



Our Family Tree

A Newsletter For The Employees and Friends Of Wright Tree Service

VOLUME 6
NUMBER 1
SPRING, 2000

35 Years Of Branching Out!

Bob Myers Marks New Milestone At Wright Tree Service

In May of 1964, Wright Tree Service took a chance by hiring a young man with no trimming experience to help clear the toll lines of Northwestern Bell Telephone Company. Over the years, **Bob Myers** has learned considerably more about this business and is now **Vice President of Operations** for a company that has grown a great deal in 35 years.

"The saws were heavier and the equipment wasn't very refined," recalls Bob. "But my clearest memory is of my first foreman. His name was Roger Keuger and, at 6'7", is still probably one of the best rope and saddle people I've ever seen climb."

Bob must have impressed his boss as being a hard worker because, in just a few months of trimming in Moorhead, MN and Fargo, ND, he was a foreman himself. The next stop for Bob was Waupaca, WI (the coldest place on earth, according to Bob) where he ran a three-person manual crew for a local REC.

In 1966, Bob worked his way through a series of foreman positions that included assignments in Owatonna, MN, Sioux City, IA and Emporia, KS. During those years, Bob also had the opportunity to learn a bit about trenching and cable plowing.

"At that time, WTS was trying to break into the underground business," Bob commented. "What a learning experience that turned out to be. After over a year, I figured that I really didn't enjoy underground work and took advantage of the first chance I could to get back into line clearing."

Of course, Bob was destined for a lot more. In 1975, he was promoted to Division Supervisor, responsible for crews in Nebraska, Kansas, Oklahoma and Missouri. In 1987, Bob was promoted

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Vice President of Operations Bob Myers, left, receives congratulations from President John Wright for his 35 years of service to the company.

John Wright Wraps Up Successful Year As President Of NAA –

Making The Wright Mark!

As **President of Wright Tree Service**, **John Wright** has managed to accomplish a great deal. It should come as no surprise, then, that much has been attained during his recently completed year as President of the National Arborist Association. "We started the year with several ambitious goals," John said. "And even if we didn't accomplish them all, we've certainly made a good start." Actually, John is a bit modest in assessing his tenure. He demonstrated strong leadership in directing development of a strategic plan designed to grow NAA into a more prominent national and international organization. The four primary



WTS Vice President Pete Byers congratulates John Wright on his successful year as President of the National Arborist Association.

goal areas of the 2000-2002 strategic plan are membership, education, public awareness and organizational excellence. John's hard work can be seen in all of these areas.

(continued on back page)

News from our

CENTRAL DIVISION

Woeful Wyoming Weekend!

We regret to inform you that **Trimmer Dustin Biddle** was seriously injured while on a weekend trip to Wyoming. Dustin was helping a friend trim a tree (treeman's holiday?) when he fell 46 feet to the ground. He broke his back in three places and dislocated his wrist. Fortunately, there are no signs of paralysis yet, but his wrist required surgery to insert three pins. Dustin was recently released from a Wyoming hospital and is recuperating at his home. Along with your prayers, we're sure he would like to hear from you. His address: 919 Pacific St., Sioux City, IA 51105-3262. **Mike Sanford** is his **General Foreman**.

"Went Out Of Their Way"

A Milan, IL couple wrote the home office, complimenting **Foreman Mike Wilkins** and his crew "for doing such a nice job" of clearing the brush and trees under their power line. "They all went out of their way to please us while on our property," the note concluded. Well-earned praise, we're sure – keep up the good work, Mike! **Lloyd Fletcher** is his **General Foreman**.

Pass-Along Praise From Mid-American

A Sioux City customer wrote Mid-American Energy, complimenting the utility for some trimming work at her home by a WTS crew. "They did a beautiful job on my trees and cleaned up everything wonderfully. They should be commended for such excellent work and I wish to say a big 'thank you.'" The lady lamented that her husband was no longer here on earth but if he were, she assured MidAmerican that he would have the same thoughts. Our grateful thanks both to MidAmerican for sharing this letter with us and to **Foreman Tom Bertrand** and **Trimmer Larry Peterson** for representing WTS so admirably.

Mains On The Move

General Foreman Charlie McClure welcomes **Foreman John Mains** who transferred from the Sioux City area to head up the crew at Caney Valley Electric, Cedar Vale, KS.

The Bells Are Ringing – Finally!

Trimmer Sidney Garr finally popped the question to Carrie Bachman. They have been together for ten years and have an 8-year-old son. Sidney and Carrie are planning an April wedding in Davenport, IA and a honeymoon in Cancun, Mexico.

Girl Crazy!

Foreman Kevin Beckman and his wife Jerri have a new baby girl, Payton Lexis, who was born in January. Payton was welcomed home by her two sisters, Kaci, age 8 and Alyx, age 5.

More Stork Updates

Foreman Tom Bertrand and his wife Kari were blessed with a new baby boy, Eric Thomas, in January; and **Trimmer Heath Bengford** and Robin Conner are doting over a new baby girl, Jamie Elizabeth, born in February.

Valentine Vows

Foreman Kevin Counter and his wife Judy celebrated their ninth wedding anniversary on Valentine's Day.

