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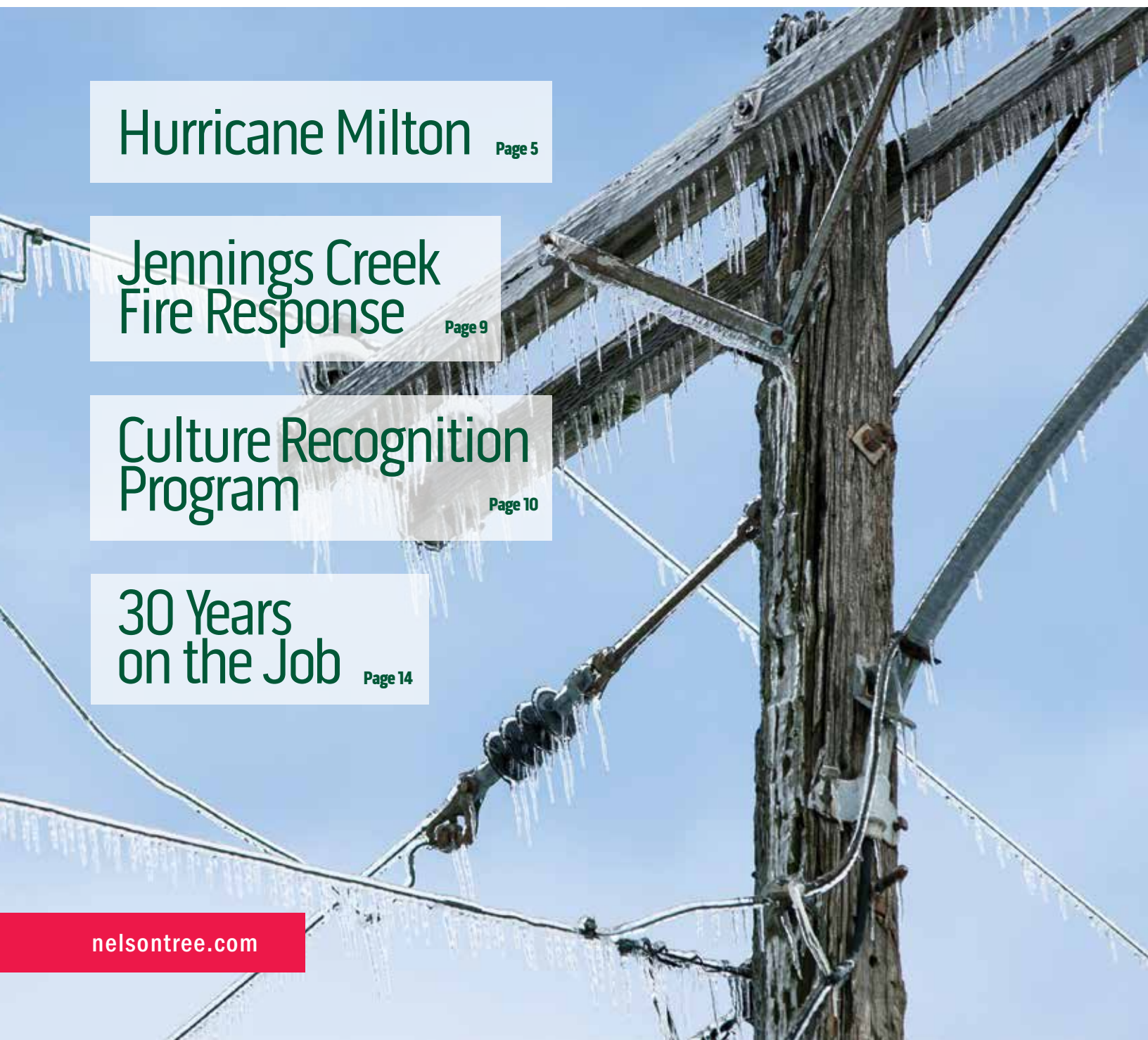
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Equal Employment Opportunity Policy:

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



The beginning of each new year causes me to pause and look back at what occurred in the previous year and ask myself some questions.

- What was done well?
- Where did I fall short?
- What would I do differently?
- How can I improve?
- How can I help others?

