



# CITY OF TUPELO

Tupelo Water & Light / Electric Line Right-of-Way Clearing Services /  
Bid No. 2026-014WL

**WRIGHT TREE SERVICE** PO BOX 1718, DES MOINES, IA 50306 **P** 515.277.6291 **F** 515.274.3852 **800.882.1216**

Vegetation Management • Storm Restoration • Work Planning  
[www.wrighttree.com](http://www.wrighttree.com)

***Always the Wright choice.*** Since 1933. Employee owned.



April 1, 2026

City of Tupelo  
Attn: Purchase Office, City Hall 1<sup>st</sup> Floor  
71 East Troy Street  
Tupelo, Mississippi 38804

**Re: Electric Line Right-Of-Way Clearing Services – Bid # 2026-014WL**

Wright Tree Service Inc. thanks City of Tupelo for inviting us to submit this proposal and company information in response to Bid # 2026-014WL. We have closely reviewed each section of your Request for Proposal, and this response offers robust solutions to your business needs. We have also included pertinent information about our company and our employee owners to help you envision partnership with us.

Wright Tree Service has been providing power line clearance services since 1933. We currently provide an array of vegetation management services to Utilities throughout the United States and Puerto Rico.

This proposal to provide utility line clearance and vegetation management services along various public utilities overhead zones for the City of Tupelo incorporates –

- Safety
- Measurable Savings
- Improved Productivity
- Increased Efficiency
- Service Reliability
- Customer Satisfaction

We are recognized as industry leaders and pioneers in alternative methods of line clearance. We utilize specialized equipment, herbicide application, and advanced technologies, such as LiDAR, to increase system reliability and mitigate cost.

Wright Tree Service understands customer expectations. We consistently deliver a level of service that extends beyond any contractual obligations. We focus on maintaining communication, reliability, and joint decision-making with our business partners.

We value the processes required to achieve the desired results. We partner with our customers and strive to far exceed expectations. Wright Tree Service has adopted the seven quality management principles defined in the International Organization for Standardization (ISO) 9000:2015. These fundamental concepts are shared throughout our organization and modeled by senior management.

On behalf of Wright Tree Service, thank you for this opportunity. Please reach out to us directly if you have any questions or need any supplemental information. We look forward to developing a successful working relationship with the City of Tupelo.

Sincerely,

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# TABLE OF CONTENTS

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<b>EXECUTIVE SUMMARY .....</b>	<b>7</b>
<i>COMPANY PROFILE AND EXPERIENCE .....</i>	<i>7</i>
<b>HISTORY .....</b>	<b>7</b>
Company Mission and Values .....	8
<b>SERVICE OFFERINGS .....</b>	<b>8</b>
<b>VEGETATION MANAGEMENT .....</b>	<b>8</b>
Line Clearance .....	8
Mowing and Land Clearing .....	9
Herbicide Applications and Substation Maintenance and Restoration .....	9
Work Planning .....	9
<b>STORM RESTORATION .....</b>	<b>9</b>
<b>RAILROAD .....</b>	<b>9</b>
Track Clearing .....	9
Crossing Maintenance .....	9
<b>CONSTRUCTION AND EXCAVATING .....</b>	<b>10</b>
Construction and Excavating .....	10
Site Prep/Land Clearing .....	10
Directional Boring .....	10
Erosion Control .....	10
<b>SAFETY, EDUCATION AND TRAINING .....</b>	<b>11</b>
<b>TRAINING PROGRAM .....</b>	<b>11</b>
Tailgate Training .....	12
Fire Safety Training .....	12
Project Manager School .....	12
General Foreperson School .....	12
Leadership Development Series .....	13
Women of Wright .....	14

<b>TRAINING FACILITY .....</b>	<b>14</b>
<b>TRANSPORTATION EXCELLENCE COMMITTEE .....</b>	<b>14</b>
Entry-Level Driver Training Program .....	15
Cyber Security .....	15
Learning Management System .....	15
<b>TRANSLATION COMMITTEE.....</b>	<b>15</b>
<b>SAFETY CULTURE AND PROGRAM.....</b>	<b>16</b>
Safety.....	16
Safety Training Outline .....	16
<b>QUALITY ASSURANCE/QUALITY CONTROL .....</b>	<b>17</b>
<b>OUR APPROACH.....</b>	<b>17</b>
The Seven Quality Management Principles .....	17
<b>KEY PERSONNEL .....</b>	<b>18</b>
<b>MEET THE TEAM.....</b>	<b>18</b>
<b>COMPANY &amp; PROFESSIONAL MEMBERSHIPS.....</b>	<b>19</b>
<b>ORG CHART .....</b>	<b>20</b>
<b>PERSONNEL LEADERSHIP &amp; SELECTION .....</b>	<b>21</b>
GENERAL FOREPERSON (GF).....	21
CREW .....	21
<b>REFERENCES .....</b>	<b>22</b>
<b>CONTRACTS OVERVIEW.....</b>	<b>23</b>
<b>LABOR RESOURCES .....</b>	<b>24</b>
<b>EQUIPMENT RESOURCES.....</b>	<b>25</b>
<b>EQUIPMENT MAINTENANCE PROGRAM .....</b>	<b>25</b>
<b>FORESTRY MOWERS.....</b>	<b>25</b>
Skid Steer Mower .....	25
Linebacker Brush Cutter .....	25
Excavator with Mulching Head .....	26

<b>SPECIALIZED EQUIPMENT</b> .....	<b>26</b>
Sennebogen.....	26
Horizontal Grinder.....	26
Mini Boom Trimmer/Boom Trimmer.....	26
<b>TRUCKS WITH ATTACHMENTS</b> .....	<b>27</b>
Grapple Truck .....	27
Bucket Truck & Chipper .....	27
<b>MAJOR EQUIPMENT</b> .....	<b>28</b>
<b>SAFETY 2.0/HOP</b> .....	<b>30</b>
<b>HUMAN &amp; ORGANIZATIONAL PERFORMANCE</b> .....	<b>30</b>
<b>GEOTAB &amp; LYTX</b> .....	<b>31</b>
<b>REPORTING CAPABILITIES</b> .....	<b>31</b>
<b>MOBILE APPLICATION</b> .....	<b>31</b>
<b>ALERTS</b> .....	<b>31</b>
<b>REPORTS</b> .....	<b>31</b>
<b>ANALYTICS</b> .....	<b>32</b>
<b>SUPPLIER DIVERSITY</b> .....	<b>32</b>
<b>PROGRAM</b> .....	<b>32</b>
<b>TRACKING</b> .....	<b>32</b>
<b>SUBCONTRACTING</b> .....	<b>32</b>
<b>ENVIRONMENTAL SUSTAINABILITY</b> .....	<b>33</b>
<b>FUEL USAGE</b> .....	<b>33</b>
<b>ELECTRIC TRANSITION</b> .....	<b>33</b>
<b>VEGETATIVE BYPRODUCT</b> .....	<b>33</b>
<b>PAPER REDUCTION</b> .....	<b>33</b>
<b>RESOURCE USE</b> .....	<b>34</b>
<b>EMPLOYEE STOCK OWNERSHIP PLAN (ESOP)</b> .....	<b>34</b>

**APPENDIX A – BID FORM .....35**

**APPENDIX B – SIGNATURE SHEET .....39**

# EXECUTIVE SUMMARY

## Company Profile and Experience

Wright Tree Service is one of the largest vegetation management contractors in North America. We have been an employee-owned company since 2002 and headquartered in Central Iowa since our founding.

Wright Tree Service provides the entire package of integrated vegetation management services, including utility line clearance, right-of-way mowing, land clearing, herbicide application, work planning services and software packages, substation grounds maintenance, and railroad track clearing.