NORTHEAST DIVISION

Bouquets From Brookfield!

General Foreman Joe Schulz sent us a copy of a highly complimentary memo he received from Jeff Treu, Area Forester for Wisconsin Electric Power Co. (WEPCO). In the memo Jeff states: "While at the Wisconsin Arborists Association's annual conference, I received a nice compliment from Gary Majeskie, Parks and Forestry Superintendent, City of Brookfield, WI. Gary spoke highly of **Foreman Todd Lyles** and the work Todd and his crew are doing in Brookfield. I would like to take this opportunity to thank you and Todd. As you know, at the conference Wisconsin Electric received the '2000 Long Term Partnership Award' and praise for our 'steadfast commitment to urban forestry.' Wright Tree Service was given credit for helping us earn the award and Todd's efforts also reflect upon Wright Tree Service and Wisconsin Electric's efforts to work with communities. Please accept my thanks for a job well done and keep

up the great work." Thank you, Jeff, for sharing this commendation with us. In addition to Todd's crew members, **Trimmers Jamie Bradway** and **Jon Davies**, **Foreman Jeff Peters** and his crew, **Trimmers Craig Jensen**, **Francisco Lazcana** and **Jim Witucki**, are also involved in this work. "Todd and Jeff are both very conscious of all facets of their jobs," Schulz tells us, "and have been working together in a very sensitive area for the past few months." Obviously, Todd, Jeff and their crews are getting the job done the Wright way! Congratulations!

More Raves From Madison!

A Madison, WI couple wrote the home office recently to express their complete satisfaction with the trimming done in their yard by WTS. They also sent a copy of the letter to Madison Gas and Electric along with these comments: "We are getting to an age where we find it hard to trim trees and appreciate the service you provide. These are the little extras we will remember when we pay our bills. Again we wish to thank the company (WTS) for continuous good service and friendly well-trained staff who often go out of their way to be helpful." The couple's letter to the home office appears in "From The Treetop" on page 4.

Stood Up By Other Companies!

A grateful customer in Hebron, IL wrote the home office, thanking **Foreman Jeff Budsberg** for mowing the marsh grass on his property. "We had appointments at other times to have the cattails burned, etc. but the companies never showed up. It's a pleasure doing business with a company like yours!" And it's a pleasure to receive letters like this from satisfied customers. Thanks, Jeff, for following through on this job.

Shocking News!

Foreman Tom Dalgren was recently shot in an attempted robbery by an unknown assailant while he was working in the Wauwatosa, WI area. Tom was seriously wounded and is still hospitalized. The family will appreciate your prayers, cards and donations to help offset medical expenses. The address: Tom Dalgren, c/o Froedtert

Memorial Lutheran Hospital, 9200 Wisconsin Ave., Milwaukee, WI 53226. We all wish Tom a speedy recovery.

SOUTHWEST DIVISION

Were Sorry To Report!

Division Manager Allen Taylor's brother, Steve, and his girl friend, Dawn Sharp, were killed while riding a motorcycle when a pickup truck pulled out in front of them. Our deepest sympathies to the families.

Anniversary News

Congratulations to **Foreman Marlin King** and his wife Renate on the occasion of their 19th wedding anniversary in January.

Diaper Derby

Trimmer John Marris and his wife Jennifer welcomed a new baby girl, Taegan Sky, into their family last November; and **Foreman Michael Halverson** and his wife Crystal will celebrate their first anniversary in June and their son's first birthday in August. His name is Christian Alexander.

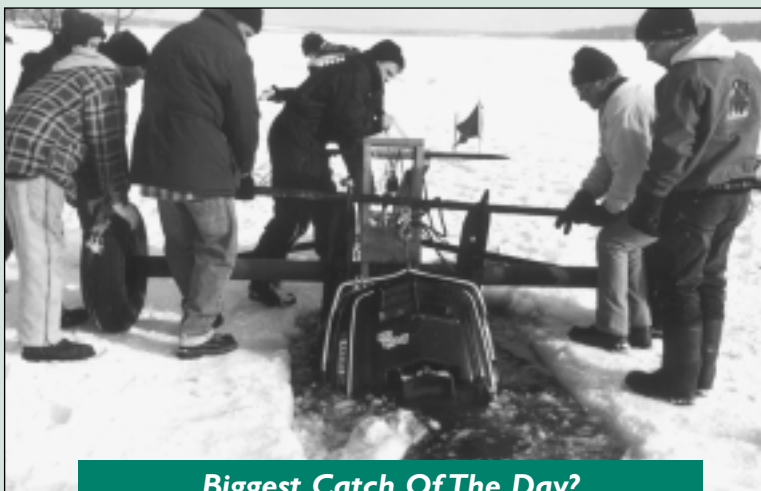
MINNKOTA DIVISION

Doing The Wright Thing

A Minnesotan took out a personal ad in her local paper, thanking **Foreman Jay Bult** and **Trimmers John Brezinksy** and **Tony May** who found her stolen purse and returned it. "Thank you to the guys that work for Wright Tree Service out of Minnesota," the ad read. "These guys found my stolen purse and brought it to me. It's nice to know that in the crazy world we live in today, there are still good people that believe in doing the right thing because it's the right thing to do. Thanks, guys!" To which we also add our thanks to Jay, John and Tony for this good deed.