You may have some of the same questions when you reflect on the past year. You may have some additional questions. Regardless of your individual questions, it's healthy to have a bit of a self-assessment.

- We all did something well, so take a little credit for your accomplishments.
- We all fell short on something, so own it.
- If you say you wouldn't do anything differently, you're not being honest with yourself.
- There is something we can all improve on.
- Lastly, all of us can help someone else in need.

Now, a little about Nelson Tree Service, LLC.....Our Company.

2024 was very active for Our Company. Mother Nature pummeled the country with storm events throughout the year. At the high point, Nelson had over 1/3 of our workforce deployed on storm response. We are called to respond because our customers trust us, and that's a reflection on you all....from the field to the office. Some of that response time occurs during holidays, anniversaries, birthdays, or other personal events. Thank you all for the personal sacrifices.

The thing about what we do is that it can't be outsourced. Skilled professionals are required to perform line clearance work. It can't be done over the phone in a different country. It's a "boots on the ground" job..... performed by professional tree trimmers.

Nelson will continue to provide career opportunities for those who fit within the Company Culture of Safety, Teamwork, and Relentless Effort.

2024 is in the rear-view mirror. **Together in 2025 we thrive!**

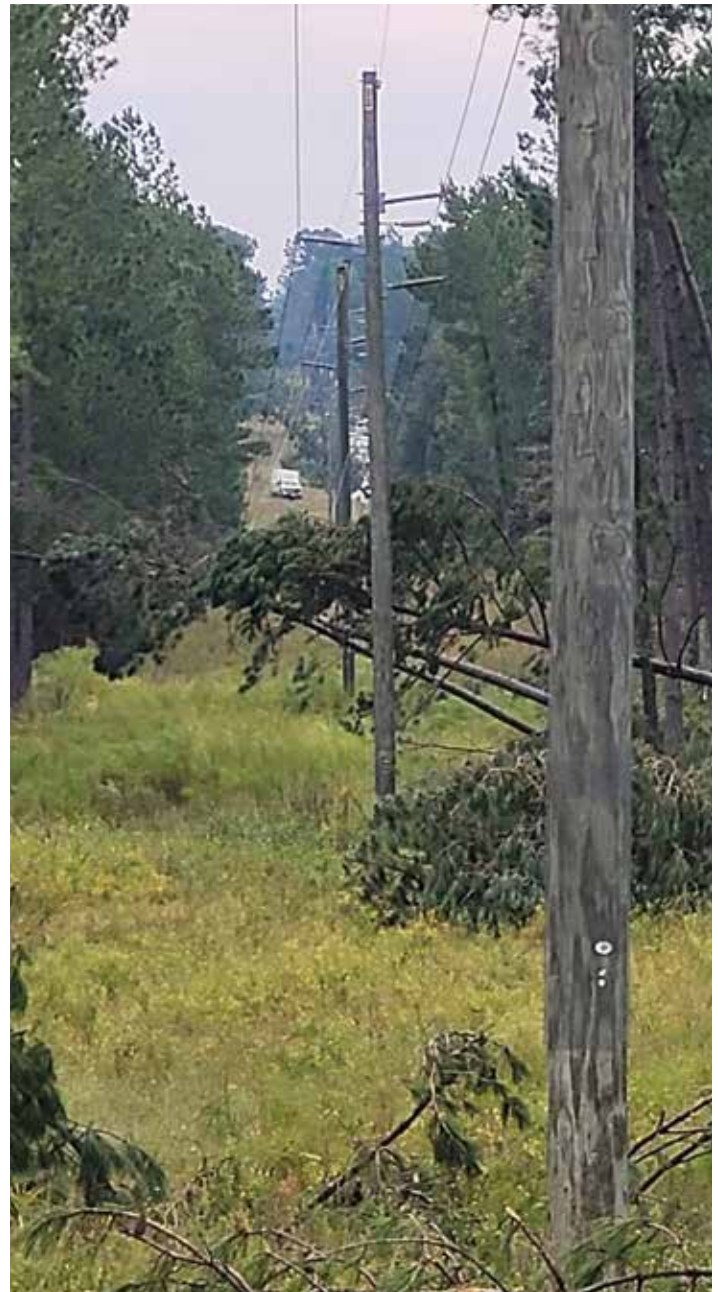
Thank you all. 🍏

Tim Powell
President

Team Effort

Contributed by:
Ryan Bondy | Supervisor

Region 468 dispatched three groups from Illinois, Kentucky, and Wisconsin for restoration efforts in response to both Hurricane Helene and Milton. Our teams collaborated diligently with folks from Georgia Power and Florida Power & Light to help safely and effectively restore power to millions left in the dark from these destructive storms. Lifelong memories were made along the way for many of our folks while performing some **“Hero Work.”** 🍏





