

LIFELINE

COMPANY NEWS AND INFORMATION

YEARS OF SERVICE
RECOGNITIONS

PAGE 4

EVOLUTION OF SAFETY

PAGE 10

GOING ABOVE
& BEYOND

PAGE 13

STUDENTS EMBRACE
ARBOR DAY

PAGE 13



IN THIS ISSUE

3 Letter from the President

4 Spotlight

- 4 - 40+ Years of Service
 - 5 - Years of Service Recognition
 - 8 - Meet the Regional Administrators
-

11 News

- 11 - Safety changing over 100 years
 - 12 - New Chief Operating Officer
 - 12 - Consumer Energy Service
 - 12 - Kelly Service's
-

13 Stories

- 13 - Above & Beyond
 - 13 - Students Embrace Arbor Day
 - 13 - Schedule of Events
-

14 Just for Fun

15 Arborwear

16 Thank you for 100 years

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Equal Employment Opportunity Policy:

It is the policy of Nelson Tree Service, LLC, and its 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 to 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 (general foreperson, supervisor), or regional manager. As an employee, complaints may be made to your immediate supervisor, department manager or the Executive Director of Administration. 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 Executive Director of Administration at 1-800-522-4311.

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.



JEFF JONES, PRESIDENT

3300 Office Park Drive
Dayton, Ohio 45439



RIGHT AND WRONG.

One of the most basic of human concepts. Most of our laws attempt to define and regulate this idea and it impacts almost everything we do.

In our work life, right and wrong come into play in two major ways – 1) in our Code of Conduct and 2) in our Safety Program. Our Code of Conduct helps guide and instruct us on what to do. These ethics for our behavior are obviously important from a legal standpoint and are meant to help avoid lawsuits, etc. However, more importantly, the Code of Conduct is intended to help us

do the right thing in our interactions with co-workers, vendors and customers.

Our safety program is also a “right and wrong” document. It contains the rules and procedures intended to keep our employees, customers and the general public safe. They help ensure everyone gets home to their family and loved ones healthy and safe.

Sometimes we get caught up in the “forest” of rules we have around safety and ethical behavior. I know I sometimes feel that way. Over my career I’ve learned there are a couple of things that help me stay on track.

First, if I’m not sure about something I seek help. Help may come from looking up the procedure in a manual or asking for a second opinion from someone I respect. Take a minute when you aren’t sure. It might mean blowing the whistle for an “All Stop” on a job site or holding up some work process when there is pressure from co-workers or customers to get something done. Sometimes “taking a minute” isn’t easy and peer pressure comes into play. Stand your ground.

Secondly, trust your gut. If something seems wrong, it probably is. We are all susceptible to rationalizing the wrong thing into the “right thing” because it is simply easier! Recognize when you are rationalizing a wrong decision and you will avoid many painful experiences.

We have a great team at Nelson - in my humble opinion the best in the business. Countless resources are available for support in the form of both manuals and experienced people. Sometimes the right thing is hard but trust me it’s called the right thing for a reason.

Jeff Jones
President

"We have a great team at Nelson - in my humble opinion, the best in the business."



Thank you for your years of service and commitment to Nelson Tree Service!

40+ Years of Service Recognition



40+
Years

ROBERT L CRANER, Regional Safety Specialist | Hire Date: 06/06/77

Robert Craner has been in the ranks of the field employees for the last 41 years. He was hired on June 6, 1977 at our Mansfield, OH office as a ground person. Bob worked in the Mansfield area for two years learning the trade under a very knowledgeable foreperson Larry Cline. In this time, he learned to operate bucket trucks, spray rigs, and the art of manual climbing.

After that Bob transferred to Leadville, Colorado where he worked for Supervisor Jack Petty. Leadville is an old mining town that is 11,500 feet up in the Rocky Mountains, (where in July they were still opening roadways because of previous snow fall, and the lakes were still frozen over) also working in nearby towns of Breckenridge, and Copper Mountain. The main work Bob was involved in was taking the tops out of Lodge pole pines.



40+
Years

VICKI L HOFFMAN, Office Manager | Hire Date: 06/22/77

While Nelson is celebrating it's 100th anniversary, the Dayton Office has one employee who has been with Nelson for 41 of those 100 years! Allow us to introduce Vicki Hoffman, Office Manager in the Dayton, OH corporate office. Vicki has been with Nelson since June 22, 1977. She has the second highest seniority in the entire company – beat out by one other active employee by only 16 days! When Vicki first started, Nelson had less than 10 employees in the Dayton Office. She was a member of the group that did weekly billing for our customers – long before the days of computers and other technology to assist in that process. Vicki has seen a lot of changes at Nelson over the years, but she has been a stable force at the center of it all.



40+
Years

ULYSSES G HOLDER, Field Supervisor | Hire Date: 07/17/78

Grant Holder, Supervisor in region 460 over the Indiana REMC's Anderson Light & Power, The Cities of Wapakoneta OH and St. Mary's OH as well as Duke operations in Indiana, Ohio and Kentucky. He is a certified Arborist and a member of several arborist organizations. Grant started work with Nelson Tree Service on July 17th, 1978. He has seen Many Changes in Nelson over the years and is proud to have participated in there growth. When he started Nelson had a small garage facility in Mansfield, OH; since then he has seen us first build and then move to our current facility. The Dayton Facility has since grown as well. Our safety department consisted of one man for the whole company where as today we have multiple Safety supervisors per region as well as trainers to help get our people on the right track.