Wedding Bells

Trimmer Steve Radel plans to tie the knot with Apryl Mae Frank in late April. Apryl is the daughter of **Foreman Lonnie Frank**.



Biggest Catch Of The Day?

Foreman Rich Nyhus, Minnkota Division, wasn't expecting to go ice fishing – that is, not until his snowmobile broke through the ice. With the help of some friends and neighbors, Rick, second from right, managed to land the 300 lb. machine. Thanks to General Foreman Ken Venzke for catching the action.



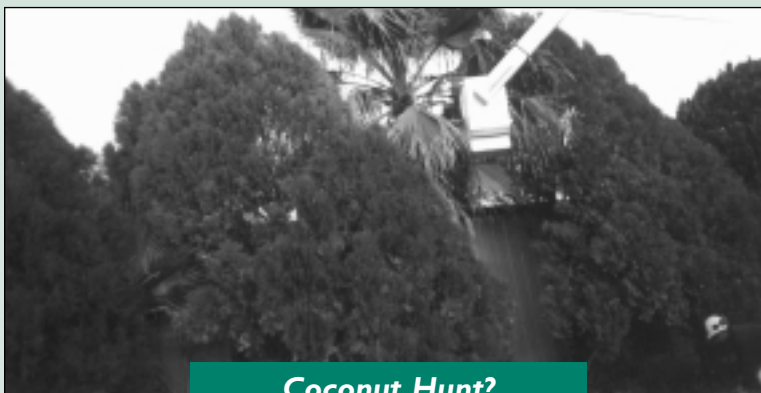
Stocking Up?

Katie Harris, daughter of Foreman Jeff and Sylvia Harris, won this huge Christmas stocking from the Boondocks Truck Stop, Williams, IA. Jeff entered Katie's name while moving trucks from Des Moines to the Twin Cities for the Minnkota Division.



Front Page News!

This picture of Foreman Alexander "Skip" Fields, Southwest Division, appeared on the front page of Okemah News Leader, Okemah, OK. Skip was line clearing pecan trees for PSO. (Photo courtesy of Okemah News Leader.)



Coconut Hunt?

Foreman Leonard Self, in bucket, and General Foreman Ross Self, Southwest Division, were trimming palm trees for the local utility in Sabinal, TX.

FROM THE Treetop

By John R. Wright

Over the course of a year, Wright Tree Service receives dozens and dozens of letters from our customers and homeowners expressing their thanks, appreciation and satisfaction with the on-the-job work done by our company. Some of these letters are sent directly to the home office; but most of them are directed to foremen and general foremen, supervisors and division managers. Hopefully, they will all make their way into our newsletter to be shared throughout the company. And while I cannot always answer each letter personally, I do read them all, and try to respond to as many as I can.

The point is this: Each of those letters translates specifically to you as an employee.



Our reputation in the field and on the job depends on how well you perform the work you're trained to do; your willingness to "go the extra mile" to satisfy a homeowner; and the friendly, professional attitude you bring to work with you each day.

Although most of the mail isn't as lengthy as the letter below, it is a good example of the type of letter we receive, giving thanks and credit and appreciation where it is rightfully due: To each of you.

The letter, from a Madison, WI couple, was written earlier this year and sent to the home office. The couple also sent a copy of the letter to the WTS customer, Madison Gas & Electric. Here's what the couple wrote:

Dear Sirs:

Last week your company did tree trimming in our neighborhood, and in our yard. We knew they were coming because they had stopped to tell us what they would do and explained the process to us. They were patient and helpful. We asked if they would leave the wood for us as we have a fireplace. They agreed and even asked if we would like some that others in the neighborhood did not want. We said we would like it very much as we are in our seventies, and buying wood isn't always in our budget.

Well, they came, and they carefully avoided running over my flower garden with the big truck. They trimmed the trees, cleaned up the litter, piled up the wood in a neat pile, and stopped to tell us they were done, but would bring back wood from another neighbor, later. They did it all, with efficiency and concern for us. What a wonderful crew!

We asked for their supervisor's name so that we could contact you. They said that wouldn't be necessary, that it was just part of their every day work procedures. I told them that this was all the more reason for our contacting you.

First of all, THANK YOU for the good service and friendly assistance. This starts at the top with good policies, good training, and good morale.

Secondly, we want to give special commendation to Crew Leader Mike Keller and Trimmers Harry Dopke and John Kneubuhler. They did an excellent job on the trees, worked diligently, and went out of their way to drop off the wood on their way home. They accommodated a neighbor, who did not want her tree cut down, by trimming it severely enough to get it out of the way, in a polite thoughtful way. They were tactful problem solvers, even under stress.

We hope that you will retain this contract for a long time. It was a pleasure to have you help us with our trees, which we could not have trimmed for ourselves.

Thank you again.

I take great pride in these letters and I hope you do, as well. They represent the highest praise possible for our company through the individual efforts of each of you. Thank you for your continuing professionalism and your loyalty to Wright Tree Service!