## HISTORY

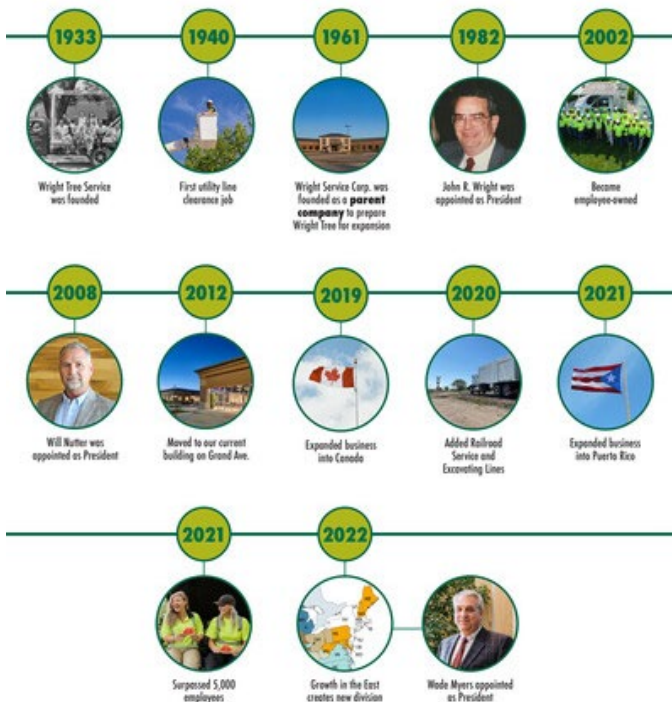


Our founder, John L. Wright, started his tree industry career in 1928 with National Tree Company. He changed course when that company went out of business and continued to do tree work in his spare time. When his hours as a mail carrier were cut, John and his wife, Harriet, packed their suitcases, loaded a few tools in their car, and took off to Cedar Rapids, Iowa. They started Wright Tree Service in 1933.

In 1940, Wright Tree Service acquired its first utility line clearance job with Iowa Power and Light Company.

In 1961, Wright Service Corp. was founded as a parent company to prepare Wright Tree Service for further expansion. John and Harriet's son, John R. Wright, approved an employee stock ownership plan in 2002 – which effectively transferred ownership of the company to its employees.

Today, Wright Tree Services has operations across North America, including Canada and Puerto Rico. We know John L. Wright would be proud of our strong values, continued growth, and unbeatable service line.



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## Company Mission and Values

Our operations are guided by a set of core values including safety, family, stewardship, excellence and integrity. Our commitment to safety has always been our highest value.

### VISION

Wright Tree Service will continue to be recognized by utilities as providers of the highest levels of quality, service, responsiveness, reliability and value in North America.

### MISSION

- To provide reliable service to our customers by ensuring that transmission & distribution lines, and railroads are clear from vegetation.
- To provide attractive value appreciation to our employee owners.
- To provide team members with an environment that enables them to achieve their personal and professional goals.
- To make a positive difference in the communities we serve.

### VALUES

#### SAFETY

It is everyone's responsibility; we each own it.

#### STEWARDSHIP

We are dedicated to environmental sustainability.

#### INTEGRITY

We abide by the highest ethical standards.

#### FAMILY

Our foundation is based on teamwork & inclusion.

#### EXCELLENCE

We exceed client expectations through resourcefulness & innovation.

## SERVICE OFFERINGS

### VEGETATION MANAGEMENT

Wright Tree Service applies vegetation management on every job site. We use the most appropriate manual, mechanical or chemical solutions to meet our customers' objectives, comply with regulations, and encourage natural habitat and other ecological improvements. In other words, we use the right technique in the right place at the right time. Our objective is to promote safe and reliable delivery of utility and railroad services while minimizing the impact on trees and the environment.

#### Line Clearance

Our primary service line continues to be manual and mechanical line clearance. Wright Tree Service follows the American National Standards Institute (ANSI) A300 standards for tree care practices in accordance with best management practices from the International Society of Arboriculture (ISA) and the Utility Arborist Association (UAA). We provide manual and aerial lift (bucket truck) crews, and our employees are trained to use specialized equipment including all-terrain tree trimmers, brush-cutter tractors, and others for high-impact mechanical line clearance.

## Mowing and Land Clearing

As part of a comprehensive approach to right-of-way vegetation management, Wright Tree Service offers right-of-way mowing and land clearing. We have large, specialized mowers and other equipment to help reclaim and maintain the right-of-way. We have equipment to remove large trees and mulch the debris.

## Herbicide Applications and Substation Maintenance and Restoration

Wright Tree Service continually investigates new and innovative application methods and always work in compliance with our customers' environmental concerns and policies.

We have qualified, state-licensed applicators and state-of-the-art equipment to provide unmatched reliability for our customers. We continuously meet and often exceed state and federal standards for herbicide application.

We know substation maintenance and restoration is vital to utilities' ability to provide reliable, low-cost power to customers. When that equipment fails, we understand quick restoration is crucial. Our substation maintenance and restoration services enable our customers to continue to serve their own.

## Work Planning

In addition to manual and mechanical line clearance crews, Wright Tree Service employs qualified work planners for a streamlined vegetation management process. Our work planners are a great intermediate solution if you lack in-house staff but don't have quite enough work to demand a third-party inspector. Our work planners are trained and certified professionals with industry knowledge and outstanding customer service skills. We also utilize the latest geo-spatial data collection software, FieldNote®.

## STORM RESTORATION

Wright Tree Service is always prepared to respond to natural disasters such as ice storms, tornados and hurricanes. Our safety-focused culture and breadth of technology and resources allow us to mobilize a qualified storm response team at any time. We assist utilities in removing and trimming trees back from power lines to help restore power to customers as quickly as possible. Our communication and logistics skills are proven, and we will assemble crews from across the country to respond quickly to the affected area. Responding crews are well-trained, certified, and experienced to work safely and efficiently in both urban and rural environments to handle the hazardous situations created by natural disasters of any size safely. We are here to assist you in restoring power to your customers in the most difficult situations.

## RAILROAD

Wright Tree Service's dedicated railroad operations division utilizes Hi-Rail gear to bring line clearance equipment and crews to hard-to-reach areas. With our extensive vegetation management experience, exclusive equipment and unwavering customer services, Wright Tree Service is equipped to keep your tracks clear.

## Track Clearing

Our dedicated railroad operations division provides manual and aerial lift (bucket truck) crews along with specialized equipment with Hi-Rail gear for track clearance.

## Crossing Maintenance

From right-of-way mowing to brush treatment programs, we deliver a comprehensive railroad vegetation management solution for your cross-maintenance needs. We have state license applicators using cutting-edge equipment to get the job done.

## CONSTRUCTION AND EXCAVATING

Our heavy equipment division is a one-stop shop. Wright Tree Service provides right-of-way preparation services including road construction, laydown yard construction, fence building, Storm Water Pollution Prevention Plan enforcement and monitoring, tree clearing and disposal and many other functions necessary for the construction of new transmission lines or rebuilds of existing transmission lines.

### Construction and Excavating

Our excavation crews provide general excavation activities such as utility installation of water mainlines, sewer mainlines, electrical conduits and storm sewer mainlines for municipalities and housing developments. They perform excavation activities for residential and commercial applications.

### Site Prep/Land Clearing

Wright Tree Service excavation group performs tree clearing and disposal of vegetation for substation or building construction along with but not limited to general land clearing operations. Our crews are equipped with a wide variety of skills and experience to adapt to any specific needs required by our customers.

### Directional Boring

Our directional boring crews perform the installation of underground utilities such as conduit or cables in a trenchless method. The trenchless method offers minimal surface disturbance and can be used when conventional excavation is not practicable.

### Erosion Control

Erosion issues can be an environmental problem and a threat to project compliance. Through our erosion control service, we are committed to assisting the construction and agriculture industries, plus utilities and municipalities, in delivering high-performance erosion control and stormwater compliance products and solutions, using Filtrexx® Sustainable Technologies. As a certified Filtrexx manufacturer in Kansas, Iowa and Texas, we can manufacture and distribute the entire line of Filtrexx products to help producers achieve carbon footprint reduction, Leadership in Energy and Environmental Design (LEED) certification and more.

# SAFETY, EDUCATION AND TRAINING

## TRAINING PROGRAM

Wright Tree Service has been hiring employees since 1933. Over the years we have established many procedures and programs to support employee safety. Safety is our number one value. *It is everyone's responsibility – we each own it.*

In order to better support our safety program, we established the Safety, Education and Training (SET) department. The SET team includes dedicated safety supervisors for each division and regional safety managers. Safety is further supported by our robust risk management department.

Our Safety Manual is the backbone of our training program. The SET team maintains the manual, which includes industry best practices alongside company-specific procedures. This manual has evolved over time to include the processes that are critical to safe work practices across all divisions of Wright Tree Service. Every crew leader keeps a Safety Manual in his or her vehicle as a resource for assigned crew members.

Although the manual is very comprehensive, we also have specialized support staff in place to address any question regarding any aspect of the training process. We believe all employees of Wright Tree Service are involved in the safety of our employees. This mindset is introduced in the manual and supported by a safety-first culture at all levels of our organization.

Our weekly Tailgate Safety Quiz is a field-level engagement point that helps us support safe working practices. Each month, we deliver a packet to every general foreperson across the company. The packet contains questions and answers on safety topics that range from general information to specific Wright Tree Service approved work methods.

