director

From a letter to Vice President George Leszkowicz regarding General Foreman Joe Ockington, who works on the property of Vermont Electric Power Company, Inc.:
... I have watched Joe on several occasions and he reminds me of an Army Sergeant. As you know, sergeants are the backbone of the Army. They train their men, work hard and lead by example. That certainly describes Joe. He has the gift. ... You should be aware that you have an employee up here that does a fine job and certainly describes Joe. He has the gift. ... You should be aware that you have an employee up here that does a fine job and represents your company well.

Edwin T. Congdon, Manager ROW & Real Estate

Trimmer James Koniewicz, PECO Energy
General Foreman John Lacy, for donating tree cutting and weed spraying services to Habitat for Humanity, GPU/MetEd
General Foreman Tom McKinney, Jr., for donating wood chips to the YMCA Camp Shand in Lancaster, Pennsylvania Power & Light Co.
Equipment Operator Ken Miller, for volunteering his time to mentor children participating on the Special Olympics Roller Skating Team, PECO Energy
Supervisor Harold Rinheimer and Crews, Pennsylvania Power & Light Co.
General Foreman Joe Schultheis and Crews, PECO Energy
General Foreman Thomas Smith and Foreman George Group, for donating their time and the use of equipment to help the Full Gospel Church of God in Camp Hill cut back trees and remove a tree that was damaged during a storm, Pennsylvania Power & Light Co.
Dave Thibodeau and Trimmer/Climber Joe Smith, PECO Energy

TEXAS
Supervisor Kenny Cuevas, General Foremen Charles Keادe, Tim McGovern and Randy Parker and Crews, AEP
Asplundh Brush Control General Foreman Gerard Dube, Foremen John Adams, Mark Adams and Howard Hester, Trimmer/Climber Joe Seabaugh, Equipment Operators Charlie Boone and Billy R. Finklea and Crew Member Lonnie Seabaugh, Oncor and Chapman Construction
Sam Houston and Crew, Xcel Energy
General Foreman Randy Parker and Crews, AEP
Mario Saenz and Crew, El Paso Electric Co.
General Foreman Juan A. Solis, Foremen Dante Hernandez, Juan A. Lares, Bernardo Nino and Oscar Trevino, for their hard work clearing up property adjacent to the Bueche Family Cemetery before its official dedication as a Texas Historical Cemetery, San Antonio City Public Service
Ignacio M. Vazquez and Crew, for administering basic first aid and comforting an Oncor employee who fell 30 feet to the ground, Oncor

UTAH
Kris Erickson and Ron Burgt and Crews, Salt Lake City Public Services

VERMONT
Joe Ockington, Vermont Electric Power Co., Inc.

VIRGIN ISLANDS
Supervisor Dom DeRosa, for coming to the aid of a man who suffered an allergic reaction to shellfish and passed out at a restaurant in St. Croix, Virgin Islands WAPA

VIRGINIA
Francisco Bercian, Charles Campbell, Cletus Hotlle and Fred Pierce, Trimmer/Climbers Jamie Diaz and Bernardo Rivera and Crew
Members Juan Rodriguez, Poncho Rodriguez and Dwayne Rosser, for volunteering to remove three large trees for the Charity Baptist Church in McLean, then returning to chip brush, Dominion Virginia Power

General Foremen Dewey Funk and Chuck Moretz, for volunteering their time to help the Mt. Pleasant Church, AEP

General Foreman Ernie Perdue, Foremen Willis Blackwell, III and Jimmy Edwards and Trimmer/Climber Jeff Worrell, AEP

James Thompson and Crew, Dominion Virginia Power

Donald Shacklette, Trimmer/Climber Jerry Thompson and Journeyman Phillip Frederick, Northern Virginia Electric Co-op.

WASHINGTON

General Foreman Bob Baker, Foreman Steve Bryant and Crews, Snohomish Co. PUD

General Foreman Bob Baker, Foreman Randy Gusa and Crews, Snohomish Co. PUD (two letters were received)

Permissions Person Ben Blocher, for volunteering his time to help at the Asplundh-sponsored rest stop for the Tour des Trees cyclists in Yelm, Puget Sound Energy

General Foreman Jamie Culp, Groundman Josh Peonio, Journeyman Kurt Solberg and Crew Member Todd Crossman, Clark Co. PUD

Permissions Person Della Janikowski, Puget Sound Energy

Gary Jones and Roger Winans and Crews, Cowlitz PUD

General Foreman Roy Kaufman, Foremen Dennis Erspanner and Sione Ngaumo and Crews, Clark Co. PUD