Years of Service Recognition

40+ Years

42 Years
Robert Craner
Vicki Hoffman

41 Years
Ulysses Holder

35+ Years

37 Years
Timothy Sheppard
John Reis
Matthew Vandergrift
David Emmons

36 Years
Sherry Hensley

30+ Years

34 Years
Timothy Smith
Bob Shook

33 Years
Carl West

32 Years
John Gibson, Jr.
Jeffrey Jones

25+ Years

28 Years
Randall York

26 Years
Christopher Koviak
Beverly Emmons
Marlin Daines
David Kennedy

25 Years
Kathy Hurley
Bill Moore
John Moore
Clifford Erickson, Jr.
Louis Shay
Joel Gallagher

20+ Years

24 Years
Rodney Hogue
Michael Jenkins
Craig Hofmeister
David Scherr
Melvin Latta
Jo Swank

23 Years
James Casey, Jr.
Jodi James
Matthew Jakopak
Donnie Gray

22 Years
RWilliam Mead
Devon Beachley
Laura Taylor
Robert Simpson
James Allen, Jr.
Dennis Shupe

21 Years
Robert Turner, Jr.
Howard Frame, Jr.
Randy Leeds
Lawrence Shultz, Jr.
Michael Turner
Terry Dolbow
William Larkey, Jr.
Barry Essex
Charles West
Jose Ruiz
Aristides Torres
Robert Johnson

20 Years
Matthew Staves
Alvin Benson
Patricia Dalton
Ralph Dull, Jr.
Michael Hofmeister
Jessie Phillips, Jr.
Michael Turner
Nicholas Jett
David Aubuchon
Bradley Masson

15+ Years

19 Years
Brian Timberman
Travis Skiles
Dennis Browers
Joseph Proko, Jr.

18 Years
Benjamin Earley
Sonny Townsend
Ryan Shrader
Aaron Prater
Adam Puckett
Vincent Dicarolis
Joseph Hagan
James Richerson

17 Years
Charles Rooker
Allan Billman
Kristine Edwards
Andrew Rouse
Larry Townsend
Brian Taggart
Esther Schneider
Jill Crumley
Kimberly Preston

16 Years
James Macaluso
Darek Lavancha
Thomas Lavancha
Aaron Porter
Martin Taylor
Randy McLaughlin
Marvin Frable, Jr.
Raymond Stagge
William Hallock, III
Todd Ellison
Michael Laughman
Kent Gross
John Reulecke
Bradley Young

15 Years
Lance Whitenack
Charles Skellington
Danny Rhodes
Donald St Clair
Danny Bowman
Brian Crowder
Kenneth Cunningham
Marty Hardin
Leonard Llewellyn
James Logerman

15+ Years

15 Years (continued)
Robert Slover
Cynthia Bowles
Josh Larouere
Jay Curry
Steven Keefer
Michael Taylor
Jennifer Shaffer
Brad Trumble
David Zender, Jr.
Travis Swigert
Nathaniel Schipkowski
David Byrd

14 Years
Daniel Doyle
Jose Palacios
William Mceuen
Jake Socha
Robert Cox, III
Cody Blair
Gail Gabor
Timothy Jenkins
Charles Bote
Clifton Whiteaker
Jose Cruz
Steve Heiens
Bennie Sloan
Jose Vargas

13 Years
Charles Kitts
Steven Wright
Kevin Coatney
Shawn Colbert
Delbert Dixon
Joshua Hance
Jose Blanco
Eric Suarez
Ronald Bulin
Sanford Irvin Stacy, Jr.
Kelsie Young
Christopher Curia
Daniel Curry
Omar Pastrana
Charlie Allen
Jeffrey Pool
Santos Ramirez
William Shay
Juan Flores
Adam Smith
Angel Perez
William Ehlenbeck
Judith Cooley

10+ Years

13 Years (continued)
Aldo Josue Santos
Jason Goodson
Kevin Minor

12 Years
CTimothy Carney
Steven Mcdougal
Charles Stewart
Patrick Elliott
Arthur William Kirk, Jr.
Timothy Ticknor
Gina Notter
Juan Rodriguez
Jorge Ortiz
Jose Viera
Marvin Null
Benjamin Lyndaker
Douglas Bryden, Jr.
Douglas Bird
Ronal Herrera
Terry Jobson
Sandra Wilson
Jose Reyes
Joshua Aden
Michael James Kasza, Jr.
David Anderson
Timothy Mckibben
Miguel Lazo
Curtis Dole
Jamey Morgan
Benjamin Smith
Melissa Abney
J Guadalupe Martinez

11 Years
David Privett
Austin Woodring
Todd Murphey
Andrew Johnson
Stephen Dilts
David Come
Harold Haig, Jr.
Fay Pratt
Amilcar F Guzman
Rodney King
Marc Craine
Michael Allen
John Roberts
Eric Laplatney
Steven Brown
Dylan Baker
Nathan Krepel

(continued on page 6) ►

Years of Service Recognition

10+ Years

11 Years (continued)

Jeffrey Squires
Leoncio Caceres
Gary D Gettinger, Jr.
Joshua Huff
Samuel Dickensheets
David Franks, Jr.
Matthew Lewis
Joshua Johnson
Edel Yamil Merced
Donald Gumble, III
Steve Kamps
Rickie Wright
Joshua Means
Douglas Still
Jason Heidbrink
Gary Hollen
Curtis Owen
Michael Schroer
Michael Skelt