We may supplement the weekly quiz with a Safety Stand Down. The meeting is held as needed, helping us address important issues in a timely manner. Our safety supervisors are in the field at all times, further supporting our program goals through field audits and continuous training of field and management personnel.

Providing relevant training content is key to our program. We offer the following training programs:

- Pre Job Hazard Survey
- Electrical Hazard Awareness Training
- Stretch & Flex Program
- Hazard Communication & Pesticide Application
- Job Briefing Procedure
- Weekly Safety-First Tailgate Meetings
- General Foreperson School
- Heat Illness Prevention
- Fire Prevention Fall Protection
- CPR/First Aid Training (In-house and Third-Party Provider)
- Monthly aerial rescue training
- Wright Service Corp. University
- Leadership, Education and Development Program

Wright Tree Service is committed to the “Brother’s and Sister’s Keeper” philosophy and provides training and recognition for completion of the Wright Tree Service Training Program. It is important all our employees are watching out for each other.

Although most of our training is provided through on-the-job experience, we do require testing for advancement. Any employee looking to advance to the next level is given a written test and a field performance evaluation. If the candidate does not successfully complete the testing process, he or she will complete additional review with the manager or SET team member.

## Tailgate Training

Every crew completes weekly refresher training sessions. These sessions, dubbed Tailgates, aim to keep safety top of mind for all employees. Tailgate topics are delivered digitally, which connects our field crews to the content more efficiently and supports more accurate tracking.

## Fire Safety Training

Our fire safety training program covers both wildfire and equipment fire safety. Both programs have annual management and crew level training. Management-level training is delivered online to general forepersons, project managers, division supervisors and division managers and includes monthly reviews. Crew-level training is given in person and focuses on field crews working in areas with historically higher fire danger. It includes a follow-up field review to ensure crew understanding and compliance with Wright Tree Service policies.

### **ANNUAL WILDFIRE SAFETY AND PREVENTION TRAININGS**

Crew-level training teaches employees to understand how fires start and how to prevent them, while preparing them to safely respond to any fires that may occur. Management-level training focuses on management awareness of fire danger and necessary safety measures.

### **ANNUAL EQUIPMENT FIRE SAFETY TRAININGS**

Equipment fire training is required annually for all employees. It covers how fires start, fire prevention, and preparation to respond safely in the event of a fire. It focuses on mowers, sky trimmers and all-terrain buckets.

### **MONTHLY WILDFIRE POTENTIAL COMMUNICATIONS**

Each month, the fire mitigation manager shares a two-month forecast based on information put out by the National Interagency Coordination Center. The forecast highlights areas with above-normal fire danger. The Fire Mitigation Manager provides additional support and training as needed.

## Project Manager School

Project Manager (PM) School is an annual, four-day leadership training program for project managers and supervisors. Participants focus on communication skills and forming good habits, as well as role-specific concerns like incident investigation. PM School also has time focused on incident investigation along with presentations, evaluations and discussions.

In addition to the various presentations, evaluations, and discussions, all PM School attendees work together on a class project. The goal of this collaborative plan is to improve or support a company system or process.

## General Foreperson School

General Foreperson (GF) School is an immersive, weeklong program for employees in or approaching the general foreperson role. During the week, employees participate in a variety of trainings and hands-on exercises. In addition to role-specific and company-specific learnings, GF School attendees are eligible for continuing education units from industry organizations. In 2024, we added dedicated Spanish-language sessions to the schedule.

## GF School Training Course Overview



### Leadership Development Series

Our parent company, Wright Service Corp., offers a three-part leadership series that develops and supports leaders at all levels of our organization.

#### *Ascend*

This program offers first-level leaders the tools they need to lead themselves and their teams. The course is offered in a hybrid or virtual format and the content focuses on building leadership competency in the following areas:

- Improving skills in executing strategic plans
- Understanding your team's role within the business
- Learning to communicate effectively
- Developing emotional intelligence
- Developing personal accountability

#### *Lead*

This 18-month program is designed specifically to strengthen mid-level leaders through facilitated, in-person training sessions and interim learning activities. Participants focus on:

- Creating a leadership culture
- Developing effective communication skills
- Enhancing emotional intelligence

#### *Inspire*

This 24-month program for high-level managers is designed to help participants demonstrate their business impact through group projects and a capstone presentation. Areas of focus include:

- Leadership culture
- Strategic thinking
- Business acumen
- Personal accountability

## Women of Wright

Women of Wright is a two-day workshop with a mission to increase hiring and retention of a diverse workforce by empowering, developing, and supporting female employees at all levels to reach their fullest potential and equip them with the tools to excel as leaders in the industry. The workshop is organized into three main themes: Connect, Educate, and Empower. Each theme incorporates learning opportunities, exchange of ideas, and application of new skills. Women leave the workshop with tools to continue developing themselves personally and professionally.

## TRAINING FACILITY

The new training and event building is a 12,000+ square foot multi-level facility located in Carlisle, Iowa. The design is around the ability to facilitate live training and industry events, hybrid training and events, and virtual only. As we build out the future state of the possibilities inside, we have actively begun using it for our live in-person General Foreperson and Project Manager School training weeks. The end state will be where we can stream live training sessions virtually to most of our workforce across our footprint remotely from this production facility and be able to communicate in a two-way manner with them. We will have the first facility where large trees can be climbed inside and worked for training so the environment doesn't have to be staged and can be as realistic as possible in a controlled environment. Any type of equipment deployed in the field can fit inside this facility allowing for a four-season climate-controlled educational environment. With a full production studio and filmography equipment, the development of additional training resources and captured live events for future distribution across the workforce will be not just a reality but commonplace.



## TRANSPORTATION EXCELLENCE COMMITTEE

We formed the Transportation Excellence Committee in 2023, with the overall goal of improving the safety performance of our driving habits. The three main focuses are education and training, individualized driver performance analytics and accountability.

The committee helps management address opportunities for improvement in a given region. This year, we began using a comprehensive reporting portal to help evaluate and identify further training needs.

## Entry-Level Driver Training Program

Our Entry-Level Driver Training Program was established to help employees obtain a commercial driver's license (CDL). All new CDL holders and drivers upgrading from a Class B CDL to a Class A CDL are required to complete an Entry-Level Driver Training (ELDT) program prior to taking their CDL skills test.

In order to connect our employees to the required training more consistently, we have encouraged instructor certification. We have 19 ELDT instructors certified to provide training in 31 states.

The ELDT program consists of two parts. Part one is online training modules that cover a broad range of topics to help the employee become a more educated driver. Part two includes hands-on training with a certified instructor. During part two, employees learn in small groups and put their training to the test. Once part two is complete, the employee is eligible to take the state CDL skills exam.

## Cyber Security

Our information technology support staff is dedicated to cybersecurity and business continuity. Over the past five years, the information security team has been tasked with improving our security posture and executing yearly strategic security roadmaps to protect company and customer data. The team conducts an annual comprehensive security assessment in tandem with monthly Rapid7 vulnerability scans and remediates identified issues. Our security information and event management platform, AlienVault, monitored 24/7/365 by ProCircular, is utilized to help improve our detection and prevention of attacks on company equipment.

Scams and threats are ever-changing. We provide training and tips to equip our employees with the knowledge they need to help ensure we protect our digital information. Our employees are tested each month through our security awareness program. These internal tests challenge employees to spot phishing scams and other malicious emails or attacks. If an employee fails this type of test, he or she will receive additional training and coaching as necessary.

## Learning Management System

Our LMS platform connects employees to training and continued education opportunities. More than 25,000 LinkedIn Learning courses are available to eligible employees with courses available in more than 10 languages. Elective training topics include management, leadership, customer service, productivity and Microsoft skill building. Company-required trainings such as harassment and discrimination, system training, and retirement account enrollment are also assigned in the platform. The system maintains a training transcript as record of each user's completed courses.

LinkedIn Learning provides online courses from industry experts with topics that range from business to technology. We have included a brief list of training opportunities below.

- Remote Work Foundations
- Time Management: Working from Home
- Office 365 Teams
- Word Quick Tips
- Productivity Tips: Finding your Productive Mindset
- Managing Stress for Positive Change
- Managing Your Time

## TRANSLATION COMMITTEE

Wright Tree Service is committed to fostering an inclusive work environment. Our support staff includes a translation committee dedicated to minimizing language barriers to promote effective communication within our organization. By procuring professional translations via a trusted vendor, the committee's core mission is to ensure that language serves as a bridge rather than a barrier by facilitating knowledge sharing, collaboration, and mutual understanding among individuals with diverse linguistic backgrounds.