Mike Larsen and Journeyman Garry Wollen, Gray’s Harbor PUD

WEST VIRGINIA

General Foreman Benny Brewer, Foreman Garland Lowe and Crews, AEP

Chad Martin and Journeyman Art Henry, AEP

General Foreman Darryl Roy, Permissions Person Sammy Roy and Foreman Robert Snyder, for volunteering their time to trim trees for Mercy Chapel Methodist Church in Montrose, Allegheny Power Systems

WISCONSIN

General Foreman Wayne Koester, Foreman Russ Stadler, Trimmer/Climbers Duane Bernard and Steve Scheunemann, WE Energies

General Foreman Jeff Vinzant, Foremen Tom Gruta and Al Novak and Crews, Menasha Utilities

STORM WORK

General Foreman Herb Babb, Foreman Steve Jimmerson and Crews, for the great job they did clearing debris and removing downed trees after a severe windstorm struck the Fowler, Kansas area in late August, Aquila (KS)

General Foreman Ron Dixon, Foreman Eric Yates and Journeyman Chad Thurlow, for their politeness, professional and accommodating manner on August 13 while performing storm restoration work in the Hastings area, Consumers Energy (MI) (two letters were received)

General Foreman Randy Lutgheid, Permissions Person Randy Cary, Foremen Marcus Broton and Joe Stage and Journeyman Dave Lumm, for their hard work clearing debris so power could be restored to customers in Grand Haven, after a storm caused outages on August 13, Grand Haven Board of Light & Power (MI)

Foremen Mike Cardell and John Shillingford and Crews, for their fantastic cleanup work during storm clean-up on Pine Island this past summer, Xcel Energy (MN)

Foreman Bill Briscoe and Apprentice Tom Briscoe, for their skill and care in removing a tree downed onto electric wires by heavy winds on September 12 in Ridgewood, Public Service Electric & Gas Co. (NJ)

Asplundh Construction Corp. Vice President Frank Giordano and Crews, for their storm restoration efforts after heavy winds and thunderstorms hit the New York region in early August, causing the largest restoration effort since Hurricane Floyd, Orange & Rockland Utilities (NY)

Supervisor Mike Meador, General Foremen Juan Cantu, Robert LeBlanc and Jaime Picazo, Permissions Person Charles Collins and Crews, for their team effort and emphasis on safety during the clean-up after a tornado ripped through the Corpus Christi area in late October, AEP (TX)

From a letter to the Home Office in Willow Grove, Pennsylvania, concerning crews in the Tom McDonnell Region of McLean, Virginia:

I want to compliment the Asplundh crew and say “Thank You” to the Asplundh Tree Expert Co. for their work on behalf of Charity Baptist Church. I was unable to be on site when the men removed three large trees from islands in our parking lot. When I returned, I was greatly impressed with the clean-up and neatly stacked wood. It was obvious that they take pride in their work. They were courteous and efficient. We appreciate the cooperative arrangement between Asplundh Tree Expert Co. and Dominion Power that made possible the work for Charity Baptist Church.

Pastor John Mitchell

From a letter to Manager Larry Kirk concerning a crew working for American Electric Power in the Princeton, West Virginia area:

I wanted to take this opportunity to commend General Foreman Benny Brewer and Foreman Garland Lowe on their expertise in removing a fir tree from my elderly parents’ yard. I called AEP and requested this service, and was grateful for Asplundh’s service. These gentlemen were so kind and helpful to my parents, who have wanted this removed for a long time now. They had this tree cut down in less than a half hour, and the debris cleaned-up and hauled away. This means so much to those who are not able to do this themselves because of age, along with the tree being in the power lines. ... Again, just a note to say “Thank You” to those who are willing to go the extra mile for others. God Bless you and the U.S.A.

Donna Richardson

From a letter to Manager Tom Anderson regarding a crew working for Public Service Electric & Gas Co. in New Jersey:

I am writing to express my appreciation for the excellent job done by Bill and Tom Briscoe in cutting down a large tree in front of my home on September 12th. The tree had been uprooted by severe winds the day before, and lay precariously perched against the PSE&G electric cables, threatening to fall and damage our house and shrubbery. Showing great skill, the two men dismantled the tree with such care and finesse, that not a scratch was inflicted on our house, nor was there any damage to the shrubbery below. This was indeed a job very well done.

