



Our Family Tree

A Newsletter For The Employees and Friends Of Wright Tree Service

VOLUME 9
NUMBER 1
SPRING, 2003

Mountain States, Southwest Win Safety Incident Awards

*Taylor's Division Wins "Most Improved Incident Rate" Award;
Schuster's Division Takes "Lowest Incident Rate" Award Again*



Scott Bloch, far left, Southwest Division Supervisor/Residential, and Tim Bingaman, Division Supervisor, far right, join Division Manager Allen Taylor as he accepts the "most improved incident rate" safety award from S. E. T. Director Keith Sheriff.

After winning both "incident rate" safety awards last year, **Kirk Schuster, Mountain States Division Manager**, had to settle for only the "lowest incident award" this year – still a wonderful accomplishment! **Allen Taylor, Southwest Division Manager**, laid claim to the "most improved incident rate" award for fiscal year 2002. The awards were presented to Kirk and Allen at the Annual Awards Banquet held in West Des Moines on Friday, March 7.

Congratulations to Kirk and Allen and all their employees whose daily commitment to safety has not only paid off in these distinctive recognitions but also in more hours of working safely.



Mountain States Division Manager Kirk Schuster, left, accepts the "lowest incident rate" safety award from S. E. T. Director Keith Sheriff.

News from our

CENTRAL DIVISION

Starting Off Wright!

For the first three months of 2003, MidAmerican Energy named **Foreman Wes Bagby**, and **Trimmers Mark Jaquith** and **Troy Pecenka** as “Crew of the Quarter.”

MidAmerican Energy Picks WTS!

Central Division Manager Steve Pietzyk announces the good news that MidAmerican Energy has chosen Wright Tree Service for its tree maintenance contract for Council Bluffs and Des Moines IA. WTS now serves MidAmerican’s entire service territory in Iowa.

A+ For Adrian

Foreman Adrian Oliver and his crew, **Trimmer Dan Copp** and **Groundman Chad Gallien**, were the recipients of a note from a very satisfied customer who wrote “how pleased I was with the tree trimming job on a couple big trees near my pond.” The note continued: “A young man named Adrian and his crew of two other capable young men (Dan and Chad) did exactly as I asked. They worked hard, were polite and didn’t leave a mess. I hope you can find a way to acknowledge their fine effort.” And, as they say, consider it done! The crew’s **General Foreman** is **Charles McClure**.

Habit-Forming?

“Well, it happened again” – those are the first words of an email message sent to **Central Division Manager Steve Pietzyk** from Westar’s Mike Horniman. One of Westar’s customers in Lenexa KS phoned the utility, complimenting **Foreman Robert Cunningham** and **Trimmer Mark Owens**. And obviously it wasn’t the first commendation Mike had received about this crew. The customer wanted the utility to know that he and his neighbors thought the crew did a good job, worked well with the property owners and were well spoken. “They are doing this while getting the required line

clearance,” Mike wrote, concluding, “I, too, appreciate their efforts.” And so do we! Congratulations to this crew and their **General Foreman, Tim Leiser**.

“Best In 18 Years”

Two Westar customers in Lenexa KS phoned the utility to commend the work of **Trimmers Dennis McIntire** and **Mark Owens**. One customer said “they were professional, explained the work to be done, did a good job, cleaned up the site well and moved on down the road.” The other customer remarked that she had some concerns based on previous work of other crews “but Mark and Dennis were the best in our 18 years here. They were considerate and cleaned the area nicely when they were done. Please tell their boss how pleased we are.” We appreciate your professional efforts, Dennis and Mark. Their **General Foreman** is **Tim Leiser**.

Doing God’s Work?

Bob Risse of MidAmerican Energy in Waterloo received a very grateful letter from the pastor of a church in Evansdale IA. Eleven trees had to be removed before a new addition to the church could be built. Bob enlisted the assistance of **General Foreman Mike Sanford** whose Waterloo crews removed the trees at no cost to the church. “Your generosity in taking down the trees has saved us so much time and expense,” the letter read. “And your workers went above and beyond the minimum. They made sure the trees were down in advance of our work days, and **Foreman Bobby Bailey** even helped on a Saturday, chopping a lot of brush we would have had to haul away.” Mike wants to thank all of the Waterloo crews who participated in this project. We also add our thanks for this noble effort.

Valentine’s Day “I Do, I Do”

Trimmer Jacob Fruh married Tammy Carr on February 14. Our heartiest congratulations to the newlyweds.

Diaper Duty!

Foreman Doug Buffington and his wife Corrine are parents of a new baby girl, Chloe Elisabeth, who was born in February.

NORTH DIVISION

Banner Year For WE Energies North Division Manager Don Heyel

shares a report with us which originated from WE Energies’ Dale Konieczka. In the report Dale covers all of the new programs which were put in place in 2002 in the utility’s Forestry Department. “All the time,” the report said, “we continued to provide excellent customer service, received compliments and provided outstanding storm response.” The report points out that, in January, WE Energies received the Project Partnership Award from the Wisconsin Urban Forestry Council and, in April, its fourth consecutive Tree Line USA Award. “Our 2002 safety record is spotless,” the report continued, “with no OSHA incidents or motor vehicle accidents.” No incidents of children touching conductors occurred. We received praise from the public and our coworkers for our safety message at Energy Park.” Wright Tree Service is proud to be part of the team recognized in this report.

Hurrah For Herb’s Crew!

