HOLIDAY MESSAGE
Asplundh’s executive team sends their warm wishes

LCQS UPDATE
New handbook is available to continue safe practices

NEW BUSINESS
PDS joins the UtiliCon family of companies

THE ASPLUNDH TREE
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 and affirmative action 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, citizenship status, national origin, veteran status, marital status, sexual orientation, gender identity or any other characteristic that is protected by law.

This policy extends to recruiting and hiring, 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 (general foreperson or supervisor) or region manager. As a Corporate Home Office employee, complaints may be made to your immediate supervisor, department manager or the Human Resources Department.

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 1-800-248-8733. No employee will be retaliated against for reporting any violation of this policy, participating or cooperating in any investigation regarding discrimination or retaliation, opposing discrimination or retaliation, or otherwise engaging in any activity protected by federal, state, or local discrimination laws. 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 opportunity and affirmative action throughout the Company and all of its subsidiaries.
As autumn comes to an end and winter rapidly approaches, we find ourselves at the end of another year. While this year was different from the last, we were able to find success in numerous challenging matters.

Our investment in safety programs and training continues to pay dividends as our TCIR, DART, LTIR and vehicle crash rates declined over the prior year. Working with our equipment vendors, we have increased the use of mechanical and specialized equipment, which improves safety and efficiency by reducing the need for manual tree climbing. With the implementation of the Physical Readiness System, which requires crew personnel to stretch at the beginning of the work shift, there has been an 80% reduction of soft tissue injuries in the participating regions. The Everbridge Software platform, which aids communications during severe weather and lone worker accountability, was rolled out during the Hurricane Dorian response. We look forward to continued success from these programs in 2020.

As in past years, our Home Office employees implemented ways to improve overall operations and help our colleagues in the field. A high volume of supplies previously sourced from the warehouse in Virginia are now shipped directly to regions. We completed an upgrade to our risk management reporting system that makes more information available to the field in ‘real time’. Throughout 2019, our benefits team worked to debut a major overhaul of our medical and fringe benefits available to most employees, and provided an online platform to make enrollment easier. Starting in January 2020, employees in company-sponsored plans will have more choice of benefit features and cost options than ever before.

This year also saw several changes in key leadership positions at the Home Office. In January, we promoted Ann Ercolani to director of Risk Management, and in the spring we hired John Adkisson as director of Fleet Services and Kurt Meiers as chief procurement officer. During the summer, Paul McLaughlin was hired into the position of director of corporate development, followed by Bob Donegan in the fall as our new chief human resources officer. We’re counting on these managers to keep refining processes and make operations even more cost-effective.

We responded to two hurricanes: first, Barry hit in July, which impacted Louisiana, Texas, Arkansas and Oklahoma; then Dorian struck Florida, Georgia and the Carolinas in September. In addition to local crews, we responded with more than 1,000 vegetation and 400 construction employees from outside the region. Many thanks to all who performed safe and efficient restoration services in a timely and professional manner. Well done!

We continued to expand the corporation by acquiring other companies. We brought on Power Delivery Solutions (PDS) in April and Burlington Electrical Testing (BET) in October. PDS operates in the Mid-Atlantic and Southern regions of the U.S., providing engineering and project management services, while BET operates in New Jersey, Pennsylvania and Delaware, providing electrical maintenance and acceptance testing as a NETA-accredited firm.

Aspen Grove Landscape Group (AGLG) completed two acquisitions in early 2019. In January, we closed on Long Brothers Landscaping in Raleigh, North Carolina, which provides commercial landscaping and construction services to commercial and multi-family customers in the Raleigh and Greensboro areas. In February, we finalized the purchase of General Industrial Contractors (GIC), a commercial landscape company that provides services to customers in Ft. Worth, Texas. We are excited to welcome these management and field teams to Aspen Grove and look forward to their contributions to our expanding network of companies and growing stronger together.

The concern of wildfire activity has increased this year among our customers and insurance carriers. We have been diligent in educating our field crews on prevention and we will continue this training in 2020. The ability to get wildfire insurance coverage has become very difficult in the past several years and the cost has increased dramatically. However, it is our goal to look at all avenues for insurance coverages to mitigate this exposure to the company and our customers.

With the economy running at an all-time high and unemployment at an all-time low, finding qualified labor has been a challenge. However, our field operations have been creative in their pursuit for new sources of labor and have solved most issues.

We would like to thank all our customers and employees for their continued support in 2019. Together, we have made it another successful year. Best wishes to you, your family and your friends for a safe, happy and healthy holiday season and New Year.

Scott M. Asplundh
Chairman of the Board and CEO
Asplundh Tree Expert, LLC

George E. Graham Jr.
President/Chief Operating Officer
Asplundh Tree Expert, LLC

Steven G. Asplundh
Chief Operating Officer
UtiliCon Solutions, LLC
To me, the Holiday Issue of The Asplundh TREE Magazine always provides an opportunity to reflect on how far we have come the last 12 months, as well as offer a preview of what we plan to do in the year ahead. While it is hard to believe another year is about to end, I am proud of what was accomplished in 2019 and excited about what is in the works for 2020.

From an OSHA metrics standpoint, we reduced our Lost Time (LT) rate by another 10% and our Days Away, Restricted Time (DART) rate by 23%. We also made significant improvements in reducing the frequency of preventable motor vehicle accidents by another 20%. Our relentless focus on continuous improvement makes our workplaces safer and ensures that we are the contractor of choice for our customers.

In February, we rolled out the Physical Readiness System (PRS) across the entire enterprise. PRS was developed by Occupational Athletics, Inc. based in Harrisburg, Pennsylvania, which combines sports medicine theory with workplace exposures. Since the PRS debut, we have seen an 80% reduction of soft tissue injuries in the regions that have implemented the program accordingly. To date, roughly half of our operations have implemented this program, with several scheduled for deployment in early 2020.

In December, our industry-leading Line Clearance Qualification Standard (LCQS) was updated to include many of the lessons learned over than last three years in our company and further enhance the safety of our workforce. Users will find better illustrations, a new section on wedging and several policy/procedure updates. Look for an article in this edition of the magazine further outlining many of these enhancements.

LOOKING AT 2020 …
We will be going back to auditing every region on an annual basis. To make this work, we are adding two additional folks to our auditing team and we look forward to having these individuals on board at the start of the new year.

We are continuing to partner with Knowledge Vine to assist us in conducting culture surveys. Surveys were conducted in several regions in 2019 and there are plans to include several more in 2020. Culture surveys help us better understand what is working and not working within our organization. They also provide a forum for meaningful conversations about the purpose, priorities and strategies of our organization, and assess how well our organization’s behavior matches its values.

Lastly, we will be partnering with our Fleet Management software vendor on improved methods to monitor driver behavior, reduce costs for maintenance and fuel, and improve routing and visibility. Vehicle telematics can provide great insight into how vehicles are being operated, enhancing safety and asset management. Asplundh has been a leader in this area for many years and we are looking to build on this as we continue to make improvements in both areas.

I, again, want to thank you for your contributions to our safety program this past year and for your uncompromising commitment to working safely.

Have a safe and happy holiday season, and let us look forward to a successful and healthy 2020.

Stay Safe,
Bruce Mellott
bmellott@asplundh.com

SAFETY FIRST … IT’S YOUR LIFE!*
RECOGNIZING SAFETY IN ACTION

Safety recognizes successful actions across the company’s global presence. Here, we showcase some of the top players in safety.

Tree Felling Training in Michigan

In mid-September 2019 in Romulus, Michigan, Senior Corporate Safety Trainer Ray Apking led Kris Keefer Region employees in a tree felling training session.

General Foreperson Douglas Rhodes, along with Regional Safety Trainers Jose Cueto and David Billiau, Trimmers Daniel Crawford and Demetrius Sims, Regional Safety Superintendent (RSS) Derek Leopardi and Foreperson Levi Treloar, participated in the session.

At the end of this two-day training event, there was a friendly bore cutting competition and Rhodes was determined to have performed best.

Tree felling training participants discuss the best practices of bore cutting in Michigan.