Joe Diamond

From a letter to Asplundh Construction Corp. Vice President Frank Giordano, regarding the recent storm restoration efforts of his crews for Orange & Rockland Utilities in New York:

Please accept my thanks and the thanks of Orange & Rockland’s management, employees and customers for the help that you, your organization, and most importantly, your employees provided to us during a recent severe wind and thunderstorm. This was our largest restoration effort since Hurricane Floyd. We would have not accomplished the massive service restoration job in a timely manner without the valuable assistance you and your employees gave us. Your assistance is greatly appreciated.

James W. Tarpey, Vice President – Operations
Service Anniversaries

July - December

45 Years

Robert Malson
Permissions Person
New Jersey

Ruth Gable
Administrative Assistant
Product Assurance Willow Grove

Newit Hudson
General Foreman
North Carolina

Joseph Whitley
Foreman
North Carolina

40 Years

Franklin Johns
Trimmer/Climber
Maryland

Edgar Ross
Foreman
Pennsylvania

Joshua Rouse
Crew Member
Texas

35 Years

John Allen
Foreman
Virginia

Donald Cummings
Vice President
Massachusetts

David Hemker
Foreman
Missouri

Floyd Kemp, Jr.
Foreman
Maryland

Garry Wollen
Journeyman
Washington

Charles Beek
Foreman
Massachusetts

Rickie Boxx
Supervisor
Railroad Division
Mississippi

Roy Morris
General Foreman
Georgia

Walter Wyckoff
Foreman
New Jersey

Lester Wood
Foreman
North Carolina

30 Years

Larry Bell
Crew Member
Pennsylvania

Walter Bischoff
Trimmer/Climber
Kentucky

Ezequiel Garcia
Crew Member
New Mexico

Richard Gleason
Foreman
Massachusetts

John Hershberger
Sprayer
Pennsylvania

John Jones, Jr.
General Foreman
North Carolina

David Lundeen
General Foreman
Maryland

Freddie Narramore
Foreman
Alabama

Dave Sanders
Manager
Pennsylvania

Jack Small, Sr.
Foreman
Alabama

James Small, Sr.
Foreman
Alabama

Curtis Suthard, Jr.
General Foreman
Florida

Charles Tennant
Foreman
Pennsylvania

Terrance Whitacre
Foreman
Ohio
## 25 Years

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<td>James Wilfong</td>
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## 20 Years

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**Employee Appreciation Breakfast Hits the Spot**—Potomac Electric Power Co. (PEP) and the Dave Morrison Region teamed up again to serve up another heapin’ helping of employee appreciation at their third annual thank-you breakfast. PEP Staff Foresters Dave Padua and Steve Genua and Asplundh Supervisor Pat Sullivan planned the meal for Asplundh crews in the Beltsville and Gaithersburg, Maryland areas. Held on October 15 and 17, respectively, crews were treated to a delicious breakfast prepared once again by Supervisor Russell Franklin of the Dick Umbel Construction Region. Everyone at the breakfast also received a long-sleeved T-shirt with the “Asplundh-PEP Reliability Team” logo on it, like the one Steve Genua is holding above.

**Ditch Witch Rodeo is Anything But Boring**—Sorry for the bad pun, but this is one cool contest! Ditch Witch of Mobile, Alabama sponsored their annual Ditch Witch Rodeo on August 23. Teams came from Alabama, Mississippi and Florida to compete. Asplundh was proudly represented by Steve Bostock Construction Division Locator Steve Davidson (left), Ditch Witch Operator Shane Cooke (right) and Mechanic Jerome Young (center). The contest is simple: To see which team can bore to a specific location at a specific depth, and remove the drill closest to a target stake in the shortest amount of time. Okay, it’s really not that simple. It takes lots of skill, know-how and teamwork, but Asplundh showed strong, placing fifth out of 14 competing teams. Our team may not have been the fastest, but it was one of the most accurate drilling teams at the event! Congratulations!

**Women in Hard Hats Seminar**—On May 18, volunteers from the Joe Schneider Region donated their time to talk about careers with Asplundh at the WE Energies Women in Hard Hats Job Seminar. Posing in front of the Asplundh display booth were (L to R) General Foremen Tim Gertzke and Wayne Koester, Foreman Ron Schilling, Journeymen Beth Schilling, Jessica Fecteau and her dad, Supervisor Mark Fecteau. Held at the WE Energies Service Center in Milwaukee, Wisconsin, the conference highlighted non-traditional occupations for women, including everything from fire-fighting to tree climbing.