10 Years

Ronald Brunstetter
Timothy Erickson
John Hunt, Jr.
Shawn Primas
Jason Rohr
James Stone
Seth Wiseman
Ronald Fortmann
Brandon Pursifull
Jose Orellana
Bradley Howard
Charles Cosenza
Jerry Rackers
Frank Pearce, Jr.
Jason Smith
Jon Stevens
Michael Cline
Kenneth Hosking, Jr.
Donald Dick
Nicholas Warchol
Michael Griffey
Jason Hornbeak
Jeffery Tolliver
Nolan Burton, Jr.
Walter Hamblin
Judson Hull
Lance Mitchell
Christopher Ailing
Paul Barcus
Jason Frye
Warren Jardon
Rocky Sessler

10+ Years

10 Years (continued)

Kyle Edgerly
Jeffrey Segee, Jr.
Lucas Workman
Shawn Kinney
Scott Walters
Eric Shane
Kyle Fernandez
Anthony Bacchetti, III
Scott Gurdinak
Francis Robbins
Joshua Boyd
Bryan Whaley
Blake Ingram
Scott Mauzy
Tylar Varney
Andre Toutant, III
Richard Karlik
Codey Swanson
George Hupertz
Daniel Hall
Jeremy Stefan
Danny Williams
Douglas Smith
Theron McDougal
Timothy Ashley
Michael Lusk
Jeremy Clarkson
Miguel S Alvarez

5+ Years

9 Years

Bryant Medina
Daniel Graves
Bruce Pope
Gary Manship
Paula Digiovanni
Juan Ibarra
John Mitchelar
Maximiliano G Silva
Jesse Pinedo
Carrie Allen
Elizabeth Fretz
Marc Mesaros
David O'dea
David Evans
William Jones
James Norvell
Todd Smith
Christopher Kitts
Joseph Ortega

5+ Years

9 Years (continued)

Matthew Winters
William Hernandez
Evangalista Rosas
Ronald Hopstetter
Ronald Hopstetter, Jr.
Christopher Marcellus
James Whaley
Scott Schurman
Zachary Sperry
David Bone, Jr.
Jesse Masterson
Martin Caprood
Harry Devaughn
Gary Moser
William Davis, Jr.
Alfred Ball, III
John Carothers, III
Edward Hayes
Richard Hess, Jr.
Jeffrey Johnson
Pedro Ruiz
Francisco Garza
Ramon Garza
Alonso Turcios
Gary Brock
Earl Cornine
Russell Mcgowen
Jose De Micheli
Richard Jones, Jr.
Larry Porch, Sr.
Stephen Bongiorno
Jeffrey Brunstetter
Carlos E Betancourt
Dale Rockel, Jr.
Neil Smith
Vernon Smith
Marc Strouse
Armando Alviso
James Jordan
Dane Morgan
Jeffery Rufe
Reynaldo Chacon
Felix Lutin
Derrick Nicholas
Patricia Conti
Jeff Parkhurst
Dana Peck
James Rodgers
Cody Bouzek
Ethan Ellison
Steven Litton

5+ Years

8 Years

Glenn Blankenship
Michael Bono
Ethan Borgmeyer
Drew Burton
Jason Byerley
Shawn Champ
David Collins
Charles Cox
Steven Doty
James Drennan
Dennis Endicott
Terry Gischer, Jr.
Donald Howard
Keith Howard, Jr.
Robert Jarvis, II
Mathew Joyce
John Juengel, Jr.
Carl Melchert
Nathan Newingham
Brian Page
Daniel Page
Erich Pilz
Clifton Reaka
Keith Reamer
Frank Sprague
Kyle Stawizynski
Justin Stephens
Floyd Storm, Jr.
Douglas Clark
Rodger Cook
Brian Frick
Brock Henson
Shane Howes
Miles Kimmel
Roger Kimmel
Richard Lee
Mark McCormick
James Odell
John Robinson
Michael Rude
Timothy Stewart
Anthony Young
Jerome Zimmer, III
Patrick Byrd
Hector Luna
Sebastian Miano
Shaune Cupp
Juan Garza
Joseph Hall
Ray Tucker
Jesse Scott
Brian Jackson
John Lappin

5+ Years

8 Years (continued)

Amber Brackney
Sheila Durrani
William Walden
Jose Ruiz, Jr.
Thomas Smith
Gregory Deleon
Michael Morey
Ronald Frey, II
Ralph Miller
Steven Stapleton
Matthew Tiberend
Ryan Stricklin
Thomas Oconnor
Jason Roesch
Jason Tuck
John Whaley
Craig Rose
James Craner
Donald Eldridge
Cortez Starks
Elizabeth Mary Lee
James McQuown
Ronald Gober
Daniel Frost
Jeffery Parsons
David Halker
Robert Hand
James Cuson
Jake Lamanque
Christopher Wessner
Brian Robbins
Matthew Blanchard
Mark Enskat
M Miguel Huitron
Lance Lewandowski
Eric Cline
Daniel Richter
Kathy Shropshire
Kevin Fogue
Michael Mcvicker
Jeremy Shepler
Jacob Hutchens
Jared Mcdougal
Billy Farmer
Troy North
Misael Espinola
Kenneth Loft
Scotty Baker
Chad Benton
Daniel Cruthis
Ronnie Deberry, Sr.
Lawrence Detrick
Fernando Morales, Jr.

