

LIFELINE

C O M P A N Y N E W S A N D I N F O R M A T I O N

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STORM FERN PAGE 4

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THAT LASTS PAGE 6

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IN THE FIELD PAGE 10

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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 LIFELINE is devoted to highlighting things that have occurred within Nelson which have impact on some, if not all, of us. This edition focuses a lot on Culture. Five years ago, Nelson's beliefs and behavioral expectations were documented to create our Culture Play Book. As you read further through this edition of the LIFELINE, you'll see numerous references of culture and examples of behavior expectations. Those articles were not written by me, but by other leaders at Nelson. The vision has always been to have employees in our company on the "same page" regarding expectations of behavior and action, and to have leadership continually reinforce those expectation...by leading.

Product inventory is managed. People are led, and the best way to lead is by example. We're all fallible. We all make mistakes. Good leaders and future leaders admit their mistakes, and work to correct them. They know they're not perfect, but they try to be as good as they can be.

There is a saying that has several versions, but the one I like best is "Walk the Talk." It basically means that you should do what you say you're going to do. Set the example....the good example, the one that others talk about.

Be a little bit better today than you were yesterday, and a little better tomorrow than you were today. That is the example of relentless effort. That's an example of leading.

Be leaders. 🍏

Tim Powell
President

*"Product inventory is managed.
People are led, and the best way
to lead is by example"*



On the Front Lines of Winter Storm Fern

Story contributed by: **Gail Gabor**

Photos submitted by: **Keith Jasmantas, Ben Baker, Shawn Cupp, Jasmine Gramling**

When Winter Storm Fern swept across the country from Friday, January 23 through Monday, January 26, it left a trail of heavy snow, ice, and dangerously low temperatures from the southern plains to the eastern United States. States including Texas, Louisiana, Mississippi, and Tennessee were hit especially hard, with widespread power outages caused by ice-laden trees and hazardous conditions.

Amid the storm's aftermath, Nelson Tree crews rose to the challenge. Mobilizing quickly, teams worked tirelessly to clear downed trees from roadways and power lines, often in harsh and unforgiving conditions. Their efforts played a critical role in restoring access for communities and helping bring power back to thousands of affected residents. Their dedication and swift response exemplify the commitment it takes to keep communities safe and connected when it matters most. 🍏



AEP lead stand down for AEP I&M crews while in Texas



Crews preparing for Winter Storm Fern by going through a safety talk.



Nelson crews at hotel after long drive





Building a Safety Culture That Lasts

Contributed by: **Joel Gallagher** | Safety Manager



Nelson Tree's culture pathway started in 2021. The first task was to develop the written word, this resulted in Nelson's Culture Playbook with 30 pages of information. At first glance, I was overwhelmed with how to use the playbook and to

help build culture to achieve our desired outcome. Memorizing the playbook and citing it line by line would not have the intended purpose or outcome. Since its inception, I have developed my own idea of what the book intends to help us achieve. Second, I have learned how I use the culture playbook when visiting with crews in the field. It is sort of my breakdown and takeaways that

I try to share each time I am in the field to continue to cultivate the desired outcome based on the playbook's principles.

Culture is more than a slogan, a poster, or a meeting topic. Culture is what we believe, how we behave, and the experiences we give and receive every single day. When performing any task, culture becomes visible in the choices we make, the risks we take, or refuse to take, and how consistently we look out for ourselves and one another.

A strong culture isn't created in one meeting. It's built through habits, accountability, and shared commitment. And in our work environment, safety is not a priority that shifts with conditions or deadlines—it is fundamental, non negotiable, and the foundation of every work task.

***“A culture built on shortcuts is fragile.
A culture built on fundamentals
is unbreakable.”***

Safety Is Fundamental: 1–5 No Shortcuts

Every task has steps, expectations, and risk controls. When considering 1-5 No Shortcuts and how it relates to the High Energy Controls workbooks that have been introduced to the field, **Safety is steps 1 through 5—never skipped, rushed, or ignored.** Shortcuts may save seconds, but they can have a cost, that cost is injury and culture. When we choose to do things the right way every time, we reinforce expectations and strengthen the standard for everyone around us.

A culture built on shortcuts is fragile. A culture built on fundamentals is unbreakable.

See Something. Say Something. Do Something.

A culture of safety requires action, not just observation. Hazards don't fix themselves. Risks don't disappear because we walk past them. This is the basic principle behind our **All Stop Policy.**

If you see something, you must say something—but it cannot end there. Speaking up is only the beginning; doing something is what prevents injuries, protects people, and reinforces accountability. Every voice matters. Every action counts.



*“Every voice matters.
Every action counts.”*

Owning Your Own 20 Square Feet

Everyone has influence. Everyone owns a piece of the culture.

Your “20 square feet” represents the space you control: your decisions, your behaviors, and the example you set.

Owning your space means:

- Taking responsibility for hazards around you
- Holding yourself and others to the standard
- Demonstrating safety—even when no one is watching
- Creating positive experiences for teammates

When each person owns their 20 square feet, the entire jobsite becomes safer, stronger, and more accountable.

Belief + Behavior = Outcome (BBO)

The equation for culture is simple:

What we believe
drives how
we behave.