**BellSouth Golf Tournament Raises Green for Junior Achievement**—On Saturday, October 19, Central Locating Service, Ltd. (CLS) employees from the Dave Blount Region of Florida proudly competed in BellSouth’s First Annual Golf Tournament. Held in Lake Worth, Florida, the tournament raised money for Junior Achievement, a not-for-profit organization that educates young people about the economics of life through free enterprise education. George Lewis, BellSouth Networks Director, is a huge supporter of Junior Achievement, and was pleased with the support his organization received from this day of fun on the greens. While CLS wasn’t able to “locate” a hole-in-one, the team (L to R) of QA Specialist Eric Parsley, Assistant Regional Director Jessie Spires, West Palm Beach Field Manager Troy Parsley and Jacksonville/Daytona Field Manager Jim Shields were pleased to contribute part of the $3850 raised by the tournament.

**Annual Golf Tournament is a Chip Off the Ol’ Block**—The Mel Riley Region sponsored its 7th Annual Asplundh Open Golf Tournament on Saturday, July 13. Held at the beautiful Gardner Public Golf Course in Gardner, Kansas, employees from Asplundh and Kansas City Power and Light (KCP&L) joined in the four-person scramble format tournament for a day of friendly competition on the greens. At right, Mel Riley (far right) presented the winners with the tournament plaque inscribed with their names. The team, representing KCP&L and Asplundh, was Jason Lunberg (far left) and Tracy Schmidt (second from right) of KCP&L, and General Foremen Richard McBee (left of plaque) and Paul Stethen, Jr. (right of plaque) of Asplundh.
General Foreman Billy Ray Newell (right) received a handshake of appreciation and a specially-engraved watch from Manager Martin Arriola (left) for 42 years of devoted service. That’s right – 42 years! Due to an unfortunate oversight, we missed Billy Ray’s 30-year anniversary with the company, so we’re making it up to him now! Billy Ray started with Farrens Tree Surgeons in September 1960, dragging brush in Miami, Florida. As he moved up the ladder to general foreman, Billy Ray worked throughout the state of Florida, from the Keys to Vero Beach, on the utility properties of Florida Power & Light, Key West Electric, Florida Keys Electric Cooperative and BellSouth. Billy Ray joined the Pat White Region of Asplundh with the 1993 Farrens acquisition, and remained there until 1998, when he moved over to the Martin Arriola Outsourcing Region on the Southern Bell contract in Broward County. Billy Ray still oversees crews in this area.

Foreman Jeff Cool (left) was honored this year by Manager Dave Sanders (right) for 30 years of dedicated service to the company. Known as a great planner and an outstanding person, Jeff started out in February 1972 as a foreman on Baltimore Gas & Electric property in Maryland. In 1999, Jeff transferred to the Dave Sanders Region in York, Pennsylvania, where he currently oversees crews working for GPU/MetEd.

Foreman Richard Gleason (second from left) was recently presented with a specially-engraved watch by Vice President Don Cummings (second from right) for 30 years of hard work and dedication. Also joining in the event were General Foreman Bruce Smith (far left) and Mike Santoro of the Town of Belmont, Massachusetts Dept. of Public Works, (far right). Richard started out with Asplundh in October 1972 and has remained in Massachusetts his entire career. He has worked throughout the state for both Massachusetts Electric and Boston Edison, and currently oversees crews working for the Town of Belmont. Congratulations to all of our 30-year watch recipients!

Journeyman Raymond Klunk (left) recently celebrated 30 years with Asplundh with a handshake of appreciation from Manager Dave Sanders (right) and the presentation of a specially-engraved watch. Raymond joined Asplundh back in November 1972, working as a transmission and distribution spray crew member for MetEd. This well-rounded and dependable guy can be found today on a GPU/MetEd brush moving crew in York, Pennsylvania.

A “Common” Job—A dead 130-ft. tall Sugar Pine removal is hardly considered “common”, unless you are part of the North Lake Tahoe Hazard Tree Removal Team. Back in July, Sierra Pacific Power Co. Line Clearance Administrator Arthur Chesterfield contacted General Foreman Mike Fogarty, Sr., of the Will Willis Region to tackle this tricky removal. A crane was used to stabilize the tree and protect our crew, Foreman Patrick Fogarty and Trimmer Pedro Delgado, as well as surrounding property. Patrick (left) scaled the tree, began topping it and within hours, the hazard was safely eliminated!