5+ Years

8 Years (continued)

Travis Carter
Daniel Glenn
Kenneth Hamblin
William Sperry
Ralph Parsons
Kyle Luther

7 Years

Jason Baugh
Matthew Martin
Raymond Gibbs
Efrain Centeno
Doyle Million
Jason Brown
Roberto Hernandez
Brandon Hicks
Jose Zuniga
Mark Johnson
Brick Murphy
Brian Kelly
Kevin Vanbuskirk, Jr.
Jason Skinner
Miljan Hasanaj
Brent Ellison
Arnulfo Limon
Pedro Vargas
Kenneth Ailing Junior
Humberto Miranda
Alberto P Martinez
Cory Blanchard
Joshua Peoples
Kyle Schurman
Alfredo V Rodriguez
Tyler Brower
Jacob Maxwell
Amanda Pleskach
Jay Eckroth
Justin Padgett
Jordan Shook
Jacob Theising
Carlos Ventura
Francisco V Cueva
Kyle Lancey
Joshua Robinson
Robert Schmeling
General Curtis Goff, Jr.
Michael Earnhart
Robert Davis
William Rodriguez
Joshua Bennett
Casey Moody
Jason Stravato
Steven Haines
Gregorio Cartagena
Edward Grove, Jr.
Derek Fleming
Leonel Ramirez

5+ Years

7 Years (continued)

Francis Roberts, Jr.
Geoffrey Beam
Daniel Pellam
Brent Baker
Mark Vansickle
Kale Mowder
Timothy Peebles
Fernando Rivera
Zachary Hester

6 Years

Douglas Brown
Alexander R Martinez
Dave Norris
Francisco Ramirez
Brian Gerard
Thomas Roble, III
Larry Trombly
Jacob Flagg
Jared Labrake
Hans Marshall
Vincent Martin
Michael Bonefeste
Daniel Heminger
Justin Justice
Joshua Lyndaker
David Odell
Wayne Kent, Jr.
Santos Pavon
James Hunt
Randy Macrabie
Carol Shippee
Eddy Vargas
Armando Garza
Salvador C Alfaro
Robert Bango
Terry Luther
Timothy O'brien
John Stott
Douglas Mckee
Brian Cleveland
Rudolph Morczek, III
Vincent Avallone
William Boeshart
Ronnie Bentley
Bobby Davis
Steven Durham, Jr.
Seth Simpson
Adam Skinner
Randall Spotts
Steven Brown
Heriberto L Paulino
Oscar Ayala Rivas
Brad Rakers
Trevor Doring
Jonathan Scarborough
Jeremy Brenning

5+ Years

6 Years (continued)

Tyler Stelbrink
Elvis Stiles
Adam Lemon
Jonathan Ward
Anthony Hodges
Lucas Mathews
James Netemeyer
Cory Burch
Michael Morrison
Cameron Baker
Bryan Lepage
Fred Otis
Sean Mccartney
Robert Butler
Brian Torres Gomez
Jaime Monjaraz
Aldo Almaraz
Cayce Robinson
Bruce Head
Carlos Luna Hernandez
Jason Bogdovitz
Bobby Bush
Thomas Grummel
Fredy Perez Mota
Brent Bayley
David Johnson, Jr.
Santos Martinez
Stephen Huffmaster
Elmer Rowland, Jr.
Jeffery Swisher
Alexander Wall
Tyler Huffman
Justin Roberts
Michael Williams
Thomas Pratt
Nicholas Brown
Jose Rivas
Carl Bradley
Frank Dipitro
Gary Muench
Scott Nightengale
Robert Cox
Marshall Schwartz
Casey Small
Robert Stockslager
Nathan Dickinson
Christopher Adkins
David Mccarvey
Gary Finley
Robert Davis
Denny Deberry
Charles Harris

5 Years

Ryan Phillips
Matthew Silfies
Frederick Ader

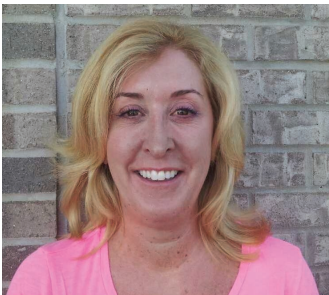
5+ Years

5 Years (continued)

Larry Smith
Joseph Tallman, II
Jose Avilez
Gerald Mitchell
John Primrose
Vincent Schaeffer, III
Clinton Jones, II
Pedro Orellana
Glenn Zier
Louis Angelozzi, II
Reynaldo Carrillo Matos
Thomas Carrola
John Cox
Scott Cressley, Jr.
Matthew Lang
Daniel Salcedo Alcala
Max Schmitt
Todd Taylor
John Unger
Fabricio Villalta
Manuel Luciano Paulino
John Jordan
John Hughes
Kevin Nolf
Jorge Martinez

Thank you
for your years
of service and
commitment to
Nelson Tree
Service!

Meet the Regional Administrators

REGION 468

Elizabeth (Liz) Lee

8 years ago I walked in for an interview and almost immediately felt at home and would have started working on the spot. A short while after that I started working as an administrative assistant. To mirror Gina, thankfully it was a good fit to both Gina and John. When asked about my job people are amazed at how much I enjoy it. I can truly say I love my job and look forward to coming in. Not to sound redundant to Gina, but we really have become our own little Nelson family and very close here in the regional office.

We also have one of the best groups of extended family members working out in the field, (GF's, Supervisors, and RSS) and I feel privileged to be able to be their support. John Reis is absolutely one of the BEST to work for and couldn't have asked for a better boss. As for Gina I could go on forever, it was like we were separated at birth we are so much alike. She is one of the most amazing, patient, giving and caring people I have met. It's crazy how well we get along and work together. On a week to week basis I reconcile 52 P-Cards per week, Employee Reimbursements, SPA's, Near Miss spreadsheet, Management trackers, PO's, Telogis, etc.