(continued from front cover)

35 Years Of Branching Out!

to Central Division Manager and transferred to the corporate offices. For someone who had spent the first twenty-three years of his career "in the field," the transition to office life wasn't easy. "Fortunately, though, I'm surrounded by a lot of very good people," Bob said.

In 1990, when Wright Tree Service was divided into two regions, Bob assumed the operational responsibilities of everything west of the Mississippi River. During his nine years in that position, he saw the western region staff grow from less than 200 employees to over 700. In 1999, Bob was put in charge of all operations of Wright Tree Service.

"I'm really enjoying getting re-acquainted with folks east of the Mississippi," Bob said. "But I'm also reminded of how much there is to learn." In over 35 years of being a Wright Tree Service employee, Bob has meant a great deal to the company. And his goal, to work hard to provide a good future for WTS employees, is one all of us appreciate.

Special Thanks

Perhaps you sent a lovely card,

Or sat quietly in a chair.

Perhaps you sent a flower or plant,

If so, we saw it there.

Perhaps you spoke the kindest words,

As any friend could say.

Perhaps you were not there at all,

Just thought of us that day.

Whatever you did to console our hearts,

We thank you so much.

(This note was sent to the home office by General Foreman Charlie McClure, Central Division, on the occasion of his wife Arlene's death last November.)



Recognized at the annual meeting for twenty years of service were, top row, left to right, Scott Schweisthal, Jim Engelke, Jeff Wood, Jim Bushue, and Herb Coy; bottom row, left to right, Randy Rempe, Byron Stahl, Judy Hiatt and Bob Lien.



The fifteen-year awardees at the annual meeting were, top row, left to right, Lois Ward, Clint McCue and Keith Smith; bottom row, left to right, Wayne Fancher, Keith Gugel and Mitch Frye.



Mountain States Division Manager Kirk Schuster, left, accepts both the "Most Improved Incident Rate" and the "Lowest Incident Rate" awards, being presented here by President John Wright at the annual meeting.



Congratulating each other at the annual meeting for ten years of service are Jim Campbell, left, and O. J. Feay.

2000 Longevity Awards

35 Years

Robert Myers

Des Moines

20 Years

James Bushue

Southwest

Herb Coy

Northeast

Jerry Coy

Northeast

Jim Engelke

Minnkota

Judith Hiatt

Des Moines

Robert Lien

Minnkota

Oran WM Rempe

Des Moines

Scott Schweisthal

Minnkota

Byron Stahl

Minnkota

Jeff Wood

Northeast

15 Years

David Cash

Northeast

Wayne Fancher

Northeast

Mitchell Frye

Central

William Glander

Northeast

Keith Gugel

Minnkota

Stephen Hollister

Northeast

Clint McCue

Southwest

Scott Richter

Northeast

Keith A. Smith

Minnkota

Gerald Vincent

Northeast

Lois Ward

Des Moines

James White

Northeast

10 Years

Jim Campbell

Central

Dean A. Davolt

Central

Harry H. Dopke

Northeast

O.J. Feay

Mt. States

Jay A. Hafemeister

Northeast

Robert L. Steadman

Minnkota

5 Years

Thomas C. Acker

Southwest

Gregory A. Bishop

Northeast

Douglas D. Buffington

Central

Bobby J. Bumgardner

Central

Marcus Doppler

Minnkota

Scott D. Dundee

Central

Anthony E. Durham

Southwest

Raymond C. Flick

Central

Keith Allen Haddock

Southwest

Randy G. Harry

Southwest

Troy J. Heinz

Northeast

Trevor G. Jacob

Northeast

Terrence McGonegle

Des Moines

Cody R. Magruder

Southwest

Jeffery V. Neis

Central

Mark A. Nelson

Mt. States

Randy S. Nussbaumer

Minnkota

John T. Nyberg

Minnkota

Scott Ogden

Southwest

Landon E. Poppens

Minnkota

Terry L. Ratliff

Southwest

Kevin L. Richter

Northeast

Norman Shultz

Minnkota

Richard D. Skov

Central

Robert J. Tyson

Minnkota

John F. Willcox

Central

Tobin M. Wood

Mt. States

Steven N. Zach

Northeast

350 Employees Achieve Accident FREE

*If you were inadvertently omitted,
please contact Heather Wright
at the Home Office.*



128 Employees

CENTRAL DIVISION

Jeff W. Adams
Robert D. Anderson
Terry D. Berns
Dustin D. Biddle
Jerry M. Black
Jeffery W. Brown
Russell Burk
Timothy L. Carmine
Aaron Catloth
Jason A. Davis
Tommy Dial
Damien M. Dorland
Michael J. Dorothy
Travis L. Dunagan
Scott D. Dundee
Timothy J. Edwards
William Ernest
Lance P. Even
Nick G. Fox
Jerrad R. Garrett
Albert Garrow Jr.
Patrick A. Giesler
Jerry L. Ginter
Jay F. Graham
Frank Haller
Rick Heideman
Shawn M. Huff
Roy F. Huske III
Michael P. Jud
Rick A. Lee
David A. Lenning
Asa Mapes
Nathan Mayeske
Danny McDonald
Issac McNown
Bradley T. Moretz
Dan M. O'Reilly
Travis D. Platt
Todd D. Powers
Ronald Pratt
Scott Swisher
Ronald W. Thornton III
Joshua D. Thorpe
William Villarta
James L. Woodling