Jeffrey Treu of WE Energies emailed this glowing report to **General Foreman Herb Coy**: “It takes a team of people working together to achieve these types of compliments. Thanks to all of you for your quality work and great job of customer relations, too. As you know, the WE Energies vision is to enhance the quality of life of every person we touch – today, tomorrow, together. You are all helping us make that vision a reality. Please continue your fine efforts!” Jeffrey was referring to an extensive trimming project at a farm near Hebron WI. The farm couple was very pleased and impressed with all phases of the

Branches

trimming on their property. They singled out **Foreman Tim Weber** who discussed the trimming options. In one instance, Tim climbed into a tree to show them how it would be trimmed so there would be no misunderstanding. All the crew was very pleasant and polite, performed their work very professionally and did a great job of cleaning up, according to the couple. The other crew members were: **Foreman Mike Gilbert** and **Trimmers David Brandenburg, John Luebke** and **Brian Morin**. We can assure Jeffrey with confidence that you will “continue your fine efforts.”

“An Asset To Your Company”

That’s how one of WE Energies’ Milwaukee customers remarked about a WTS crew. In his phone call to the utility’s Robert Kezelek, the customer said “what a beautiful job these two gentlemen are doing. They are steady hard workers and I’m sure they’re an asset to your company.” **Foreman Scott Gietzel** and **Trimmer Joe Pulera** are the crew members on the receiving end of this praise. Their **General Foreman** is **Jim Sweeney**.

More Kudos From Kezelek!

WE Energies’ Robert Kezelek passed along another email he received from a satisfied customer in Milwaukee. Apparently the WTS crew ran out of time to clean up some brush on the customer’s property and he complained, only to discover that the crew came back the next day to take care of it. “Sorry. The brush was cleaned up by the time I arrived home from work,” the customer’s email read. “They did not miss a thing. The crew did an excellent job! Considering the extreme cold weather and working in dangerous conditions, it’s amazing. The job was absolutely topnotch!” Take a bow, **Foreman Tony Vincent** and **Trimmers Rahn Mihelich, Mike Orzel** and **Jeff Peterson**. Their **General Foreman** is **Jim Sweeney**.

A General Foreman Grieves

General Foreman Joe Schulz sent

us the sad news regarding the death of one of his trimmers. Joe wrote: “**Paul Minnich** died in a car accident on January 18, leaving his wife Reka and 11-month old son, Wyatt. Paul was 26 years old and started with WTS in 1997. He was assigned to many crews while working his way up and filled in for **Dan Davies** while Dan was recovering from surgery. Paul did a fine job in Dan’s absence. I was his GF for the past 4 1/2 years. He was usually upbeat and laughed easily, even if it was at his own cost. Meeting his wife and seeing his son, who will never really know his father, and offering my condolences, was the hardest thing I have ever done. I hope everyone realizes it doesn’t have to be a car accident. There are many hazards involved with this job and it could happen to you or one of your crew. So be safe and watch out for fellow employees and friends.”

EAST DIVISION

Breaking Up “That Old Gang Of Mine?”

Foreman Mike Williams II was married in late September. His wife’s name is Christa. Best wishes and wedding bliss to Mike and Crista!

SOUTHWEST DIVISION

For The Record. . .

Perfect audits for three years! That’s the enviable record of **Foreman Mike Blain** and **Trimmer Kevin Landers** from two different A.E.P. Foresters. Mike and Kevin want to thank **Safety Supervisor Jim Lorrigan, Residential Supervisor Scott Bloch** and **General Foreman Mark Fuhrman** for their knowledge and support. Here’s Mike’s and Kevin’s safety slogan for 2003:

**WILL
REACH
ITS
GOAL
HAVING
TEAM
SAFETY**

MINNKOTA DIVISION

EXCEL-lent Job, Lori!

ExCel’s Energy’s Erica Oreskovich emailed **Division Manager Wade Myers** how pleased she is with **Payroll Supervisor Lori Ordal’s** work at the home office. “She is so happy to assist,” the email said, “and gets my invoices done so fast. It makes it easier on me to keep up with my own work because she’s so efficient.” Thank you, Wade, for passing this on to us. Now everyone knows about Lori’s good work!

Send In Schumal!

An ExCel Energy customer in Stillwater MN complained to the utility about repeated outages. ExCel sent **WTS Forester Bill Schumal** to determine the problem. After some expert trimming by **Foreman Jim Neeser** and his crew, **Trimmers Patrick Franzene, Tony Giguere, Ed Pacholke, Tim Sullivan** and **Maurice Williams**, the problem was solved to the customer’s complete satisfaction. We thank ExCel Energy’s Dennis Fallon and Wendy Jaede for sharing this good news with us. **General Foreman Bob Lien** says “Bill does a great job for us” and that goes for the excellent crew, too.

Loafers Are For Feet!

“I am writing to thank you for the excellent job your crew did at our home last week. The crew worked very hard and did a great job of raking up the twigs and leaves. They were here for several days, and I never saw any of them loafing on the job. I have no idea who the workers were but I would like you to know you have a great crew.” This letter from an ExCel Energy customer was sent directly to the home office and, after a little sleuthing ala **Lori Ordal**, we learned the crews were made up of **Foremen Ross Fleishauer** and **Tony Soto** and **Trimmers Pedro Castillo, Arnulfo Flores, Joe and Reyes Garcia, Ivan Hernandez** and **Arnold Tabora**. Thanks to Ross, Tony and their crews

(continued on page 5)

2003 Annual Meeting



After logging in 40 years of service with WTS, Mountain States Division Supervisor Mike Miller, left, has decided to retire. Mike received a standing ovation when President/CEO Scott Packard paid tribute to him at the Annual Banquet.



Congratulations to Lawrence Eisermann, Central Division, left, and Ron Knutson, Minnkota Division, on achieving 25 years of service with WTS. A 30-year awardee, Larry Bingham, Minnkota Division, was unable to attend the banquet.



Eight 20-year WTS veterans were honored at the Annual Banquet. Left to right, Roger Farley, Steve Pietzyk, Will Nutter, Harold Heider, Tony Gadola, Mark Moomey, Steve Richey and Scott Gietzel.