‘All Stop’ Award

In the beginning of October, Foreperson Nick Langan of Joe Sterbenz’s Region in Minnesota was called to a residence in the city of Albert Lea, where a tree caught fire after coming in contact with Freeborn-Mower Electric Cooperative service lines. Langan assessed the situation and determined that he had no option but to use an uninsulated tool. With that conclusion, he immediately enacted an ‘All Stop’ and called the utility company to have a lineworker pull the fuse and ground the line.

Langan was awarded an ‘All Stop’ hat for quickly determining that it was too risky to continue work, which ultimately kept his crew and everyone in the area safe.

Pictured is Langan with his ‘All Stop’ hat award for halting work during a hazardous situation.

Several regions have adopted safety initiative programs to encourage crews to always make safe decisions. One of those programs is called MAD Tree ID.

MAD Tree ID is one of four quarterly safety initiatives in the Bobby King Region. In August, employees were awarded Class 3 Hi-Vis shirts for marking trees with a red ribbon to alert others that there are limbs inside of the minimum approach distance or have the potential to enter it during the trimming/removal process. The crew must also safely trim the limb or remove the tree using non-conductive tools.


Bottom left picture (L-R): RSS Steven Pennycuff awarding Foreperson Ronald Pennington.

Bottom right picture (L-R): RSS Steven Pennycuff awarding Foreperson Wireman Neace and Trimmers Chris Colwell and Jonathan Neace.
In July 2019 in Oshkosh, Wisconsin, Senior Corporate Safety Trainers Joe Kern and Ray Apking led a rigging training for employees in Joe Schneider’s Region.

Rigging training is conducted for regionally selected employees who will become the rigging trainers in their regions. Some of the skills they discuss then put into practice during this type of training include various slings, arborist blocks, port-a-wraps, dynamic load calculations, log weight estimating, modules of rupture in tree branch attachments and rope capacities and uses, among other topics. There was a friendly competition for dynamic load calculations to see who could determine the weight the best.

Supervisor Mann McMillan in Doug Smith’s Region has a great team working with him and this was noted by two separate performance recognitions in October.

First, in Eden, North Carolina, General Foreperson Brandon Pulliam received an Exceptional Performance Challenge Coin from McMillan for a successful Department of Transportation (DOT) Level 1 inspection, which found no violations.

Then in Greensboro, North Carolina, Corporate Safety Operations Group EHS Specialist Neil Volwieder conducted a crew audit where the crew showed extreme ownership of the duties required in their utility line clearance work. McMillan was pleased to see a crew that “truly cares about working safe and doing things right,” and gifted them a lock blade pocketknife along with an appreciative handshake.

In May, the American Society for Quality (ASQ) recognized Steve Christiansen’s Region in Nova Scotia, Canada, for their ongoing certification of ISO 9001:2015 quality management system. The latest audit that was conducted saw zero minor or major problems and six superior performances that were deemed to exceed requirements.

Based in Wisconsin, ASQ is a global community of professionals dedicated to promoting and advancing quality tools, principles and practices in their workplaces and community.

The Company’s continued success depends on all of us doing the right thing at all times and maintaining the highest ethical standards. However, we must exceed mere compliance and strive to be an industry leader in ethical and trustworthy business practices. For this reason, the Company has a Code of Business Conduct (the Code) that sets forth standards of conduct for all employees. All employees are required to comply with the Code, and management is responsible for enforcing it among all non-management employees who report to them. The Code can be found on the Company website at: www.asplundh.com/employee-info.

The Code also applies to any third parties working as business partners with the Company, such as vendors, consultants, sub-contractors, and employment agency personnel. Therefore, all such parties should be referred to the Code, as necessary. Some highlights of the Code include:

- **Conflicts of Interest** Employees and their immediate family members cannot receive a benefit (financial or otherwise) from any transactions involving the Company or our customers. If any benefit is derived from any business transaction that would not be given to the general public, the transaction must be reviewed with the Compliance or Legal Departments prior to the transaction taking place.

- **Gifts and Entertainment** Customer gifts and Company-paid entertainment should be reasonable and kept within customer codes of conduct. Employees of the Company may not accept gifts of more than nominal value. Any gift received that is more than nominal value must be disclosed to the Region Sponsor and the Compliance Department immediately.

- **Confidential Information** All employees have a responsibility to safeguard confidential information. This includes new customer contracts or changes to them, scope and amount of work completed, construction projects, earnings, pricing models, personal information of other employees, and any customer information.

All employees are required to report any instances or behavior they believe to be illegal, unethical, or in violation of the Code. Employees should also seek guidance if they are not clear about what is the right thing to do in a specific situation. Employees can report a concern anonymously if they do not feel comfortable giving a name. The Company will investigate all concerns brought to its attention.

Vice President Joe Lee holds the Certified Compliance and Ethics Professional credential and is the Chief Compliance and Business Ethics Officer (CBEO) for the Company. He is responsible for overseeing the reporting process and managing all investigations. Reporting can be accomplished in multiple ways:

1. By phone directly to the CBEO at 215-784-4122.
2. Report the concern anonymously by calling 215-784-4154. Please note that to effectively investigate an anonymous concern, the CBEO will need as much information as possible, including the region, work location, and specific names of any employees involved.
3. By e-mail to compliance@asplundh.com or compliance@utilservllc.com.
4. By mail in writing to:
   
   Compliance Department  
   708 Blair Mill Road  
   Willow Grove, PA 19090

Employees can report violations or concerns without fear of retaliation. No one should be discouraged from using any of the methods listed above to report a concern. Anyone who retaliates against another employee for reporting suspected violations of our legal or ethical obligations is in violation of the Code and is subject to discipline up to, and including, dismissal.

Printed versions of our Code of Business Conduct (in English and Spanish) have been distributed to management personnel (general forepersons and above) who must certify receipt of the booklet. New employees will review the Code at the time of hire and its content will be discussed and reviewed as part of each employee’s annual training. In addition, all management personnel will be required to take an online test related to business ethics each year. The guidance provided by the Code will remain accessible at all times on the Company website at www.asplundh.com/employee-info.

Please continue to do the right thing in all your day-to-day activities. Let the Code be a guide and resource to you. If you have questions or concerns, please contact CBEO Joe Lee at the phone number or one of the e-mail addresses provided above.
FIELD SAFETY UPDATE: NEW LCQS GUIDE MAKES DEBUT

The Line Clearance Qualification Standard (LCQS) has been updated and will be rolled out to all employees by the end of 2019. With most of the new information already in place, the book debut is expected to be swift for a safer start to 2020.

The LCQS is Asplundh’s guide for how to train employees to become safe and successful tree trimmers. The book includes many guides and informative diagrams to effectively describe safe work practices for various tree-related activities. The top five changes to this updated version include:

1. The “grey book” and the “white book” were combined into one.
2. An updated tree felling section.
3. Additional Job Hazard Assessments (JHAs).
4. New and updated policies.
5. The Occupational Athletics Stretching Program was added.

The proficiency workbook, called the “grey book,” and lesson workbook, called the “white book,” were previously two separate books. Each trainee received both books, with the “grey book” being used for tracking lessons completed. For the updated LCQS, these books have been combined into one book for easier tracking and to ensure each employee receives their own book. This helps track progress better as well as provide continuous learning materials outside of the work site. These books are available in English and Spanish.

In addition to the workbook change, the tree felling section has been updated and JHAs have been added. The updated tree felling section provides more information and instruction to employees to mitigate the risks associated with tree felling while also providing better tools to ensure that trees are felled in the intended location. The tree felling portion is also debuting a new section on wedging. JHAs have been added to outline the hazards associated with each job task to enable crew members to better control and eliminate potential hazards.

Several new and updated policies have been included in the LCQS. Policies such as the Personal Protective Equipment (PPE) Policy and the Boom Spotter Policy have
The newly debuted LCQS book had several policies updated and new procedures added to ensure a safer working environment in the field.

been updated and a new Life Saving Rule was added to ensure an even safer work environment for employees.

Lastly, the Occupational Athletics Stretching Program, also known as the Physical Readiness System (PRS), has been added to the new LCQS. Over the last year, the PRS program was rolled out to the field and consists of warm-up exercises to physically and mentally prepare employees, helping reduce the possibility of muscle strains and ligament sprains, as well as preventing muscle soreness. The stretches are intended to be performed daily prior to beginning work, but should also be conducted periodically throughout the day. A typical routine only takes about 10 minutes to complete and has been proven successful in greatly reducing soft tissue injuries.