+

How we behave
determines our
outcomes.

If we believe safety is optional, inconvenient, or “someone else’s job,” our behaviors will show it—and our results will reflect it.

But when we believe safety is essential, valuable, and personal; our behaviors become consistent, disciplined, and proactive. That is when outcomes change.

BBO is not a slogan—it is a daily formula for success.

Teamwork Wins:**Know the Roles, Own the Responsibilities**

Safety is not an individual sport. It is a team commitment. **Winning as a team means understanding:**

- Who does what
- Why each role matters
- How each person's responsibility connects to the mission

When everyone knows their job and supports the people around them, the team becomes stronger than any challenge in front of it. Communication gets sharper. Trust grows. Accountability becomes shared—not forced.

A team aligned on roles and responsibilities is a team positioned to win safely and consistently.

Relentless Effort:**Know Your Job. Do Your Job. Do the Right Thing When No One Is Watching.**

Culture is forged in the moments that seem small:

- Choosing the right PPE instead of the convenient option
- Taking time to verify a step instead of assuming
- Stopping work when conditions change
- Checking on a coworker who seems distracted or fatigued

These moments build our culture brick by brick.

Relentless effort isn't about working harder, it's about caring deeply, acting consistently, and doing what's right because it's right.

Character shows when no one is watching. Culture grows when everyone behaves as if someone's life depends on it—because it does.

**Closing Thoughts**

Safety culture does not happen on accident. It is created every minute of every day through behaviors. Behaviors begin with belief, believing that the activity can get done safely. When beliefs and behaviors aligned with the culture, then shared experiences of success continually reinforce the culture. When we commit to fundamentals, speak up, own our space, operate as a team, and act with integrity, even in the unseen moments, we build a culture where everyone goes home safe, every single day.



Achieving Significant Professional Milestones

Contributed by: **Craig Hofmeister | Nelson Supervisor**

Aaron Porter successfully earned his Certified Utility Safety Professional (CUSP) certification in early 2026. He extends his sincere appreciation to John Reis, Micheal Colantuono, and Joel Gallagher for their mentorship, support, and the opportunities that contributed to achieving this significant professional milestone.

Aaron is also committed to supporting others who are considering the CUSP certification. If anyone has questions or would like guidance on the process, he is more than willing to help.

E+R=O is a mindset first and a skill set second. Apply the mindset as you learn the skill set.

About the CUSP Certification

The **Certified Utility Safety Professional (CUSP)** credential is the industry's premier safety designation for utility organizations, contractors, and communication service providers. Developed by the **Utility Safety & Ops Leadership Network (USOLN)**, the CUSP certification represents:

- Verified expertise in utility safety principles and regulatory requirements
- Demonstrated competency in hazard identification, risk mitigation, and operational safety leadership
- Industry wide recognition of a professional commitment to safety excellence
- Employer confidence in a candidate's readiness to lead and influence safe work practices





Bi-Annual Crew Award

Contributed by: **Ryan Bondy** | Regional Manager / Region 466

We congratulate Foreman **Joshua Rotter** (Right) and Trimmer **Xavier Gillaume** (left) for winning the bi-annual crew award on the American Transmission footprint. The crew award is voted on by members of the Nelson leadership team and Vegetation management group at ATC. The award consists of 5 main categories: Safety and Training, Crew Efficiency and Time Management, Equipment Maintenance, Professionalism and Environmental Stewardship, and lastly, Quality of Work. Great job gentleman on demonstrating what success looks like and showing our customers what sets Nelson Tree apart.

Keep up the great Work! 🍎



Incident Free - Five Years

Contributed by: **Ben Titus** | Supervisor / Region 465

To reach a milestone of five years with zero harm a team should be filled with pride in a job well done. It should also make them reflect on what helped them achieve this landmark. **Codie Goodrich** believes his team reached this milestone by following and believing in the culture that has been built around them. It would seem almost impossible to reach this milestone without embracing such pillars as “doing the right thing when no one is looking” and “being one another's brother's and sister's keeper. In Codie's Lot they emphasizes loyalty and teamwork. They rely on one another not only for productivity but also for safety. There is an unspoken code in his lot of looking out for your crew and earning respect through action rather than words. While the atmosphere can be tough and competitive at times, Codie believes it fosters mentorship. This in turn creates an environment where experienced workers pass down practical knowledge and skills to newer employees. This blend of grit, solidarity, and practical expertise shapes our culture.