Connecticut Crew Safely Handles Hazard Tree—During the weekend of August 10, a lightning strike cracked a 150-ft. double lead white pine (left) near a Connecticut Light and Power primary line. Marcel, a 35-year veteran from the Town of Middlebury Public Works Department called on Asplundh General Foreman Margaret Samela of the George Leszekowicz Region to remove the tree before it split apart. Foreman Kyle Berry and Apprentice Efren Acevedo were on the scene in no time. The tree was too tall to top it from a bucket and too damaged to climb, so a crane was hired from Industrial Riggers (above) to support the tree while it was safely cut from a bucket. Great job!
**Community Service**

▲ Helping Old Glory Fly Again—Foreman Paul King (right), Trimmer/Climber Matthew Robinson (center) and Journeyman Shawn Spoor (left) of the Larry Moore Region were recently asked to help repair a flagpole at Fort Covington Memorial Park in New York. The caretaker of the park, John Furnia, saw the crew performing their routine line clearance tasks for Niagara Mohawk Power, and asked if they could use their bucket truck to replace the globe and retread the flag rope at the park. The crew checked with their general foreman, Mike McKenty, who okayed the project for after working hours. When the workday was over, the crew graciously volunteered their time for this patriotic task.

▲ Asplundh Employee Rises to New Heights for Volunteer Project—Permissions Person Frank Reeder, who works on Penelec property in Central Pennsylvania, volunteered two Saturdays of his time to help a local church in need. Reverend James Hullihen of the Sugar Run Church in Mount Union, Pennsylvania contacted the Dave Sanders Region, asking if a lift truck could be donated to install a new cross and lightning arrester on their new addition’s steeple. Frank offered to run the bucket and with the help of retired Asplundh Permissions Person Norm Reck, they were able to safely complete the work.

**Awards & Rewards**

▲ Anderson Recognized as “Man of the Year”—Manager Tom Anderson (center) was recently awarded the New Jersey Shade Tree Federation’s Certificate of Appreciation at the organization’s 77th Annual Meeting. The award was presented to Tom by William J. Porter (left), Executive Director of the Federation, on October 19 in Cape May, New Jersey. Tom, a 49-year Asplundh veteran, earned the honor for his years of outstanding community service and hard work on behalf of the Federation. Also on hand for the event was Vice President Chris Asplundh, Jr. (right), who along with William took a moment to mark Tom’s special night with a photo.

▲ Asplundh’s on the Case—In April, a chipper was stolen from the Tom Leverentz Region near Marshall, Texas. Supervisor Kenny Cuevas reported the incident to local police, but after weeks of hearing nothing, Kenny decided to take a different approach to recover the stolen equipment. Offering a reward for information leading to the recovery of the chipper and/or to an arrest of the culprit, Kenny put his best assets to work on the case: Asplundh employees. Countless employees in the region spent hours after work and on weekends trying to find clues. After six weeks, Foreman Mike Noel, who works on AEP property in Waskem, Texas, was able to piece the mystery together, and with his information, the chipper was recovered. Above, Mike (right) is shown receiving his well earned reward from Kenny (left).

▲ Umbel Region Places First in Customer Satisfaction—Construction Division Manager Dick Umbel (right) was pleasantly surprised when Vice President Johnny Magwood (left) and Manager Jeanette Mills (center) of Baltimore Gas & Electric Co. (BG&EE) presented him with the First Place Award for Customer Satisfaction in 2002. Awarded at the BG&EE Annual Contractors’ Meeting in March, Dick accepted the award for all the Asplundh employees in the region who earned it with their exceptional performance, customer service skills, and proper safety practices on BG&EE property. Congratulations!
Home Office Honors

Home Office Employees of the Month—Every month, the Home Office honors a Willow Grove employee who goes above and beyond the normal call of duty to provide better service to the field and to their co-workers. Recently honored were (left to right): Jane Burns of the Customer and Field Liaison Department, who received this award in September; yours truly, Ronnie Gauker of the Corporate Communications Department, who got the nod in October; and Dawn Viscuso of the Corporate Administration Department, who earned this recognition in November.

On the Mark

Vice President Don Cummings certainly knows how to show his crews how much he appreciates their hard work. This past summer, Don rented a boat and treated his crews from the Massachusetts area to a day of fishing in the Atlantic Ocean. Employees and their families loaded on to the boat by the famous Plymouth Rock for some adventure on the high seas. The catch of the day turned out to be a joint honor as Foremen Randy Willis (left) and Andy Zajac (right) each caught 4-1/2 lb. cod fish.

