

# All of us at J. Frank Schmidt & Son Co.

# GROWING

# together

Winter 2023

## Thanks for growing clearly superior trees

We're always thankful for our employees and the great work you do. We say thanks often, but visits to other nurseries make me realize that we don't say thank you often enough.

Over the past three years, I've had the opportunity to visit nurseries across the nation. These visits make me realize what an incredible tree-growing team we have. When driving through the fields of our customers, I see how our trees compare to the trees they've purchased from other nurseries. Our attention to detail and quality wins every time.

On every visit, our customers are very complimentary and thankful for our quality and service. Back home, driving around our fields, you can see the incredible amount of work and effort that goes into providing our industry with the finest quality trees.

Comparing our fields to those I've seen on my visits helps me realize that you don't see the difference, or hear the words of thanks often enough. So, to our front-line field workers, our entire production team, and to our sales team - our customers recognize and appreciate your outstanding efforts to grow the finest trees our industry has to offer.

I thank each one of you for the part you play in growing the best trees in the business, and our customers thank you as well. We have an amazing team!

Ben Rough - C.E.O.

## Summer gathering celebrates teamwork, friendship, family

Our summer event held at Bullwinkle's in Wilsonville was a way of saying Thank You to our dedicated employees and their families. It was a day of fun, food, friendship and family, with something for everyone – mini-golf, bowling, go-karts, arcade games, and more. The pictures tell the story – and again, we say THANK YOU!



# Detailed preparation speeds bare root planting season

Fall planting is well underway at Barlow Sunset Farm. The farm is currently working on fall planting. The crews have been working diligently to get the bare root seedlings ready. Our team is pictured trimming thousands of RightRoot® apple understocks. They were freshly dug by the High Forest Farm team after growing them for a year in the transplant beds. After trimming, they were lined out in our fields for next summer's budding of various crabapple cultivars

Planting season takes a team that works well together because every part of the puzzle must fall into place to make sure the seedlings remain viable and healthy. Each department has their task, and by working alongside one another we manage to get hundreds of thousands of seedlings planted in a short amount of time. Each year poses new challenges. With favorable weather on the horizon, the farm hopes to accomplish all of our fall planting over the course of the next few weeks.

At times we fail to realize the vast extent of our tree plantings due to the team being so focused on getting the next field and job complete. When adding up the number of trees scheduled to be planted this fall, it totals 473,000. If you took the tree spacing the trees need and put each tree in a straight line it would be over 100 miles long. That's a long way!

Keeping everything organized takes a lot of preparation from everyone. Hilda López joined the team as Inventory Supervisor back in July. Hilda contributes over four years of experience as a Management Assistant and has the organizational skills needed to keep inventory on track. She dove headfirst into the position, and we look forward to watching her grow in her new responsibilities.



**Lázaro Chavarría trims crabapple understocks.**



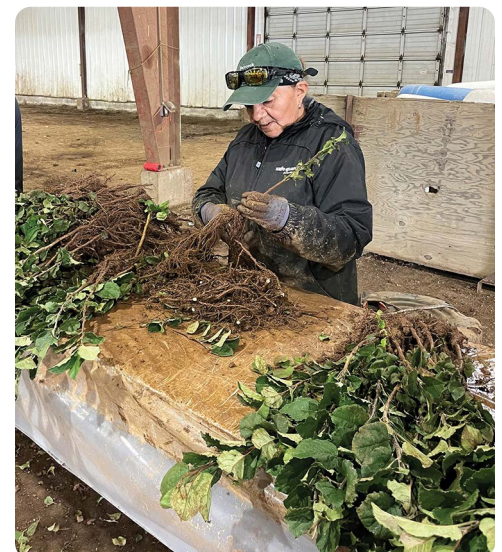
**Andrés Torres, Jovita Torralba, David Sánchez and Cesar García tie bundles of trimmed RightRoot® understocks**



**Sara Gómez, Flor Hernández, Inventory Supervisor Hilda López and Juan Clemente**



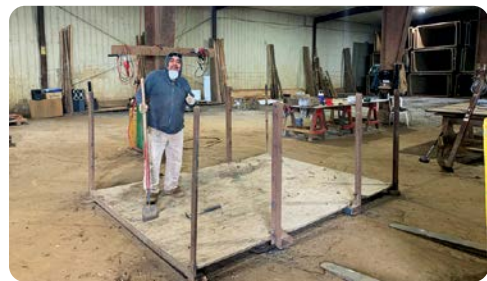
**José Hernández López and Victor Pineda**



**Romelia Gómez**

# Prep, Pallets and Planting - Hood Acres

Come end of September and the beginning of October, during what was once was a slower time of year at Hood Acres, there are no longer any calm and easy days. Gone are the days when most of our seedlings and young trees were planted in spring. These days, with early fall pot planting numbers totaling six times more trees than in prior years, and with early fall digging right around the corner, there is still much to do before harvest.