Please join us at Nelson Tree Service in congratulating Codie and his team for 5 years with zero harm. 🍎

Flawless Job Briefing

Contributed by: **Craig Hofmeister | Nelson Supervisor**

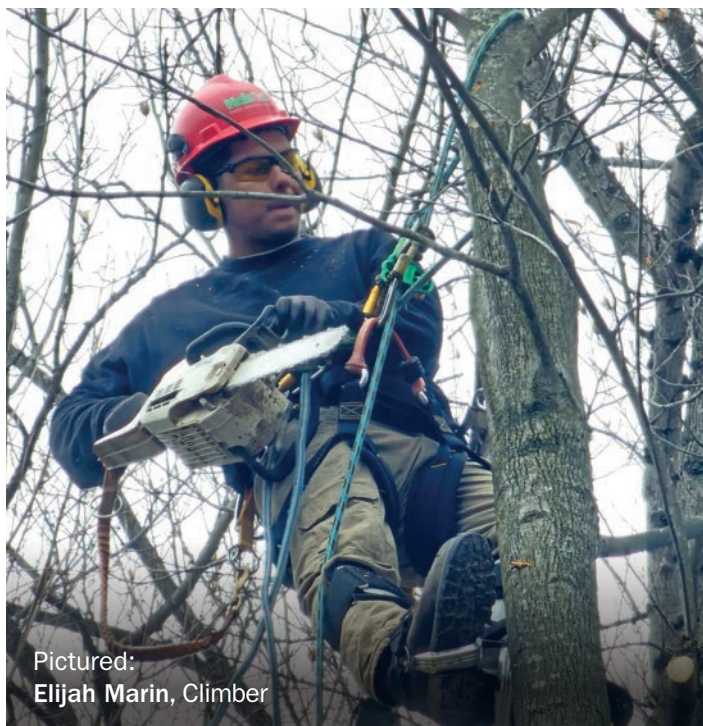


Pictured:
Tyler Opolka, Crew Foreman - **Frank Sprague**, GF
and **Doug Foerster** with Corporate Audit Team

This photo was taken during corporate audit. We were on a crew when Tyler's crew showed up to help. The other crew foreman was in the bucket trimming. Tyler picked up the crew workings job briefing and went through their job briefing and added what tasks his crew would be doing as if he did the first job briefing. He gave a flawless job briefing. 🍎

Good to Great

Contributed by: **Keith Jasmantas | Nelson Supervisor**



Pictured:
Elijah Marin, Climber

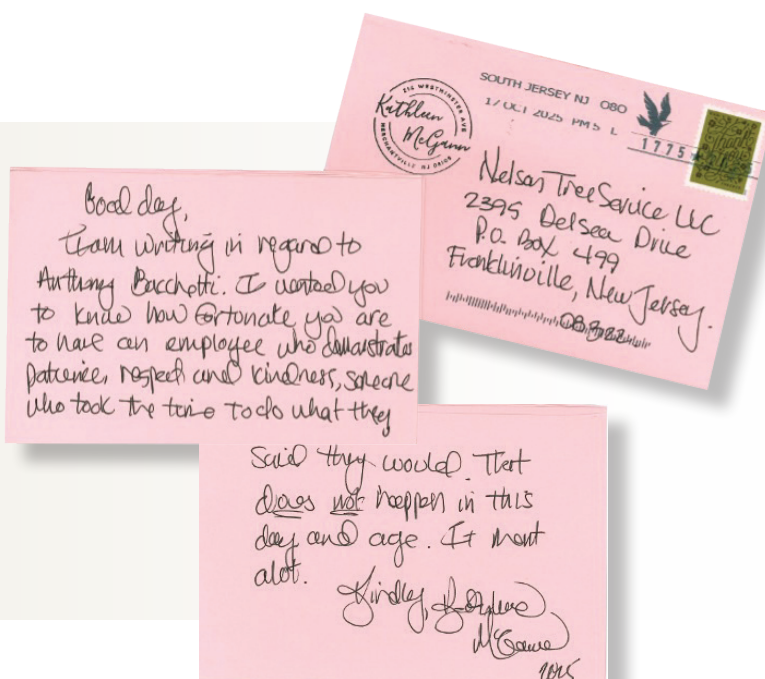
Elijah Marin in Region 460 has gone from good to great! With proper tools and coaching he has excelled as a climber. Watching someone grow like he has is what makes me proud of the team we have. Keep up the great work, Elijah! 🍎

Making a Difference

Contributed by: **Gregory Viscusi, Matthew Carter, William Larkey Jr.**

A thoughtful thank-you note from a PSE&G property owner was recently received at our office, praising General Foreman Anthony Bacchetti for his exceptional work. Moments like these reflect the meaningful impact our team has on the communities we serve and the pride we take in doing the job right.

Thank you, Anthony, for setting a fine example and making the NTS family look great! 🍎



Influential Women

Contributed by: **Chad Wright | Safety Supervisor / Region 464**

Dorothea Searles is an experienced administrative assistant, Currently serving as Regional Administrative Assistant at Nelson Tree Service utility clearance line industry. she has held quality assurance and credentialing roles, demonstrating strong operational and compliance expertise. With an Associate's Degree in Business Administration, Dottie excels in team leadership and process efficiency.

She currently serves as Regional Administrative Assistant at Nelson Tree Service Reg 464, where she brings exceptional organizational skills and a commitment to operational excellence. Prior to this role, Dottie held positions as a Quality Assurance Specialist at Yourway Transportation Co. Operations assistant at St. Lukes University Health Network where maintaining confidentiality of all materials handled within the network guidelines. Credentialing Specialist at ARMStaffing, where she ensured compliance and maintained the credentials of medical professionals. Dottie holds an Associate's Degree in Business Administration and Management from Katherine Gibbs, which laid the foundation for her versatile career in administrative leadership and quality assurance. Her professional journey demonstrates a strong ability to manage both operational and compliance-focused responsibilities, as well as lead teams effectively in dynamic work environments.