Six of this year's 15 year awardees came to the Annual Banquet to receive their awards. Left to right, Ken Venzke, Jerry Alton, Cindy Reavis, Wade Myers and Todd Lyles. Missing from the picture, Michael Collins.



The 10-year awardees who attended the Annual Banquet were, top row, left to right, Pete Burkett, Arthur Colbert, Charlie McClure, Richard Reed, Aaron Forrest and Kevin Bednarski; bottom row, left to right, James Woodling, Tyson Young, James Swisher, Larry Elliot, Frank Cordova and Keith Sheriff.

News from our Branches

(continued from page 3)

for representing WTS so superbly. Their **General Foreman** is **Bob Lien**.

More Bouquets For Bob's Crew!

Like the above letter, this letter was also sent to the home office but this Afton MN couple did its homework in identifying the crew. The letter was sent to **General Foreman Bob Lien's** attention and thanked **Foreman Bob Schultz** and **Trimmers Carlitos Medina, Jose Solis, and Arnold and Leonel Tabora** for their excellent work. "The crew was extremely careful working around shrubs and plants," the letter read. "They were also very careful not to damage the corn crop in the field that backs our property. The men answered our questions and our requests with great courtesy and professionalism. The cleanup afterwards was wonderful..." A photo of the crew at lunch break eating some "fiery" habanero peppers offered by the couple appears elsewhere in this issue. "They ate them without even flinching," according to the couple who both use gloves when handling the hot peppers. Olé to this wonderful – and entertaining – crew!

And One More Blossom For Bob!

Dennis Fallon and Erica Oreskovich collaborated in getting us this email commending another of **General Foreman Bob Lien's** crews. A West St. Paul customer phoned the utility, stating that **Foreman Tony Soto** and **Trimmer Ernie Powers** did a wonderful job of maintenance trimming in his neighborhood.

Car Accident Claims An Employee

General Foreman Jeff Harris sends us the sad news that **Foreman Tim Correll** died in a car accident on December 15, 2002 at the age of 24. According to the obituary, Tim loved so many things, including hockey, loud trucks, playing his guitar, trimming trees and, most of all, being a volunteer firefighter for the Randolph-Hampton Fire Department and a certified EMT. We share in this loss and express our deepest sympathies to Tim's family and friends.

FROM THE

Treetop

Needed: A Little More "Merle Hanna" In Us

(This article was written by our former President and recently deceased John R. Wright for the Spring, 1997 issue of Our Family Tree.

It is still most appropriate today.)

Thirty-three years ago I went to work on my very first tree. My qualifications? I wasn't afraid of heights and was fairly athletic. I also had to wrestle with a one-page employment application and a W-4. A lot of paperwork for a summer job, but I handled it. After all, I'd had a year of college.

My vocational training started at the trunk of a 60-foot white oak tree, supervised by a guy named Merle Hanna. Merle had been around a long time and obviously knew a lot about trees. My guess is that Merle and the white oak were close to the same age, although I don't know for sure.

Although I never came close to his level of skill in a tree, I learned the importance of doing a job well and being proud of my accomplishment. At the end of the day, there wasn't a twig out of place or a piece of deadwood. Merle taught me well that summer. Although I was soon assigned to a "real" crew, I never forgot the true lesson Merle taught me. If you learn to do something well and continue to do it to the best of your ability, you will be successful.

But I was lucky. I had more than a trainer; I had a tutor, a coach and a cheerleader all wrapped up in one wiry little body. Merle wouldn't let me fail. I was being taught to do a job, but Merle's job was much more important. His job was to teach *me* to do a job.

Today, tree workers are no different than I was 33 years ago. They want to learn and perform well, but circumstances have changed. The one-page employee application is history. The driver's license has been replaced by the CDL. The W-4 has been supplemented by the I-9, drug tests, 1910.369, A300 and pesticide licensing. We can get so wrapped up in the other person's job, we forget our own responsibility -- to see that novices have been taught the skills and given the

knowledge to perform the primary task of pruning the tree.

Reduced to its simplest form, a successful workforce must have a positive attitude and skill. Attitude is improved through incentives and encouragement. Incentives need not be monetary. They can be words of encouragement, the vision of something better, or listening and understanding. Monetary rewards are tangible results, a measurement of an individual's success and a permanent grade in the personal report card of his mind. The results of a positive attitude are less absenteeism and tardiness, lower turnover, a willingness to learn, a desire to progress and higher productivity.

Skill comes with time, if the individual's attitude remains positive and we do our job in the training department. Higher skill levels produce positive results for the employer in the form of production increases. This leads to cost savings for the customer and/or contractor, depending upon the type of contract. But most importantly, it improves the individual's feeling of self-worth, which improves attitude, which increases production and on and on. This is why I believe it is so important to have pay scale skill levels – higher pay as the individual's skills improve – because it forces an individual to raise his or her own personal expectations.

If we had a little more "Merle Hanna" in us, I'm convinced we could reduce the flow of new employees leaving the industry. Tree work is hard and sometimes risky, but it can be very rewarding and fulfilling. Opportunities abound all across the country for qualified workers. If you are a new employee, our job as owners and managers is to reinforce your belief that you will be trained, encouraged and rewarded. I hope we're doing our job as well as what we're expecting from you!