This updated LCQS is a joint effort between the Safety Operations Group (SOG) with input and suggestions from our field operations. The guide was last updated in 2015 to remove redundant wording and to include new material covering topics such as chipper operations, rigging, climbing, human performance and leadership. Safety procedures and best practices are constantly evolving to keep our employees safe in the field.

Supervisor Douglas Cantwell, from Don Redden’s Region in Arkansas, and RSS Dustin Svoboda, from David Fulford’s Region in Minnesota, check out the latest changes in the LCQS during a training session at the Home Office in Willow Grove, PA.

An example of one of the JHA tables found in the updated LCQS book. This JHA, in particular, is for chain saw operations and the preparation and pre-operational inspection items to go through to safely operate a chain saw.
Social media provides businesses with a new way to connect to potential customers and employees, but it can also help create and strengthen the internal culture of a business. At Asplundh, social media is still a fairly new practice – beginning around October 2018 – but it has developed into a method for everyone to engage with the company in a new and exciting way.

Facebook is the most popular social media platform for Asplundh because of its all-encompassing capabilities, followed by LinkedIn, Instagram, and, finally, Twitter. By sharing company news – such as job openings, safety reminders, trivia, community service events and training sessions – Asplundh is creating an open and positive environment for employee engagement locally and internationally.

ASPLUNDH’S SOCIAL MEDIA COMMUNITY
Creating a good name for the company begins with our employees. Therefore, most of Asplundh’s posts center around the great things our employees are doing, whether that is a region practicing tree climbing training, a foreperson saving an animal tangled in a fence, or a crew removing brush and overgrown limbs from a park to help their community have a safer space. It is also a great place to showcase all the good deeds our crews do from safety and merit awards, to Orchids from homeowners.

With social media, we utilize the fast-paced and timely turnaround so we can widely share news and a picture with our social media followers. With each of these complimentary posts, we...
encourage fellow employees to boost the morale even more by commenting to exchange positivity and “liking” the post. Who knows? You or your crew could be next to be featured!

Showing our current employees’ impressive actions can also draw in future ones as well. Recruitment postings are made on each platform as a starting point for prospective new hires. Social media platforms offer a huge reach to all users, especially those who are on the hunt for a new career. No matter where the job opening is located, links to the website or specific job opportunities with links are posted to our social media pages to help ease the application process.

Our Digital Marketing Specialist, Danielle Kelly, in Corporate Communications at the Home Office in Willow Grove, Pennsylvania, is the curator of our many company pages across all the social media platforms. She is also the first line of communication when we receive messages through these platforms about submissions or to ask questions about our business and employees nationwide or internationally.

Even though Asplundh has employees spread out around the globe, social media draws us all together, making the distance seem shorter and our company’s family-like culture more prevalent than ever.

WHO'S ON WHAT PLATFORM?