Employees can request translations through our shared services department liaison for items including and not limited to: internal communications, recruitment advertisements, procedures/training materials, e-learning content and video closed captioning/subtitles, LinkedIn Learning courses, and our online company store.

## **SAFETY CULTURE AND PROGRAM**

### **Safety**

Safety is our number one value. Our employees are trained on a consistent basis to ensure best safe practices are in place and to identify and mitigate any potential risks or jobsite hazards. Internal protocols are routinely reviewed and updated by our risk and safety departments with the latest trainings and procedures to ensure our employees arrive home safely every night.

Wright Tree Service holds the safety of our employees at the forefront of everything we do. In new areas of opportunity for our organization, we have found that slow, steady, incremental growth is key to developing a strong safety culture. This allows the time to develop each new employee to become “Brother’s and Sister’s Keepers” and ensures we effectively communicate our policies, procedures and expectations as they relate to safety.

As crew resources are added to new areas of work, Wright Tree Service would move in the direction of adding a SET (Safety Education Training) Supervisor dedicated to this geographic region. Our SET Supervisors work exclusively on training and reinforcing our work techniques and furnish required training such as First Aid & CPR Certification and EHAT (Electrical Hazard Awareness Training).

### **Safety Training Outline**

In order to build a strong safety culture, we believe it starts the minute a new employee begins his or her career with Wright Tree Service. Our new employee orientation covers what is expected of each employee and goes into detail the “why” and “how” that is related to each part of an employee’s responsibilities.

#### **Wright Tree Service Brother’s and Sister’s Keepers Code of Conduct**

All employees have a responsibility to watch out for their co-workers, and they have a duty to stop any unsafe act they see. This is also reinforced by all members of Wright Tree Service management when interacting with crew personnel. A Brother’s and Sister’s Keeper award program is in place to encourage an employee not only to stop an unsafe act, but to communicate what was identified so it can be shared with the entire work team and throughout our organization.

#### **SET Supervisors**

SET Supervisors play a critical role in the development and ongoing support of any work group. Initially he or she provides training in all aspects of basic job duties and ensures each employee has a clear understanding of the tasks at hand.

After the initial training is complete, our SET personnel make scheduled visits for an entire week with each pod of crew members to reinforce primary training and address any issues we may be seeing as a trend in other areas of our organization.

Wright Tree Service also customizes these SET visits to incorporate training relevant to local terrain, work conditions, or issues our utility customer may bring to our attention.

#### **General Foreperson Training and Mentoring**

With any team, having a strong leader is paramount to success. We provide our general foreperson with mentoring and support to succeed at a high level. Attention to detail is instilled in all our field management through follow-ups, field visits and effective communication. This proactive approach allows our team to correct the smallest issues before they develop. Cross training is implemented by sending our general foreperson to other areas within our organization as well as bringing outside general forepersons to new areas in order to give our personnel better perspectives and develop well-rounded team leaders.

## Weekly Divisional Conference Calls

Weekly division calls including the division manager, project manager, SET supervisor, and general foreperson. This opens communication and provides an outlet to share any close calls, Brother's/Sister's Keeper catches, or any other trend we may see in the area as it relates to safety. This shared routine communication gives us a very proactive edge in making changes to curb any potential issues.

*By instilling a ground-level positive attitude towards safety, we can develop, grow, and reinforce a very positive, proactive safety culture among our employees.*

# QUALITY ASSURANCE/QUALITY CONTROL

We believe it is vital to ensure quality work is performed in the field safely and to customer specifications. Wright Tree Service is recognized as an industry leader for consistently providing a level of service that extends beyond any contractual obligations.

## OUR APPROACH

Wright Tree Service has adopted the seven quality management principles defined in the International Organization for Standardization (ISO) 9000:2015 as a basis for maintaining customer relationships.

### The Seven Quality Management Principles

- 1. Customer Focus**  
We are dependent on our customers. We must strive to understand and anticipate customers' needs and exceed their expectations.
- 2. Leadership**  
Our leaders have established a common purpose and direction for the company and effectively communicate and engage others in achieving these objectives.
- 3. Engagement of Employees**  
Our employees are appropriately empowered to best use their skills and talents for the common good of the organization.
- 4. Process Approach**  
Results are best achieved when all resources are used effectively and managed as a holistic process.
- 5. Continuous Process Improvement**  
Continuous improvements to our processes, services and systems provide us with a tangible measurement of our successes as an organization.
- 6. Evidence-Based Decision Making**  
We ensure data is accurate, reliable and accessible. Decision makers take appropriate action based on facts.
- 7. Relationship Management**  
We create value for our customers and employees through clear and open communication, information sharing, and the encouragement and recognition of improvements.

Quality performance in the field is maintained through consistent daily communication from the field management team to project managers who monitor the progress. Weekly audits help ensure specification quality, and weekly reviews are submitted to utility management.

Wright Tree Service has multiple layers of quality control in place to support project success. Our work planners and general forepersons work with crews daily to ensure project specifications are being met. Project managers work directly with customers and contractors to make certain quality work is completed on time. Management team members work directly with the billing and payroll department to facilitate a seamless process for billing and accountability. These relationships allow us to resolve any issues immediately.

# KEY PERSONNEL

## MEET THE TEAM



### **Wade Myers, President**

Wade joined Wright Tree Service as a groundworker in 1987. He progressed through the organization and was appointed division manager in 2000. Wade became operations manager in 2003 and vice president in 2005. In 2017, Wade assumed responsibility for several operating units in his role of senior vice president of operations. He began leading the company as president in 2021, and he currently oversees operations in the U.S., Canada and Puerto Rico. Wade is an International Society of Arboriculture Certified Arborist and holds memberships in several other industry associations.



### **Nick Fox, Senior Vice President of Operations**

Nick began his utility vegetation management career in 1998 as a trimmer for Wright Tree Service. He held various roles throughout the country, including crew leader, safety supervisor, project manager and division manager before leaving the company in 2014. From 2014-2019 Nick spent time as a vegetation manager for Xcel Energy and as a vegetation supervisor for Arizona Public Service. Nick returned to WTS in January 2019 as a division manager and was promoted to vice president of operations in March 2021. Nick is a member of the International Society of Arboriculture, the Utility Arborist Association, and the National Arbor Day Foundation. He is an ISA Certified Arborist Utility Specialist and ISA Tree Risk Assessment Qualified.



### **Rick Clendenny, Regional Manager**

Rick began his career with Wright Tree Service in 2005 on a field crew. He worked his way up from crew member to work planner, general foreperson, project manager, and division manager. In his current role as regional manager, Rick oversees operations in several states. Rick holds a Bachelor of Science degree in recreation park and tourism administration, and he minored in urban forestry. He is a member of the International Society of Arboriculture, the Utility Arborist Association, and the Illinois Arborist Association. Rick is an ISA Certified Arborist Utility Specialist.



### **Nathan Johnson, Division Manager – Division 40**

Nathan joined Wright Tree Service in 2007. He has moved through the ranks, working as a crew member, crew leader, general foreperson, safety supervisor, project manager, and division supervisor. In his current role as division manager, Nate oversees operations in Kentucky, Tennessee and West Virginia. He is a member of the International Society of Arboriculture, the

Utility Arborist Association and the Kentucky Arborist Association. Nate is also an ISA Certified Arborist Utility Specialist.



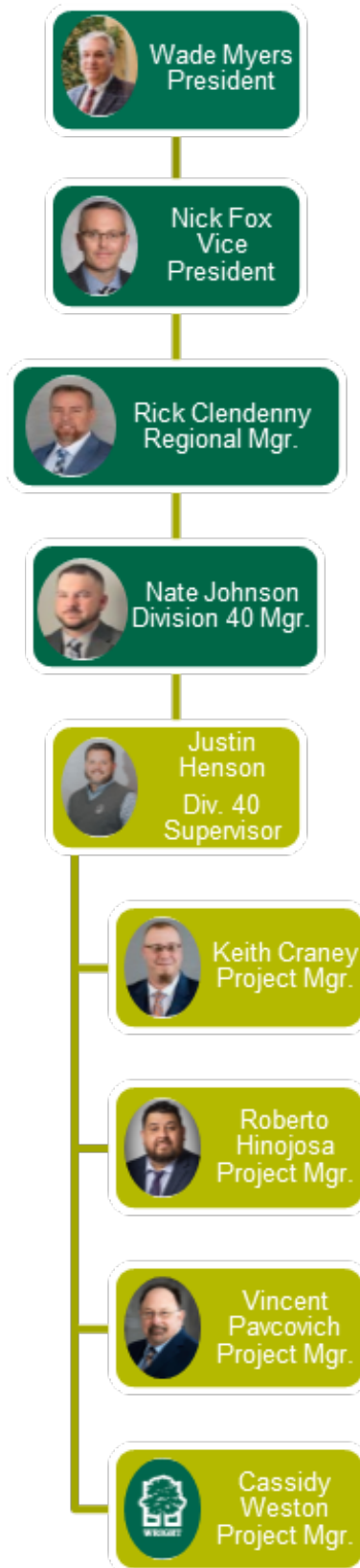
### **Justin Henson, Division Supervisor – Division 40**

Justin has been with Wright Tree Service since 2015. He has worked as a crew member, crew leader, general foreperson and project manager. In his current role as division supervisor, Justin oversees operations in West Virginia, Kentucky and Tennessee.