THERE'S SAFETY IN

553 Employees Achieve Accident
FREEdom For Up To Eight
Straight Years!



197 Employees

CENTRAL DIVISION

Jason L. Akins
Bobby Bailey
Travis J. Barker
Chad A. Behnke
Thomas Bertrand
Corey W. Booge
Matthew C. Brown
Douglas D. Buffington
Marcus Cornett
Richard S. Crane
Jason A. Davis
Dean Davolt
Wardell O. Dicus
Jerod S. Droge
Adam L. Ellis
Jacob S. Fruh
Rick Gaunt
Santiago Gonzalez
Peter Gordon
Randy A. Grell
Randy E. Hake
Mike R. Hasse
Christopher J. Hensley
Mark J. Jaquith
Ryan R. Johnson
Dave V. Knight
Terri S. Kremer
James M. Maley, Jr.
Patrick J. McDonald
Kyle E. Nelson
Michael Parsons
Mark A. Peterson
Michael D. Raygor
Sam A. Russell
Craig J. Sandvick
Kurt A. Schneckloth
Nathan N. Smart
Chuck A. Stoll
Bryan L. Turpin
Caleb D. Weber
William A. Wood
Jamie Woolard

NORTH DIVISION

Stephen P. Baker
Robert A. Belden
Greg Bennett
Travis A. Binegar
James S. Bock
Jerry Coy
Daniel R. Davies
Dave Denny
William C. Glander
William Hillier
Tim A. Hohulin
Craig J. Jensen
Ernest Johnson
Ronald D. Jones
David C. Kasch
J.R. A. Kusch
Craig Lyles
Todd L. Lyles
Steven M. Mathews
Brian D. Matthews
Tracy Mibbs
Michael Paschal
Boyd A. Rasmussen
Douglas A. Smith
Michael Sobotka
Coy Suydam
James D. White
Richard Zimmerman
Timothy Zirzow

MTN. STATES DIVISION

Luis Castillo
Alan Joseph Coan
Michael J. Coffey
Michael T. Correll
Orlin J. Feay
Kevin Fitzpatrick
Taryn A. Jacobus
Thea M. Leasure
James Mahaffey
Blake E. McGrew
Jose Ponce
William E. Rigsby
Fernando Sanchez
Robert E. Walker

SOUTHWEST DIVISION

Terry L. Alexander
Adolfo B. Alonso
Josh Brady
Greg A. Broadwater
William P. Cook
Jack Down
Armondo E. Duran
Javier Duran
Robert P. Elmore
Jeff D. Glass
Nicolas Gurney
Tommy D. Kelley

Floyd Mitchell
Richie S. Moreno
Scott Ogden
Casey Pequeen
David L. Rader
Jose Robles
Harvey L. Wilson
Jason J. Zebell

MINNKOTA DIVISION

Jacob E. Burgener
Shane E. Camozzi
Pedro Castillo
Scott J. Derosier
James W. Devlin
Lonnie H. Frank
Arthur C. Gilliland
Mark H. Grundman
Jacob L. Hanson
Timothy D. Hanson
Adam M. Johnson
Robert K. Kappelhoff
Joshua D. Kellen
Marlin D. King
Ted C. L'Allier
Jesse A. McManigle
Carlitos G. Medina
Richard L. Nelson, Sr
Matthew H. Ohr
Joel M. Radel
Darrell Schmitt
Norman E. Shultz
Antonio Soto
Gary H. Sundquist
Arnold E. Tabora
Jeremy Turner
John E. Turner
Brent A. Watzel
Gene A. Weiss

EAST DIVISION

Elmer W. Adams
Luis Aguilar
Rigoberto Aguilar
Jose L. Arguello
Salvador Avalos
Marcus Bowling
Albino M. Bruno
Gary Burch
Gary Cain
Jimmie L. Capps
Mark A. Capps
Debra Carroll
Jose C. Cervantes
Francisco C. Chavez
Charles R. Cook
Fernando A. Custidiano
Ruben E. Custidiano
Carlos J. Davadi
Tom Davis

Ramon Diaz
Francisco F. Duarte
Jose Escobar
Anthony W. Feller
Ron D. Forrester
Larry D. Gadd
Enrique D. Graf
Arnaldo D. Graneros
Abel Guerrero
Hector Gutierrez
Jason D. Harper
Juan Hernandez, Sr
Aspen Herring
Garry W. Jones
Norberto Juarez
Welden D. King
Norman G. Lonberger
Guadalupe Lopez
Donald Lovell
Fredy Martinez
Robert C. McIntyre
Luis Mejia
David Miller
Vladimir Morgado
Antonio Najera
William Nickens
Armond Ocampo
Mario Olivares
Matthew P. Owens
Gilberto Perez
James Pierce
Jerry Poindexter
Pedro Ramos
Julio Ramos
James K. Reynolds
Donnie Richey
J.D. Ringley
Alejandro Ruiz
Ulices Sanabra
Miguel Sanchez
Nick Shelton
Robbie Stanton
Sergio Valencia
Michael E. Williams



134 Employees

CENTRAL DIVISION

Justin Bennett
John C. Bigham
Charles Boesenber
Jason R. Dale
Kenneth G. Einfelt

THESE NUMBERS!

Michel E. Foulks
Eric S. Gustafson
Jerry D. Holder
Darin E. House
Jess R. Hout
Shawn Huffman
Ben L. Jacobs
Brad Keen
Timothy S. Kisner
Donald D. Kraft, Jr
David J. Maurer
Jeremy McColley
Issac McNown
Geoff Miller
Rodney L. Nichols
Mark I. Owens
Travis Patterson
Nathan J. Pexa
David Scott Rodman
David E. Stapleford
Siosuia Tupou
Frank A. Weeks
Robert W. Wilson
Ray L. Wolken
James L. Woodling

NORTH DIVISION

George A. Anderson
Kevin J. Bednarski
John A. Carne
Tim L. Cart
Mauro A. Castillo
Jeremy C. Cobbs
Jason Collins
Scott Deleskiewicz
Dan Epkins
Jeffrey A. Gilmore
Mike L. Hebert
Larry M. Hoskins
Samuel Hott
Trevor G. Jacob
Daniel F. Luebke
Jakeb A. Meyer
Daren J. Mindham
Brian J. Morin
Lawrence H. Nickel
Michael J. Orzel
Michael J. Ostendorf
Loren M. Pruitt, Jr
Jerry A. Reed
Richard A. Reed
Duane E. Reich
Richard R. Reinel
Shawn P. Salmon
Dale Simek
Kevin L. Simmering
Timothy J. Skidmore
Debora I. Spoeke
David Sprinkle
Aaron Stacey