Asplundh Canada, Inc. Foreman Wayne Clark bagged this impressive four-point mule deer from 100 yards with a 7mm Remington Magnum. The 140-point deer, weighing around 180 lbs., happened across Wayne’s path while he was out tracking alone, about 2-1/2 hours north of Edmonton, Alberta. Wayne works on a Hydro Ax crew for SaskPower under General Foreman Dunc Lawrence in the John Moir Region of Asplundh Canada, Inc.

You’d be grinning from ear-to-ear too if you were as successful a fisherman as this 14-year-old! The son of Mechanic James Pearson and his wife, Jaylene, young Jacob had an excellent run of fishing this past summer while staying with his grandparents, Bob and Billie Faries, in Fort Worth, Texas. In the photo at left, Jacob is displaying just a few of the great catches he made this summer at Eagle Mountain Lake. He also set two new lake records with a 7.96 lb. channel catfish and a 12.25 lb. flathead catfish that he caught on trotline. Proud dad James works in the Mansfield, Texas yard of the Tom Leverentz Region.

Sawman Gary Sutton of the John Moir Region of Asplundh Canada, Inc. brought down this big bull moose near the oil fields of Fort MacMurray, Alberta. Gary shot the moose with a Winchester .300 Magnum rifle from 60 yards. Gary’s hunting partner on this trip was co-worker Foreman Wayne Clark (see Wayne’s mule deer below), who called the moose to the trail. The moose’s impressive antlers, shown here with Wayne’s .375 H&H Magnum rifle as a size guide, were 47” across! Gary, being the resourceful hunter he is, used an ATV to haul the meat out of the woods, so Wayne could butcher it for him. Gary works on UtiliCorp Networks property in Alberta, Canada.

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Family Album

- Railroad Division Spray Foreman Jon Alderson is quite proud of his daughter, Christina Ann. Christina, a Spring 2002 graduate of Emmetsburg High School in Emmetsburg, Iowa, is now majoring in psychology at Iowa Lakes Community College. Jon works for Union Pacific Railroad in the Witchita, Kansas area under Railroad Division Vice President Tom Mayer.

- Check out Angela Herrera (12 years old at the time) demonstrating her form on the balance beam, which earned her a bronze medal at the 2001 Kansas State Championship. Angela is an accomplished gymnast, competing at Level 8 (college students compete only two levels higher) across the country. She’s also active in her school’s choir, orchestra and track team, all while maintaining a 4.0 grade point average! Her proud parents, Karen and Anthony, can hardly keep up with her! Anthony is a general foreman in the Mel Riley Region, who oversees crews for Kansas City Power & Light.

- This darling little girl is none other than Bobby-Lou Jean Brown, daughter of Foreman Billy Brown of the George Meyer Region in Oregon. Bobby-Lou was born on May 25, weighing 7 lbs., 9 oz. at birth. Dad Billy works on the property of Portland General Electric Co. in the Hillborough County area.

- Best wishes go out to newlyweds Jessica and Daniel “Bus” Hatcher of Jacksonville, Florida! Accompanied by their ringbearer, five-year-old Christian Hatcher, the happy couple tied the knot on May 17! Daniel is a foreman for Jacksonville Electric Authority in the Rocky Robinson Region. Knowing that Daniel is truly “orange blooded”, Jessica placed a photo taken of him during the Arkansas ice storms of early 2001 on his groom’s table! Congratulations!

- Looking adorable as can be in his Asplundh onesie is Colton Wayne Witcher, grandson of Foreman Perry Jackson. Colton was born to Nikki and Grady Witcher on June 16, making him the perfect Father’s Day present for Grady and Perry. Colton was 7 lbs., 5 oz. at birth, and measured 20” high. Nikki worked for Asplundh as a groundsman in the Sepulpa, Oklahoma area before she gave birth to Colton. Grandpa Perry currently oversees Dan Thurston Region crews on the property of Oklahoma Gas & Electric in Oklahoma City.

Grandpa’s Corner

- The handsome boy in the blue cap, Jordan William Felton, is the son of Brian and Crystal Felton, and the grandson of Manager Rocky Robinson and his wife, Wanda. Jordan was born December 21, 2001, weighing 7 lbs., 12 oz., and measuring 20” long. Grandpa Rocky manages tree operations in North and Central Florida. Dad Brian also works for Asplundh as an apprentice on Florida Power & Light Co. property in the Pat White Region.

