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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.



TIM POWELL, PRESIDENT
 3300 Office Park Drive
 Dayton, Ohio 45439



It is hard to believe the holiday season is just around the corner. Thanksgiving and Christmas are the two largest celebrations of the year for family gatherings, gift-giving, and looking back on achievements during the past year. It is also a time to think about what you would like to accomplish in the upcoming year.

Nelson had a good 2023 through the efforts of our team members across our service area. In a recent meeting, I was sharing our results with those in attendance. I made the comment that our performance was good, but we have some areas which need improvement. If you think about it, that comment ties into our culture.....specifically “Relentless Effort.” Be a little bit better today than you were yesterday and be a little bit better tomorrow than you are today. Sometimes that thought process is confused with being dissatisfied with performance, when in fact it’s really about recognizing achievements and continually striving to repeat those achievements.

I was taught that “Performance = Results + Behavior.” The “Behavior” piece is where Culture comes into play. To have truly well-rounded and sustaining performance, both behavior and results must align. That is the “Why” regarding the importance of Culture and how it relates to performance.

Solid performance creates opportunity. When we execute on the opportunity, it creates stability and security. Nelson had a good year in 2023.

Our company grew and added jobs, and several of our safety metrics improved. Our customers view us as a solid and reliable organization with a unique culture. We became a better company thanks to the hard work and dedication of both the field and office.

Enjoy the holidays with friends and family and give some thought as to what you would like to accomplish in the upcoming year.

Thanks for the hard work and dedication from both the people in the field and in the office for a good 2023. I look forward to an even better 2024. 🍎

Tim Powell
President

Eyes In the Sky

Contributed by:
Keith Cotner Jasmantas | General Foreman

We take pride in knowing our customers can count on us to deliver top-notch service with a strong culture and a commitment to safety. Nelson utilizes aerial support, which makes us a more well-rounded tree service, encompassing more aspects of our industry. Having the right tools for the job minimizes our exposure to hazards that would have otherwise been encountered in the right-of-way. This increases efficiency for our customers while reducing the risk of injury to our employees.

As you can see in these photos, aerial support gives us great results in some very difficult areas. Aerial support saves carrying cumbersome gear over miles of rough terrain and reduces time spent hand-cutting brush; reducing worker exertion. This allows us to maintain a safe work environment for our utilities and our employees. 🍏



Working the Storms

During a recent storm, an oak tree was blown over onto the guide wires of a transmission line and snapped the top of a tower. Upon arrival, the crew assessed the situation and were able to carefully secure the top with a crane. With their knowledge of safety and training, the crew was able to put a plan in motion and execute it without incident. Great work everyone! 🍏



National Grid Improvement Project

Story by: Kali Rees | Regional Safety Supervisor 463

From mid-August to the beginning of October, Nelson region 463 General Foreman **Ryan Panych** and Regional Safety Trainer **Dan Curry** have been working in collaboration with National Grid to perform an improvement project on one of National Grid's worst performing feeders. This project included about 25 spans of limited access 4.8kV wire that has been neglected of full spec trim for a long period of time. The entirety of the terrain and work area was mountainous and hilly and typical of Class 4 terrain.

This project started with a 9-man climbing crew composed completely of Journeymen and Foremen pulled from various cells and General Foremen as well as the entirety of Ryan Panych's cell for climbing and rigging training purposes.

This project completed 250 removals over the course of 8 weeks, each removal requiring heavy rigging utilizing GRCS as well as typical rigging gear. Removals involved trees from 12"-36" DBD and over 100' in height.

Throughout this project, every day was a training day as well as a team building experience. No tree on this project was worked until every team member had given their opinion and input on the plan. Some trees even had a trainer in the tree with the cutter being trained; Trainers including the regional safety trainer as well as the foremen on site.

At the conclusion of this project, two of the journeymen involved in this project will be testing to become 1249 union tested journeymen, an accomplishment that not all employees achieve.

This project has been an excellent training opportunity for all involved. Skilled climbers have been able to hone their skills to become even better, while those with less experience have been provided the opportunity for significant advancement. Throughout the course of this project, the morale among this group has been high with the opportunities to try and learn new things.

While this project has concluded for now, it will continue again for completion in the spring. 🍏



Nelson Tree Service Honors Our Veterans

This will be the eighty-fifth year which US veterans have been honored on November 11 for their military service. The Day was originally called Armistice Day and later changed to Veterans Day in 1954. Our society continues to enjoy freedom because of the sacrifices made by those who chose to serve in the armed forces.

As a token of appreciation, Nelson sent a patriotic knife recognizing the Veterans who work at Nelson Tree Service to use with pride.

To our veterans, thank you for your service. Wishing you and your families Happy Holidays! 🍎



Please join us in thanking the following team members for their service!