Brian W. Steinke
Brandon L. Swiggum
Ryan Tebo
Matthew A. Thesing
Robert Walker
William O. Wallen
Jamie D. Watkins
William Weber
Troy T. Webster
Duane E. Westhafer
James R. Wetter
Richard Wright

MTN. STATES DIVISION

Steven Beisker
Jaime N. Gonzalez
Denis J. Green
Jose M. Palacio
Scott E. Schreiter

SOUTHWEST DIVISION

James Bushue
Pete Bustamante
Bill Childress
John W. Childress
Dale A. Gibbs
Dale D. Holleman
Noel A. Lopez
Jerrod W. Main
Rockford L. Miller
Ricardo Robles
Jose I. Sanchez

MINNKOTA DIVISION

John F. Brezinsky
Jay P. Callahan
Richard L. Crowell
Gary D. Deppe
Bradley T. Despot
Alan R. Dobie
James Engelke
Justin K. Kobernick
Sergio Limon
Robert J. Nelson
Jerome Novak
Steve C. Radel
John Ruppert
Jim Sieverding
Richard D. Strese
Randy G. Workman

EAST DIVISION

Michael Abrams
Ricky Allen
Charles Baker
Manuel Becerra
Hughie C. Capps
Thomas V. Clayton
Mitchell R. Cook
Hugo Del Carmen

Steven G. Denton
Hugo Diaz
Charles R. Gadd
Richard L. Gilbert
Floyd Groves
Donald L. Gunderson
Ronald D. Hamilton
Matt Hendrickson
Cirilo Hernandez
Ernest Hunter
Greg Madden
Keith W. McCoy
David Parker
Javier Ramirez
Jose Ramos
Terry Rich
Willie Scott
Terry White
Yancy Worley



72 Employees

CENTRAL DIVISION

John W. Atwood
Wesley Bagby
Kevin K. Becker
Philip G. Boesenberg
Jeremy L. Buckholtz
Damon D. Burkhart
Thomas F. Cady
Jonathan Cates
Aaron H. Cox
Cory M. Edwards
Timothy L. Graham
Luke Grove
Sean P. Hegarty
Christopher Lenhardt
John W. Mains
James L. Martin
Adrian T. Oliver
Kevin E. Rhoads
Daniel L. Roberson
Tom L. Snyder, Jr
Michael W. Swisher
Darrell E. Thomas

NORTHEAST DIVISION

Fred A. Beck
Brian R. Bennett
Jamie R. Bradway
Bret A. Chocholous
Christopher T. Finch
Brian J. Hansen

Kenneth M. Hermanson
George C. Hess
Aaron Lorrigan
Mike D. Mibbs
Tim Monn
Bradley E. Moreland
Jay A. O'Laughlin
Curtis Reser
Randy L. Reynolds
Ernest E. Troxell
Rusty K. Walker
Thomas R. Winters

MTN. STATES DIVISION

Guadalupe Bustos-Mendoza
Kathleen Chytka
Walter L. Derby
Jorge Lopez
Luis Maldonado
Rodney K. Maxwell
Benedicto Moran
Manuel Rodriguez
Joe M. Valdez

SOUTHWEST DIVISION

Michael R. Blain
Billy J. Chisum
Gary E. Claborn
Chris N. Dunn
Scott D. Eklofe
Jason B. Frasl
Jimmy W. Hicks
Michael D. Knieff
Kevin B. Landers
Robert V. Mizumura
Derrick P. Pickard
Chad M. Rose
Leisha G. Self
Robert Self

MINNKOTA DIVISION

Carl A. Braatz
Steven A. Janousek
Brian M. King
Clinton J. Klukas
David A. Knapp
Ronald Knutson
Michael W. Papenfuss
Roger D. Stahl
Randy J. Sterry

(continued on page 8)

*If you were inadvertently omitted, please contact
Cindy Reavis at the
Home Office.*



46 Employees

CENTRAL DIVISION

Jeff W. Adams
 Jeffrey W. Brown
 Lance P. Even
 Albert Garrow, Jr
 Frank Haller
 Shawn M. Huff
 Roy F. Huske III
 Michael P. Jud
 David A. Lenning
 Asa Mapes
 Nathan Mayeske
 Danny McDonald
 Travis D. Platt
 Todd D. Powers
 Scott Swisher
 William Villarta

NORTHEAST DIVISION

Gregory J. Arndt
 Ross A. Boelk
 John Bucher
 Jerry Lee Coy II
 Jonathon J. Davies
 Harold J. Heider
 Troy John Heinz
 Troy D. Jacob
 Raymond J. Kane
 Richard A. Lemke
 Jason R. Miller
 Paul A. Minnich
 Dale Panas
 Joseph W. Stevenson
 James F. Witucki
 Bruce W. Wuchterl

MTN. STATES DIVISION

David L. Jenson
 Bernal Joel Ojeda
 William R. Sutherlin

SOUTHWEST DIVISION

Dwayne Michael Hamm
 Leonardo L. Ponce
 Leslie W. Rymer
 Lucko L. Self
 Elliott Walker

MINNKOTA DIVISION

Timothy Correll
 Keith D. Guiminger
 James J. Klukas
 Ronald J. Knutson
 Cory M. Kobernick
 Mark A. Satter



26 Employees

CENTRAL DIVISION

Earl Barlow, Jr
 Patrick L. Boyd
 Andrew P. Boyer
 Jim Campbell
 Fabian Gonzales
 Jason L. Martin
 Jason L. Mohr
 Larry Lee Peterson
 Gary L. Randolph
 John M. Rogers
 Robert D. Selhaver