- Getting into the holiday spirit is Kattie ReAnn Fought, born August 11, 2001. Weighing 8 lbs., 4.5 oz., and 21” tall at birth, Kattie is the granddaughter of General Foreman Mike Venezia and his wife, Lucille. Mike works in the Rocky Robinson Region on the property of Sumter Electric Cooperative in the Inverness, Florida area. Ahh ... can’t you just picture Mike and Rocky swapping brag books of their grandchildren?

- Proving that you can never start climbing too young is 10-month-old Colby Lawrence Northrup. Born on February 14, he was certainly a delightful 8 lbs., 6 oz. Valentine’s Day surprise to his grandparents, Bill and Pam Frenier. Proud parents Heather and Matt must be thrilled that Grandpa Bill, vice president of Asplundh operations in Maine, already has Colby training to climb trees. I guess the family business is in good hands!

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**Father of the Year**—Foreman Fredericko Norris of the Mike Smith Region was named “Father of the Year” by the Chief Judge’s Children’s Council (CJCC). “Ricko”, who works on the property of Gulf Power in Pensacola, Florida was nominated for this honor by his son, Rodriguez, who wrote an essay describing what his father means to him. Of over 3,300 essays that were submitted to the CJCC, Rodriguez’s essay was selected as the best. Ricko and his son were invited to the Council’s 3rd Annual Banquet, where Ricko was presented with a certificate and trophy (seen above). In addition Rodriguez read his essay to all present. Here’s a sample of what he wrote, “My father means responsibilities, respect, and knowledge ... My dad is the world to me, and without him, it would crumble into a million pieces.”

**November ASTP Graduating Class Proves Size Does Matter**—From here on out, you’ll be noticing a few changes in the Asplundh Supervisory Training Program. First, in order to train more general foreman in a shorter period of time, the Field Personnel Department has decided to double the number of ASTP participants per session. Secondly, the employees who traveled to the Home Office in Willow Grove, Pennsylvania for the ASTP course were led under the guidance of Ryan Swier, the new Field Personnel Manager of Training and Development. Held on November 4-8, the first attendees of the new super-sized ASTP meeting were (back row, L to R): Darren McBroome, Ohio; Louie Mullis, West Virginia; Brad Moore, Ohio; Bryan DeBaets, Illinois; Bob McDermott, Virginia; Charles “Shorty” Piper, Missouri; William “Duck” Ailstock, Jr., Virginia; and Irvin Kempton, Ohio. In the middle row were (L to R): Jack “JR” Benningfield, Oklahoma; Jonathan Powell, Ohio; Steve Larson, Arkansas; Troy Rice, Alabama; Bobby King, Georgia; Ritchie Tuttle, Ohio; and Don Miller, Illinois. In the front row were (L to R): Marcos Galvan, Florida; Francisco Perez, Texas; Ron Ayers, Florida; Kevin Styles, North Carolina; Jeffrey Vining, Texas; and Kelley Watson, Oklahoma.

**Sons Honor Fathers**

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**Son Finds Inspiration in Father’s Work**—Sometimes a good story is hard to find, but Kenneth Brandon Collins didn’t have to look far to find a great one. The 14-year-old son of Foreman Ken Collins and his wife, Sue, Kenneth wrote a story about the work his father and his Asplundh co-workers performed after Hurricane Floyd struck North Carolina in September 1999. Kenneth described in detail the battles fought and hardships suffered by the crews who worked in difficult conditions to clear the destruction caused by the vicious storm. His story was so good that it won the Floyd County Young Authors Contest! That’s Kenneth to the left, proudly displaying the trophy, certificate and blue ribbon he was awarded for his excellent writing skills. Proud father Ken works on AEP property near Pikeville, Kentucky in the Larry Kirk Region.
Volunteering:
Asplundh Reaches Out to Schools

From pre-school to high school, Asplundh volunteers are making a difference in the lives and decisions that students make. Whether it be providing a safer playground or setting poles for a confidence training course, Asplundh employees from across the globe know that children are our future. They will be our employees and customers in just a few short years.

Helping our local schools so they can better educate our children is a great investment. It reaps personal, as well as professional rewards. Thanks to all of our community-minded volunteers!