**Ace pallet craftsman Daniel Waldo rebuilding a dilapidated pallet.**



**Guys prepare to move a landscape tree from an H2A house into the arboretum. Left to right: Jorge Magaña, Rigoberto Elias, Donaciano Ángeles, Isauro Francisco, Austreberto Magaña.**



**New B&B grower Rufino González with the B&B transplanting crew.**

In the warehouses and coolers, crews are busy road grading the floors, removing potting soil from de-potting and getting all the materials that accumulate in the summer back to their respective storage locations. Dump trucks full of soil and pruned roots head for the compost pile, the volleyball court is rolled up, and the grading pylons come out.



**Fall pot planting. Jorge Magaña on the GPS tractor, Carlos Aldana.**



**Rafael López and Martin González work on replacing bad boards in the cooler.**



**Ricardo Vázquez (foreground) and Welfri Sales wash the mud, nails, and rocks off the concrete in front of cooler #7.**

Over in the coolers, crews are at work replacing broken and worn-out boards and power washing the surfaces so they are clean for storage. Starting out with a clean work surface helps keep disease issues down and makes for a safer work environment for our employees.

In cooler #4 Daniel Waldo is busy repairing bareroot pallets for the oncoming digging push. Daniel and his assistant repair hundreds of pallets every year for the bareroot, seedling, and B&B farms. The whole rebuild process takes 3 ½ months and uses almost 18,000 sq. ft. of ¾" pressure treated plywood. Those custom bareroot and seedling pallets need to be in tip top shape as they often travel hundreds of miles every year atop harvest trailers and the flatbed semi-trailers.

Out in the field, fall planting rolls along. First, fall pots and the whip beds, then the fall bareroot and the B&B Conifers. For a short while, Hood Acres starts to look like High Forest with all the de-potting and root pruning in the warehouse. Crew leaders Solomon Mejia and Fidel Flores make quick work of the planting and have all the trees in the ground before the oncoming rain.

So much for the peace and quiet! In other Hood Acres news, Rufino Gonzales has accepted the open grower position of the B&B department. Rufino has been a steadfast employee of Department 63 for the past 15 years, and we are excited and more than just a little bit proud to see this promotion come from inside the company. Advancing our own workforce is of utmost priority, and it is always great to see one of our own make staff level positions. We look forward to Rufino's continued betterment and growth of the production department.

# Thirty years and counting - longtime employees guide and inspire

At JFS we are very proud of our long-term employees. So many of us have spent decades working at the nursery, truly making it our life's work. Our longest tenured employees guide us with their wisdom and know-how, gained from their years of practice and experience at the nursery.

Twenty-nine individuals at JFS have records of uninterrupted service exceeding 30 years. Dozens more have history with JFS dating back thirty years or more, but with a period of absence before coming back.

One example of an employee who left and returned is Martin Hanni, our farm manager at Northwest Shade Trees. Did you know that Martin worked as an intern at JFS in 1980? I recently asked Martin what he was paid in those days, and it was \$3.50 per hour!

This article salutes our longest-tenured employees – dedicated members of our tree team who share uninterrupted employment records of 30 years or more. Thank you for making JFS and trees your life's work!



## Barlow-Sunset Farm

Top Gun!	Victor Pineda	November	1983	
	Vicente Arreguin	March	1984	began at Independence Farm
	Marcial Reyes	May	1985	
	Jeronimo Ruiz-Esquibel	August	1985	
	Angela Cardenas	April	1987	
	Valentin Delgado	May	1989	
	Delfino Ignacio	May	1989	
	Patrick Rivers	September	1989	began at Independence Farm
	Antonio Camacho	April	1991	
	Andy Reynero	February	1993	began at Independence Farm
	Leopoldo Peña	May	1993	

## Milton Farm

Top Gun!	Raudel Romero-Hernandez	March	1987	
	Guadalupe Gutierrez	November	1991	

## Headquarters

Top Gun!	Jim Phelan	April	1984	Began at Hood Acres as equipment foreman- hired by Martin Hanni!
	Guy Meacham	May	1985	Began as an intern from England.
	Jeff Lafrenz	August	1986	