NORTHEAST DIVISION

Michael R. Euteneier
 Shawn C. Grant
 Brian E. Marion

MTN. STATES DIVISION

Jorge Alcocer
 Abel Bernal Flores
 Jose Alfredo Rodriguez

SOUTHWEST DIVISION

Larry Elliott
 David Flowers
 Mathew Silkey
 Richard L. Soweka
 Juan Valle

MINNKOTA DIVISION

Todd W. Discher
 David Ness
 John T. Nyberg
 Lawrence J. Rothbauer



13 Employees

CENTRAL DIVISION

Terry E. Barrett
 Lawrence Eisermann
 Lavernon P. Wright

NORTHEAST DIVISION

Allan R. Bienemann
 Kevin J. Jung
 David D. Thomas
 Tim R. Weber

MOUNTAIN DIVISION

Tim P. Jennings
 William McCormick

SOUTHWEST DIVISION

James P. Bennett

MINNKOTA DIVISION

Bradley G. Bembenek
 Chad M. Brinkman
 Brian J. Dempsey



18 Employees

CENTRAL DIVISION

Terry Brack
 Raymond C. Flick
 Steve A. Richey
 Dennis F. Rubitsky
 John Waring

NORTHEAST DIVISION

Jay A. Hafemeister
 Michael R. Kuhrt
 Peter A. Nowicki
 Dennis M. Wiese

MTN. STATES DIVISION

Steven L. Bond
 Roberto Lozano, Jr
 Tobin M. Wood

SOUTHWEST DIVISION

Mark Barber
 Ellis Ludlow, Jr
 Jeffrey Rhodes

MINNKOTA DIVISION

Byron O. Stahl
 Robert J. Tyson
 Tracy E. Yahnke



47 Employees

CENTRAL DIVISION

Bobby J. Bumgardner
 Lawrence W. Cowan
 James N. Kamp
 Mark W. Moomey

Jeffrey V. Neis
 Doug A. Sibold
 John F. Willcox
 Tyson R. Young

NORTHEAST DIVISION

Jay D. Allen
 John Block
 David L. Cash
 Chester Fleck
 Christopher S. Goral
 Mark J. Hengstenberg
 William R. Johnson
 Steven E. Kauffeld
 Scott Laux
 James A. Panure
 Jeff A. Peters
 Scott R. Rice
 Everett W. Smith
 Mike J. Suprenand
 Gerald A. Vincent
 Steven N. Zach

MTN. STATES DIVISION

Mark A. Nelson

SOUTHWEST DIVISION

David L. Elder
 George Fields
 Albert Johnson
 Kenneth A. Johnson
 Charles Love
 Robin Soweka

MINNKOTA DIVISION

Gaylen Ackerman
 Jay F. Bult
 Glen R. Crabtree
 Marcus L. Doppler
 Curtiss J. Filtz
 Mark J. Frank
 Keith R. Gugel
 David R. Hanson
 Robert R. Hanson
 Daniel Hawker
 Lester J. Imker
 Dennis D. Jacobs
 Mike Laffey
 Richard A. Nyhus
 Keith Alan Smith
 Robert L. Steadman

The Results
 Are In!

871

EMPLOYEES QUALIFIED
 FOR THE SAFETY
 INCENTIVE AWARD

During The First Quarter
 Of This Fiscal Year
 (10/02 - 12/02)

2002 Longevity Awards



Larry Bingham
Minnkota

25 YEARS

Lawrence Eisermann	Central
Lonnie Frank	Minnkota
Ronald Knutson	Minnkota
Everett Smith	North

20 YEARS

Roger Farley	Central
William Gadola	Central
RS Gietzel	North
Harold Heider	North
Scott Laux	North
Mark Moomey	Central
Will Nutter	DM
Steve Pietzyk	Central
Scott Rice	North
Steve Richey	Central

15 YEARS

Jerry Alton	North
Thomas Bianchi	North
John Block	North
Michael Collins	North
Mark Hengstenberg	North
Lester Imker	Minnkota
Todd Lyles	North
Jeffrey McNamara	North
Wade Myers	Minnkota
Cindy Reavis	DM
Mike Suprenand	North
Ken Venzke	Minnkota

10 YEARS

Jeff Adams	Central
Kevin Bednarski	North
Barry Bestland	North
John Bucher	North
Peter Burkett	SW
Arthur Colbert	SW
Frank Cordova	Mt. States
Jerry Coy, Jr	North
Larry Elliott	SW
Aaron Forrest	SW
Michael Gilbert	North
Christopher Goral	North
David Knapp	Minnkota
Charlie McClure	Central
Richard Reed	North
Keith Sheriff	DM
Mathew Silkey	SW
Roger Stahl	Minnkota
Mike Suprenand	North
James Swisher	Mt. States
James Woodling	Central
Michael Yarnot	North
Tyson Young	Central

(continued on back page)

FROM THE Kitchen

We wish to thank Debi Schweisthal, wife of General Foreman Scott Schweisthal, Minnkota Division, for this first recipe. We are anxious to try it and, after you read it, we know Steak Oriental will be on your menu soon, too. The second recipe is a wonderful salad that's easy to make and so delicious. By adding a beverage and maybe a slice of hot bread or roll, you'll have a meal the entire family will enjoy.

STEAK ORIENTAL

1 lb. round steak cut
in small strips

2 Tb. butter

1 can cream of
mushroom soup

1/4 cup water

1 tsp. garlic salt

1/4 tsp. pepper

1 Tb. soy sauce

1 cup chopped celery

1 cup diced pepper
(Debi uses red, yellow and
green for color.)