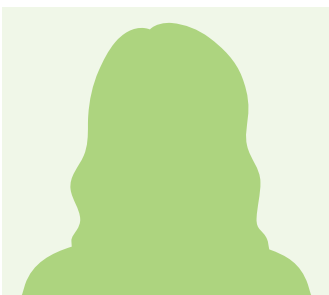
About Liz

Family & Hobbies:

- Married with 2 Children
- Traveling
- Playing Volleyball
- Huge Hockey Fan
- Love the Beach and Being Outside

Strengths:

Very Dependable and Dedicated


Gina

The Region 468 physical office was opened twelve years ago and that's when I first started. I started working as an administrative assistant to then regional manager and now VP John Reis. It was a good match to say the least. There has not been a single day where I loathed coming to work. John is amazing. My right wingman (woman), Liz is amazing who started here 8 years ago. We're like a small family and my bigger work family is the people out in the field and people in the other Nelson offices. On a week to week basis I have my

usual responsibilities such as payroll, Telogis, equipment reports, compliance reports, conference calls, light duty reports/ incident reporting, utility support, storm work support – the list goes on and on. I have become John Reis' 'Alexa' and Liz and I are like twins split at birth – we finish each other's sentences and know what the other is thinking without having to say anything out loud – that's how close we've all become. I can truly say I love where I work, love what I do and love the people I work for and with.

About Gina

Family & Hobbies:

- Married with 2 Girls and Stepson
- Beach Vacations
- Gardening
- Nature & Outdoors

Strengths:

'Servant's heart' – putting the well-being of others first

REGION 463

Paula DiGiovanni

Expense report entry, filing, order office supplies, take care of all office mail (incoming/outgoing), answer all incoming phone calls, generate timesheets and fuel reports. Ordering lunch on days we have Supervisor meetings in office

About Paula

Family & Hobbies:

- Single/Engaged
- Cooking
- Crafts

Strengths:

Dedicated to timely and accurate reporting; keeps the entire field of general foreman in compliance

REGION 460



Travis Swigert

Hi there, my name is Travis Swigert and I am the Admin for Region 460. I have been with NTS since 2004. I started working here as a trimmer on a bucket truck and in 2007 began working as the regional admin.

I have been married to Amanda since February 1997 (22 years). We have 2 boys, Austin, 23 & Owen, 17 and we live in Houston, OH (pronounced House-Ton). Austin is currently employed at the same company as Amanda. They both work for Emerson Climate Technologies and Owen is a senior in high

school while also taking college courses through Edison Community College and is enrolled for the fall at Wright State University's Tom Hanks Center for Motion Pictures. Both boys are avid actors and still perform with the Edison Stage-light Players in the fall and spring. Owen has also been performing in his high school plays. They each started acting at the age of 9. And both boys are talented with a guitar.

Amanda is also a photographer and I am a legally ordained minister. I have officiated 16 weddings myself over the last 8 years and all the couples are still together, so far!

About Travis

Family & Hobbies:

- Married with 2 Children
- Traveling
- Golfing
- Bowling

Strengths:

Loyal, Hard-working, and Trustworthy

REGION 472



Pat Conti

I joined Nelson in 2010 and maintain Telogis, run reports, manage equipment lists for 8 utilities, assist with compliance, process orders, payroll, and supplier payments; handle correspondence, and generally support Bob, Safety, 6 Supervisors and 35 + GF's as needed.

I've been married 31 years and between us we have 4 kids, 6 grands and another on the way. They all live nearby so life is always busy. We have dogs, cats, and a flock of chickens.

I'm the board president at my church preschool and I enjoy shooting handguns, cooking, and spending time with family and friends.

My strongest points are: I'm organized, dedicated, self-reliant, trust-worthy, and strive to do the best I can in whatever I'm doing. Volunteer work is important to me and I enjoy participating in fundraisers and walks to support various causes.

About Pat

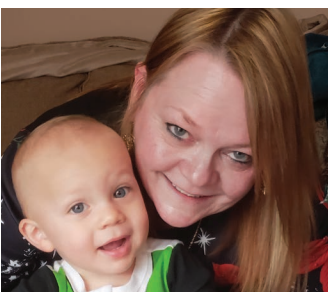
Family & Hobbies:

- Married with 4 Children and 6 Grandchildren
- Shooting Handguns
- Cooking

Strengths:

Organized, Dedicated, Self-reliant, and Trust-worthy

REGION 472



Elizabeth (Libby) McDonald

Hi, my name is Elizabeth (Libby) McDonald and I have been working for Nelson Tree Service since 4/30/18. Some of my duties are sending in the crew locations, reconcile 42 P-Cards each month, Employee reimbursements, and customer service. I would like to tell you a bit about myself. I have been with my husband George for 28 years, together we have 3 children and 4 grandchildren (with 1 on the way).

About Libby

Family & Hobbies:

- Married with 3 Children and 4 Grandchildren
- Crafts, especially Painting
- Adventurous Outdoors

Strengths:

Loyal, Kind, and Trustworthy

Meet the Administration

REGION **465**



Kimberly Preston

Kimberly started working for Nelson in 2002 and this will be her 17th year with the company. That is almost half her life! She spent much of her time here working for region 467 directly under Lou Nekola and later, Jim Hines, and has rolled through many changes made within the company. She made the transfer to a regional admin for 465 in 2015. Along with her regular admin. duties for 465, she currently enters the 474 P-cards as well.