## Cottrell Farm

Top Gun!	Francisco Galindo	February	1987	
	Pedro Galindo-Gonzales	February	1990	
	Martin Nuñez-Carmona	February	1993	

## High Forest Farm

Top Gun!	Juan Aguilera-Flores	February	1990	
	Celina V-De-Olivares	May	1992	

## Hood Acres Farm

Top Gun!	Austreberto Magaña-Calderon	October	1989	
	Lourdes Magaña-Calderon	December	1989	
	Abel Molina-Marcelo	February	1990	Original H2A employee!
	Daniel Waldo-Perez	March	1990	Original H2A employee!
	Francisco Ramirez-Velasco	February	1992	
	Jorge Magaña-Calderon	February	1993	Original H2A employee!
	Antonio Zavala-Barajas	February	1993	Original H2A employee!
	Esteban Rodriguez Coronado	February	1993	



Thirty-six years at Milton Farm have flown by for Raudel Romero-Hernández, who joined our company in 1987.



Top guns of our Boring area farms, from left, Austreberto Magaña-Calderón (Hood Acres) Francisco 'Poncho' Galindo-González (Cottrell) and Juan Aguilera-Flores (High Forest)



Jim Phelan poses for a catalog photo in 1997



Victor Pineda's hiring on November 11, 1983 makes him the longest-tenured person in our company.

# NWST kicks off digging season with big trees

Planting and digging overlap this time of year, as the growing season comes to an end and the trees flaunt their fall color. Taking advantage of the pleasant fall weather, the crew has been busy planting VigorLiner® trees grown at Cottrell Farm's Dept. 62. The planting team pictured was lining out #3 VL Hornbeams that will be ready to start harvesting at 2" caliper in three growing seasons.

We've also done some early digging of big trees that had been winter root-pruned for late summer digging to accommodate the planting schedules of some large landscape projects. Our 5" caliper Exclamation!® Planetrees weighed in at about 2,700 lb. each! The main harvest will get underway after leaf drop. For now, the rows are full of trees waiting to be dug. Unlike the bareroot crops, we dig each tree individually leaving the nursery looking like Swiss cheese - which makes Farm Manager Martin Hanni, who hails from Switzerland, very happy!



Rows of 3-year Redpointe® Maples, ready for harvest



**Big!!! Exclamation!® Planetrees, 5" caliper, freshly dug and ready to ship to a Washington landscape installation by longtime customers, Teufel Nursery Inc.**



The JFS sales team gathers for lunch during the fall sales meeting tour of NWST.



Planting team, from left: Gustavo Méndez García, Ramón Zepeda Cruz, Fernando García Romero and Viliulfo Hernández López. Grower Jesús Zamudio Zavala at the wheel.



2" caliper American Hophornbeam (*Ostrya virginiana*) Rows resemble Swiss cheese, pocked with holes of trees sold last season.



CEO Ben Rough presents Ricardo Vazquez Tello with a \$1,000 reward, as promised by posters displayed on each farm.

## Reward given for recovery of stolen truck

Alertness and quick action by Ricardo Vazquez Tello resulted in the recovery of our 1988 Chevy Suburban that's served the B&B department for many years. Stolen from Hood Acres during the weekend of August 5, it was spotted by Ricardo on August 8 near 174th & Powell. He quickly reported the sighting to Farm Manager Aaron Caldwell who set in motion the steps that led to an arrest and recovery of the vehicle by police a few hours later near 82nd x Halsey. "Old Blue" is back to work, and Ricardo is the recipient of a \$1,000 reward and a big THANK YOU for his role in recovering stolen JFS property.

# High Forest jobs change with seasons

Fall is a great time of year on a seedling farm. At High Forest, the first hints of fall color are starting to appear on the trees. The fields of Maples are being painted red, the Birch leaves are bleeding yellow and gold, and trees everywhere have stopped their rapid summer growth and are settling in for their winter slumber. With the massive Softwood cutting push behind us, the changing of the seasons means the changing of jobs at High Forest.

Foreman Juan Aguilera and Field Supervisor Tanner Wilson keep a watchful eye on our seed trees scattered about High Forest, as well as on all the other JFS Farms, and even local parks and street trees. As soon as the seed has matured enough and is ready to be picked, the collection crews are sent out with their ladders, buckets and bags to collect the magical little embryos that will someday become the big, beautiful trees that are sold and shipped around the world.