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SERVICE ANNIVERSARIES

45 YEARS

Rickey Bailey
Vice President
Alabama

Marsha Davis
Office Manager
North Carolina

Linda Goldress
Senior Developer
Information Technology
Willow Grove

40 YEARS

Steve Lowe
Vice President
ALS
Pennsylvania

John Mulvihill
General Foreperson
Pennsylvania

Pat Pinelli
Manager
Pennsylvania

35 YEARS

Brent Asplundh
President
UtiliCon Solutions
Willow Grove

Melvin Jack Crist
Supervisor
West Virginia

William Hodge Jr.
General Foreperson
West Virginia

Colleen Isabella
Administrative Assistant
Field Accounting
Willow Grove

Greg Kulp
Supervisor
Pennsylvania
35 YEARS

Alfonso Ballou  Foreperson  Maryland

David Bunkleman  Foreperson  Wisconsin

Charles Collins  Foreperson  Musgrove Construction  Georgia

Andre Grady  Foreperson  Virginia

John Haugland  Foreperson  Minnesota

Richard Maston  Foreperson  New York

Fidel Pinedo  Foreperson  Utility Tree Service  California

Jose Valdez  Foreperson  Utility Tree Service  California

David Vannatta  Foreperson  Minnesota

Donald Watry  Foreperson  Wisconsin

Frederick Wills  Foreperson  New York

30 YEARS

Paul Arno  Supervisor  New Hampshire

Catherine Blackbird  Foreperson  Massachusetts

Rod Boersma  Foreperson  Asplundh Canada ULC  British Columbia

Jeffrey Bucek  General Foreperson  Virginia

Steve DiBello  Manager  Overheads & Fixed Assets  Willow Grove

George Gay  Foreperson  Georgia

Maximiliano Guevara  Foreperson  North Carolina

Robert Hershelman  Foreperson  Pennsylvania

Carole Honisch  Vacation Specialist  Willow Grove

Geoff Kempter  Manager  Technical Services  Willow Grove

Ronnie Leggett  Permissions Person  West Virginia

Anthony Lewis  Work Planner  Kentucky

John Mazzucca  Laborer  Asplundh Construction  New York

Julio Molina  Trimmer  Virginia

Danny Roy  Manager  Asplundh Brush Control  Oklahoma

Raymond Smith  Vice President  T. R. Gear Landscaping  Ohio

Joe Sterbenz  Manager  Wisconsin

Marcial Tovar  Foreperson  Utility Tree Service  California

Randy Washburn  Work Planner  Alabama

Charles Wilkinson  Equipment Operator  Musgrove Construction  Florida
25 YEARS

Mario Boccio
Streetlight Tech
ALS
Florida

Walter Burns
Foreperson
Wisconsin

Wayne Bush
Foreperson
Maryland

Douglas Capute
Work Planner
New Hampshire

Todd Conger
General Foreperson
Missouri

Shayne Dion
Work Planner
New Hampshire

Clarence Dupree
Foreperson
Georgia

Kevin Dupuis
General Foreperson
Asplundh Construction
New York

Craig Gallagher
Foreperson
Pennsylvania

Christopher Galvin
Foreperson
Minnesota

Luis Garcia
Foreperson
Kansas

Donald Garrett
Trimmer
Kentucky

Dino Gelfusa
Test Tech
AETCO
Massachusetts

Jose Hernandez
Foreperson
Texas

Heather Herter
Project Coordinator
Payroll
Willow Grove

Renate Iadonisi
Input Operator
Payroll
Willow Grove

Prophete Jules
General Foreperson
Florida

Kurt Keeney
Supervisor
ULCS
Alabama

Donald Kolenc Jr.
Crew Leader
Pennsylvania

Susan Lech
Regional Administrator
Customer & Field Liaison
Willow Grove

David Leroy Jr.
Journeyman
Ohio

Salvador Lopez
Foreperson
Texas

Jim McNulty
Director of Gas Operations
Asplundh Construction
New York

Robert Martin
Foreperson
Virginia

Denise Megill
Billing Specialist
Customer & Field Liaison
Willow Grove

Jose Rangel
Foreperson
Texas

Dennis Saulters
Foreperson
Mississippi

James Thompson
General Foreperson
Maryland

Jason Woods
Foreperson
Virginia

Debbie Miller
Equipment Supervisor
Fleet Services
Willow Grove

Michael Musterer
Foreperson
Asplundh Canada ULC
British Columbia

Churchel Newsome
Work Planner
West Virginia

Roco Pascarella
Work Planner
Kentucky

Todd Pyzikiewicz
Trimmer
New York

20 YEARS

Douglas Allison
General Foreperson
Kansas

Linda Altmiller
Cash Application
Accounts Receivable
Willow Grove

Russell Alton
Crew Leader
Illinois

Francis Ambrose Jr.
Foreperson
Asplundh Construction
New York

Christopher Arena
Foreperson
New York

Raymond Arneson
Foreperson
Kansas

John Baker
Crew Leader
Illinois

Juan A. Banda
Crew Leader
Illinois

Juan E. Banda
Crew Leader
Illinois

Jose Barraza
Crew Leader
Illinois

Todd Barron
Coordinator
Alabama

Kevin Bauer
Crew Leader
Illinois

John Baumann
Trimmer
Illinois

Martir Benavides
General Foreperson
Virginia

Jorge Bernadac-Gurr
Trimmer
Kansas

David Bloch
RSS
Utility Tree Service
California

Darren Boholt
Foreperson
Washington

Willfredo Bracero
Supervisor
Illinois

Robert Branka
General Foreperson
Illinois

Jerry Burkhead
Crew Leader
Illinois
20 YEARS

Yvette Cabanas
Supervisor
Mailing
Willow Grove

Jose Camargo-Posada
General Foreperson
Illinois

Jose Campos
General Foreperson
Texas

James Carey
Foreperson
Asplundh Construction
New York

Shawn Carmody
Crew Leader
Illinois

Charles Carpenter
Trimmer
New Hampshire

Gabriel Carreno Jr.
Trimmer
Illinois

Lance Cermak
Crew Leader
Illinois

Greg Chapple
Supervisor
Missouri

Philibert Civilma
Foreperson
ANNCO Services
Florida

Brian Clay
Foreperson
Alabama

Debbie Cooper
Office Manager
Ohio

Orencio Cortes-Manriquez
Crew Leader
Illinois

Frederick Crawford
Foreperson
Missouri

Johnny Crawford
Crew Leader
Illinois

Clay Crews
Foreperson
Georgia

John Crosby
Crew Leader
Illinois

Ronaldo Cruz
General Foreperson
Pennsylvania

Steve Cyr
RSS
Florida

James David
General Foreperson
Illinois

Michael Davis
Trimmer
Wisconsin

John Devlin
Supervisor
New York

Kristopher Echard
Journeyman
West Virginia

Ronick Exantus
Trimmer
Florida

Robert Fleming
Foreperson
Alabama

Jose Flores
Trimmer
Illinois

Brian Frank
Crew Leader
Illinois

Johnnie Garrell
General Foreperson
North Carolina

Kevin Gibson
Supervisor
Ohio

Greg Great
General Foreperson
Illinois

Jason Grendzinski
Foreperson
Minnesota

Justino Gutierrez
Foreperson
Utility Tree Service
California

Matthew Wayne Hall
Foreperson
Ohio

Timothy Hammonds
Foreperson
Alabama

Michael Harvey
Chief Estimator
Asplundh Construction
New York

Timothy Harwick
Crew Leader
Illinois

Tracy Hawks
Corp. EHS Mgr. - Training Safety Operations Group
Kentucky

Richard Heller
General Foreperson
Illinois

Jim Hines
Vice President
Willow Grove

Barry Hudnall
Trimmer
Virginia

Maximiliano Huezco
Trimmer
Illinois

Eric Jacobs
Crew Leader
Illinois

James Jensen
Foreperson
Wisconsin

Doug Jones
Crew Leader
Illinois

John Jones
Crew Leader
Illinois

Michael Kalter
Crew Leader
Illinois

David Kaufer
Underground GF
Asplundh Construction
New York

Butch Kempton
RSS
Ohio

Nakemia Kirksey
General Foreperson
Alabama

Stephen Krafft
Crew Leader
Illinois

Christopher Kurszewski
Foreperson
Wisconsin

Travis Lager
General Foreperson
Missouri

Jake Lamarche
Trimmer
North Carolina

Brian Larson
Trimmer
Michigan

Kevin Larson
Crew Leader
Illinois

Joseph Lee
Foreperson
Kansas

Maurice Lee Jr.
Foreperson
Alabama

Billy Lewis
Foreperson
North Carolina

Lloyd Littlejohn
Trimmer
Illinois

Alex Long
Foreperson
North Carolina

Eddie Love
Trimmer
Georgia

Richard McCoy
Crew Leader
Illinois

Jason William McMahan
General Foreperson
Ohio

Alexander Mann
Trimmer
New York

Dean Marceille
Trimmer
Wisconsin
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<th>Name</th>
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<td>Lisa Schoppe</td>
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On September 1, 2019 Hurricane Dorian made landfall on the Bahamas as a Category 5 hurricane. To date, this has been the most powerful hurricane recorded to hit the Bahamas. This slow-moving storm had sustained winds of up to 185 mph and tore through the islands, hitting Grand Bahama and the Abaco Islands the hardest, leaving approximately 70,000 people homeless and the entire country without power, which, as of October 2019, has yet to be fully restored. With estimated damage of more than $7 billion, there was a great need for resources to aid with the clean up and power restoration efforts.

In response to the devastation, Asplundh partnered with Husqvarna, Florida Power & Light Company and Miami-Dade County Office of Emergency Management to donate to the Bahamas restoration efforts. Together with Husqvarna, Asplundh donated 70 chain saws, fuel for the chain saws and safety gear, which is equal to more than $21,000 worth of supplies. On September 23, representatives from three of the companies, including Asplundh Technical Services Field Manager Geoff Kempter, Florida Power & Light Company Senior Director of External Affairs Irene White, and Miami-Dade County Mayor Carlos Gimenez, gathered at the docks to load the donations into a shipping container. These supplies went directly to crews working to restore power to the islands.
Ralph E. Sease, 1927-2019

Ralph Edward Sease passed away at his home in Apple Valley, California, at the age of 91 on March 30, 2019. An Asplundh employee of more than 40 years, Ralph retired in February 1990 as a vice president. He started his career with Asplundh as a climber in 1946 in Pennsylvania and New Jersey. He transferred to North Carolina with a promotion to general foreperson in 1966. Nine years later, he transferred again, this time to California where he was promoted to supervisor one year later. In 1986, Ralph was promoted to manager of operations in southern California, Arizona, Nevada, Idaho and Hawaii, then was elected vice president in 1987. Ralph also served in World War II between 1945 and 1946 for the U.S. Navy. Ralph was a beloved husband to Bertie Sease; brother to Dottie Sease; father to his daughters Jackie Redding, Jane Sneeringer, Audrey D’Elia and Cheryl Sease; as well as grandfather and great-grandfather to several children. We extend our deepest condolences to all those who knew him.
Congratulations and best wishes for a happy and healthy retirement to all the retirees listed in this section!

John Albers  
Asplundh Construction  
Operating Engineer, New York  
First employed March 2014  
Retired August 2019

Norris Frazier  
General Foreperson, Louisiana  
First employed November 1973  
Retired October 2019

Hopeton Myrie  
Foreperson, Florida  
First employed May 1998  
Retired August 2019

Ronnie Allen  
Foreperson, Texas  
First employed February 2007  
Retired September 2019

Jeff Garski  
Foreperson, Wisconsin  
First employed June 1998  
Retired September 2019

Eduardo Rivera  
Utility Tree Service  
Trimmer, California  
First employed January 1990  
Retired October 2019

Edward Battaglia  
Asplundh Construction  
Asphalt Foreperson, New York  
First employed May 2015  
Retired August 2019

John Hodgden  
Foreperson, Kansas  
First employed February 1994  
Retired September 2019

Ronald Stanley  
Trimmer, Missouri  
First employed August 1983  
Retired October 2019

Rhonda Bonvetti  
Power Delivery Solutions  
HR Manager, Delaware  
First employed February 2013  
Retired October 2019

Allen Lashley  
Foreperson, Wisconsin  
First employed October 1991  
Retired September 2019

Danny Terwilliger Sr.  
Crew Leader, Pennsylvania  
First employed August 1972  
Retired September 2019

Francis Cherek  
Foreperson, Wisconsin  
First employed June 1998  
Retired September 2019

Terry Lonborg  
Foreperson, Washington  
First employed October 1985  
Retired August 2019

Ricki Vickers  
Trimmer, West Virginia  
First employed September 2014  
Retired October 2019

Michael Click  
Trimmer, Minnesota  
First employed October 1978  
Retired October 2019

Richard Maston  
Foreperson, New York  
First employed June 1984  
Retired October 2019

Kenneth Ward  
Foreperson, North Carolina  
First employed October 2013  
Retired October 2019

Timothy Dickerson  
General Foreperson, Ohio  
First employed January 2004  
Retired September 2019

Daniel Mellett  
Utility Tree Services  
Work Planner, California  
First employed March 2011  
Retired August 2019

John Young  
The Landscape Partners  
Controller, Texas  
First employed February 2016  
Retired April 2019
NEWLY ELECTED: VICE PRESIDENTS

Randal Haines
Vice President

A sponsor for parts of the West, Midwest, and Southeastern United States, Randal Haines was elected vice president in September 2019. He reports to Executive Vice Presidents Matt Asplundh and Gregg Asplundh.