Reg 460

Bailey, Scott A
Biggs, Raven B
Bowser, William T
Davis, Bobby J
Diaz Suarez, Osvaldo
Herold, Robert W
Imes, James
Newhard, Steven
Slaughter, Aaron L
Stephany, Brandon D
Swords, Brady L
Urgelles Reynosa, Enry
Vansickle Sr, Mark A

Reg 461

Stagge, Raymond Lee

Reg 463

Amo, Gavin J
Ashley, James T
Bango, Robert J
Berwald, Tyler J
Bush, Bobby A
Frary, Matthew S

Reg 463 Cont.

Habermann, Christopher J
Helfert, Marc D
Holzberger, Steven
Morgan, Robert J
Whitenack, Lance

Reg 464

Allen, Thomas E
Cole, Hawk R
Hoban, Brian F
Hunt, James W
Johnson, Dakota D
Sanford, Levi T
Thomsen, Joshua L

Reg 465

Barcus, Paul J
Delph, Cody D
Hamilton, Craig R
Picklesimer, Justin A
Ramos, Cristian E
Rupe, Johnathon L
Shepard, Justin
Shrader, Ryan J

Reg 465 Cont.

Tomasko, Richard
Trimble, Timothy L
Zamorano Jr, Modesto

Reg 467

Gallagher, Joel D

Reg 468

Boyet, Dylan J
Collier, Robert A
Fox, KC Elwood
Hitz, Daniel D
Jackson, Phil
Kelso, Ronnie E
Lambdin, Aaron J
Lockhart, Tyler J
Mathewson, Charles E
McGough, Kevin P
Mitchell, Timothy V
Morgan, Jamey R
Page, Brian L
Phelps, Jordan W
Skinner, Thomas E

Reg 469

Swank, Jo A

Reg 472

Burczyk, Nicholas R
Burke IV, Harold V
Cressley Jr, Scott A
Hoger, Charles E
Larkey Jr, William C
Primrose, John
Rood, Michael E
Ruiz, Jose
Shaffer, Christopher S
Young, Bradley J

Reg 473

Murphy, Casey L

Reg 474

Alvarez Herrera, Jesus
Cruz Jr, Mauricio
Rodriguez, Hanssel M



Annual Safety Day Event with Nelson employees and our customer, The American Transmission Company

Story by: Ryan Bondy | Supervisor

Safety and a strong culture are paramount in the field of vegetation management to achieve a high level of excellence. Each year, our Nelson employees gather for an Annual Safety Day Event to reinforce our commitment to safety and culture. Continuously working to sharpen our skills and gain more knowledge in this challenging profession will empower our teams to grow and succeed.

This year's event focused on several key topics that included: Electrical Hazard Awareness, Hands on Rigging techniques along with new tool advancements, Chainsaw Chap Safety, SIF Precursors, and numerous cultural discussions around Code of Conduct, Tone at The Top, Near misses and All Stop Programs.

Executives and upper management leaders from both within Nelson and ATC shared in covering the topics and training throughout the day. This combined effort is a true testament to how we are fully aligned and invested in the highest levels of safety, culture, quality, and ethical behaviors that drive success within both organizations.

The event wrapped up with all our folks working together in teams answering trivia game questions about our culture and safety program heard and learned throughout the day.

Before everyone departed, genuine appreciation and recognition of our team's success over the last several years were shared by all the leadership in attendance. We are very grateful to have this opportunity with our customer. 🍎



Safety Director Michael Colantuono provides training inside our live wire EHAP trailer.



RSS Brad Verbowski demonstrates hands on rigging techniques with new industry tools.

Challenging Work Rewarded

Contributed by: Gary Allen

One of our Nelson crews recently worked on a job that was a month in the making because of very picky property owners. Chad Goodman had multiple phone calls with the owners and they finally came to an agreement that both parties agreed on. Brad and a trimmer were sent to the site and did an amazing job. All work was done to plan and as you can see from the e-mail below, the owners were very happy with the Nelson employees involved.

For their outstanding efforts, the crew received Culture Recognition tickets; a program started by Bev Emmons. They will each receive a prize from their Scratch-Offs. This is a great example of **Know your job/ Do your job, Pursue Excellence, Relentless Effort, and Team Work Wins**. I am very proud of these guys for the job they did with an extremely picky customer. 🍎



From Left to Right: Kevin McGough, Chad Goodman, and Brad Middleton.

From: Julie Zachow 📧
To: Chad Goodman Cc Bcc
Subject: Job well done! Priority ▾

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Hello Chad,

I hope this email finds you well. I want to take a minute to let you know what an excellent job Brad and his team did trimming our trees. For us, this was a big deal. A very stressful and impactful change to our yard. We probably go a bit far, but our yard brings us a lot of peace and happiness. We take a lot of care growing and grooming plants... and trees.

Trimming the red pines to east of our home was no less than a very dreaded task we were entrusting your team would do with care and thoughtfulness. As it turns out the damage was minimal and we are very pleased with the job Brad and his teams did for the necessary task at hand.