NORTHEAST DIVISION

Jason T. Andersen
Ricky Anderson
Gregory J. Arndt
Michael P. Baumeister
James D. Bembenek
Ross A. Boelk
John Bucher
Nathan M. Coblenz
Jerry Lee Coy II
Ronald B. Dahl
Daniel R. Davies
Jonathon J. Davies
David M. Dimmer
Darin L. Elliott
Thomas W. Gillis
Jay A. Haskins
Harold J. Heider
Troy John Heinz
Adam R. Helminiak
Ted A. Hunter

MT. STATES DIVISION

Steven Beisker
Derrick K. Coffman
Edward P. Cullen
Mike Donzal
Frank Hector
David L. Jenson
Gregory Luper
Amanda C. Moen
Bernal Joel Ojeda
Jason L. Pritchett
Edyn Ronaldo Recinos
Stacy D. Robinson
Ernesto Casilla Rodriguez
Fernando Sanchez
William R. Sutherland
Gary E. Tibbs
Michael L. Wilson

SOUTHWEST DIVISION

Louis Arevalo
Lonnie A. Bynum
Bill Childress
Dustin Wayne Clark
Dennis M. Cooper
Lowell Glenn Dickey
Matthew Englehardt
Jimmie Factor
William Frye
Steven George
Dale A. Gibbs
Michael Dwayne Hamm
Guy G. Hayes
Leslie T. Hudson
Fredrick A. Hudson
Travis Roy Lary
Terry L. Mayer
Eddie M. McCarty

Lester H. Miles
Kevin Paddyaker
Leonardo L. Ponce
Leslie W. Rymer
Lucky L. Self
Johnnie Lee Smith
Rocky Soliz
Elliott Walker
William E. Welsh
Randall L. Whalen
Robert H. Winter
James R. Wood II

MINNKOTA DIVISION

Timothy L. Correll
Richard L. Crowell
Ross E. Fleischaver
Mark R. Flood
Keith D. Guimmeringer
Douglas Hansen
Allen J. Hedtke Sr.
Robert K. Kappelhoff
James J. Klukas
Ronald J. Knutson
Scott L. Ladner
Todd L. Ostoff
Mark A. Satter
Robert W. Schultz
Paul Twa
Kirk D. Venzke



80 Employees

CENTRAL DIVISION

Orlando Z. Arguello
Earl Barlow Jr.
Patrick L. Boyd
Andrew P. Boyer
Steven Clark
David L. Day
Howard S. Fritz
Rick J. Gilbraith
Fabian Gonzales
Jon B. Hunter
Wayne G. Johnson III
Gabe R. Jones
Rodney E. Kellar II
Juan Raul Linares
Jason L. Mohr
Michael Parsons
Larry Lee Peterson
Gary L. Randolph
John M. Rogers

Richard D. Skov
Mickey Thompson
Brad Webb

NORTHEAST DIVISION

Donald J. Ash
Thomas L. Brumm
Michael R. Euteneier
James Jerald Feldmann
Steven J. Garfoot
William C. Glander
Shawn C. Grant
Shawn L. Jackson
Victor G. Jacobson
Craig J. Jensen
David D. Kieffer
Brian E. Marion
Brian D. Matthews
Royce A. Moody
Andrew J. Oestreicher
Lawrence J. Rothbauer
William Sorensen
Debora I. Spoerke
Nate Irving Stone
Steve M. White

MT. STATES DIVISION

Jorge Alcocer
Abel Bernal Flores
Ronald H. Hefner Jr.
Brent E. Hunter
Dwight E. Jessee
Richard James Rhone
Jose Alfredo Rodriguez

SOUTHWEST DIVISION

Melvin Atkins
Eddie L. Briscoe
Gregory D. Briscoe
Joe D. Cleghorn
Larry Elliott
Donnie Elmore
Frank W. Elmore
Douglas N. Embry
David Flowers
David Freeman
Jessie W. Hair
Michael L. Halverson
Randy G. Harry
Tommy J. Hinkle
Danny P. Richburg
Ismael Rodriguez
Mathew Silkey
Richard L. Soweka
William Tagg
Randy E. Thompson
Juan Valle
Jessie E. Welty
Celwyn West Jr.

Freedom For Up To Five Straight Years!

MINNKOTA DIVISION

Todd W. Discher
David R. Hanson
Brian F. Jones
David Ness
John T. Nyberg
Scott W. Peschges
Geoffery A. Spina
Wade W. Young



31 Employees

CENTRAL DIVISION

Terry E. Barrett
Popiel F. Battin
Lawrence Eisermann
Rick Gaunt
Ronnie D. Gayer
Leonard E. Rader
Sidney F. Strombach
Joseph M. Stroppel
Lavernon P. Wright

NORTHEAST DIVISION

Bradley G. Bembenek
Allen R. Bienemann
Jerry Coy
Raymond M. Herrick
Stephen B. Hollister
Darrell J. Jung
Kevin J. Jung
Todd L. Lyles
Jeffery A. McNamara
David D. Thomas
Tim R. Weber