In May, Roving Foreman Randy Cory of the Jeff Lynch Region in Michigan traveled to East Jordan Elementary School to show off an Asplundh lift and chipper at “Vehicle Day”. Ten different companies, from carpet cleaners to emergency response services, participated in the school’s annual career awareness program for fifth grade students. The children got a chance to see a wide variety of careers requiring special training and skills.

Decatur (Georgia) High School Principal Sterling Christy (standing, left) pitched in and offered his thanks to Foremen Derreck Goddard (standing, right) and Bob Levine (on digger derrick) who made quick work of setting six poles for the school’s Junior ROTC confidence course. Asplundh Construction Division Manager Bill Turner donated the crew’s services on behalf of Georgia Power. In an e-mail to Georgia Power Construction Manager Dan Burer, Senior Army Instructor Lee Stuart thanked Asplundh and the utility for sending the crew and a digger derrick, as well as Supervisor Danny Stanley and General Foreman Roger Frix who coordinated the project. Lt. Col. (Ret) Stuart wrote, “I cannot begin to tell you how much your support of these types of efforts will affect our Leaders of Tomorrow.”

Climber Paul Rodda (left) of Asplundh Australia took the initiative this past August to help his children’s school one Saturday morning by pruning, cutting and chipping three trees to improve safety on the playground. It seems the pre-schoolers had been venturing up the trees along the fence, risking nasty falls and scrapes. With the approval of his General Foreman Bruce Meyer, Paul tackled the job with skill and energy as he has done for the past nine years working all over Australia for Asplundh. Pre-School Administrator Sonya Linehan (right) wrote a great letter of appreciation to Asplundh Australia and posed for a photo in front of the school with Paul and his children, Amanda and Billie.

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After answering dozens of questions about his work and flying the bucket a little, Randy took a photo of these eager fifth graders. In addition to the students and teachers, Vehicle Day Coordinator Debbie Harm was grateful for the interesting presentation Randy provided. Perhaps, in a few years, some of these students will pursue a career with Asplundh, or their local utility, Great Lakes Energy!
With the holiday season at hand and the New Year approaching, many of us look forward to the future and are thankful for the help we’ve received from others. At least three individuals in this world are surely grateful for the first aid and caring treatment they received from two Asplundh crews earlier this year.

The following two stories are about Asplundh employees whose first aid training was put to the test this past spring. As a result, Asplundh has bestowed Silver Merit Awards to these employees for their outstanding public service actions.

It was around 5:15 p.m. on Wednesday, May 8th when Spray Foreman Preston Hawks and his crew from the Larry Kirk Region found themselves in a bad rainstorm while traveling on I-81 South near Salem, Virginia. They had just finished the day’s spray work for Virginia DOT. Visibility was poor, but Preston and Sprayer Shannon Phipps could see ahead that three cars had crashed into each other and so they quickly brought their 1,000-gallon spray truck to a stop. Within minutes, as visibility worsened, over 40 vehicles were involved in a pile-up that injured more than a dozen people and closed the interstate for hours.

Unfortunately, a truck behind Preston and Shannon was not able to stop so quickly and it crashed into the back of their spray truck. Close behind the wrecked truck—but able to stop safely—was Asplundh Crew Member Jeremy Gift who was driving the crew’s “crash cushion” truck. Fortunately, our employees were uninjured, but that was definitely not the case for the driver and passenger in the wrecked truck. Putting on flashers and grabbing their first aid kits, the crew ran to help the victims. The passenger had severe neck lacerations and the driver said he couldn’t feel his legs. While Jeremy used his shirt to apply pressure to slow the bleeding, Preston and Shannon kept the driver still and flagged down an ambulance. It took about 45 minutes to get them off to the hospital, but thanks to the crew’s quick actions the crash victims survived.

Nine days later (May 17) in the Rod Cornett Region in Illinois, Foreman Jesus Rodriguez and Trimmers Vecente Torres and Bobby Winton were working in North Chicago to remove a tree in ComEd lines during a scheduled outage. As the work began, they noticed a distraught and crying elderly woman outside her home. A medical condition made it necessary for her to use an electric lung and since the batteries to her back-up oxygen system had failed, she was in a panic.

Immediately, Jesus and Bobby ran to find and alert the ComEd linemen working a few blocks away. Vecente stayed with the woman to help calm her down. Moments later, Jesus and Bobby returned. While they waited for the power to come on, the crew spoke calmly to her, helped her lie down on her left side and fanned her continuously until the power was restored.

Once again, quick action and proper first aid skills came to the rescue. Great job, guys!