If it's possible, I would like Brad (and the fellow with him, I did not get his name) to know how much all they did today was above and beyond; and we are so very grateful.

Most sincerely,

Julie and Doug Zachow

Recognizing Individual Achievements

Contributed by:

Michael Colantuono, CUSP, CHST
Safety Director

Learning and achieving additional knowledge, new ideas or learning new methods provides the individual more opportunity. The achievement gained is a success and needs to be celebrated and recognized. Our culture program identifies a key path, **“Be a little better today than you were yesterday”**. This can be as simple as being more efficient at a single task or a month-long focus on building your behaviors and skills to be proficient at that task. This effort takes individual accountability, the accountability to learn and achieve knowledge, skills or studying to pass a qualification exam.

Nelson is congratulating and recognizing these individuals for their achievements:

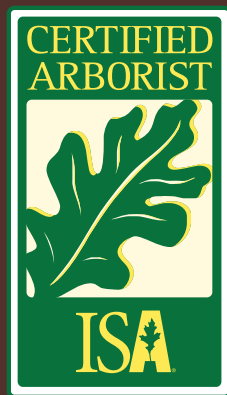
Joel Gallagher | CUSP (Certified Utility Safety Professional)

Kali Rees | ISA Certified Arborist

Robert Bango | ISA Certified Arborist

Nathaniel Taylor | ISA Certified Arborist

Andrew Johnson | ISA Certified Arborist



Quality Excellence: Awarded to Nelson Tree Service

Duquesne Light Company (DLC) hosted its fourth annual Supplier Diversity Summit in July.

Nearly 250 suppliers attended the summit, which was held at the DoubleTree by Hilton Hotel Pittsburgh-Green Tree, highlights the electric utility's ongoing partnerships with suppliers and how these relations strengthen DLC's service to customers and communities in the Pittsburgh region.

The event started with opening remarks from Duquesne Light Holdings President and CEO Kevin Walker. Subsequent programming included an overview of DLC's preparation for the future, strategic imperatives and compliance processes.

Joel Burstein, CEO and founder of BEAM Collaborative, a strategic planning advisory firm that fosters corporate supplier partnerships to improve the quality of Black lives in Pittsburgh, delivered the keynote address.

Other activities included breakout sessions and panel discussions.

The event concluded with supplier recognition and DLC handing out several awards. The categories included Customer Service Excellence, Innovation Excellence, Quality Excellence, Safety Excellence and Supplier Diversity Excellence. 🍎



A Letter to Those Going Above and Beyond

Contributed by: Miguel Salmeron | Regional Manager

Dear Victor Loera Garcia, José M Andablo Jr, and Saul Santamaría Ruiz,

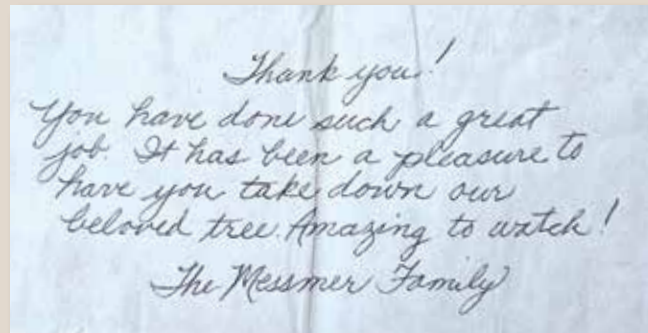
I wanted to take a moment to express my sincere gratitude for your exceptional dedication to customer service. Your unwavering commitment to doing the right things, even when no one is watching, has not gone unnoticed.

Your dedication to safety and productivity is truly commendable. It's clear that you prioritize excellence in every aspect of your work, and your efforts contribute significantly to our team's success. Your attention to detail and commitment to providing outstanding service to our customers make a lasting impact.

Thank you for embodying our values and consistently going above and beyond. Your hard work and dedication are an inspiration to us all. We are fortunate to have you on our team, and we appreciate the positive difference you make every day.

Warm regards,

Miguel Salmeron | Regional Manager



Handwritten note from the customer.



The crew showing off one of the Nelson Tree hoodies they received as a congratulations.



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e: kmakar@arborwear.com
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441 West Bagley Road
Suite #358
Berea, OH 44017

Watch and Share Our Recruitment Video!

As part of the Nelson Tree family, you relish the outdoor challenges and the chance to positively impact your community. We are deeply committed to cultivating fulfilling careers for our team members.

In our recent endeavor, we set out to share our unique narrative and illustrate the essence of being a part of the Nelson Tree team. We encourage you to take a moment to view it and then share it on your social media so others may learn more about our company and the exciting opportunities we provide.

Scan with your smartphone camera, then click the link to view the video on Youtube. Please feel free to share on your social media apps!