MT. STATES DIVISION

Tim P. Jennings
William McCormick
Antonio Moreno

SOUTHWEST DIVISION

Keith W. Jackson
Frankie J. Johnson
Scott Ogden
Diane K. Vasquez

MINNKOTA DIVISION

Chad M. Brinkman
Brian J. Dempsey
Lonnie H. Frank
Randy S. Nussbaumer



36 Employees

CENTRAL DIVISION

Jason Akins
Terry Brack
Douglas D. Buffington
Raymond C. Flick
Sid S. Garr
Ryan W. Hammers
Eric J. Kiddoo
Terri S. Kremer
Patrick J. Lannen
Melvin D. Raygor
David Scott Rodman
Dennis F. Rubitsky
John Waring
Michael E. Wilkins

NORTHEAST DIVISION

Gregory A. Bishop
Ronald P. Blecha
Thomas E. Ertl
Jay A. Hafemeister
Peter A. Nowicki
Kevin L. Richter
James D. White
Dennis M. Wiese

MT. STATES DIVISION

Steven L. Bond
Roberto Jr. Lozano
Daniel S. Morrison
Tobin M. Wood

SOUTHWEST DIVISION

Mark Barber
Jack Down
Ellis Jr. Ludlow
Jeffery Rhodes
Jeffery Layne Scott

MINNKOTA DIVISION

Landon E. Poppens
Byron O. Stahl
Kim J. Thomas
Robert J. Tyson
Tracy E. Yahnke



75 Employees

CENTRAL DIVISION

Kevin G. Beckmann
Bobby J. Bumgardner
Brandon P. Clary
Lawrence W. Cowan
Dean Davolt
James N. Kamp
Mark W. Moomey
Jeffery V. Neis
Doug A. Sibold
Dennis Slankard
John F. Willcox
Tyson R. Young

NORTHEAST DIVISION

Jay D. Allen
Thomas S. Bianchi
John Block
David L. Cash
Eric G. Catlin
Robert M. Coblentz
Tom E. Dalgren
Harry H. Dopke
Curtiss J. Filtz
Chester H. Fleck
Christopher S. Goral
Mark Hengstenberg
William R. Johnson
Steven E. Kauffeld
Michael R. Kuhrt
Scott Laux
Mark E. Musgrove
James A. Panure
Jeff A. Peters
Richard A. Reed
Scott R. Rice
Everett W. Smith
Mike J. Suprenand
Gerald A. Vincent
Ken E. Weber
Jeffery S. Winkler
Michael D. Yarnot
Steven N. Zach

MT. STATES DIVISION

Don L. Dyer
Mark A. Nelson

SOUTHWEST DIVISION

Larry Bear
James Bushue
David L. Elder
George Fields
Allen Keith Haddock
Frankie Hamm
Warren Hughes
Albert Johnson
Kenneth A. Johnson
Charles E. Love
Robin R. Soweka Sr.
Arthur L. Thomas

MINNKOTA DIVISION

Gaylen Ackerman
Larry Bingham
Jay F. Bult
Glen R. Crabtree
Marcus L. Doppler
James Engelke
Mark J. Frank
Keith R. Gugel
Robert R. Hanson
Jeff F. Harris
Daniel Hawker
Lester J. Imker
Dennis D. Jacobs
Patrick J. Jewison
Mike Laffey
Richard A. Nyhus
John Ruppert
Norman E. Shultz
Jim Sieverding
Keith Alan Smith
Robert L. Steadman

The Results Are In! 829

**EMPLOYEES QUALIFIED
FOR THE SAFETY
INCENTIVE AWARD**

**During First Quarter
Of This Fiscal Year
(10/99 - 12/99)**

MidAmerican Energy Longevity



Quad Cities/Iowa City Area: left to right, Dean Davolt, Nick Fox, Joe Stroppel, Howard Weeden, Jay Graham, Melvin Raygor, Al Garrow, Bret Daniels, Sid Garr, Tom Shaw, Tina Boesenburg, Phil Boesenburg, Mark Spriggs, Chad Behnke, Scott Dundee, Tom Martin, Rick Gaunt and Matt Martin.



Quad Cities Area: left to right, Doug Vondal, Brian Hasse, Dan Roberson, Pat Lannen, Rich Wright, Ray Barlow, Terri Kremer, Rick Brown, Bob Anderson, Sid Strombach, Vern Wright and Dennis Rubitsky.



Quad Cities Area: left to right, Peter Gordon, Tim Edwards, Dave Knight, Gary Lawver, Lloyd Fletcher, Doug Buffington, Mike Parson, Fabian Gonzales, Gary Randolph, Dave Rodman, Tim Graham and Clint Kiddoo.



Sioux City Area: left to right, Boyd Bahney and Jim Puentes, both from MidAmerican Energy, Mike Sanford, John Mains, Chris Presnall, Tom Bertrand, Dustin Biddle, Sean Hegarty, Larry Peterson, Kevin Counter, Dave Martinez, Travis Dunagan, Pat Boyd and Jason Davis.

Award Winners



Waterloo Area: left to right, Bob Bailey, Chris Blasberg, Josh Thorpe, Deven O'Rourke, Pat Giesler, Kevin Outlaw, Mickey Thompson, Lance Even, Jerry Black, Jim Kamp, Joe Kamp, Keith Koehn, and, from MidAmerican Energy, Jim Puentes.