Hurricane Milton

Contributed by:
Keith Jasmantas | General Foreman

Nelson crews were called in to assist with Hurricane Milton restoration efforts. This was an off-normal situation for our guys in the Midwest. Faced with new and unexpected situations, the crews adapted well and ensured the safety and restoration of the power lines. From wading through swamps and extreme heat, Nelson crews overcame the challenges and were grateful to be a part of the solution. 🍎



Hurricane Beryl



Pictured above: **Sonny Haines** 465, **Charles Ayers** 465, **Taylor Sergent** 465, **Rusty Bennett** 465, **Dave Privett** 460, and their men that went to CenterPoint for Hurricane Beryl.



Region 465 Working at CenterPoint Energy



Hurricane Helene

**Contributed by:
Anthony Goff**

A teacher from a local grade school approached a couple of our General Foremen while on storm response for Hurricane Helene. She wanted to thank our crews for everything that they had done to help restore power to the community. Below are several letters from the students thanking the employees. 🍎



We are a small school of 110 children in the southwestern part of Virginia. Our students are PreK through 5th grade. We are the Gators of Gladesboro! Even though our small community wasn't affected like many others, we did experience loss that postponed our daily lives for many days. We want to take this time to thank you for all that you have done to restore power and make our roads and homes safe again. We appreciate your unselfish acts of kindness!

Sincerely,
The Gladesboro Gators

Jennings Creek Fire Response

Contributed by:
Joseph R Proko Jr | Regional Manager

As was on the news both locally and nationally, the Jennings Creek Fire was a significant event for Orange and Rockland Utilities. With the fire on both sides of the New York and New Jersey state line, the ORU distribution system was in jeopardy of being impacted between scorched conductors and burnt poles. In addition, the trees in proximity to the conductors were also impacted by being weakened and compromised by the fire.

Nelson Tree first activated to the fires beginning on November 11, and through the conclusion of our fire assistance on Tuesday, November 19, Nelson played a critical role in the fire response. Over the course of the eight days on location, the Nelson crews cut areas to control the spread of the fire and removed compromised and concerning trees near the electrical system so the fire crews could work with an increased level of safety. As the fires moved though, the Nelson crews removed over 350 trees that were along the ORU distribution system so that post-fire electric reliability and infrastructure stability in the area was assured.

In addition, the crews worked safely among the shifting path of the wildfire and smoke, the abundance of emergency responders and vehicles, the fire damaged trees, and that's the best outcome possible.

I'd like to thank the Nelson workers who responded, in particular General Foremans **Troy Schoenberger** and **Branden Barkley**, other Nelson supervisors and General Foreman, and all their crewmembers.

This was an unprecedented event as wildfires are not common in the Orange and Rockland service territory, but I want to recognize the contributions and safe work actions of Nelson Tree service's part in the fire response.

Thanks for such a professional group.

Regards,

Mark J. Beamish

Manager, Vegetation Management
Electric Operations
Orange and Rockland Utilities

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

Tim Erickson	Mike Dietrich
Troy Schoenberger	Jace Mann
Branden Barkley	Ralph Kristoferson
Jim Mann Jr	Pete Wanczyk
David Pavon Sr	Christian Mann
Scot Linehan	Jared Torres
Kelvin Rios	Jake Bauserman
Hector Aguilar	Oscar Corado
Raymond Younger	Jonathan Crum
Alexander Lewis	Skylar Rudis
Phillip Benfer	Scott Soto
Connor McClintock	Adam Epstein
TJ Massa	James Griffith
Dean Spinozzi Jr	Alex Homes
Tony Gulla	Jonte Bengiman
Ray Bradford	Shamar Barnett
Bobby Loverchio	Andy Aguirre





Summer 2024 Culture Recognition Program

What is the Culture Recognition Program?