Beyond her professional accomplishments, Dottie is actively involved in her community. She has served on the Board of Directors for the Easton Area Bowling Association since 2017. In addition, she is a Notary Public and a Certified 911 Dispatcher in New Jersey, reflecting her commitment to service and public engagement. Her broad range of skills and dedication to both her career and community exemplify a lifelong commitment to excellence, reliability, and leadership.

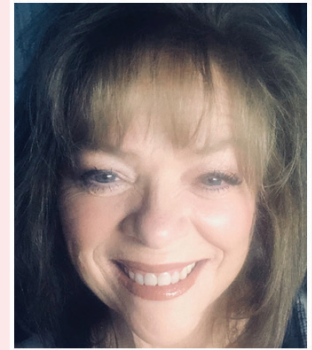
What career advice did you receive?

I am deeply grateful for the guidance of my mentors, especially my five sisters, whose courage and accomplishments inspire me every day. One of them was the first female to climb phone poles, breaking barriers in a male-dominated field, another serves with dedication on New York's States Workers' Compensation Board, finally one who manager in the fast-food industry with outstanding sales performance & success. Their example has profoundly shaped how I approach leadership, service, and perseverance in my own career. Beyond my sisters, I draw strength from my broader family network, which reminds me that no success is ever truly solitary. My advice to anyone building a career is to seek mentors who challenge and uplift you, who model the values you aspire to embody, and to recognize the power of a strong, supportive community in helping you achieve your goals.



RECOGNIZES

Dorothea Searles



REGIONAL ADMINISTRATIVE
ASSISTANT
NELSON TREE SERVICE, LLC



Amplifying the achievements and influence
of women who lead, innovate, and inspire.

What is your advice to young women entering the industry?

My advice to young women entering this industry is to remain curious and never hesitate to ask questions—this is essential for both professional and personal growth. I've found that understanding others and clear communication are at the heart of effective leadership, so invest time in developing these skills alongside your technical expertise. Embrace every opportunity to learn, listen, and engage, and you'll build a strong foundation for a successful career.

What are the biggest challenges you've faced?

I view every challenge as an opportunity to pause, assess, and approach the situation with clarity and care. Whether it involves ensuring safety on the job, supporting colleagues, or balancing professional and personal responsibilities, I've learned that resilience and thoughtful communication are key to navigating any situation effectively. Throughout my career, the biggest challenges have been the most instructive—they've taught me how to stay calm under pressure, listen actively, and lead with integrity. These lessons continue to guide every decision I make today and shape the way I approach opportunities in my field.

What values are most important in work and life?

The values that guide me in both my work and personal life center on kindness, integrity, and leading by example. I believe in treating others with respect and refusing to engage in negativity, while focusing on finding solutions and continuously improving. Just as I am committed to being there for my family, I extend the same support to my colleagues—they know they can rely on me, and I will show up when it matters most.

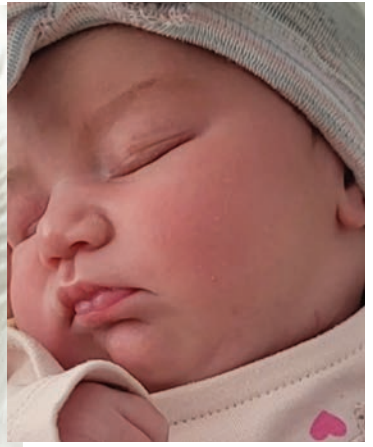
Dottie / Dorothea Searles 🍎

The Nelson Tree Family Corner

There's more to our team than the work we do, there's a whole community behind it. The Family Corner highlights the moments worth celebrating, from growing families to big accomplishments and everything in between.



Kris Edward's Son and Daughter-in-Law, Josh and Hannah, had a baby girl named Sloane Joy. She was born on January 21st. Her Daughter and Son-in-Law, Katie and Caleb, had a baby girl named Georgia Grace Ann. She was born on January 27th. **Congratulations!**



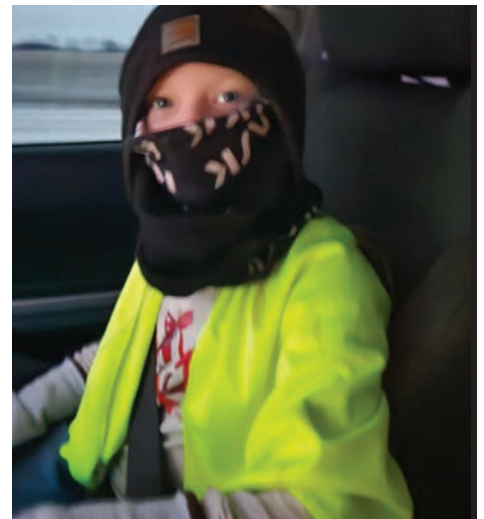
Amber Brackney's Daughter and Son-in-Law, Jody and Caleb, had a baby boy named Colter Steven Morgan. He was born on January 20th. Her Son and partner, Jesse and Jasmine, had a baby girl named Rhiannon Amber May. She was born on January 29th. **Welcome aboard!**