## **COMPANY & PROFESSIONAL MEMBERSHIPS**

- Tree Care Industry Association (TCIA)
- International Society of Arboriculture (ISA)
- Utility Arborist Association (UAA)
- National Rural Electric Cooperative Association (NRECA)
- American Short Line and Railroad Association (ALSRRA)
- American Power Association

# ORG CHART



# PERSONNEL LEADERSHIP & SELECTION

## GENERAL FOREPERSON (GF)

A general foreperson supervises a line clearance crew(s) and is responsible for the proper administration, communication and enforcement of supervisory and economic work practices. The general foreperson oversees disciplinary action, absenteeism policy, quantity and quality of work production, adherence to and enforcement of safety practices, other employee relations responsibilities, and interpretation and application of Union Agreement where applicable.

Minimum qualifications include –

- Valid commercial driver's license (CDL) as required by state and federal law.
- International Society of Arboriculture Certified Arborist designation within 90 days of assuming position.
- Valid First-Aid and CPR cards.
- Herbicide applicator or operator's certification license as required by Wright Tree Service policy and local, state, and federal law.
- A minimum of 3 years of experience working on tree trimming or clearing crews **OR** successful completion of Wright Tree Service Crew Leader Performance Review.
- Knowledge and understanding of all approved work methods that apply to job description.
- Good general knowledge of trees including identification, growth habits, and correct arboricultural techniques for the trimming, pruning, repairing, maintaining and removing as applies to working in close proximity to energized conductors.
- Familiarity and compliance with the American National Standards for Tree Care Operations (ANSI Z133.1-1994) and American National Standards for Proper Pruning (ANSI A300).
- Knowledge and understanding of OSHA §1910.269.
- Basic knowledge of electrical circuit and experience in the reading and understanding of circuit maps.
- Demonstrated ability to communicate, both verbally and in writing, with the general public, customers, and fellow employees.

## CREW

Crew selection will be determined by our field management to ensure that crew strength is congruous with productivity goals. Our standard arrangements are two-person buckets and three-person manual crews. We do reserve the right to adjust crew makeup on a project-by-project basis to allow for site conditions and productivity enhancements. It is not uncommon for Wright Tree Service to deploy two buckets with three people total, follow-up chip operations, large manual crews and a host of specialized equipment. Work hours will be determined by field management, but the standard is five eight-hour days. If conditions dictate longer days to improve production or reduce travel time, we will adjust as needed. We cultivate an atmosphere of family and foster a well-balanced relationship between management and field employees. Our philosophy is *"Hire for attitude. Train for skills."* We have found this approach increases productivity, improves worker morale and safety, and lowers turnover. We involve our people in the decision-making process and foster an environment in which our employees truly care about the success of our company – and yours.

***Specific staff and resumes will be provided at the award of the contract.***

# REFERENCES

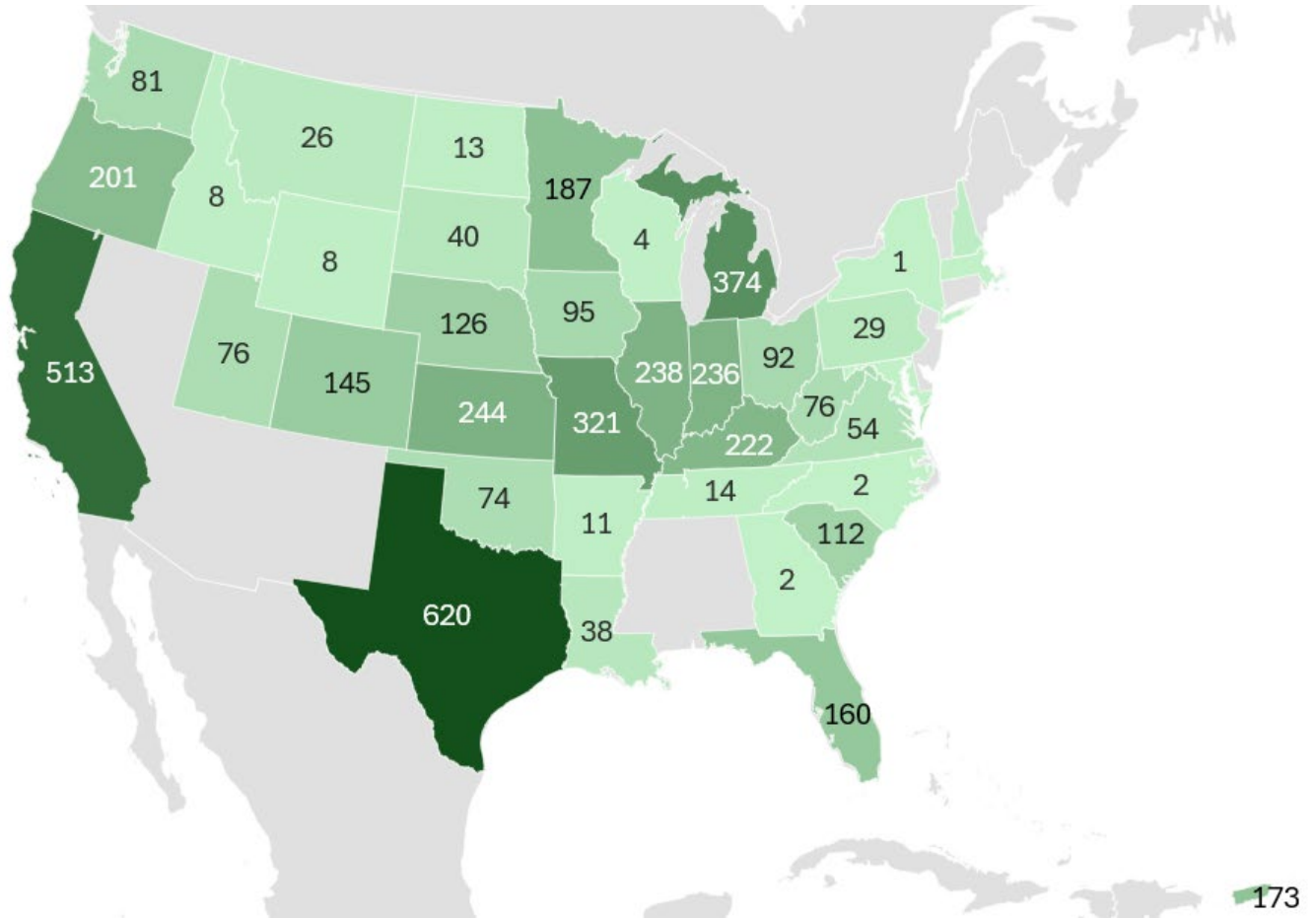
Utility Company	Contact Info	Project	Project Location
<b>Appalachian Electric Cooperative</b>	James Morgan <a href="mailto:jmorgan@aecoop.org">jmorgan@aecoop.org</a> 423-237-0975	Utility Vegetation Management Ongoing since 2023.	TN
<b>City of Nicholasville</b>	Robert Blackford <a href="mailto:robert_blackford@nicholasville.org">robert_blackford@nicholasville.org</a> 859-885-1121	Utility Vegetation Management Ongoing since 2020.	KY
<b>Frankfort Plant Board</b>	Scott Hudson <a href="mailto:shudson@fewpb.com">shudson@fewpb.com</a> 502-330-7388	Utility Vegetation Management Ongoing since 2020.	KY
<b>Nashville Electric Service</b>	Nathan Black <a href="mailto:nblack@nespower.com">nblack@nespower.com</a> 615-642-8011	Utility Vegetation Management Ongoing since 2019.	TN
<b>Springfield Electric Department</b>	Jamie Dean <a href="mailto:james.dean@springfieldtn.gov">james.dean@springfieldtn.gov</a> 615-566-6262	Utility Vegetation Management Ongoing since 2026.	TN