The Culture Recognition Program is an opportunity to recognize team members who embrace the attitudes and actions described in our *Culture Playbook*.

How does it work?

The program **begins Memorial Day and ends Labor Day 2024**. During this time period, Regional Managers, Safety Staff, and Supervisors will be on the lookout for team members whose actions **demonstrate the culture we are striving to achieve**.

Those recognized will receive a scratch-off ticket. **Scratch your ticket to see what you won. Then, the management member who presented your ticket will complete the submission process.** It's that easy!

What can I win?

Prizes include **Arborwear gift cards, T-shirts, and other prizes.**

But wait! There's more. . .

*If you are lucky enough to receive a **Grand Prize Drawing** ticket, on approximately September 16, five entries will be pulled. **These winners will have the option to choose a prize valued at approximately \$1,000 dollars!***

Prize options are: **Arborwear Gift Card, Traeger Smoker Grill, Milwaukee M18 Tool Kit, or a Stihl Battery Equipment Assortment.**

Good luck, and remember, *your* attitude and actions are what supports the Nelson Tree Service culture!

CULTURE IS . . .

WHAT WE BELIEVE

- Safety is Fundamental
- Teamwork Wins
- Relentless Effort

HOW WE BEHAVE

- Train, Develop & Reinforce
- 1-to-5; No Shortcuts!
- See Something, Say Something, Do Something
- Understand the Roles and Responsibilities of the Team
- Communicate Honestly, Clearly, and Respectfully
- Be Accountable for Your Actions & the Actions of the Team
- Know Your Job/Do Your Job
- Do the Right Thing When No One is Watching
- Pursue Excellence

THE EXPERIENCE WE GIVE AND RECEIVE

- Everyone stays safe . . . on and off the job
- A reputation of integrity and professionalism
- Exceptional performance

Culture Recognition Program Award Winners



Region 465 | GF Rusty Bennett (Left)
Winner **Zach Goins** (Center) | Safety Pro Justin Cox (Right)



Region 472 | **Russell Kunkelman**
SUPV Billy Larkey



Region 474 | **Jesus Moreno**
SUPV Emilio Zamora



Region 468 | **Donald Neroni**
SUPV Gary Allan



Region 468 | **Jordan Phelps**
SUPV Craig Hofmeister

Team Building Day

Contributed by: Vicki Hoffman

On Friday afternoon, May 17th, the Dayton Office had a team building event at On Par in Beavercreek. We enjoyed a taco bar for lunch. We also participated in various games that they had

there. There were darts, duck pin bowling, miniature golf and karaoke. A fun time was had by all. It was good to spend some time outside of the office with everyone. ●



Outstanding Crew Award



Pictured from left to right:
GF - Dan Heider, Work Planner - Jerry Reyes, Work Planner - Ramiro Reyes, and Supervisor - Ryan Bondy

Contributed by: Ryan Bondy | Supervisor

Brothers **Jerry Reyes** and **Ramiro Reyes** were recently recognized for earning the Outstanding Crew Award that is put together by our customer The American Transmission Company. This award acknowledges both brothers for their excellence in professionalism, quality of work, safety, and a host of other exceptional qualities. The two brothers chose a hibachi style lunch that they shared with Nelson leadership and 3 folks from ATC. We thank both Ramiro and Jerry for being part of our team and leading the way in the work planning space. We greatly appreciate your efforts!

It was evident very early on after meeting Ramiro and Jerry back in 2015 that both guys took their business very seriously. From being self-motivated, detail oriented, and always focused on improvement, we had a couple of special guys waiting in the wings for advancement. It's great to see all their success and growth as they prepare to enter their seventh year as Work Planners. 🍎

"We thank both Ramiro and Jerry for being part of our team and leading the way in the work planning space. We greatly appreciate your efforts!"

30 Years on the Job



Robert Simpson being presented with a 30-year watch.



(Left to Right) **Gregory Viscusi, Devon Beachley, Mike Turner and John Primrose**

Devon Beachley being presented with a 30-year watch.



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Questions? Contact
Kerri Makar for assistance

e: kmakar@arborwear.com
p: 440.384.3335



* Payroll Deduct Orders will ship as soon as all three pay's are taken out.



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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!