About Kim

Family & Hobbies:

- Married
- Hiking and Camping
- Avid Reader

Strengths:

Working hard, commitment, and taking on challenges

While she admits to being a nerd-at-heart and actually enjoys her office and computer work, she also loves the outdoors and all things nature. Her favorite pastimes include hiking and camping with her husband of 13 years, Jordan, and their two dogs- Bandit (cattle dog) and Thorn (husky). Her most memorable experience was during a 10-day primitive & dispersed camping trip out west, where they visited Arkansas, New Mexico, Colorado and Utah. The conclusion of the trip, in Zion National Park where she climbed Angel's Landing, a 1500' tall rock formation, was quite a feat since she is "absolutely terrified" of heights. "I was literally shaking from fear so much by the time I got to the top I could barely put one foot in front of the other!"

One little known fact about her is that she grew up on sort of a mini-farm, where she and her family grew most of their own food and raised chickens and ducks. "It was a lot of hard work and A LOT of chores! But I think that builds character so I'm grateful for it," she states. Her first "job" was selling vegetables and eggs at a stand at the end of her driveway.

She is also an avid reader and likes staying in most nights with her husband and dogs, cooking and enjoying a glass or two of wine.

The Evolution of Safety in Our Industry

Nelson Tree Service is celebrating 100 years in business in 2019. Only a handful of companies in the electric utility industry are celebrating centennial anniversaries. Nelson Tree Service is proud to be among these handful of innovative and distinguished companies and organizations. Nelson Tree is celebrating this centennial due to the hard work, dedication and determination of each employee, starting many years ago with a vision by Fred Nelson in 1919. Nelson maintains the headquarters in Dayton, Ohio, where the company was founded.

Throughout the past 100 years, this industry has seen evolution in every aspect of the business. Vehicles have changed from simple ladder trucks to sophisticated scissor lift elevator bucket trucks achieving working heights up to 100 feet. These vehicles have evolved from hand crank ladder extensions, to gas powered engines and now, the current hydraulic fluid powered aerial lifts. These same vehicles have evolved from trucks that would break down several times a day and require the driver/operator to also be a competent auto mechanic...

to vehicles that have accident avoidance radar and sonar capabilities. Who would have thought that submarine technology would find use in a bucket truck or pickup truck? And don't forget about helicopters hoisting a saw 100 feet in the air to trim trees!

Along with these equipment developments, this industry has seen revisions and updates to the hand tools and power tools. Pruner poles have evolved from wood sticks to FRP (Fiberglass Reinforced Plastic) with dielectric properties. The simple hand saw has been revised from a triangular steel blade with a bolted-on wood handle to





a curved blade of stainless steel complete with ergonomic handles to reduce fatigue and strain to the hands. Power tools have evolved as well, axes and two-man hand saws are no longer the industry standard. Hydraulic powered stick saws and gasoline powered chain saws that are more efficient (maybe not as safe?), are the norm.

Climbing trees has not changed much in these 100 years, many of the same practices are still in use, although stricter safety rules are present! Manual climbing development has resulted in the equipment becoming lighter, more ergonomic, and comfortable to wear all day. Additional developments such as foot ascenders, port-a-wraps, 5-in-1 are additional options that are available in the industry.

Innovation and determination along with a bit of creativity, including trial and error, has advanced this industry and made us feel more confident in our abilities and resulted in many workers believing they are in a more safe environment. This industry remains a top 10 most dangerous industry according to the Bureau of Labor Statistics, a Division of the Department of Labor, US Government. Our industry is more hazardous than 90% of all occupations, do we acknowledge this danger each day as we pick up our hard hat, glasses and chain saw and go to work?

As I write this article, I wonder what types of innovation the newest employees will be discussing 25 years from now? At the same time, I am reminded of the advancements in safety equipment and PPE. I remember my dad and his fellow electrical workers reminiscing about the work tasks and PPE when they started in the electrical trade in 1958. He remembers the old timers telling him when he was an apprentice the following, 'what kept us safe from getting shocked or electrocuted was a felt hat on my head, if we got too close to a conductor, the hat would brush the conductor and let us know we were touching a conductor.' The best practice at the time was to have a felt hat or wool hat and ensure that the hat provided a hands width (4 inches) of air gap from the hat to the top of your head. This air gap was a sufficient distance that the electricity would not jump, unless your hat was wet. Also, the hot sticks of the time, made of wood, and linemen would know when the wood

got wet or retained moisture. You would feel a tingle in your hands from the moisture in the wooden hot stick. I can recall, much laughter with the comment "You better have good boots if your hot stick is wet." When they had to verify if the conductor was hot, many of us think of the testing devices. Testing devices were not yet developed, you would listen for the electricity to 'talk' to you or crackle and if that wasn't working, then a procedure was used to determine if the line/conductor was hot. The lineman would find the secondary tap on the transformer, and use the back of your bare hand to brush the tap... if they felt a tingle, then the secondary and primary was hot! I didn't believe this to be true, so I researched and discovered this is true. During this search, I acquired an Electrical text book from 1909 and the testing process described by my dad and his coworkers is in print in 1909! This testing process is written and was taught to apprentice electricians and apprentice linemen. This process was used to test the fuses in the lines and to also test the fuses at the service drop to determine if electricity was present, or if a fuse was blown.

I reflect back to the stories that I heard as a child and apprentice. My how times have changed and evolved! I wonder what typical tasks and processes will be the stories of yesterday that we will share with the next generation of tree trimmer? What equipment will we be using in 25 or 50 years; will the bucket truck be obsolete? Will the stick saw be replaced by some yet unknown technology? Who knows? Current technology uses high pressure water to cut through steel plates—maybe that will be developed for the tree trimming industry?