Hedge Maple (*Acer campestre*) is among the species that ripen early in the season and are plucked from trees in the High Forest parking lot. The seed will be laid out on the trimming tables upstairs to dry. When ready, they will be sown out in the field and covered with sawdust, to await germination in the spring. Each year High Forest grows over 25,000 *Acer campestre* to be shipped to the Bare Root farms, and every single one of these trees will come from the seed we pick ourselves. That's vertical integration at its best my friends.



Digging crew led by long-time Foreman Juan Aguilera. They're hard at work getting Malus RightRoot® transplants out of the ground.

Another example of the seed we pick and clean ourselves is the Dolgo Crabapple. Fruit like the crabapples as well as others such as *Crataegus* (Hawthorn for the uninitiated) and *Cornus mas* (Cornelian Cherry) are then cleaned using our circulating water cleaner to separate the fruit from the seed. These seeds are then laid out to dry and planted in the field just like the *Acer campestre*.

Fall in the air also means Fall Digging and Planting are underway. In late September and early October, High Forest sends potted plants to Hood Acres to be planted in Root Bags. Red Maples and Seedlings from the Greenhouse are sent to both Barlow and Hood Acres. After the Pots are planted, the Bare Root digging starts. This year High Forest is digging, trimming and shipping almost 500,000 trees to the Bare Root farms during what Production Manager Eric Heinrichs calls the "three weeks of Hell". Sometimes the weather cooperates, and sometimes it doesn't. Come rain or shine (Mostly Rain), the High Forest team will get it done!



Fireburst® Paperbark Maple yields a good crop of seeds for harvesters (from left) Victoria López, Ma. Concepción 'Concha' Francisco, Martha Jiménez and Celina Venancio López



Crew Leader Maribel Trigueros (top photo) and her team collect *Acer campestre* from the High Forest parking lot.



Our collection crew that includes Bertha Del-Toro, Minerva Santos, Antonia Álvarez and Betzy Méndez picks up crabapples to be sent to cleaning.



Eduardo Ortiz cleans some freshly picked *Crataegus monogyna* (Hawthorn)

# Trees, recycling, celebration fill Milton Farm summer

In addition to taking care of our trees this summer, Milton Farm hosted an incredible event. Teamed up with Oregon State University & Agri-Plas Inc., we hosted an Empty Pesticide Container Collection event. We were more than happy to help make this event possible and easy to navigate. Many other local farms were able to take advantage and bring their own pesticide containers. In order to prep the containers for recycling, each container must have been triple rinsed and pamphlets removed. Each farm then drove up to the shredder, tossed their containers onto the ladder belt that then fed the hungry shredder machine. Once shredded, it was all sucked into a huge vacuum-like bag for transport.

We managed to dispose of 300 pounds of our own containers. They were part of a total of approximately 9,000 containers shredded into an estimated total of 5,400 pounds of plastic! This process keeps plastics and potential pesticide residue out of landfills. It can be reused for new pesticide bottles, drainpipes, PVC conduit for wiring and even for railroad ties. We are super proud to have been able to take part in reducing this plastic waste that otherwise would have gone to landfills.

What else did the summer bring to Milton Farm? Smoke and heat! Unfortunately, our region is very fire prone because of our hot dry climate. On a regular day, Air Quality Index (AQI) in our area ranges in the 50s. Due to the fires, we had a very hazardous AQI of 300! In order to keep everyone safe we shut down the farm for the day. We had to shut down early a few times due to the unbearable heat as well. At the end of the day, the safety of everyone is of utmost importance.

We did take advantage of a very pleasant summer day for our Farm Family Picnic! It was a BLAST! We had so much yummy food. For our main course, Francisco Rubio prepared the most mouthwatering, tender, delicious carnitas. After



**Julio Olmos (Juanito's nephew) conquered the piñata and won the top prize.**



**Hosting a pesticide container recycling event was fascinating. Empty, triple-rinsed containers were fed onto the shredder machine, processed and packed into giant sacks for transport.**



**The kids had a blast on the water slide along with Management Assistant Jeanette Ramirez who took advantage of the opportunity to feel like a rowdy kid again.**



**Francisco Rubio serves up his delicious carnitas. What a treat to taste his recipe that he perfected over many years in Mexico.**