Randal joined Asplundh in 2012 as a director of strategic planning, and two years later, he became manager of Asplundh Railroad Division operations in the U.S. and Canada. In 2017, Randal advanced to sponsor of several Asplundh management regions in parts of the U.S., with continued oversight for the Railroad Division. As vice president, Randal oversees operations in the West, Midwest and Southeastern U.S. for Asplundh and the Railroad Division. Randal has more than 20 years of prior experience managing major industrial, commercial, transportation and healthcare projects in several Mid-Atlantic and Southeastern states. He earned his bachelor’s degree in civil engineering from the University of Delaware, obtained his Fundamentals of Engineering Certificate from in 1996 and is a board member of the National Railroad Contractors Association.

Doug Roof
Vice President

A sponsor and director of operations for parts of the United States and Canada, Doug Roof was elected vice president in September 2019. He reports to Executive Vice Presidents Matt Asplundh, Chris Asplundh Jr. and David Fleischner.

With more than 39 years of experience in the utility vegetation management industry, Doug first joined Asplundh in 1980, working on a tree crew in Illinois as a summer intern while earning his bachelor’s degree from Southern Illinois University. He advanced to a general foreperson in 1995. Four years later, he left the company, but continued in the utility and vegetation management industries where he rose up the ranks to become a senior vice president. He rejoined Asplundh in 2016 as a director of operations and then assumed additional responsibilities as a sponsor in February 2018. Now, as a vice president, Doug oversees operations in several management regions in Florida, Alabama and the Midwest in the United States, and Alberta, Canada. Doug is also an ISA Certified Arborist Utility Specialist.

Barry Hooper
Vice President

A sponsor and director of operations, Barry Hooper has been elected vice president in September 2019 for parts of the U.S. and Canada. Barry reports to Executive Vice Presidents Matt Asplundh and Gregg Asplundh.

Barry started his career with Asplundh in 1994 as a supervisor in central and southern Michigan. In 1998, he was promoted to a manager, but left three years later to work for another vegetation management contractor in New York. He returned to Asplundh in 2016 as a director of operations and was promoted to sponsor in 2018. Now, as vice president, Barry oversees regions in British Columbia, Canada; parts of the Northeastern, Mid-Atlantic, and Midwestern U.S.; and Asplundh Brush Control operations in New York and the Midwest. Barry has more than 36 years of field and management experience in the utility vegetation management industry and is a member of the ISA and UAA.

Shawn Shapiro
Vice President

A sponsor for various management regions in the Eastern, Pacific Northwest, Midwest and Northeastern U.S., Shawn Shapiro has been elected vice president in September 2019. Shawn reports to Executive Vice Presidents Matt Asplundh and Gregg Asplundh.

Shawn joined Asplundh in 2012 as a director of strategic development, and three years later, he was promoted to manager for Washington, Alaska, Idaho, Montana and parts of Oregon. In 2017, he advanced to sponsor with continued oversight for these management regions. Now, as a vice president, Shawn oversees operations in parts of Pennsylvania, the Pacific Northwest, Midwest and Northeastern U.S. He has more than 25 years of experience in operations planning and management, primarily for complex commercial construction projects. He also earned his bachelor’s degree in electrical engineering from Fairleigh Dickinson University in New Jersey and is a member of several industry and civic organizations.
**Kurt Meiers**
Chief Procurement Officer

Kurt Meiers joined Asplundh as the Chief Procurement Officer at the Home Office in Willow Grove, Pennsylvania, in April 2019. He reports to Chief Administrative Officer Greg Staton.

Originally from California, Kurt brings to Asplundh more than 30 years of experience in procurement and supply chain leadership roles. As a chief procurement officer, he is responsible for setting and guiding the overall strategic vision and tactical execution of the company’s purchasing strategies and supplier management. Kurt has his bachelor’s degree in business administration from Biola University in California and holds a Government Contracts Certification from the University of California, Los Angeles (UCLA).

**Andrew Harrod**
Corp. Financial Planning & Analysis Manager

Andrew Harrod joined Asplundh as the Corporate Financial Planning and Analysis Manager at the Home Office in Willow Grove, Pennsylvania, in April 2019. He reports to Chief Financial Officer/Secretary-Treasurer Brian Bauer.

Andrew brings to Asplundh more than nine years of prior experience in corporate finance. As the manager for financial planning and analysis, he is responsible for compiling the company’s annual forecast and budget, supporting internal and external financial requests, and providing a monthly narrative of financial results. Andrew holds a bachelor’s degree in accounting from Bob Jones University in Greenville, South Carolina, and is a certified Corporate Financial Planning and Analysis Professional.

**John Adkisson**
Director of Fleet Services

John Adkisson joined Asplundh as the Director of Fleet Services at the Home Office in Willow Grove, Pennsylvania, in April 2019. He reports to UtiliCon Chief Operating Officer Steven Asplundh.

John came to Asplundh with more than seven years of experience in the electric utility industry. Before that, he served 20 years as a U.S. Navy submarine officer, discharging at the rank of lieutenant commander. Now, as the director of fleet services, John is responsible for all corporate fleet and equipment assets, which includes managing federal, state and local Department of Transportation regulations. John also has a bachelor’s degree in nuclear engineering from Texas A&M University.

**Martin Morfin**
Manager

Previously an area manager for Asplundh Construction in Ken Eatherton’s Region in California, Martin Morfin has been promoted to manager there. Vice President David McGinley oversees this region.

Martin joined Asplundh in 2012 as a director of compliance in the Home Office in Willow Grove, PA. A year later, he moved to California with a promotion to operations support manager for Asplundh Construction. Martin left the company in 2015, but returned in 2018 as an area manager. As a manager, he is responsible for crews working on the properties of Southern California Edison and various municipal accounts. Martin holds bachelor’s and master’s degrees in accounting from Villanova University, in PA, and the University of Virginia, respectively.

**Paul McLaughlin**
Director of Corporate Development

Paul McLaughlin joined Asplundh as the Director of Corporate Development at the Home Office in Willow Grove, Pennsylvania, in July 2019. He reports to Chief Financial Officer/Secretary-Treasurer Brian Bauer.

Paul came aboard Asplundh with more than 20 years of prior experience in finance and corporate development. As a director, he is responsible for all mergers and acquisitions activity within the company. A graduate of Franklin and Marshall College in Pennsylvania with a bachelor’s degree in sociology, Paul also holds a Master of Business Administration (MBA) degree from The Pennsylvania State University.

**Susan Phomprasack**
Area Manager

Previously a planner and division lead for Asplundh Construction in California in Ken Eatherton’s Region, Susan was promoted to area manager there in March 2019. Vice President David McGinley oversees this region.

Susan came on board with Asplundh Construction in her home state of California in 2008 with five years of experience in the mortgage industry. Starting out as a planner, she took on additional responsibilities as a team lead in 2011, then a division lead two years later. As an area manager, Susan is responsible for planning and design work for communications and electric transmission and distribution customers, including Southern California Edison.
SUPERVISORS

Paul Dwight
Supervisor

Formerly an RSS in Jeremiah Sparacio’s Region in Michigan, Paul Dwight was promoted to a supervisor there in December 2018. Vice President Shawn Shapiro oversees this region.

Paul started with Asplundh in May 2014 as a journeyman in his home state of Michigan with more than 10 years of prior experience on a tree crew. In 2015, he was promoted to foreperson and advanced to general foreperson later that year. Then, in 2018, Paul shifted gears to become an RSS until his recent promotion. Now, as a supervisor, Paul is responsible for overseeing crews working on the property of Consumers Energy in Michigan. An August 2017 graduate of the GFTP, Paul is also certified in first aid/CPR and completed an effective public speaking course with Dale Carnegie.

Christopher Ellison
Supervisor

Previously an assistant supervisor in Ron Hallock’s Region in Florida, Christopher Ellison was promoted to supervisor there in April 2019. Executive Vice President Matt Asplundh oversees the Hallock Region.