GF in Region 464 **Branden Barkley**, and his wife **Samantha Tomala**, recently welcomed their new baby. **Layla Jane Barkley** was born on 1/20/26 at 9:54 PM. She was 7 pounds 6.9 ounces and 19 inches long. **Hi Layla!**



Ben Baker's granddaughter is ready to get to work! She threw on his hard hat and jumped in his truck (don't worry, he didn't let her drive!). **We see her potential!**



GF Keith Jasmatas sent in this picture of his daughter Delaney, who grabbed his warm work gear to go sledding! **Hope you had fun, Delaney!**



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

Years of Service Recognition

50+ Years

50 Years

Cheryla Gwinn

40+ Years

48 Years

Vicki Hoffman

43 Years

John Reis
Matthew Vandergrift

42 Years

Devon Beachley

40 Years

Timothy Smith
Thaddeus Hamilton

35+ Years

37 Years

Anthony Gulla, Jr.

36 Years

John Stott

35 Years

Charles Fletcher

30+ Years

34 Years

Kenneth Hosking, Jr.

33 Years

Michael Laughman
Pete Wanczyk

32 Years

Anthony Massa

31 Years

John Moore
Joel Gallagher
Rodney Hogue
Michael Jenkins

30 Years

Craig Hofmeister
David Scherr

20+ Years

29 Years

James Casey, Jr.
Jodi James
Donnie Gray

28 Years

Robert McKillips
Robert Simpson
James Allen, Jr.
Timothy Ticknor
Robert Turner, Jr.
Michael Turner
Charles Skellington

27 Years

William Larkey, Jr.
Barry Essex
Laura Taylor
Molly Nichols
Daniel Curry
Pedro Ruiz
Jose Ruiz
James Hunt
Matthew Staves

26 Years

Shane Frost
Jeffrey Fuller

25 Years

Gary Craig
Robert Bango
Joseph Proko, Jr.

24 Years

Alfred Ball, III
Sonny Townsend
Adam Puckett
Aaron Porter
James Richerson
Charles Rooker

23 Years

Kristine Edwards
Steven McDougal
Andrew Rouse
Larry Townsend
Mark Vanduzer
Brian Taggart
Ritchie Baxter
Gail Gabor
Kimberly Preston
Darek Lavancha
Thomas Lavancha
Martin Taylor

22 Years

William Hallock, III
Joshua Lyndaker
Phillip Rayder
Jon Stevens
Marc Mesaros
Anthony Bacchetti
Jeffery Tolliver

21 Years

Josh Larouere
Steven Keefer
Travis Swigert
Brad Trumble
David Zender, Jr.
Jason Smith
David Byrd
Jose Palacios
Scott Gurdinak

20 Years

Randall Spotts
Andrew Johnson
Douglas Bird
Carl West
Bennie Sloan
Steven Wright
Kevin Coatney
Delbert Dixon
Michael Parrett

15+ Years

19 Years

Santos Ramirez
Chad Wright
Scott Nightengale, II
Kevin Minor
Benjamin Smith

18 Years

Gina Notter
Jose Viera
Jorge Ortiz
Curtis Mashaw
John Carothers, III
Sandra Wilson
Joshua Aden
Timothy McKibben
David Chambliss
James Whaley
Miguel Lazo
Jamey Morgan
J Guadalupe Martinez
Austin Woodring
David Privett
Rocky Sessler

Years of Service Recognition

17 Years

David Come
Timothy Erickson
Amilcar F. Guzman
Patrick Shuart
Joshua Boyd
Jeffrey Squires
Dylan Baker
Martin Caprood
Francis Robbins
Joshua Huff
Samuel Dickensheets
Joshua Johnson
Rickie Wright
Jason Heidbrink
Michael Schroer

16 Years

Isidro Nunez
Daniel Graves
John Tucker, II
Scott Mauzy
Codey Swanson
Danny Williams
Theron McDougal
Michael Lusk
Jared Labrake
Hans Marshall
Eli Martin
Miguel S Alvarez
Maximiliano G Silva

15 Years

Carrie Tangeman
Elizabeth Fretz
Jeffery Stagra
William Hernandez
Ronald Jones
Zachary Sperry
Jesse Masterson
Jeffrey Johnson
Kyle Messer
Brandon Hicks
Patricia Conti
David Yanta, II
James Rodgers
Derrick Nicholas
Carl Melchert
Frank Sprague
Kyle Stawizynski
Terry Gischer, Jr.
Erich Pilz

15 Years (continued)

Glenn Blankenship
Mathew Joyce
Miles Kimmel
Mark McCormick
Michael Rude
Douglas Clark
Richard Lee
Patrick Byrd
Shaune Cupp
James Grubb

10+ Years

14 Years

Sheila Durrani
Amber Brackney
Thomas Smith
Rudolph Morczek, III
Matthew Tiberend
Ryan Stricklin
Jason Tuck
Mark Revard
Vincent Avallone
Daryl Sharp
Elizabeth Mary Lee
Larry Porch, Sr.
Robert Hand
Brian Robbins
M Miguel Huitron
Eric Cline
Jake Lamanque
Jeremy Shepler
Jared McDougal
Kevin Vanbuskirk, Jr
Troy North
Brick Murphy
Travis Carter
Kenneth Hamblin
William Sperry
Matthew Blanchard
Efrain Centeno
Doyle Million
Jason Brown
Misael Espinola
Jose Zuniga
Frank Pearce, Jr.