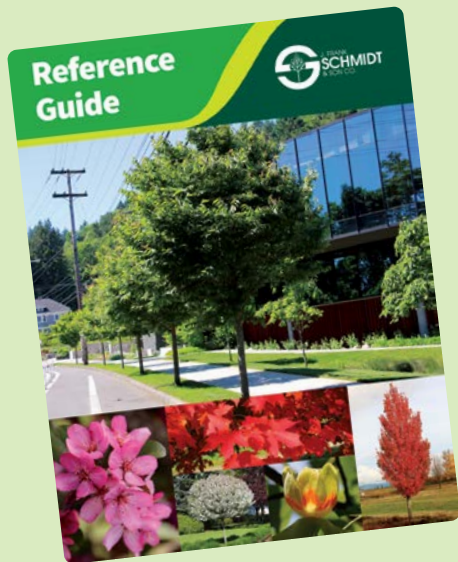
perfecting his recipe in Mexico for many years, he was generous enough to make them for our Milton Farm families. It was so finger licking good, there was not a single shred left over! Ramon Garcia also prepared some disc fried chicken drumsticks which were to die for. All that was left were the meat-stripped bones as proof of the exquisite flavor and love they were made with. Jose Luis Lopez showed off his knife skills on our fruit and salad bar. Maria Gonzalez made a delectable "Nopal" salad and a delish spicy salsa. We had stuffed crust pizza for those picky eaters and for dessert we had a "Build your own Banana split" bar complete with whipped cream and maraschino cherries to go on top!

While the kids enjoyed the water slide and a piñata, the adults competed to break open a tequila bot-

tle-shaped piñata. We upped the stakes by reinforcing it with duct tape. A \$50 gift card was the reward for cracking that bad boy open. The competition was fierce, but the piñata was determined to survive! Heriberto Plasencia got a few good hits and Ruben Robles attacked the piñata with a huge, thick eight-foot tree branch that made a very good dent in it. Juan Olmos also gave his best effort, but that tricky piñata kept getting away. In the end, Juanito's nephew was the one to blow it open - winning the \$50 gift card and making it rain candy.

All the raffle winners would like to thank CEO Ben Rough for pulling their name. Our top winner was Ruben Robles copping a \$100 gift card! Big thanks to all the hands that helped with everything from holding the piñata up to helping clean everything up at the end. Such an amazing time would not have been possible without everyone's help!

# Tree news starts here.



Spreading the word about the fabulous trees grown by our production team is the top priority of our Marketing and Communications team, Jeff Lafrenz and Nancy Buley. In-house production of our colorful new Reference Guide is their latest accomplishment, with 10,000 copies to be distributed to customers and specifiers over the next several years. They also produce our Price Guide each spring.

Free PDF copies of both can be downloaded from our website.

They are supplemented by our recently updated set of five wall posters. Custom picture tags and trunk wraps, signage, brochures, flyers, trade show displays, Growing Together newsletter, our weekly online Availability & Nursery News, and website and social media content are all produced in-house, with Jeff handling design, layout and production, and Nancy tending to writing and editing.



# Containers on the move at Cottrell

Consolidation of our container crop is underway. With the 350,000 potted plants around the farm, we have our hands full. Consolidation is the process of picking up all the containers that were potted last spring and spaced out for the growing season and moving them to another area on the farm for winter storage. To help protect them from winter weather, they will be bunched together in blocks, can-tight. Some blocks are wrapped around the outer edges with insulation, and many are fenced with wire netting to keep out rabbits and other tree-damaging critters. We will be moving 55.6 acres of newly potted material and consolidating it to around 27 acres. We have to consolidate all these potted plants to make room for the new crop that we are getting ready to pot.



**Adriana Martínez is our newest Crew Leader**

Adriana Martínez is the newest Cottrell Farm Crew Leader. She started with the company in January of last year and has been performing at a crew leader level for most of the time. So now it's time to make it official. She was promoted to Crew Leader on November 6th. Please help me congratulate her when you see her around the farm. She is a young, hardworking employee who has a bright future

Loading trucks is no easy task, but it needs to be done. Anyone can do it - you just need to have the drive to do so. Lucia Delos Santos has the drive to be a successful Loading Crew Leader. She started with the company in January of 2018 and was promoted to Crew Leader in February of 2022. One of her main jobs is making sure her assigned trucks get loaded properly.