# CONTRACTS OVERVIEW

WTS Divisions	Customers	Project Locations
Division 10 <b>Central</b>	ITC, Omaha Public Power District, City of Ames, Cedar Falls Utilities	IA, NE
Division 15 <b>South Central</b>	Evergy KCPL & Westar, Kansas City BPU, Ameren Companies, KwiKom, Soxx Group, Southern Star Central Gas Pipeline, Energy Transfer	KS, MO
Division 20 <b>North Central</b>	Ameren Companies, City of Kirkwood Missouri, City of Springfield Illinois, Shelby Electric, Village of Riverton Electric, Menard Electric	IL, MO
Division 27 <b>Northeast</b>	Central Hudson Gas & Electric, National Grid, FirstEnergy, Duke Energy	NH, ME, MA, NJ, NY, PA, OH, IN
Division 30 <b>Mountain</b>	Xcel Energy, Black Hills Energy, PacifiCorp, City of Greeley, CORE Electric, Carbon Power & Light, High Plains Power, Colorado Springs Utilities, Allo Communications., Boulder County, Wheatland REA, Mountain View Electric Association	CO, WY, SD, UT
Division 35 <b>North Pacific</b>	PacifiCorp, Avista Utilities, Lewis County PUD, Central Lincoln PUD, Kittitas PUD, Douglas County PUD	WA, OR, ID, CA
Division 37 <b>WTS West/CA</b>	Pacific Gas & Electric Company, Modesto & Turlock Irrigation Districts, City of Roseville, Southern California Edison	CA
Division 40 <b>Southeast</b>	Louisville Gas & Electric, Nashville Electric Service, Blue Grass Energy, Frankfort Plant Board, Shelby Energy, City of Nicholasville, American Electric Power, Duquesne Light Company	KY, TN, WV, PA
Division 45 <b>Indy</b>	AES Indiana, CenterPoint Energy, American Electric Power, City of Westerville, FirstEnergy	IN, OH
Division 50 <b>Southwest</b>	Oklahoma Gas & Electric, Liberty Utilities, City Utilities of Springfield, City of Claremore, City of Nixa, New-Mac Cooperative, American Electric Power, Watco, Union Pacific, Canadian Pacific Kansas City	OK, MO, LA, TX
Division 55 <b>East</b>	Duke Energy, Rappahannock Electric Coop, City of Greer, ALL Construction, Georgia Transmission, FirstEnergy, Georgia Power, Energy United, Dominion Energy	NC, SC, VA, WV
Division 60 <b>Lone Star</b>	Oncor Electric Delivery	TX
Division 65 <b>Michigan</b>	Homeworks Tri-County, Lansing Board of Water & Light, Michigan Gas Utilities, Cloverland Electric Cooperative, Great Lakes Energy	MI
Division 70 <b>Minnkota</b>	Xcel Energy, Minnesota Power, Connexus Energy, East Central Energy, NorthWestern Energy, Minnkota Power, Northern Natural Gas, North Star Electric, Ottetail Power Co., Viking Gas	MN, ND, SD, WI
Division 80 <b>South</b>	Austin Energy, American Electric Power	TX, LA
Division 85 <b>Puerto Rico</b>	Luma Energy	PR
Division 87 <b>Southeast</b>	Duke Energy, SECO, Santa Rosa County, City of Clearwater, Tampa Bay Water	FL

# LABOR RESOURCES

This map reflects our current available labor resources.



# EQUIPMENT RESOURCES

## EQUIPMENT MAINTENANCE PROGRAM

We provide manual crews and aerial lift (bucket truck) crews, and our employees are also trained to use specialized equipment including all-terrain tree trimmers, brush-cutter tractors and more for high-impact mechanical line clearance.

Wright Tree Service bucket trucks, chip trucks and chippers are replaced every 10 years. Pickup replacement is based on mileage and condition, which is typically every three to five years.

We work very hard to maintain our equipment. Regularly scheduled preventative maintenance keeps the equipment in top operating condition. Oil changes and preventative maintenance services are scheduled every 60-90 days depending on the average hours or miles.

Wright Tree Service will establish relationships with local vendors to provide service for our equipment. In the event of an equipment failure, we will use the local vendor to make the appropriate repairs as quickly as possible. Wright Tree Service generally will keep some spare equipment available to us while repairs are being made to the primary equipment. Wright Tree Service will not bill customers for any downtime due to equipment failures.

## FORESTRY MOWERS

Our fleet includes a highly versatile clearing crew with good capability in various terrain. Excavator mowers clear vegetation in densely populated areas. Forestry mowers leave the right-of-way compliant to municipal standards. Small trees are ground in place, where they leave partial mulch beds that inhibit future growth.

### Skid Steer Mower

#### Small Footprint

- Ability to move into areas not accessible to larger equipment.

#### Clearing Grade

- For minor clearing or in conjunction with larger equipment.

### Linebacker Brush Cutter

#### Small Footprint

- Ability to move into areas not accessible to larger equipment.

#### Clearing Grade

- For medium clearing or in conjunction with the larger excavator with mulching head and/or horizontal grinder.

## Excavator with Mulching Head

### Mobility/Range

- Articulating boom can reach out to 30 ft. on most units and rotate 360 degrees.

### Clearing Grade

- Crew for heavier clearing or in conjunction with smaller units, or even the larger excavator with powerpack.

### Hi-Rail Fitted

- Hi-Rail upfitter available in some units.

## SPECIALIZED EQUIPMENT

### Sennebogen

### Mobility/Range

- Articulating and telescopic boom with up to 45 ft. reach and 360-degree rotation.

### Clearing Grade

- Ability to cut and grapple trees and brush in difficult to reach areas.

### Workforce Reduction

- Reduce workers on the ground with chainsaws or eliminate ground crews altogether by using the Sennebogen harvester saw.

### Hi-Rail Fitted

- Hi-Rail upfitter available in some units.

### Horizontal Grinder

### Right-of-way (ROW) Clearing

- Great for ROW clearing - leaving the site with a chip base assisting with vegetation and erosion control.

### Performance

- All track and grinding functions are controlled with a wireless radio remote control with tether back-up.

### Labor Rate Reduction

- Able to grind whole trees, reducing labor rates while processing materials.

### Mini Boom Trimmer/Boom Trimmer

### Mobility/Range

- Boom Trimmer can reach out to 75 ft. on most units and rotate nearly 360 degrees.
- Mini Boom Trimmer can reach out 55 ft. on most units and rotate nearly 360 degrees.

### Workforce Reduction

- Eliminates climbers with chainsaws, while side trimming canopy.

### Clearing Grade

- For heavier trimming on tall mature edges.

### Performance

- When used with a mulching crew, like a linebacker brush cutter or excavator, it can cut very high limbs and leave only mulch.

### Hi-Rail Fitted

- Hi-Rail upfitter available in some units.

# TRUCKS WITH ATTACHMENTS

## Grapple Truck

### Performance

- Grapple trucks can load and unload large quantities of vegetation quickly for removal if grinding is not an option.
- Ability to load brush and logs without disturbing ground vegetation with knuckle boom crane reach.

### Storm Work

- Ideal for storm cleanup as yardage is the preferred method for payment process.

### Labor Rate Reduction

- Reduced labor rates with one-worker operator.

### Hi-Rail Fitted

- Hi-Rail upfitter available in some units.

## Bucket Truck & Chipper

### Traditional Approach

- For clearing edges and sensitive areas that machine work cannot take place.

### Removal from Top Down

- Expert arborist can identify risk trees and remove them from the top down.

### Clearing Grade

- Specialized crew or in conjunction with other equipment.

### Hi-Rail Fitted

- Hi-Rail upfitter available in some units.

## MAJOR EQUIPMENT

Below is a listing of all major equipment (last updated July 11, 2025).