13 Years

Jason Skinner
Terry Dolbow
Tyler Blanchard
Jason Thomas
Jeremy Davis
Jacob Maxwell
Anthony Spisso, Jr.
Jacob Theising
Carlos Ventura
Francisco Ventura Cueva
Kyle Lancey
Amanda Brown
Joshua Robinson
Taylor Tucker
John Walsh
Robert Schmeling
Mark Vansickle
Brian Gerard

12 Years

David Odell
Randy Macrabie
Jose Ruiz, Jr.
Eddy Vargas
Carol Shippee
Bobby Davis
Heriberto
Luciano Paulino
Brad Rakers
Trevor Doring
Elvis Stiles
James Netemeyer, Jr
Bryan Lepage
Fred Otis
Adam Skinner
Jaime Monjaraz
Jared Helsel
David Johnson, Jr
Alexander Wall
Thomas Butler
Robert Davis
Matthew Silfies
John Primrose
Louis Angelozzi, II
Matthew Lang
Todd Taylor
Fabricio Villalta
Manuel
Luciano Paulino
Gregory Crowe

12 Years (continued)

David McMullin
Randy Gibson
Harlan Gross, III
Eric Jost
Travis Clemmons

11 Years

Bradlee Taylor
Miguel Rivera, Jr.
Josue
Torres Mercado
Matthew Johnson
Marco Ward
Joseph Arbogast
Eric Hewitt
Michael Stewart
Erica Watts
Russell Hanes, II
Benjamin Wilder
Roberto Salmeron
Carlos Ventura
Joshua Valles
Jason Geist
Justin Hartmann
Cody Kellogg
Andrew Vance
Richard Schmidt
Hugo Rivera
Ryan Bondy
Gerardo Reyes
Pablo Lopez
Cameron Barnes
Steven Burmeister
Jacob Conkle

10 Years

Kyle Lorimer
Jordan Phelps
Ryan Panych
Ramiro Reyes, Jr
Zack Pannepacker
James Baumgardner
Derek Lamke
Jorge
Esquivel Montoya
Brian Smith
Zak Danner
Javier Urias
Timothy Mitchell
Jose Castellon
Jonathan Arbogast

10 Years (continued)

Jordan Jackson
Juan Cardenas
Matthew Kroening
Jeremy Schnitzler
Rutherford Hayes
Bobby Kole
Daniel Heider
Tony Dingus
Leah Tolley
William Roesing
Lawrence Parra
William Book
Steven Newhard, Jr.
David Salmeron
Francisco
Ramos Bonilla
Sean Buzinski
Rodrigo Limon
Mitchell Kunkle
Terrence Wentz
Jeffery Green
Nicole Rickert
Harold Burke, IV
Jesse Watkins
Jose Herrera
Gliquin
Serrata Vasquez
Kennith McMullin
David Langlois
Kelly Bish, Jr.
Dallas Seessengood
Michael Nasuti
Eduardo Velazquez
Ritchie Tuttle
Benjamin Wines
James Stillwell
Matthew Vanhouten

Years of Service Recognition

5+ Years

9 Years

Jordan Hall
Jose Gonzalez
Edward Ashwood, Jr.
Steven Randall
Christopher Shaffer
Bobby Bush, Jr.
Louis Martel, III
Cody Holton
Cody Branagan
Douglas Merrill
Jeremy Van Eck
Jacob Hull
Rell Chafin
David Rose
Erik Quintero
Ryan Deon
Brock Lohr
Cole Storment
Logan Hanlon
Jake Dunaway
Logan Thomas
Edward
Farfan-Alcauter
Carlos Escobar
David Hicks, Jr.
David Wood
Ralph Kristoferson, Jr.
Andrew Gisher
Benjamin Titus
Robert Loverchio
Christopher Lyons
Jose Ortiz
Juan Alvarez

8 Years

Pedro Saldana
Bobby Page
Marcos Lazo
Jonathan King
Herber
Enrique Escobar
Phillip Petersen
Macario
Perales Garcia
Garrett Jardine
Dylan Raifsnider
Braxton Smith
Jeremy Ingram
Korey Zehr
Garrett Dodson
Christian Mann
John Walker
Austin Heider
Dakota Chapman
Joshua Payne
Jamar Moore
Richard Archila
Ebodio
Galvez Velasquez
Joshua Castellion
Michael Colantuono
Mauricio Blanco
Luis Moquete
De Los Santos
Jose Penate Castro
Zackery Atchison
Codie Goodrich
Rogelio Limon
Eric Mann
Adam Luckey
Juan Gomez
Juan
Mendoza Manzanarez
Dustin Avallone
Jeremiah Hoekstra