Originally from Ontario, Canada, Christopher began his career with Asplundh in 2010 as a groundperson in Florida. Two years later, he became a foreperson, then was promoted to a general foreperson in 2016. In 2018, Christopher took on RSS responsibilities then advanced to assistant supervisor in October of that year. As a supervisor, he oversees crews working on the properties of Duke Power in south-central Florida. Christopher holds a bachelor’s degree in art history and a masters in fine arts from the University of Toronto in Canada, and is a graduate of the August 2017 GFTP.

David Jones
Supervisor

Formerly a general foreperson in Pat Pinelli’s Region in Pennsylvania, David Jones was promoted to supervisor there in January 2019. Senior Vice President Larry Moore sponsors the Pinelli Region.

David first joined Asplundh in 2003 as an herbicide applicator. Later that year, he became a foreperson and transmission work planner. In 2013, he was promoted to general foreperson. As a supervisor, David is responsible for overseeing top priority and corrective work crews on PECO property in Pennsylvania. He holds a bachelor’s degree in environmental biology from Delaware Valley University in Pennsylvania, is a May 2014 graduate of the GFTP and is an ISA Certified Arborist Utility and Municipal Specialist. David also participates in the First Tee volunteer program and is part of the Penn-Del Chapter of the ISA.
Bodie Miller  
Supervisor

Previously a supervisor in Dave Stall’s Region in southern California for Utility Tree Service (UTS), Bodie Miller was promoted in January 2019 to supervisor for Asplundh in Jeremiah Sparacio’s Region in Michigan. Vice President Shawn Shapiro oversees this region.

Bodie joined Asplundh in 1998 as a groundperson in Michigan. He climbed up the ranks to general foreperson in 2006. In 2010, he became a branch manager in Oregon, but two years later, moved to California to work as a supervisor for UTS. As a supervisor for Asplundh in Michigan, Bodie is oversees crews on the properties of Consumers Energy, DTE Energy, and other cooperative, gas and pipeline accounts in Michigan. A graduate of the June 2007 GFTP and the August 2011 MLA, he is also an ISA Certified Arborist.

Jason Seaman  
Supervisor

Previously a general foreperson in Jeremiah Sparacio’s Region in Michigan, Jason Seaman was promoted to supervisor there in March 2019. Vice President Shawn Shapiro oversees this region.

Jason started on an Asplundh Brush Control crew in 1998 as a groundperson in his home state of Michigan. He left and rejoined Asplundh a couple times before returning in January 2015 as an equipment operator. About a year later, he became a foreperson before advancing to general foreperson in 2017. Now, as a supervisor, Jason is responsible for overseeing crews working on Consumers Energy property in southern Michigan. An April 2018 graduate of the GFTP, Jason is also certified in first aid/CPR and holds an herbicide applicator’s license for Michigan.

Scott Pascuzzi  
Supervisor

Formerly a superintendent in Nick Valentine’s Region in parts of Maryland and Pennsylvania, Scott Pascuzzi was promoted to supervisor there in February 2019. Vice President Barry Hooper oversees the Valentine Region.

Scott first joined Asplundh in October 2018 as a superintendent. Four months later, he was promoted to a supervisor. Scott is responsible for overseeing crews working on the properties of Penelec, UGI and PennDOT as well as various electric cooperatives located throughout Pennsylvania. He holds a bachelor’s degree in education from Edinboro University in Pennsylvania and a master’s degree in business management with a minor in human resources from Houghton College in New York. Scott also has a commercial herbicide applicator’s license in four states.

Scott Slicker  
Supervisor

Previously a general foreperson in Kris Keefer’s Region in Ohio, Scott Slicker was promoted to supervisor there in May 2019. Executive Vice President Gregg Asplundh oversees the Keefer Region.

Scott started with Asplundh in 2010 as a groundperson in Ohio. He was promoted to general foreperson there in 2014, but left the company to work for another contractor in 2017. He returned to Asplundh as a general foreperson in 2018. As a supervisor, Scott is responsible for crews working on the properties of Ohio Edison and Hudson Public Power in Ohio and Penn Power in Pennsylvania. A graduate of the July 2015 GFTP, Scott has an herbicide applicator’s license for Ohio and is a tree felling trainer.

Brendan Schneider  
Supervisor

Previously a general foreperson in Kris Keefer’s Region in Michigan, Brendan Schneider was promoted to supervisor there in April 2019. Vice President Shawn Shapiro oversees this region.

Brendan first joined Asplundh in June 2006 as a groundperson while he was attending school in his home state of Michigan. A year later, he left the company to work for other contractors. Then, in March 2014, Brendan returned to Asplundh as a general foreperson. Now, as a supervisor, Brendan is responsible for overseeing tree crews working on the properties of DTE Energy in Michigan. A graduate of the November 2016 GFTP, Brendan is also certified in first aid/CPR and holds an IBEW Local 17 line clearance journeyman’s certification.

Santiago Valencia  
Supervisor

Previously an RSS in Steve Miller’s Region in Maryland, Santiago was promoted to supervisor in Derik Wolfe’s Region in Pennsylvania in April 2019. Vice President Shawn Shapiro oversees this region.

Originally from Colombia, Santiago joined Asplundh in 2014 as a groundperson in Alabama. He left the company for a year, but returned in 2016 as a general foreperson in Maryland. Then became an RSS in 2018. As a supervisor, Santiago oversees crews working on the properties of PPL Electric Utilities in eastern and central Pennsylvania. Prior to joining the company, Santiago was part of the Military Forces of Colombia for five years as a first sergeant, extracting and recovering elements in risky situations. He is a graduate of the February 2017 GFTP and certified in first aid/CPR.
Congratulations to these eight talented photographers who won prizes in the Shoot Out 2019 competition, the Corporate Communications Department’s annual photo contest.

WORK-RELATED

First Prize
Saby Sattler | Dunedin, New Zealand

The bright orange Asplundh truck stands out amidst the dreary cemetery colors in Dunedin, New Zealand.

Second Prize
Joey Mell | Carnation, Washington

After beetles killed this large pine tree, Trimmer Joey Mell from Steve Blum’s Region scaled the 178-foot tree to start the removal process.

Third Prize
Christopher McLaughlin | Woodstock, Illinois

Every day after work, Douglas Leaf’s crew from Ed House’s Region hangs an American flag on the boom of their bucket truck with pride and in support of their country.

Honorable Mention
Damian Wisdom | Oklahoma City, Oklahoma

Crews from Josh Magrath’s Region, en route to Louisiana to help with the Hurricane Barry storm restoration efforts, saw this ominous cloud hanging in the sky as they stopped to eat dinner.
NATURE

First Prize
Miguel Molina | Denver, Colorado

The sunrise lights up the fog as it sets on the lower valley of the Mount Evans Scenic Route in Idaho Springs.

Second Prize
Susan Smith | Dartmouth, Nova Scotia, Canada

An early morning photo of the iconic Canada Goose paddling in the Brookfield Marsh in Nova Scotia.

Third Prize
Liz Pellicone | Warrington, Pennsylvania

The sun rises over a lake in Rockport, Maine on a cool, early spring morning.

Honorable Mention
Rose Phomsatet | Bensalem, Pennsylvania

A vibrant, red-breasted bird perched on a fence, unable to move on a cold, snowy day.

THANK YOU!

Please join us in thanking the following judges for carefully reviewing and selecting their top four entries in the Nature and Work-Related categories. Our judges this year were: Executive Vice President David Fleischner, Vice President of Corporate Safety Bruce Mellott, and Chris Hanlon and Emily Gorka from Hanlon Creative in Kulpsville, Pennsylvania. Each work-related entry was carefully inspected for safety compliance by Corporate EHS Manager Tracy Hawks.

Be sure to keep an eye out for the 2021 Wall Calendar and 2020 Shoot Out entry deadlines, which will be released in the Spring 2020 issue of The TREE Magazine!
UtiliCon Solutions is ramping up the use of Human Performance (HP) tools to combat incidents. HP got its start more than 40 years ago in mission-critical industries, such as nuclear power and aviation. The basic tenants of HP focus more on the process and culture than the individual. They are:

- strive to reduce the frequency and lower the severity of human errors;
- focus on prevention of error-likely situations;
- identify and correct organizational weaknesses;
- use positive reinforcement to achieve higher levels of performance; and
- review and learn from past experiences to improve future performance.