In the present, we can focus our energy on keeping each other safe. We work in a dangerous industry that has life altering consequences when the basic safety rules are ignored. Building good behaviors and work methods that are safe and efficient is our goal. Becoming alert to changes in the work environment, catching and correcting an unsafe behavior, calling an ALL STOP when the task doesn't look or feel right, and keeping each employee free from injury is our goal. **Strive to achieve Zero Incidents, Zero accidents and Zero mistakes.**

Tim Powell Joins the NTS Family as New C.O.O.



Tim Powell, Vice President
Chief Operating Officer

I'm a Native Texan, and grew up on a rice farm 50 miles SE of Houston in Brazoria County. Graduated from Texas State University with a BBA in Marketing. I spent the first 20 years of my career at Cintas Corporation where I held positions ranging from sales to General Manager, and covered

markets in both Texas and Colorado. I've spent the past 12 years in the Recycling/Waste Industry where I've worked as a GM and Area President at Republic Services covering multi-state markets and Chief Operating Officer at Athens Services in Southern California. My home is currently in Pasadena, California. I recently married my high school sweetheart and between us we have 5 adult sons. I enjoy fishing, hunting, reading, travel, and spending time with family. 🍎

Consumers Energy Start Up

The first day of work for new crews on Consumers Energy in Michigan started on November 26th. Six yards all went to work on that day, and Mother Nature tried to make it difficult by sending us about six inches of snow. The first couple of days were spent doing training, and several Supervisors from other parts of Region 468 came to help. Each supervisor was assigned to one specific yard and one specific newly hired General Foreperson.

While it was good to finally get the employees in place and in their trucks, there was a lot of work done well before the first employee put on a Nelson hat and vest. Preparations started in October with field visits being made in the evenings to speak with potential employees. A series of Job Fairs were held in November to bring on new hires. Jo Ann Swank and Liz Fretz traveled to and from Dayton to do all the administrative leg work, and their people back in Dayton worked late evenings and weekends to process new hires in order to get them into the system in time for work start.

In addition, equipment needed for the account, 46 trucks and chippers, 7 GF pickups, a Jarraff, several, mowers, a number of Big Foots and various other types of equipment had to be ordered and delivered to 13 different locations. Bev Emmons in Ashland was instrumental in organizing the transfer of all this.

We were very fortunate to be able to bring on a lot of experienced people from the prior contractor. Most are very solid employees who will be great additions to Nelson. They have all started in the LCST Training, and it will take some time for them to adjust to Nelson's way of doing things. Give them a year, and they'll be awesome.

At start up, we had 42 crews, and the utility is asking that we work our way up to between 80 and 100. We're now up to 52 crews and building. With the help of Supervisor Gary Allen, Safety Supervisor Jon McConnell and GFs Nate Schroeder, James House, Walt Wiltse, Ronnie Smith, Ron Kelso, Chad Goodman and Marc Pitcher, we'll be able to show Consumers why they should be glad we're here. Just recently, we added another GF, Scott Wilson, who came to us with a lot of experience from one of the "sister" companies. Guess he saw the light! Scott has a yard in the far northeast part of lower Michigan in the Great White North (see picture). We look forward to being a part of the company we can all be proud of. 🍎



Nelson Tree Service and Kelly Services Joined Forces

Have you heard? Nelson Tree Service and Kelly Services joined forces at the end of 2018 to provide Nelson Tree with field and corporate recruiting support by opening reqs and managing the process all the way until our candidates first day on the job. Nelson now has a team of 8 dedicated Kelly Recruiters and 4 Candidate Onboarding staff to support all of our regions. If you have not worked with one of our new Recruiters you likely will in the near future. Kelly Services is a leader in the recruitment industry and has been for over 70 years! They specialize in helping their clients solve their talent needs. Although Nelson has partnered with Kelly Services to lead the recruitment process the team is branded as Nelson Tree Service. What this means is when Recruiters are interacting with candidates in the market they represent themselves as Nelson Tree. All candidates selected for hire with Nelson are hired directly on with Nelson Tree and become Nelson's full time employees.

Both Nelson and Kelly are very excited about the future and how this partnership can help us reach our business goals. Since going live 3 months ago the Kelly team has been busy learning about our business and training field managers on the new recruitment process. Throughout this time we have onboarded over 220 employees together and look forward to many many more.

The Kelly teams' orientation included field visits to help them understand the amazing work we do here at Nelson, line clearance and what makes us an industry leader (see pictures below). If you have any questions regarding the recruitment process or partnership please reach out to Monica Spiers, Recruiting and Operations Manager at m.spiers@nelsontree.com. She is eager to assist. 🍎

Above & Beyond



I wanted to share this act of heroism from two incredibly brave men on are team, foreman John Bennett, and trimmer trainee Ryan Fisher. While they were driving down West County House Road in Albion NY, on their way back to the lot On Tuesday November 28th at 4:40pm, John and Ryan noticed smoke coming out of house number 13020. John and Ryan immediately stopped the truck and called 911. They ran to the house and knocked on the door, no one answered. They then opened the door and yelled in to see if there was anyone in the house.