Fort Dodge Area: left to right, Terry Burns, Rod Keller, Gabe Jones, Shawn Huff, Jerrad Garrett, Dave Lenning, Brian Magner, Jeremy McColley, Bill Hogan, Mike Jud, Paul Mallinger, Luke Grove, Rick Anderson, Dave Day and Brad Moretz.



Fort Dodge Area: left to right, Mike Dorothy, Robert Selhaver, John Cates, Larry Cowen, Todd Powers, Jeff Armstrong and Corey Edwards.



Mike Tops 'Em All!

General Foreman Mike Sanford, Central Division, not only completed the Dale Carnegie Training Course but also was voted to receive the highest achievement award by his fellow classmates. Congratulations, Mike! Tony Godola is his Division Supervisor.



A Clean Sweep!

These "before" and "after" shots dramatically illustrate the superb line-clearing job for MidAmerican Energy in the Quad Cities area. Division Supervisor Tony Godola wishes to express his appreciation for the extra assistance from the Fort Dodge and Waterloo crews who were away from home for about eight weeks except on weekends.



The Mission: A Monster Maple

Foreman Sean Hagerty, Central Division, left, is not taking a break – he just wants to give us some idea of the stump size of a silver maple tree that WTS recently felled in Lemars, IA. The 70' tree was very close to a 69 kv power line, presenting an extra challenge to the crew. Assisting Sean were Trimmer Dave Martinez, right, and, not pictured, Foreman Jason Davis, Trimmer Chris Presnall and Groundman Josh Groon.



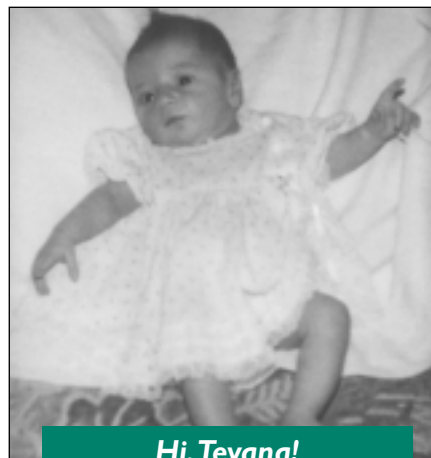
Restoring Old Glory!

The Manchester (Michigan) Men's Club enlisted the help of Wright Tree Service to replace the flag at a local park. From the Northeast Division, left to right, Foreman Destin Robinson, General Foreman Scott Currie and Trimmer Mike Devoe, along with four members of the club.



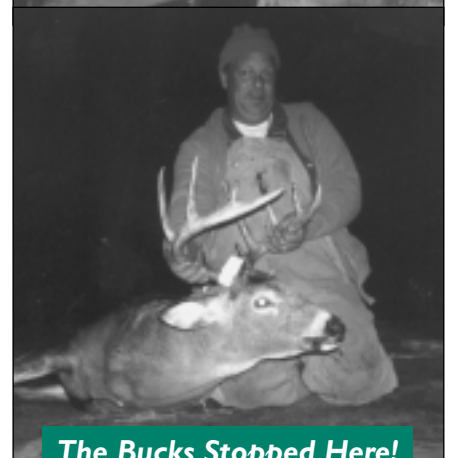
Top Attendee!

General Foreman Tim Hancock, Mountain States Division, right, received the Dale Carnegie Human Relations award last fall. Tim also had perfect attendance.



Hi, Teyana!

Teyana LeaAnne Gaffuri, daughter of Trimmer Rocco Gaffuri, Southwest Division, and his wife Eve, is shown here celebrating her ninth day on earth.



The Bucks Stopped Here!

Brothers Jeff, top photo, and Mike Harris, both General Foremen in the Minnkota Division, show off their trophy bucks they recently bagged.

BENEFITS

Making 401(k) Work For You

A lot of people fill out their W-4 forms with the idea of having more taken out of their paychecks on payday, leading to a larger tax refund. But that isn't the best way to make money. When you defer income into a 401 (k), you are really keeping more for yourself. We suggest you consider revising your W-4 to increase the size of your check, so there is more money available for a tax-deferred 401 (k) plan. And remember, WTS adds to the money you set aside. So, even though you might not get a large refund, you'll be making more money in the long run.

Advanced Earned Income Tax Credit

The Earned Income Tax Credit (EITC) is available to WTS employees meeting certain qualifications. The EITC is designed to lighten the tax burden on middle income, working families with children. To find out if you qualify for EITC, contact the Payroll Department.

The Advanced Earned Income Tax Credit allows you to draw on the credit you would normally be receiving at tax time, adding to your paycheck. To enroll in the AEITC program, a W-5 form from the Internal Revenue Service (available through Payroll) must be submitted. A part of this form is the calculation necessary to estimate the Earned Income Tax Credit you should receive. Once the IRS processes your W-5 form, it authorizes WTS to pre-pay the credit due to you.

It's important to remember, however, that if your income situation changes, you should contact Payroll and complete a new W-5. You can also print W-4 and W-5 forms from the Internal Revenue Service Web Site at www.irs.ustreas.gov/plain <<http://www.irs.ustreas.gov/plain>> .