BUCKET TRUCKS				1,697
Type	Fleet Size	Manufacturer	Capacity	Average Age
Mini Lift 4X4	204	Ram & Ford- Chassis Terex, Altec, Versalfit- Lifts	42'-57' Working Height	5
Back Yard Bucket	72	Altec, Skylift, Versalfit- Tracked Lifts, Omme, CMC - Lifts	52' - 82' Working Height	7
Lift Truck - 4X2	958	Altec, Terex, Versalift- Boom	60' Working Height	7
Lift Truck - 70' Lift	341	Ford, International, Freightliner - Chassis - Lifts, Terex/Altec	75' Working Height	5
Lift Truck - 4X4 Rear Mount & Full Forestry	116	Freightliner Chassis, Terex, Altec- Lifts	75' Working	4
Lift Truck - 100' Lift	4	Freightliner- Chassis Altec- Lift	100' Working Height	8
Lift Truck - 125' Lift	2	Freightliner Chassis Terex- Lift	125' Working	2

CHIP TRUCKS				538
Type	Fleet Size	Manufacturer	Capacity	Average Age
Chip Truck - Large Capacity	415	Ford F650/F750 Super Cab - Chassis, ArborTech- Chip Body	20 CU YD Dump Body	2
Chip Truck - 4X4	123	RAM Ford Chevy- Chassis ArborTech, SouthCo- Chip Body	14 CU YD Dump Body	6

OTHER TRUCKS				335
Type	Fleet Size	Manufacturer	Capacity	Average Age
Service Trucks	70	Ford, International- Chassis	Medium Duty	8
Other Support Trucks	204	Ford, RAM, Kenworth, Peterbilt, Freightliner- Flatbeds, F550 Service, Spray Trucks, Semi's		6
Log Truck W/Grapple	61	Freightliner, International		4

<b>PICKUP TRUCKS</b>				<b>1,082</b>
Type	Fleet Size	Manufacturer	Capacity	Average Age
Crew Pickup Planner - 4X4	147	Colorado, Ranger, Nissan	1/2 ton	6
Crew Pickup - 4X4	258	Ford, Ram, Chevy -250-350	3/4 Ton, 1 Ton	3
GF Pickup Truck 4X4	677	Ford, Ram, Chevy - 150 - 1500	1/2 ton	4

<b>CHIPPERS</b>				<b>1,827</b>
Type	Fleet Size	Manufacturer	Capacity	Average Age
Disc Chipper	1,491	Bandit, Woodchuck, Altec, Morbark	13" Capacity	7
Drum Chipper	262	Bandit, Vermeer	6"-13" Capacity	8
Whole Tree Chipper w/Winch	71	Bandit, Vermeer	18"-24" Capacity	4
Tracked Chipper w/Grapple	3	Bandit, Vermeer, Albach	24" Capacity	3

<b>SPECIALIZED EQUIPMENT</b>				<b>493</b>
Type	Fleet Size	Manufacturer	Capacity	Average Age
Boom Trimmers	45	Jarraff, Kershaw	75' Working Height	5
Mini Boom Timmers	26	Jarraff, KwikTrim, Kershaw	58' Working Height	4
Small Rotary & Flail Mowers	95	CAT, Takeuchi		5
Large Rotary & Flail Mowers	39	Gyro Track Geo-Boy, Linebacker		5
All-Terrain Booms	25	IHC w/Terex- Boom	65' - 75' Working Height	6
Specialized ROW	87	Marshmaster, CAT, Komtsu, John Deere		9
Tree Handlers	6	Sennebogen, Komatsu, CASE		3
Horizontal Grinders	1	Bandit		4
Feller Buncher	3	John Deere		5
ATV/UTV	165	Yamaha, Polaris, John Deere, Honda, Can-Am, Kawasaki, Argo, Bobcat		7
Drone	1	Mavic		1

# SAFETY 2.0/HOP

## HUMAN & ORGANIZATIONAL PERFORMANCE

At Wright Tree Service, we are committed to the principle that every member of our team has the right to make it home safely each time they go to work. Through dedication to this guiding principle and by keeping safety as our number one value, we continue to make improvements to our safety program.

Learning from things that go wrong and establishing a system that can prevent a repeat has been a cornerstone of safety programs for many years. As safety within our company and our industry has evolved, failures have become less frequent. This is a good thing, but enhanced safety inhibits our ability to utilize failures as effective lessons and useful cues for improvement.

The collected experts within our company execute their assigned tasks successfully hundreds of times every day. We must learn from what goes right. This principle of learning from “work as done” is one of the pillars of the new safety vision at Wright Tree Service – Safety 2.0 or HOP (Human & Organization Performance). The guideposts for this new vision are:

- 1. People are fallible, and even the best make mistakes.**  
Since we know this is true, how can it be reasonable to have a safety program that relies solely on the work being done without error? Error is normal. Error is not a choice. Human error should never be the “root cause” of an incident.
- 2. Workers are masters at adaptive problem solving.**  
People are not a problem to be solved. People are the source of solutions to problems that are bound to arise daily in our complex environment.
- 3. Context drives worker actions and behaviors.**  
If people knew that their next step would end in disaster, they would never take that next step. We understand that the actions of our people, even the ones that don’t end as planned, were the right actions at the time based on what they thought would occur. There is something to be learned from this.
- 4. Leadership’s response to failure matters.**  
As much as we need to learn from what goes right, our response when things go wrong is also critical. We must be committed to learning from these events. If we genuinely want to build a system that is not vulnerable to the errors that we know can occur, we need to understand what went wrong and not focus on who.
- 5. Blame fixes nothing.**  
Blame makes error a choice in hindsight. Blame silences communication, cuts off access to information, impedes learning, and stifles improvement efforts. You can blame and punish, or you can learn and improve. You cannot do both.
- 6. Improvement happens through learning.**  
We are committed to learning from events, from our normal work, and from our successes. Incident investigations are conducted to learn and improve, not to find fault. We must listen to those involved if we are to learn.

### **Why is Safety 2.0 so effective?**

We learn from our employees. These folks are closest to the work, and they know the environment. Too often our approved methods are decided by those furthest away from the work. Some of those methods may need to be updated or eliminated if they are based upon legacy ideas that no longer apply. Unless we ask, we may never know.

We build trust by asking our employees about their reality and by not punishing their honesty. Trust increases communication, which is critical to our continued learning.

By trusting our teams and making them part of our problem solving, we push the authority for decisions down, not up. By doing so, we foster competency, professional pride, and self-discipline, which are the heart of getting to the high level of skill and competence we need in our potentially hazardous work environment.

# GEOTAB & LYTX

The Wright Tree Service team utilizes Geotab, a fleet tracking/GPS platform that delivers tailored fleet management solutions to meet our customers' requirements for safety, productivity, and efficiency. We use Geotab to monitor driver behaviors like seatbelt use, idle time, harsh braking and cornering, speeding, and backing up. Division managers receive safety notifications and follow up with coaching as needed.

Lytx is a fleet dash camera solution. These cameras grant managers an extra set of eyes within the cab of a Wright Tree Service vehicle. The front- and rear-facing cameras capture footage inside and outside the vehicle. Video footage can be reviewed and used in coaching scenarios to help improve driver safety. We also use footage to recognize drivers when exemplary behavior is exhibited.

## REPORTING CAPABILITIES

Wright Tree Service recognizes the importance of investing in innovative technologies that support enhanced reporting and business intelligence. Our job behavior observation audit system measures the safety performance of our crews. We have invested in a comprehensive mobile platform that makes the audit process more efficient. The platform integrates four major components:

### MOBILE APPLICATION

- Increased efficiency over paper form
- Consistent data collection
- GPS location and time stamp
- Signature capturing
- Score and form progress
- Form completion confirmation
- Available for iOS, Android and Windows phone

### ALERTS

- Automatic email confirmation immediately after form completion
- Management alerts and notifications
- Conditional logic for alert escalation based on score

### REPORTS

- Reports from live data
- Client reports
- Division reports
- GF reports

## ANALYTICS

- Risk department advance analytics
- Insight into safety trends for incident prevention
- Proactive approach to training and policy development based on live data
  
- Real-time fleet visibility
- Fuel, labor and other cost monitoring

We have also invested in an enterprise resource planning system that allows our company to use an array of integrated applications to manage our business and automate many back-office functions related to technology, services, and human resources.

The main advantages of this system are:

- A robust billing module for accurate customer cost reporting and detail breakdown.
- Integration with IBM Cognos that allows for enhanced reporting capabilities and business intelligence.

Taking advantage of these capabilities provides us with a comprehensive viewpoint of our data ensuring information is available and useful in all its various forms.

# SUPPLIER DIVERSITY

## PROGRAM

Wright Tree Service is committed to the development and advancement of minority, veteran, and women-owned enterprises. We use our best efforts to ensure that WMDVBE businesses have the maximum practicable opportunity to participate in our commitment. We have also participated in mentor-protégé programs designed to specifically benefit diverse suppliers.

## TRACKING

We use a questionnaire to collect WMDVBE status and certification from our vendors. These vendors are tagged in our computer system, which allows us to track and manage diverse spend.

## SUBCONTRACTING

We currently utilize subcontractors for a portion of our line clearance tree trimming and removal work in California. We have partnered with these small business or diverse supplier companies in mutually beneficial agreements with great success. The partnerships allow the opportunity for smaller or disadvantaged contractors to perform work under contracts that they may not have been able to obtain on their own. We provide vetting and guidance on their safety and operations programs, and we can assist in developing their business and relationships. In return, we can access more resources to complete the work for our customers.