If you are a stacker on the loading crew, you also get a stacker's bonus. Hood Acres has a stacker bonus for loading trucks too. So, if you are interested in making some more money by becoming a stacker on a loading crew, please see either Sam Barkley (Cottrell Farm Manager) or Aaron Caldwell (Hood Acres Farm Manager) for more detail.



**Lucia Delos Santos heads back to the dock for another tree for stackers Manuel Felipe Juan (left) and Uber Aguilar Hernandez.**



# Grafting, growing, grading and gathering at Dept 62

Since the last issue of the newsletter, D62 has been grafting Japanese maples and budding Ginkgo, Magnolia and Liquidambar. Crewleader Adelina Martínez leads an expert crew of nine grafters: Adelia Asencio, Susana Joaquín, José Ascencio, Perla Medina, Rosa Francisco, Elías Velasco, with new grafters Maricela Salazar and Sergio Tello. Esperanza Pérez transferred in from High Forest. María May, Epifania Ramírez, Apolinaria Martínez and Adolfo Gutiérrez help in preparing the wood and other jobs that support the grafting process. When grafting is complete, the grafting crew helps with production work and collects *Acer palmatum* seed.

The liner crew led by Rocío Domínguez has been tagging trees, color coding the Ginkgos with max tape, and sorting and taping the grafts. Currently they are doing production work in the Cravo greenhouse. In the coming months, they will start planting seed and transplanting conifer seedlings from plug trays to band pots. They also contributed to the grafting by cleaning and sorting the *Ginkgo biloba* and *Acer palmatum* rootstock. This crew includes Luz Carrillo, Ligia Piste, Estefanía Reyes, Angélica López and Damián González.

The VigorLiner® crew is responsible for working the VigorLiner® trees, helping sort ginkgo rootstock,

pulling liners to send to the bare root farms for fall planting, and assisting in putting the plastic covering on the new greenhouse project in 115. Rodrigo González is Crewleader for this crew that consists of Maurilio López, José Luis Ascencio, Salomón Cruz, Mauro Cruz and Pedro Zamora. Their work involves setting bamboo, max taping as the trees grow, taping tops and pruning. This might seem to be a short list of jobs, but all need to be done correctly and in a timely manner to ensure that a quality product is produced. This crew will start grading and consolidating the VL crop for the winter and providing the numbers that are important for inventory and future sales. This also opens up space we need for potting the new crop.

Although our three crews have specific areas of responsibility, there is still coordination of the workload and

switching of crew members, depending on the job and the scheduling of future work. D62 Grower Gerardo Amezcua does an excellent job, helping the different crews stay on track with their work and helping them to anticipate the upcoming work so all the jobs are done with efficiency and an emphasis on quality.

In addition to maintaining our irrigation system, Alberto Galarza does many jobs that help keep Department 63 a safe and efficient place to work. He takes time out from building maintenance and working on many small projects to drive the flatbed truck, moving plant material between the farms to keep the workflow steady. In addition to all these tasks, with the help of Mauro Cruz and John Masse, Alberto has been keeping busy at the Shaw property next door. They're hard at work improving the old shop so we can have a better place for the grafting crew to work this winter.



Crewleader Adelina Martinez (center, wearing brown apron) leads our expert grafting team.



Crewleader Rocío Domínguez (second from right) sets the pace for the liner crew.



Crewleader Rodrigo González (third from left) leads his team in working the VigorLiner® trees.

# HA Shop preps bare root diggers for the Big Dig

Autumn is a time of transition and here at J Frank Schmidt & Son, we are transitioning our trees out of the ground. It's digging season again and that means the Hood Acres Shop has been very busy preparing the bare root and bed diggers for the rigorous days ahead.

Michael Balcazar is the mechanic who services the diggers every year in preparation for digging season. Every year the worn and broken parts are replaced and preventative maintenance is performed to make sure that when these diggers get back to work, they can handle the strenuous labor of uplifting thousands of trees from the ground. Michael is always prepared for the worst, saying "we always have spare parts on hand so that when something breaks, we can get the machine fixed and back in the field in no time." The quick action of our employees at the shop keep all the farms running smoothly in busy seasons.

Hood Acres Farm uses four diggers; three are bare root diggers and one is a bed digger. Aaron Caldwell, Farm Manager at Hood Acres, says it's crucial to have the machines in good repair ready to go when the season starts.

"Typically, we start digging in mid-October with oaks and Malus as part of our 'early digging' program, which we've done successfully for the past three years, so this will be our fourth iteration." The number of trees dug per day can vary quite a bit during this time, according to Aaron.