1/2 cup diced onion

Brown steak in butter, add rest of ingredients, cover and bake at 350 degrees for 2 hours or in crock pot all day. Serve over rice or chow mein noodles - and enjoy!

CHERRY COLA SALAD

1 6 oz. box cherry Jello

1 can cherry pie filling

1 20 oz. can drained crushed pineapple

1 cup hot water

1 cup regular flavored cola

Dissolve Jello in hot water. Add pie filling, pineapple, then cola. Chill until firm and serve.

BENEFITS

Whom do I contact when I have a billing question?

Contact Wellmark Blue Cross and Blue Shield of Iowa (Wellmark) at 1-800-524-9242. Be sure to have your ID card, provider invoices or statements, and other important information such as dates of service and the provider name. Keeping the explanation of benefits (EOB) form you receive from Wellmark will assist you in better understanding how the claim was processed.

What is a PPO?

A Preferred Provider Organization (PPO) is an arrangement designed to supply health care services at a discounted cost by providing incentives for members to use designated health providers who contract with the PPO at a discount.

What is a provider?

A provider is a hospital, health care facility, physician or other medical professional that provides health care services.

Where can I find a list of available doctors and hospitals?

Contact Wellmark at 1-800-524-9242 or visit the web site (www.bluecares.com) for information on which doctors and hospitals participate in the PPO. You can search provider listings by name, zip code or specialty for a list of participating providers.

How often are the Doctor and Hospital Finder updated??

Wellmark collects and provides information to the PPO finder network via different timetables and methods. It is the responsibility of the member to confirm PPO participation prior to receiving services by contacting Wellmark at 1-800-524-9242. This task is not the responsibility of the provider. For example, if you are referred for an outpatient hospital procedure you should confirm PPO participation for both the facility and the provider.

Whom do I talk to if a claim has been rejected?

Contact customer service at 1-800-524-9242 for details regarding claims. Be sure to have your account number, paperwork and any important information such as dates or Dr. references handy when you call. If you received a bill from a provider but have no EOB from Wellmark, please contact them to confirm they received the claim. In some cases a provider may mistakenly list a member *id or alpha* prefix when filing a claim. If this happens, the claim is denied and returned to the provider because Wellmark cannot identify the member. In this example you may not even receive an EOB denying the charges, since the system is unable to identify the member receiving services. If this happens, please contact the provider or billing office to correct the error and request that the claim be filed again.

FAQS

NOTICE!

New 401(k) Statement Mailing Dates

Due to internal changes in the plan year for the 401(k) plan we have also incurred a change to the statement mailing date. Our new 401(k) plan year is now October 1 through September 30. Statements will be mailed to your home address or appear via the web site in April and October of each year.

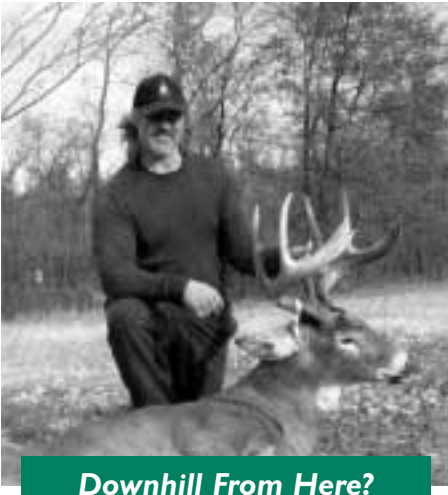
One For The Road!



President/CEO Scott Packard, left, and Vice President John Margeson were obviously pleased with the new trade show display when it was unveiled at the home office. Each of the three panels retracts into the base like a window shade for ease of setup and takedown.

The new display was used at the Indiana Arborist Association meeting in Indianapolis in January. In attendance, left to right, Vice President John Margeson; General Foremen Travis Hurst, John Clayton and Dave Miller; and Mike Baldwin from IPL.





Downhill From Here?

General Foreman Joe Schulz, North Division, shared this photo of Foreman Jeff Peters with his “once in a lifetime” trophy buck. Specifications: 11 points, 17" inside spread, estimated 150 class.



Rack 'Em Up, Charlie!

Central Division General Foreman Charlie McClure, right, shows off his first kill that had a complete rack. Foreman Tyson Young gives all the credit to “Tyson Young’s Guide Service.”



Some Like 'Em Hot!

Trimmers Carlitos Medina, Jose Solis and Arnold and Leonel Tabora, Minnkota Division, enjoy their lunch, including some “fiery” habanero peppers provided by the utility customer where they were working. See complete story in News from our Branches.



Photo Courtesy of Minnot Daily News/Heidi Weiss

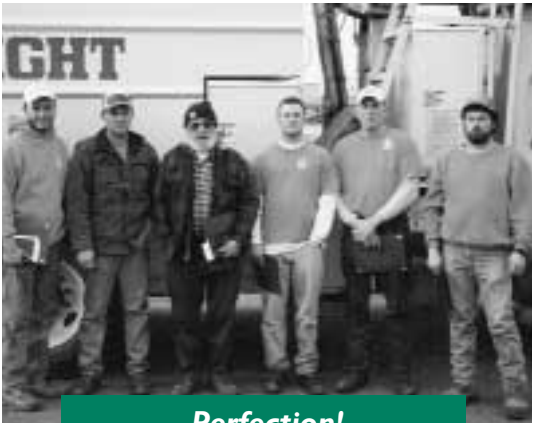
Brrr-eaking News!

Foreman John Brezinsky, Minnkota Division, clears some power lines in Minot SD to prevent possible outages while Trimmer Scott Ruzicka assists on the ground. The picture appeared in the Minnot Daily News. John says the temperature rose to a “whopping” 10 degrees that afternoon.