8 Years (continued)

Ryan Mooney
Nathaniel Taylor
Donald Seguin, IV
Pablo Rivas
Jose Ventura
Justin Meyers
David O'Brien
Sammy Vicente
Joseph McConnell
Scott Cordner
James Blanshan
Jason Carter
Jesus Alvarez Herrera
Stephen Vichozsky, Jr

7 Years

Edward Rangel
Jeremy Leightey
David Woodbridge
Scott Omasta
Christian Bardonner
Charles Mason
Jennifer Woodbridge
Jasmine Gramling
Matthew Carter
Jeremy Ferrence
Manuel Espinosa
William Keihn
Richard Talerico, Jr.
Christopher Power
Jordan Teets
Hunter Taylor
Nicholas Reilly
Steph Smith
Robert Albright
Brandon Douglass
William Harrolle, Jr.
Eric Carpenter
Cody Delph

7 Years (continued)

Pablo Rivas, Jr.
Tyler Robinson
Jonathan Crum
Hawk Cole
Eugene Prunty
Alfredo Cardenas
Esteban Aguirre
Michelle Fields
Timothy Powell
Johns Stewart
William Johnson, Jr.
Tyler Mitchell
Marc Helfert
Ezequiel
Alvarez-Herrera
Alfred Simpkins
Troy Schoenberger
Jay Eckels
Ronnie Kelso
Gary Allen, Jr.
Daniel Sendo
Christopher Muringer
Noah Kuhn
Mark Birch
Chad Goodman
Christopher Schuller
Darrick Prater
James Delph
Kenneth Wilson
Jose Hernandez
Karl Bush
Daniel Mitchell, Jr.
Nicholas Wolf
Jakob Oglesby
Joseph Eing
Gage Gilliland
Jose Lazo
Carlos Gomez Gomez
Scott Seiber
Benjamin Bush

6 Years

Kevin Jones
Emilio Zamora
Kyle Cannon
William Bowser
Jeremy Dennison
Hanssel Rodriguez
Josh Romero
Brandon Baxter
Cooper Harmer
Dakota Arquette
Taylor Sergeant
Hunter Ousley
Joshua Rotter
Joseph Johnston
Samuel McCargar
Ruven Magana
Jay McConnell
Connor Kolvenbach
Logan Kueker
Timoteo Rangel
Jason Baker
Elias Perales Sigala
Gordon Laban
Nicholas Meyer
Hunter Lord
Stephen Colarusso
Joshua Erickson
Wade Oglesby
James Hendrix
Adam Tice
Anthony Goff
Keith
Cotner-Jasmantas
John Williams, III
Jose Medina Mangual
Jacob Bauserman
Eddie Morris
Steven Holzberger

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

6 Years (continued)

Salina Whiteside
 Dakotta Williams
 Patrick Dumont
 Clay Mesaros
 Brigido Aguirre, Jr.
 Jose Ramos Rangel
 Arturo Hernandez
 Matthew Stillion
 Matthew Ferguson
 Christian Barclay
 Santo Agosto
 William Quiroa Quiroa
 Selvin Quiroa Quiroa
 Arlando Lopez
 Magdalena Smith
 Allen Ellsworth
 Jose Barrera
 William Bauer
 Andrew Condee
 Jose
 Romero Orellana
 Freddie Edens, Jr.
 KC Fox
 Brett Yerdon
 Luis
 Cervantes Contreras
 Omar Rodriguez
 Branden Barkley
 Sigfried
 Reinoso Gonzalez
 Cory Costen
 Zachary Costen

5 Years

Joshua Wilcox
 Stephen Metoyer
 Austin Fuller
 Tommie Haddox, Jr.
 James Mann, Jr.

5 Years (continued)

Jesse Hart
 Michael Legros
 Eduardo
 Jimenez Escobedo
 Preston Gardepe
 Melvin Page, III
 Jarrod Pruitt
 Jared Dailey
 Artemio
 Diaz Gonzalez
 Garrett Scott
 Phillip Powell
 Tyler Shepard
 Cobin Rodriguez
 Bretten Stanley
 Mickel Melendez
 Wilfredo
 Rodriguez Claudio
 Noah Dailey
 Justin Horn
 Ralph Amill
 Brandyn De Jesus
 Tina Lovejoy
 Kris Furness
 Scot Linehan
 Isidro
 Quiroa Y Quiroa
 Kali Rees
 Colton Brink
 Isiah Arbogast
 Scott Bailey
 Justin Davis
 Tyler Lester
 Michael Chapman
 Markus Howard
 Miguel Salmeron, Jr.
 Herbert Dankert
 Charles Ayers
 Robert Hinman
 Christopher Shaver