"It depends on the age of the tree and the conditions. Great conditions on one year-old trees can yield 30K if everyone is on point. The type of tree and ground condi-

tions are the biggest factor," he added. "Some days we crush, some days we struggle to get 1,000 trees out of the ground. It's important that things work when we need them to so we don't miss our chances. If the warehouses are empty and the conditions are good, we'll have two or three diggers running and everyone helping outside."

There are many challenges that come with the digging season, but the Hood Acres farm is ready for the battle," Aaron said. "Digging season is a grind. You either push through it or go around it for a while and come back to it later, but one way or another the trees are coming out of the ground and going onto trucks. They quite literally pay the bills around here."

**Bare root digger is all shined up and ready to go, thanks to the expert work of Michael Balcazar and others on the HA Shop team.**



Towering 16 feet above the road, our big digger was a crowd favorite at the July 6 Sandy Mountain Festival kickoff parade. Volunteers handed out Trees Are the Answer bumper stickers and tossed many pounds of candy along the way. From left: Sam Barkley & his son 'Little Sam', Aaron Caldwell, Gaspar Hernández-García, Miguel Corona-Horta, Jay Lehl, Andy McReynolds & son Wade, Jan Barkley, Chelsea Hall, Pam Evans, Avery Lehl, and Driver Zach Hall, who skillfully piloted the 60-ft. long "float" along the parade route through downtown Sandy.

# Summer visitors keep sales department hopping

The daily work and attention to detail at this amazing company truly makes JFS trees the leader in our industry. Don't just take my word for it, our customers requested 25% more in trees than JFS projected for sales in 2024...that should say it all!

Customer orders and internal allocations toward our production plans for 2024 are complete. Acknowledgements have been emailed to customers and their respective sales representatives. Shipping of fall container orders began in late August, and we're on track to have more trees off Cottrell farm this fall over last. This means more space for the 2024 container crop - Giddy-up!

More than 20 customers visited the nursery during the August 23rd-25th run of the 50th Anniversary of the Farwest Show. Other customers and prospective customers visited in the

weeks before and after the show. It was a team effort to guide tours around all of our Boring area farms, led primarily by Inside Sales reps Jessica Hutchings and Brian Mumm and Sales Manager Rich Bailey. CEO Ben Rough pitched in to give tours, as did Communications Director Nancy Buley. Outside Sales reps Mike Neenan and Dave Dickey, based in Utah and Colorado, respectively, were on hand to give tours to customers from their territories. Down in Brooks, Management Assistant Juli Myer took groups around the beautiful big trees at Northwest Shade Trees.

Production team efforts to clean up tour routes and debris around the farms were noticed by all our customers, who commented about the clean appearance and recognized the hard work put into making the nursery look

great. For many customers, it was their first visit to Oregon and first time to JFS! THANK YOU from the Sales Department for not only the "hard work" but the "heart work" of keeping JFS trees the best of the best.

Our Fall Sales meeting took place October 2-4th, several weeks later than usual, giving our reps the opportunity to enjoy some early fall color in our fields and landscapes. All 11 of our field representatives spent three days at JFS, touring our farms, meeting with production, reviewing crops and discussing happenings and trends in each of their markets. This vital information from the territories helps Sales and Management guide the 2023 harvest and helps us hone our sales forecasts for Spring 2024. With a very busy summer behind us, now the harvest begins...



Production Manager Eric Henrichs.



Sales Team pauses during our fall sales tour.

## Changes Coming to Your 401k Account

During the month of November your 401(k) funds will be moved from Milliman to Empower. Our financial advisors for our 401(k) plan will also change from Mercer Global Advisors Inc to Fisher Investments. What this means to you is access to the financial advisors for advice on how to manage your 401(k) investment, improved web access to your account and more education on 401(k) plans.

**FISHER INVESTMENTS**  
401(k) SOLUTIONS

Meetings will be held soon to discuss these changes and the tasks you will need to complete.

Your 401(k) account is for investing in you and your future.