An older man replied back “hello” from the back room of the house. They screamed in to him that his house was on fire. The man then replied back that he needed help getting out as he is disabled and can not walk very well. A neighbor than noticed the smoke and came over. John, Ryan, and the neighbor than ran into the house and carried the gentleman out. Just moments later (at 4:50pm) flames where coming out of the house. If these brave men had never stopped, this gentleman probably would not have made it out. 🍎



Students Embrace Arbor Day

For the second year in a row, members from NTS Region 465 teamed up with Toledo Edison and the city of Toledo, Ohio to host an Arbor Day event at Burroughs Elementary School. The event kicked off with planting 10 Red Oaks behind the school. The students actively participated in digging and planting.

During the event, the students were educated in the benefits that trees play in the environment and how to properly plant the them. After they were planted, the Mayor of Toledo addressed the students, thanking them for helping and explaining how important trees are to the city of Toledo. He also encouraged them to simply take time to look around and enjoy the outdoors. At the end of the event, the students were given gift bags which included a live tree for them to take home and plant.

It was really great to see how excited the students were to learn about the trees they were planting. They were asking a lot of questions and couldn't believe that the tree they planted will eventually grow to be 40-60 foot tall. I had a lot of fun and am looking forward to doing it all again next year.

– **Don Gumble**, RSS, Region 465

Schedule of Events

Southern Chapter ISA

April 6–9

Mobile Convention Center
Mobile, AL

Nelson Tree Service will be in booth #200.
Please stop by and say hello!

Southeastern Electric Exchange – SEE

June 26–28

Washington, D.C.

Nelson Tree Service will be in booth #509.
Hope to see you there.

Trees and Utilities

September 10–12

Cincinnati, OH

For updated information go to:
www.treesandutilities.org





BACK IN 1919

WOODROW WILSON was President



WORLD POPULATION
1.9 BILLION

MUSIC HITS



"I'm Forever
Blowing Bubbles"
BEN SELVIN

"I'll Say She Does"
AL JOLSON
"After You've Gone"
MARION HARRI

COST OF LIVING \$

- NEW HOUSE -- \$5,650.00
- POSTAGE STAMP -- \$0.03
- LOAF OF BREAD -- \$0.09
- GALLON OF GAS -- \$0.25
- NEW CAR -- \$830.00
- GALLON OF MILK -- \$0.47
- AVERAGE YEARLY INCOME
\$1,240.00

HISTORY & EVENTS

Congress established
Grand Canyon
National Park



The US Congress
approves
daylight-saving time

Franklin D. Roosevelt marries his distant cousin,
Eleanor Roosevelt, in New York City

The United States signed a leasing agreement between the
US and Cuba, acquiring Guantanamo Bay as a naval
station at the southeastern end in Cuba

The 19th Amendment to the U.S. Constitution, guaranteeing
women the right to vote, is passed by Congress on June 4th



US PGA Championship won by Jim Barnes

Tennis US National Championship won by
Bill Johnston and Hazel Wightman

SPORTS

The Baseball World Series won by Cincinnati Reds

TECHNOLOGY

Rotary Dial Telephones Invented

Charles Strite invents
the Pop-Up Toaster

First crossings of the
Atlantic Ocean by air

XWA, in Montreal, Quebec,
is the first public
radio station in
North America to broadcast

MOVIES



J'accuse!
Broken Blossoms
True Heart Susie

BIRTHS

Eva Perón
Jackie Robinson
Liberace Nat King Cole
Slim Pickens

HAPPY 100TH BIRTHDAY



Nelson Tree Service has partnered with Arborwear to offer the complete line of Arborwear merchandise for ordering anytime! From boots to beanies, this site has all the quality Arborwear items, including a link for dress shirts and office apparel.

To use the website:

- In a search engine or in your address bar, type the following: **nelson.arborwear.com**. You will know you are at the correct site if you see the Arborwear logo and Nelson logo displayed on the same page.
- Login using the password: **nelsontree**
- At checkout, you can select:
 - "Check out with credit card" or
 - "Check out with payroll deduction"

ONCE YOU PLACE YOUR ORDER, THE OPTION FOR PAYMENT CANNOT BE CHANGED!

Employees who use payroll deduction will need to provide their 10-digit employee ID number, which can be found on a check stub.

- You will next be asked to complete the SHIP TO address. This should be a safe, secure location to have merchandise delivered. Nelson Tree Service is not responsible for lost or stolen items.

If you have any questions about this website, or would prefer to call your order in, please feel free to call Arborwear directly at 888-578-8733. Additionally, if you experience any problems with your shipment, please call Arborwear directly.



Congratulations on 100 years!

To celebrate - save 10% and get **Free Shipping** on any footwear purchase*

Valid through April 30th
with promo code: nelsonboot19



Carolina 8" Waterproof Lace to Toe Logger (Composite Toe)



Carolina 8" Waterproof Insulated Lace to Toe Logger (Composite Toe)

SHOP ALL PRODUCTS ON THE NELSON WEBSTORE!

webstore: **nelson.arborwear.com**
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PAY BY PAYROLL DEDUCTION IS AVAILABLE!

*One time use only. Ground Shipping only



3300 Office Park Drive
Dayton, Ohio 45439

Thank You for 100 Years!

Making it to 100

There is a collection of influences that contribute to our success. Among those are hard working employees, doing what's right when no one's looking and dedication to protecting the reputation of the utilities we serve.

Our values, which are the foundation of Nelson Tree Service include our commitment to our customers, dedication to safety, internal support for one another and accountability for job performance.

To our customers: We are grateful to every one of you. Without you Nelson Tree Service would cease to exist.

Our mission for the next 100 years is the same. Continued commitment to Safety, respect and reliability to our customers and continued thanks to our dedicated employees. 🍏