# ENVIRONMENTAL SUSTAINABILITY

Our intent is to work with and educate members of our industry and communities to conserve and protect natural resources while maintaining economic viability, sustainable growth, and social harmony. Our business practices and operations have multi-generational impacts, and we strive to minimize negative impacts while maximizing positive ones. In addition, Wright Tree Service has an environmental policy that instructs our employees to be aware of any issues that may apply to their current contract. Given our vast geographical span, each region identifies potential environmental and cultural resources that may appear in their area, as well as appropriate actions to remediate potential problems. We have included our Corporate Social Responsibility (CSR) Report for review. This report includes more details about sustainable business practices across Wright Tree Service.

## FUEL USAGE

We utilize fuel fleet card systems, primarily WEX, for fleet fuel management, including expense tracking, spending controls, purchase alerts and exclusive discounts. These tools centralize management and oversight while also generating insights for future improvements. The fleet card data and Geotab data together help us analyze fleet fuel efficiency. Unproductive idle time is currently being tracked along with miles per gallon efficiency. Bulk Fuel is not included.

## ELECTRIC TRANSITION

WTS has largely transitioned to battery powered trim saws and is beginning to utilize some of the new medium size battery powered saws, blowers and pole saws. These equipment evolutions continue to decrease the amount of fuel, oil and labor required within the fleet.

## VEGETATIVE BYPRODUCT

We make a significant effort to provide a second life to the organic debris that is generated as part of our everyday operations.

Whenever appropriate, this organic byproduct is left onsite to naturally break down and provide benefits such as nutrients and habitat to the local ecosystem. The wood waste may be chipped and added to the local landscape. In urban settings, wood may be left onsite at the request of the homeowner or further processed into mulch. We also seek opportunities to donate woodchips and firewood where possible.

We are currently working to evaluate and track byproduct generation and repurposing across our geographic divisions.

## PAPER REDUCTION

We have reduced paper use by increasing our use of both Microsoft Excel and FieldNote® software to convert some paperwork, including timesheets, expenses, and production data, to a digital process. This transition not only reduces paper, but also time and energy demand on our employees. We are also nearly 100% electronic with our client invoicing and proposal submissions. The work-order system for everyday project management is also electronic.

## RESOURCE USE

We strive to increase efficiency in our resource use. The vast majority of our employees do not report to a physical office building. We do have ten office buildings in eight states and a corporate office available as needed in West Des Moines, Iowa.

# EMPLOYEE STOCK OWNERSHIP PLAN (ESOP)

Wright Tree Service has been 100% employee-owned since 2006. Through shared ownership, the employee stock ownership (ESOP) plan helps promote a positive, unique organizational culture and supports company success. The ESOP is also designed to assist our employees with their retirement and provide them with a financial stake in the company. For our customers and partners, we are empowered to provide exceptional service and innovative solutions. The ESOP enables employees to directly affect profitability and value and see the results. The ESOP has also allowed the company to protect jobs and support the communities we work in.

The National Center for Employee Ownership updates an “Employee Ownership 100” list each year. This list recognizes the nation’s largest companies that are at least 50% owned by an ESOP or other broad-based employee ownership plan. Our parent company, Wright Service Corp., is the 19th largest employee-owned company on the 2025 list. Wright Service Corp. also won ESOP Association Iowa/Nebraska Chapter Company of the Year awards in both 2021 and 2025.

The culture of an employee-owned company is advantageous for both the employees and the customers they serve. Each employee knows their performance and service to customers will directly affect the success of the company, peers, and themselves. With this mentality, employees share more camaraderie and take special pride in delivering top-of-the-line service to their customers. Wright Tree Service team members are willing to put forth the extra effort because they can look to their peers and see they are doing the same.

# APPENDIX A – BID FORM

**BID FORM  
 BID NO. 2026-014WL  
 ELECTRIC LINE RIGHT-OF-WAY CLEARING SERVICES**

The undersigned (hereinafter called the CONTRACTOR) acknowledges by his signature that he has received and examined the documents entitled "Specifications and Bid Proposal for ELECTRIC LINE RIGHT-OF-WAY CLEARING SERVICES" for Tupelo Water & Light Department and has included the provisions of the Specifications in his Proposal. The CONTRACTOR further acknowledges that he has received the following addenda:

Addendum No. \_\_\_\_\_ Dated \_\_\_\_\_

The CONTRACTOR hereby proposes to provide to Tupelo Water & Light Department (hereinafter called OWNER) electric line right-of-way line clearing services, as required by OWNER; Tupelo, Mississippi, upon the terms and conditions herein contained in the ELECTRIC LINE RIGHT-OF-WAY CLEARING SERVICES AGREEMENT, as shown below:

Compensation to the contractor by the OWNER shall be in accordance with proposed rates submitted by the CONTRACTOR with this proposal.

**1. BASIS OF CHARGES: LABOR**

The rate per hour for labor shall be all inclusive and include any costs of profit, employee benefits and all overhead costs for home office, job site, executive, supervisory, clerical personnel, and the costs of Federal Income Contribution Act, State Unemployment Insurance, Federal Unemployment Tax, required insurance coverages, holidays, vacation, sick leave, etc.

<u>Classification</u>	<u>Straight Time Rate per Hour</u>	<u>After-Hours Rate per Hour</u>
Working Supervisor	\$ <u>47.01</u>	\$ <u>65.82</u>
Working Foreman	\$ <u>44.50</u>	\$ <u>62.30</u>
Trimmer	\$ <u>41.75</u>	\$ <u>58.45</u>
Groundman	\$ <u>34.01</u>	\$ <u>47.62</u>

**2. BASIS OF CHARGES: EQUIPMENT**

The rate per hour for equipment shall be all inclusive and include any costs of ownership, licensing, maintenance, insurance, fuel, lubricants, and all other operating costs, except for operators that shall be charged under labor. Further, all small tools and equipment, traffic control signs and devices, hand and power actuated tools and cutters, files, bits, ropes, etc., including all necessary personal protective equipment to provide Electric Line Right-of- Way Line Clearing Services shall also be included in equipment rates.

<u>Classification</u>	<u>Straight Time Rate per Hour</u>	<u>After-Hours Rate per Hour</u>
Bucket Truck	\$ 23.38	\$ 23.38
Chipper Truck	\$ 15.91	\$ 15.91
Aerial Lift	\$ 31.00	\$ 31.00
Pickup Truck	\$ 16.16	\$ 16.16
Chipper	\$ 6.84	\$ 6.84
Power Saw	\$ Included	\$ Included
Tractor and Bush Hog	\$ 68.62	\$ 68.62

3. BASIS OF CHARGES: OTHER AVAILABLE EQUIPMENT

The rate per hour for equipment includes the costs of ownership, licensing, maintenance, insurance, fuel, lubricants, and all other operating costs, except for operators that shall be charged under labor. Further, all small tools and other devices or materials incidental to the equipment shall also be included in equipment rates. CONTRACTOR may attach additional sheets as necessary.

<u>Equipment</u>	<u>Rate per Hour</u>
Stump Grinder	\$ 17.21
Dingo	\$ 14.20
	\$
	\$

The CONTRACTOR's cost shall be determined from the supplier's invoices plus transportation charges to the CONTRACTOR's job site.

# APPENDIX B – SIGNATURE SHEET

**SIGNATURE SHEET**  
**BID NO. 2026-014WL**  
**ELECTRIC LINE RIGHT-OF-WAY CLEARING SERVICES**

My signature certifies that the bid as submitted complies with all requirements specified in this Invitation for Bid.

My signature also certifies that by submitting a bid in response to this IFB, the Bidder represents that in the preparation and submission of this bid, the Bidder did not, either directly or indirectly, enter into any combination or arrangement with any person or business entity, or enter into any agreement, participate in any collusion, or otherwise take any action in the restraining of free, competitive bidding.

I hereby certify that I am authorized to sign as a legal representative for the business entity submitting this bid.

LEGAL NAME OF BIDDER (DO <u>NOT</u> USE TRADE NAME):
Wright Tree Service, Inc.
ADDRESS: 5930 Grand Avenue West Des Moines, IA 50266
SIGNATURE: <i>Nick Fox</i>
NAME OF PERSON SIGNING (PRINT): Nick Fox
TITLE: Senior Vice President
TELEPHONE: 515-277-6291
FAX: 515-274-3852
E-MAIL ADDRESS: contractadmin@wrighttree.com
DATE: 04/01/2026