New Career Opportunities Taking Root in Milwaukee

Contributed by: **Ryan Bondy** | Regional Manger / Region 466

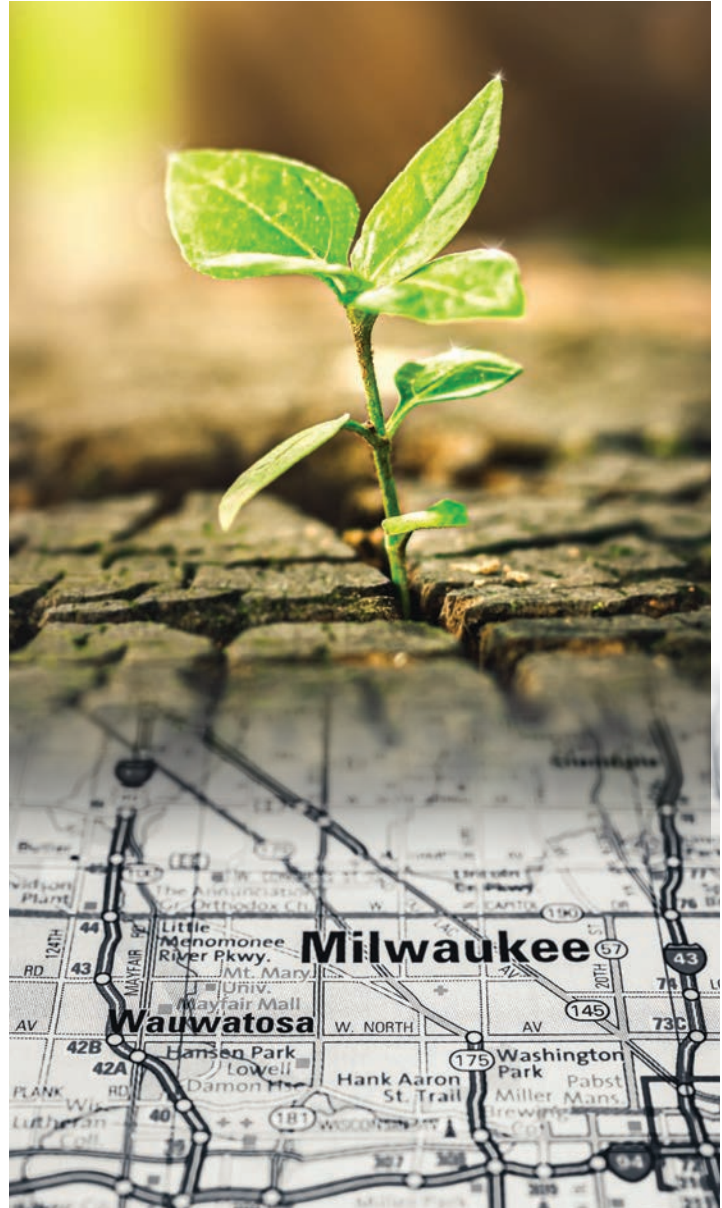
Big things are growing at Nelson Tree Service LLC. As our work continues to expand across the Milwaukee, Wisconsin area, we're preparing to open several brand-new positions for motivated individuals ready to take their careers to the next level. This isn't just about filling jobs — it's about building a stronger team of professionals who want to develop their skills, work with industry-leading equipment, and be part of a company that values safety, performance, and long-term growth.

Whether you're a new or experienced GF, Equipment Operator, Crew Leader, Journeyman, Work Planner or someone eager to advance within the vegetation management industry, these upcoming openings represent a real opportunity to grow with a company that's on the move. At Nelson Tree Service LLC, we invest in our people, reward hard work, and create pathways for advancement. If you're ready to plant your feet in a career with purpose and upward momentum, now is the time to step forward.

Currently hiring Work Planners, GF's, Supervisors, Project Managers, Senior Project Manager, Heavy Diesel Mechanic, Crew Leaders and Heavy Equipment Operators. For job information, pay rates and benefits please contact our Hiring Manager, Salina Whiteside. 🍏

Email: swhiteside@nelsontree.com

Phone: **937-580-9645**



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- Ironwood Chainsaw Pants Calf Wrap
- Dogwood Chainsaw Pants Calf Wrap
- Large selection of chainsaw boots



- **Quality HVSA Apparel**

- **Employee Retention Programs**

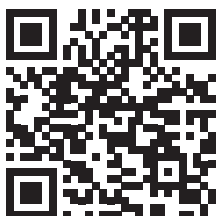
- Safety Awards
- Boot Programs



- **Speak Easy/ Studson Comms**



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password: **nelson**





441 West Bagley Road
Suite #358
Berea, OH 44017

Answering the Call: Michigan Storm Response

Contributed by: **Gary Allen** | Supervisor / Region 468

From March 13 to March 22, 2026, Nelson Tree Service crews responded to a major Consumers Energy storm in Upper Michigan, working long shifts around the clock to restore power. With 7 General Foremen, 1 Regional Safety Supervisor, 1 Supervisor, and 40 crews deployed, teams faced two waves of heavy ice that caused widespread outages—initially impacting 94,000 customers and rising again to 95,000 after a second storm system.

Despite hazardous conditions and a high volume of ice-damaged trees, crews remained focused and resilient, with many logging over 100 hours in the final week. Full restoration was completed on March 22, and most importantly, the event concluded safely with all personnel returning home without incident.

Special thanks to our General Foremen: Allen Ellsworth, Chad Goodman, Kyle Messer, Scott Reminder, Ron Kelso, Shane Frost, and Eli Martin, and Regional Safety Supervisor Scott Wilson for their leadership and commitment throughout the event. We also extend our sincere appreciation to every crew member whose hard work, dedication, and teamwork made this successful response possible.