When we compared injury statistics from regions that embraced HP with those that did not, the difference was night and day. With improvements gained by using HP tools, dozens of our employees are going home healthy and safe instead of being injured.

Keeping this in mind, and knowing you will be reading this during the holidays, I thought it would be fun to demonstrate how you can use some HP tools to prevent incidents during this joyous time.

**Self-Check** Before you set up the ladder to string lights on a tree or on the house, STOP and perform a self-check. “Is my ladder steady?” “Will I be able to keep three points of contact while on the ladder?” “Are the wires and extension cords in good electrical condition (insulation intact, no frays, no broken ground plugs, etc.)?” “Will the Homeowners Association allow my techo light show?”

**Peer-Check** As you are preparing your five-course dinner, ask someone to help you to prevent incidents in the kitchen. Ask someone to double check all guests for allergies. Ask someone to give you a peer check by tasting the gravy before you do the irreversible act of putting it on the table in front of the guests. Ask someone to keep an eye on the stove top for any flammable materials near open burner flames. When wrapping gifts, ask for a peer check to ensure you have the right names on the right boxes; you wouldn’t want grandma unwrapping Timmy’s Xbox.

**Effective Three-Part Communication** While you’re discussing plans with the family, take note of effective three-part communication. (1) When someone informs you of plans or asks a question, (2) repeat what you thought you heard, then (3) make sure they confirm the accuracy and understand what you said. An example of an effective three-part communication conversation could be: “We’re going to Main Street for the holiday festival now.” … “So, we’re leaving now for the holiday festival on Main Street?” … “Yes, that is correct!”

**Questioning Attitude** Tradition is a great part of the holidays, but you may be setting yourself up for traps. Ask yourself: are your 50-year-old lights safe to operate and do you really need to light all these candles? Stop and consider if this is the year you opt for the new LED laser lights on the house to completely remove the risks associated with string lights.

Involving children in this process could be a great learning opportunity and fun for everyone. You would be teaching them at an early stage that teamwork and prevention are better than blaming someone after an incident occurs. By using the HP tools during the workday and in your personal life with family and friends, you could prevent risk and injuries to have a safe season ahead.

**Constantly reimagine your safety!**

Michael Knott, CSP
mknott3@utilservllc.com

SAFETY FIRST ... IT’S YOUR LIFE!*
Joining UtiliCon Solutions’ other subsidiary companies is Power Delivery Solutions, LLC (PDS), officially announced in April 2019.

A power solutions provider founded in 2012, PDS has expertise in electric transmission substation and distribution engineering and design, as well as construction management and staff augmentation services for electric utilities and energy intensive industrial customers in the Mid-Atlantic and Southeastern United States. Their corporate headquarters is located in Newark, Delaware, but they also have an office in Roswell, Georgia.

PDS takes pride in their extensive experience and remaining up-to-date on market analysis, technologies and published standards to ensure a cohesive partnership between their knowledge and their business practices.

Frank Cascino, PE, is president of PDS, with more than 30 years of experience in the utility and consulting industries with emphasis on routing, designing, engineering, building and maintaining high-voltage transmission lines. Alongside Cascino, E. Chris Whalen is the vice president of northeast operations, while Dean Sevy is the vice president of southeast operations. Whalen has more than 30 years of experience in the electric utility industry and Sevy has extensive experience in transmissions design and project management for the power industry, with more than 25 years served. Former principal and vice president of operations, Rick Conlin, retired in August with more than 40 years of experience in electric distribution operations. Frank Marinelli assumed the position of director of distribution and operations support in August. Marinelli has more than 10 years of experience working at Asplundh and UtiliCon, with his last position as director of operational performance and storm coordinator for UtiliCon. Lastly, Glenn Davis, PE, is director of distribution for PDS. Davis has more than 40 years of experience, with most of his time in project management, budgeting/estimating and aerial, underground and substation design and maintenance for electric transmission and distribution. This leadership group, combined with the years of industry expertise, makes PDS a powerful and exciting addition to the UtiliCon family of companies.
Pinelli Region Brings the Smiles to Goddard School Touch-A-Truck

In October, the Goddard School in Wayne, Pennsylvania hosted a Touch-A-Truck week. Home Office Executive Assistant Aly Morris’ son attends the school, so she reached out to Manager Pat Pinelli, who was happy to oblige. Supervisor Rick Sankolewicz, General Foreperson Rene Mingucha and Foreperson Jimmy Morgan brought PPE for the children to try on and two cool pieces of equipment to check out: an Effer Crane Feller Grapple with a remote-controlled cutting head and a 60/70 aerial lift.

Smith Region Continues Support of Eden, North Carolina Touch-A-Truck

A little rain didn't put a damper on the annual Eden Touch-A-Truck event. Held on August 24, General Forepersons Michael Justice (L) and Mike Somers (R), Foreperson Austin Wilson (center) and his wife, Kasey (not pictured) handed out soft safety cones and hard hats while answering questions about Asplundh's work and the 70-foot scissor lift they brought along. Doug Smith's Region has participated in this event since 2015, which benefits the Kids Backpack Food program for underprivileged children.

Wolfe Region Joins PPL for United Way Day of Caring

This summer, Asplundh Foreperson Jonathan Howells (second from R) and Trimmer Morris Barrett (far R) from Derik Wolfe’s Region joined with PPL Utilities employees for the United Way Day of Caring event in Harrisburg. This year, the volunteers focused their efforts on the Capital Area Greenbelt, a tree-lined 20-mile walking loop. Jonathan and Morris trimmed limbs and removed trees that had the potential to fall on the walking trail, making the area safe for all of those who enjoy it.

Winemiller Region and Cuivre River Electric Cooperative Take Part in Saluting Branches

On September 18, Forepersons Dave Simpson (far L) and Matt Morrison (second from L) and Mower Operator Steven Alexander (second from R) from Jim Winemiller's Region joined with ROW Coordinator Tina Brocke (center) and Supervisor, ROW Maintenance Scott Skopec from Cuivre River Electric Cooperative to support Saluting Branches. Held at the Jefferson Barracks National Cemetery in St. Louis, Missouri, the crew pruned trees at the cemetery, helping to make the grounds safe for those visiting the final resting places of the veterans buried there.

Magrath Region Joins Oklahoma Touch-A-Truck

On Saturday, October 5, the annual Norman, Oklahoma Touch-A-Truck was held in the Cleveland County Fairgrounds. For a small donation benefiting the Pioneer Library System, the attendees were free to climb aboard their favorite vehicles and see what the view looks like from behind the steering wheel of rigs large and small. The Asplundh aerial lift truck was very popular, and Foreperson Vearl Pinnix (L) and General Foreperson Damian Wisdom (R) from Josh Magrath's Region happily answered questions about the truck and Asplundh’s utility line clearance work. Damian and Vearl work on Oklahoma Gas & Electric property in the Oklahoma City and Norman areas, respectively.
30-YEAR WATCHES

Home Office Employee of the Month Winners

Each month, a Home Office employee is recognized for going above and beyond to the support the field and their coworkers. The latest winners are (L-R): Linda Miller in Payroll, who was chosen in September; Renee Russo in Supply Chain Management, who was selected in October; and Danielle Kelly in Corporate Communications, who was awarded in November. Keep up the good work!

HOME OFFICE HONORS

Manager Tom Jensen (L) had the pleasure of presenting a second 30-year watch to another deserving employee. Superintendent John Stevens (R, April 1989) received heartfelt thanks and a specially-engraved watch to mark his 30th anniversary with Asplundh. John supports safe and efficient crew operations on Florida Power & Light property in the Treasure Coast area of Florida.

Manager Don Redden (L) and Supervisor Andrew Rushing (R) were pleased to present Superintendent Jake Kitzmiller (center, February 1989) with a specially-engraved watch following lunch at a Cajun restaurant to mark 30 years of dedicated service. Jake helps keep our crew operations running smoothly on the properties of SWEPCO and various electric cooperatives in Texas and Louisiana.