# Celebrating Employees With 20 Years Or More

## November

Name	Farm	Hired	Years
Victor Pineda	Barlow	11/11/83	40
Guadalupe Gutierrez	Milton	11/22/91	32
Salomon Mejia-Cruz	Hood Acres	11/5/99	24
Kris Wright	Cottrell Greenhouse	11/15/99	24
Agustin Galindo	High Forest	11/22/99	24
Hilario Rodriguez	Hood Acres Shop	11/9/00	23
Justino Gamboa Chulin	High Forest	11/7/01	22
Bernabe Tapia Gonzalez	Hood Acres	11/11/02	21
Jose Martinez	Hood Acres B & B	11/6/03	20

## December

Name	Farm	Hired	Years
Lourdes Magana-Lopez	Hood Acres	12/12/89	34
Maribel Trigueros-Gonzalez	High Forest	12/1/99	24
Teobaldo Orosco	Hood Acres	12/18/01	22
Fidel Flores-Gonzalez	Hood Acres	12/11/02	21

## January

Name	Farm	Hired	Years
Pablo Lopez	Barlow	1/6/99	25
Isidro Moreno Flores	High Forest	1/17/00	24
Romualda Arellano	Cottrell	1/22/01	23
Martha Jimenez-Hernandez	High Forest	1/3/02	22
Victor Lorenzo-Gallardo	Cottrell	1/24/03	21
Teresa Pankiewicz-Leap	High Forest	1/12/04	20
Jose Martinez-Vasquez	Cottrell	1/29/04	20

## February

Name	Farm	Hired	Years
Francisco Galindo	Cottrell	2/19/87	37
Jose Juan Aguilera-Flores	High Forest	2/23/90	34
Francisco Ramirez-Velazco	Hood Acres	2/17/92	32
Martin Nunez-Carmona	Cottrell	2/3/93	31
Andres Reynero	Barlow	2/15/93	31
Aurelio Gonzalez	Milton	2/26/96	28
Pedro Galindo-Gonzales	Cottrell	2/13/01	23
Graciela Galindo-Lopez	High Forest	2/11/02	22
Eric Henrichs	Main Office	2/21/02	22

## Upcoming paid holidays



**Thanksgiving**  
November 23<sup>rd</sup>



**Christmas**  
December 25<sup>th</sup>



**New Year's**  
January 1

# Job Opportunities

**Management Assistant** – Barlow/Sunset Farm

**Management Trainee** – High Forest Greenhouse

**Inside Sales And Customer Service** – Main Office

**Maintenance Worker** – Hood Acres Shop

**Welder/Fabricator Assistant** – Hood Acres Shop

**Journeyman Mechanic & Shop Mechanics** –  
Hood Acres and Canby Shops

**Equipment Operators** – All Locations

**Nursery Workers** – All Locations

**Employee bonus program**  
for referring new hires:

**\$400 To Employee | \$175 To New Hire**

Bonus paid 90 days from date of hire.

See Human Resources for more details.

# Welcome to JFS!

Nearly every farm has added new employees over the past several months. We're glad you've chosen to work here and welcome you to our tree team!

## Barlow Farm

Osman Enriquez Velazquez	6/12/23
Jorge Hernandez Lopez	6/12/23
Matias Francisco	7/17/23
Angel Gomez Avila	7/17/23
Jorge Gutierrez Medina	7/17/23
Manuel Jaramillo Hernandez	7/17/23
Octavio Montes Miranda	7/17/23
Juan Romero Jimenez	7/17/23
Alicia Espinobarros De Los Santos	8/10/23
Martin Quintero	8/10/23
Sara Gomez	9/6/23

## Hood Acres B & B

Bartolome Francisco Flores 7/24/23

## Hood Acres Farm

Santiago Merino Zurita	6/5/23
Pedro Lucas Alonzo	7/5/23
Francisco Perez Pasaye	7/5/23
Salvador Perez Pasaye	7/10/23
Eder Lopez-Cabuto	7/24/23
Abelsardo Sales Domingo	8/7/23
Luis Francisco Santiago	9/7/23

## Milton Farm

Martin Ayala Trujillo	6/8/23
Adrian Ojeda Grajeda	7/17/23
Santos Ramirez	7/17/23
Kevin Leyva Virrey	4/17/23

## Northwest Shade Trees

Viliulfo Hernandez Lopez 8/1/23

## Cottrell Greenhouse

Mauro Cruz Garcia	7/10/23
Sergio Tello Lopez	8/1/23
Jose Ascencio Huape	8/23/23

## Production Department

Chelsea Hall 5/23/23

## Inventory Department

Marley Reed 8/3/23

## High Forest Farm

Maria Santiago Figueroa	6/26/23
Norma Bautista Y Bautista	7/12/23
Lucas Benancio Lopez	7/24/23