These are just a couple of suggestions to consider in an effort to help you save for retirement. If you have questions, contact a tax consultant or the IRS. A 401 (k) plan allows you to save for your future, defer taxes and even reduce the income tax you're currently paying. Plus, the sooner you become involved with the WTS 401 (k) plan, the longer your money has to grow. That can really make a difference!

S.E.T. NEWS

General Foreman Candidate School Graduates Ten



Safety Director Keith Sheriff and Safety Supervisor Jim Lorrigan conducted General Foreman Candidate School for five general foremen and five foremen in early December. Front row, left to right, Lorrigan, Jim Swisher, GF/Mt. States, Danny McMillen, GF/Northeast and Doug Hansen, Foreman/Minnkota; back row, left to right, Leslie Rymer, Foreman/Southwest, Ronnie Elmore, GF/Southwest, Sheriff, Stacy Robinson, Foreman/Mt. States, Scott Schweisthal, GF/Minnkota, Mickey Thompson, Foreman/Central, Ken Draper, GF/Southwest, and Tony Vincent, Foreman/Northeast.

FROM THE Kitchen

Here is a festive spring salad that is both colorful and very tasty! It's delicious anytime, but it goes especially well with the traditional Easter ham which is still a family favorite.

DOUBLE LEMON SALAD

- 2 sm. pks. lemon gelatin
- 2 cups boiling water
- 1/2 cup cold water
- 1 can lemon pie filling
- 1 20 oz. can drained, crushed pineapple

Dissolve gelatin in boiling water. Add pie filling and stir carefully with rotary beater. Then stir in remaining ingredients (cold water, crushed pineapple). Chill in ring mold or attractive dish.

Optional topping (This isn't necessary but it adds wonderful taste and color to the salad.)

- 1 cup sour cream
- 2 T powdered sugar

Mix well and spread over chilled salad. Garnish with fresh strawberries.

(continued from front cover)

Making The Wright Mark!

Membership

In 1999, membership grew by 640 and was highlighted by the hiring of a staff person in England. Expanding to European membership is an effective strategy in strengthening the NAA and its global influence.

Education

John's leadership in the development of educational initiatives in 1999 truly yielded results. Key advances include:

- Development of regional workshops
- Improvement of access to existing programs, including bilingual publications
- Completion of a five-part video on climbing
- New educational brochures
- Distribution of the Management Guide Employee Handbook on compact disc
- Establishment of a Business Management Academy and accreditation program for tree care businesses

"Without a doubt, continuing education is one of the most valuable services we can provide our membership," John said. "I have been fortunate to serve an organization that supports such standards."

Public Awareness

As President, John recognized a need to enhance the public image of members as tree professionals. A redesigned Web site that is currently attracting 60,000 visitors a month, and a new look for regularly produced publications such as *The Reporter* have been positive influences on public awareness of NAA.

John also helped the organization increase the production of press releases for members, leading to improved public understanding of the tree professional trade as well as new business opportunities for some member companies.

Organizational Excellence

John's leadership in forming a more effective, responsive NAA was also impressive. Part of that effort involved a thorough assessment of the organization's financial future. "We decided it was important to set targets to ensure the long-term fiscal health of the association," John commented. "So we worked with an

Family Clippings

News From The Home Office



Playing The Field?

Jim White, husband of Donna White, Receptionist, was busy attending fund raisers before the Iowa caucuses in January. He's shown here with the once Democratic presidential aspirant Bill Bradley, left, at one function, and with Republican nominee George W. Bush at another gathering. The young girl in front of Bush is Jim and Donna's granddaughter, Jaymi White.



Gobblers Gobbling!

The Thanksgiving party at the home office for employees attracted a big turnout. Enjoying the traditional Thanksgiving fare at this table are Denise Kraus, Payroll; Ron McAuley, M.I.S. Manager; Wendy Weber, Financial Assistant; and Deb Olcott, Equipment Administrative Assistant.

investment firm to help NAA manage a diversified portfolio." John was also active in establishing a leadership task force with a central mission of making leadership opportunities within NAA more attractive and revising the organization's bylaws to allow it to respond more effectively to change.

While the President of NAA must focus on the inner workings of the organization, he must also be active in professional and trade issues. Under John's leadership, NAA maintained an active role in governmental affairs. Key issues in 1999 involved inappropriate application of the logging standard and a variety of OSHA regulations, such as body harnesses, ergonomics standards and testimony on


personal protective equipment.

"In order to be more effective in Washington D.C., we needed to partner with other organizations," John said. "By working with the American Nursery and Landscape Association (ANLA), we were able to have a much clearer voice." Part of reaching out to lawmakers will be an executive handout centering on issues receiving considerable OSHA attention relative to the tree profession, including falls, struck-by, felling and electrical hazards.

Everyone at Wright Tree Service should feel proud that someone from our company has taken such a strong leadership role on a national and international level. John's involvement with NAA has meant that our business can continue to thrive and grow.

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

WRIGHT TREE SERVICE • P.O. Box 1718 • DES MOINES, IA 50306 • 515-277-6291

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