Manager Pat Pinelli (R) made a special trip out to a crew show-up in Horsham, Pennsylvania to give Foreperson Jimmy Morgan (L, May 1989) a handshake of appreciation along with a specially-engraved watch for his 30th anniversary with Asplundh. Jimmy operates an Effer Crane Feller Grapple with remote-controlled cutting head on PECO property in southeastern Pennsylvania.

Due to an oversight, Superintendent Kevin Strobel (R, June 1981) was presented with his 30-year watch a little late but with all-due gratitude by Manager Tom Jensen (L) during a visit to the Region office in Jonesville, Florida. Kevin helps to ensure that crews working in and around the Brevard area are operating efficiently and safely on Florida Power & Light property.

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During a visit to the Home Office, Vice President Phil Voltz (L) and Technical Services General Manager Dave Krause (R) were proud to recognize Technical Services Field Manager Geoff Kempter (center, June 1989) for 30 years of outstanding service with the presentation of a specially-engraved watch. Geoff is a recognized expert in utility arboriculture and has authored numerous guides, papers and articles on best industry standards and practices.

In July, Overheads/Fixed Asset Manager Steve DiBello (center, July 1989) was surprised by the Accounting Department in the Home Office with a 30th anniversary celebration held in his honor. Along with a photo memory board and cake, Steve was presented with a specially-engraved watch by CFO Brian Bauer (R) and Corporate Controller Angelo Mattioli (L), who then treated Steve to lunch.

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The General Foreperson Training Program (GFTP) and Administrative Professional Development Program (APDP) are led by Field Personnel Manager Pete Kwasnjuk at the Home Office in Willow Grove, Pennsylvania. The graduates from the latest classes are listed below (L-R).

GFTP – June 24-28, 2019
(Seated) Alvin Nogueras, Pennsylvania; Alfredo Hernandez, Texas; Nakemia Kirksey, Alabama; Joseph Simmons, Alabama; Japeth Gallagher, Michigan; Andy Jeffers, Ohio; Herman Blackwell Jr., North Carolina; and Joseph Gill, New Hampshire.
(Standing) Robert Brady, ABC, Michigan; Shawn Poydence, Pennsylvania; Christopher Hellard, Oklahoma; Jody Jones, North Carolina; Derek Beplate, Oklahoma; Richard Rouse, Florida; James Carr T. Phillips III, Alabama; and Vernon Robinson, North Carolina.

GFTP – July 15-19, 2019
(Back row) Steve Ryckman, Michigan; Theodore Bernhard, New York; Bradley Cohoon, ABC, Michigan; Casey Gifford, Arkansas; Windel Sty, Florida; Robert Brotzel, Minnesota; and Jeffrey Compton, Pennsylvania.
(Front row) Dave Chapman, New Hampshire; Robert Brantley, Florida; Robert Ward, North Carolina; Eric Maynor, Tennessee; Josh Fisher, Michigan; Moises Soria, Pennsylvania; and Robert Weese, Michigan.

APDP – July 23-25, 2019
(Front row) Alesia Rodriguez, GOS, Maryland; Maria Gallant, North Carolina; Shane Beard, ULCS, Maryland; Christine Auffrey, Connecticut; Dana Young, Indiana; Courtney Foster, ALS, Pennsylvania; Stephanie Jerry, ALS, Pennsylvania; and Laura Fanti, ACL, New York.
(Back row) Leanne Voshel, Ohio; Carol Kendrick, ACL, Michigan; Tia Seitz, ACL, Tennessee; Angela Adams, Michigan; Salina Sanchez, ALS, Florida; Tianna Hancock, Oregon; Hollie Marvel, ULCS, Delaware; Laura Suddreth, North Carolina; and Niki Gries, ACL, New York.

UtiliCon GFTP – August 19-23, 2019
(Back row) Jim Carey, ACL, New York; Chad Smith, ULCS, North Carolina; Tommy Williams, ULCS, North Carolina; Jeff Warlick, ULCS, North Carolina; Timmy Fain, ULCS, North Carolina; Mike Franklin, ULCS, Alabama; and Shawn Butler, ALS, Florida.
(Front row) Kevin Dixon, ULCS, North Carolina; Joe Damiani, ACL, New York; Benny Edwards, ULCS, North Carolina; Kevin Lasseter, Musgrove, Florida; Brandon Tucker, ULCS, Georgia; and Mike Carter, ULCS, Alabama.

Lincoln Electric System Annual Training – July 18, 2019
Lincoln Electric Systems (LES) invited Asplundh crews from Joe Sterbenz’s Region to its annual training day on July 18. Held at Pine Lake Golf and Tennis in Lincoln, Nebraska, the attendees listened to sessions presented by LES personnel on environmental concerns, GIS technology and electrical hazard awareness, including a high-voltage demo (shown above). Asplundh Supervisor Lon Nutter covered the impact of the emerald ash borer and RSS Rob Benda discussed DOT issues. The annual training helps to ensure our crews are putting industry best practices to use in the field as they work on LES property.
Iowa Employees Awarded Wingman Stars

This past summer, employees in Joe Sterbenz’s Region took part in a program called the Wingman Initiative, encouraging them to watch their teammates backs to help prevent incidents. This initiative extends to the safety of the general public, and in July two employees were awarded stars for their efforts while on storm duty for MidAmerican Energy in Ankeny, Iowa. Foreperson Tony Chavez (L) was awarded stars for keeping an elderly couple from coming in contact with a downed primary wire during an early morning walk following the storm. Trimmer Dakota Pollock (R) received his stars when he stopped a homeowner from cutting into storm-downed limbs that had fallen and were covering up a hot service wire.

SPORSTMEN’S CORNER

Trimmer Dylan Knutson (L) harvested this massive bull elk on the Pacific Coast Range in Oregon with an Elite compound bow. This 6-point specimen was so big that it had to be quartered to get it back to the truck. When not on the hunt, Dylan and his crew work in Steve Blum’s Region on Columbia River PUD property in the St. Helens, Oregon area.

Lukas Sterbenz, 14, (R) caught this monster 24-lb., 44” Northern Pike in the Yellow River in Wisconsin. The following day, his uncle, Manager Joe Sterbenz (inset), also caught a monster Northern Pike, which he claims was 44-1/8”. (Reliable sources close to the story indicate that Joe’s Pike measured in at a mere 42”). Regardless of whose fish story you believe, the Sterbenz family clearly had an excellent fishing trip. Lukas’ dad, Josh, also works for Asplundh. He is a supervisor in Joe Schneider’s Region in Wisconsin, overseeing crews working on the properties of several electric cooperatives in that state.

Happy first birthday to Landon Chase! He was born December 6, 2018, weighing 7 lbs., 0.5 oz., and measuring 19” long. He’s the first child of Gregory Kyle and Ashley Sumner. Gregory is a foreperson in Bobby King's Region who oversees a crew on the property of Kentucky Power in the Hazard area.
KEMPTER WINS VOLUNTEER AWARD

In August 2019, during the TREE Fund After Hours event at the ISA Annual International Conference in Knoxville, Tennessee, J. Eric Smith, now-retired TREE Fund president and CEO, awarded the 2019 Ken Ottman Volunteer Award to Asplundh Technical Services Field Manager Geoff Kempter.

Kempter is a founding trustee of the Tree Research and Education Endowment Fund (TREE Fund) and was a rider in the first Tour des Trees long-distance charity biking event in 1992, which is still held once a year to raise money to support research and education programs in the arboriculture industry. Kempter also co-authored the Utility Specialist Certification Study Guide, and has written countless articles and papers. He is a regular participant and speaker at various conferences on the behalf of Asplundh.

As a technical services manager, Kempter supports Asplundh field operations, executives and customers through training sessions, research and development, writing documents for proposals, educational outreach at industry conferences and serving on committees to develop or revise industry standards.

Reflecting on Kempter winning this award, Smith noted that Kempter is an “inspirational champion and embodiment of everything the organization stands for as it works to give skilled tree care professionals the very best information and tools available, so they can work as effectively, efficiently and safely as possible.”

The Ken Ottman Volunteer Award is the highest public service award offered by the TREE Fund. The TREE Fund and Asplundh are partners in the mission to support urban and community forests, the utility rights-of-way that connect them, and the professionals that plan, plant, manage and maintain them.

Kempter (R) receives the volunteer award from Smith (L).