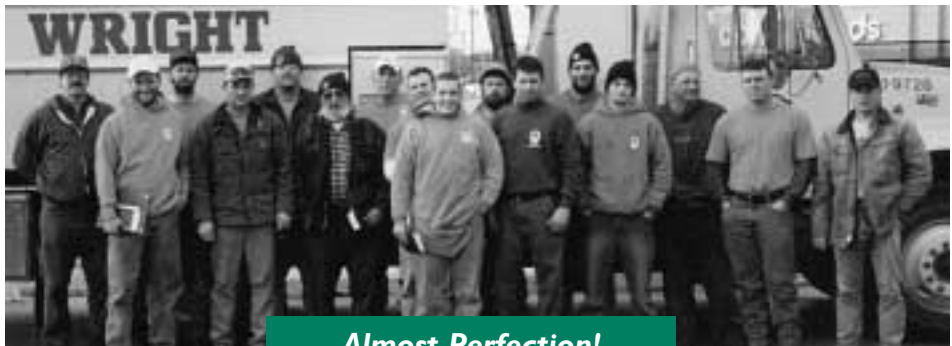
Another Stork Stop!

Work Planner Mark Barber, Southwest Division, is the proud father of a new baby girl, Madison Dawn, who was born last December.



Perfection!

MidAmerican Energy safety awards went to these six crewmen from Central Division’s Waterloo area for not missing any time for one year or more. Left to right, Dave Maurer, Bob Bailey, Jim Kamp, Nate Pexa, Lance Even and Kevin Becker. Jim Kamp was also cited for perfect attendance for eight years.



Almost Perfection!

Safety awards from MidAmerican Energy for a good attendance record went to, left to right, Mike Sanford, Dave Mauer, Ben Jacobs, Bob Bailey, Ken Einfelt, Jim Kamp, Lance Even, Nate Pexa, Wes Bagby, Kevin Becker, Troy Pecenka, Terry Mahlstedt, Tony Ciavarelli, Pat McDonald, Mark Jaquith and Crager Cook.

5 YEARS

Jorge Alcocer	Mt. States
Greg Arndt	North
Bobby Bailey	Central
Chad Behnke	Central
Ross Boelk	North
Charles Boesenberg	Central
Philip Boesenberg	Central
Patrick Boyd	Central
Andrew Boyer	Central
Tom Brumm	North
Ryan Burlingame	WTC
Mendoza Bustos	Mt. States
Ralph Connor	WTC
Richard Crowell	Minnkota
Jon Davies	North
Jason Davis	Central
David Day	Central
Brian Dempsey	Minnkota
Todd Discher	Minnkota
Cory Edwards	Central
Abel Flores	Mt. States
David Flowers	SW
Davy Freeman	SW
Shawn Grant	North
Keith Gummeringer	Minnkota
David Hanson	Minnkota
Roy Huske	Central
Troy Jacob	North
Taryn Jacobus	Mt. States
Craig Jensen	North
David Jenson	Mt. States
Ryan Johnson	Central
Robt Kappelhoff	Minnkota
David Lenning	Central
Juan Linares	Central
Jorge Lopez	Mt. States
Luis Maldonado	Mt. States
Asa Mapes	Central
Brian Marion	North
Steven Mathews	North
Brian Matthews	North
Jason Miller	North
Paul Minnich	North
Jason Mohr	Central
David Ness	Minnkota
Jay O'Laughlin	North
Dale Panas	North
Michael Parsons	Central
Larry Peterson	Central
Derrick Pickard	SW
Leonard Ponce	SW
Joe Pulera	North
Jose Rodriguez	Mt. States
Mark Satter	Minnkota
Robert Selhaver	Central
Debora Spoerke	North
Nate Stone	North
Richard Strese	Minnkota
Tom Tucker	SW
Juan Valle	SW
Randy Walters	North
Jamie Watkins	North
Greg Williams	Central

Family Clippings

News From The Home Office



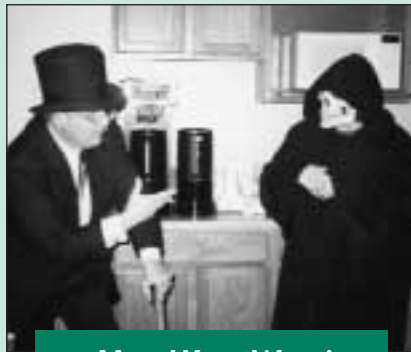
Behind The Scenes

Thanks to our Booster Committee, the home office Christmas Party was a huge success. Left to right, Lori Ordal, Lois Ward, Nancy Jacobson and Donna White.



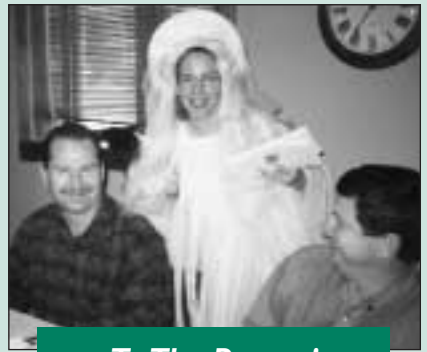
Party Pooper?

Ebenezer Scrooge, a.k.a. Scott Packard, made a surprise appearance at the Christmas Party.



Mend Your Ways!

The Ghost of the Past, Karen Widen, tells Ebenezer to repent or else spend his hereafter dragging chains around.



To The Rescue!

The Ghost of the Future, Kristy Zeimen, gives hope to Ebenezer while entertaining Will Nutter, left, and Terry McGonegle.



Goodbye, Judy!

Recent WTS home office retiree, Judy Hiatt, attended the Annual Banquet with her husband Mike. Thanks for all your contributions, Judy, and best of luck in retirement. Judy and Mike have two trips in their future. This June, the Great North American RV Rally in Louisville KY where they'll meet up with friends from St. Louis MO; and, down the road, a trip to Alaska.

If you have access to the Internet, you can visit us at: <http://www.wrighttree.com>