

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

GROWING together

Spring 2025

Look Safe Lift Safe

Late winter is a super busy time, with everyone hurrying to finish winter tasks before spring arrives. In our hurry, we sometimes forget to work safely, and that's when injuries and accidents happen. Oscar Torres, Human Resources Manager, reminds us that our top priority is to go home safely at the end of each day, adding that "we want everyone to finish their workday and return home healthy!"



Jairo Guerrero Manzanares wears his safety glasses while working at the Cottrell Farm pruning station.

"Proper safety practices can prevent accidents and injuries that lead to downtime, medical costs and insurance claims," he explained. "By following these guidelines, we can have a safer workplace and a more productive workplace. When everyone

follows safety protocols, it contributes to a more efficient, effective work environment."

Two of the easiest ways to prevent common injuries, Oscar advises, is to **always** wear our safety glasses, and to **always** lift smart. Eye and back injuries are among the most common, and the most easily preventable injuries! Oscar shares these simple guidelines for safe lifting and taking care of our eyes.

Safety Glasses

Safety glasses are required!

- **Proper fit matters:** Ensure your safety glasses fit properly for maximum protection. If they're uncomfortable or damaged, report it and get a replacement.
- **Types of protection:** Different tasks require different types of lenses, so always make sure you're wearing the right pair for the job.
- **Clean glasses regularly:** Keep your safety glasses clean to maintain clear visibility and prevent scratches that could compromise protection.
- **Report damaged glasses immediately:** If your safety glasses are damaged, inform your supervisor so they can be replaced.

Proper Lifting

- **Team lifting is encouraged:** For heavier loads or awkward items, always use proper lifting techniques and team up with a coworker to help.
- **Use your legs, not your back:** Bend your knees, keep your back straight, and lift with your legs to avoid unnecessary strain.
- **Maintain proper posture throughout:** Keep your shoulders back, your head up, and your torso aligned to prevent injury while lifting or carrying objects.
- **Avoid twisting:** When lifting, don't twist your body.
- **Assess the load:** Before lifting, check the weight and size. If the load is too heavy or bulky, get assistance.
- **Clear the path:** Make sure your path is clear of obstacles before lifting and moving any load to prevent tripping or falling.
- **Use mechanical aids when available:** Use forklifts, dollies, or other equipment to assist in moving heavy or large objects to avoid unnecessary strain on your body.

High Forest crew leaders keep the show going

The days are getting longer and we're no longer starting the work-day in the dark, but we're still in the thick of harvest season here at High Forest Farm. The bareroot farms have finished their main harvest push, but we're on our own schedule and will be digging, grading and trimming until Spring arrives in full force. With an estimated 3,690,000 trees to process and ship this year, the High Forest team still has a way to go.

Fortunately, we are well equipped with both seasoned veterans and promising newer recruits to help us get across the finish line. Among the crucial roles that keep this well-oiled machine running are the supervisors without whom the whole operation would come to a grinding halt. Several recently promoted Crew Leaders are doing a great job and deserve recognition for carrying on our tradition of excellence.

First up is Yolanda Lopez Gonzalez, who runs the grading belts during harvest season. In only her second year of taking charge of the grading room, she is doing a great job. It's no easy task - the grading boss must know the specifics of all varieties and grade and trim accordingly. There is no one-size-fits-all formula in the grading business! Made more complicated by the relatively recent practice of sending some trees to be trimmed on the belt, the process increases our trimming rate. Combin-



Belt trimming is underway on *Gymnocladus* (Kentucky Coffee Tree) Yolanda helps her crew stays on pace by picking up the slack where needed by trimming at the end of the line.



ing the grading and trimming stages on some other trees, especially transplants, saves us lots of precious labor hours.

Planning for the future, we're having Crew Leader Assistant Agustina Gonzalez improve her skills by helping Yolanda keep track of all the grading and trimming. Agustina is proving to be another up-and-coming HF employee.

Francisco Gonzalez is also a recently promoted Crew Leader. Better known on the farm as Panchito, he's been a key player in the field, helping manage the weeding and the digging crews. We recently made it official and bumped him up to Crew Leader. He has been a great help to Foreman Juan Aguilera and Field Grower Tanner Wilson in keeping everyone on track and making sure the many jobs out in the field get done. Beyond field work, one of Panchito's main jobs has been Mudding (also called Boxing), which is the last step in the harvest process. This involves counting the trimmed bundles of trees and placing them in seedling pallets according to their final destination, then covering them with sawdust to protect them until planting time.

In the Greenhouse, our newest Crew Leader is Veronica 'Vero' Lopez. Learning from our Master



Francisco Gonzalez, better known as Panchito



Veronica 'Vero' Lopez with a tray of Rocky Mountain Maple (*Acer glabrum*) seedlings.



Veronica counts trimmed bundles of softwood cuttings, freshly processed by her crew.

Propagator Teresa Leap, Veronica follows a long line of detail-oriented Crew Leaders who focus on some of the most technical work we do at the farm. Current tasks of Veronica and her crew include stratifying many different seeds that all have different requirements for successful germination, grading and trimming ("grimming") the softwood cuttings from the polyhouses, and making and sticking conifer cuttings. This year we have just shy of one million rooted cuttings to process. That's a lot of plants to keep track of!

Teresa and Veronica are also in charge of growing all the flowers that decorate our landscapes. Next summer when you are admiring the gorgeous flowers around the main office and the arboretum, think of the High Forest crew that started the process back in February.

Shout-out to all our hardworking employees, and especially the current, past and future Crew Leaders that keep the show going.



Francisco Gonzalez learns to fill mudding orders from the best of the best, Foreman Juan Aguilera. New employee Samuel Rodriguez learns alongside him. At High Forest, the cross training never stops!

Hood Acres Farm a whirlwind of shipping, grading and storage



The Hood Acres forklift crew unloaded roughly 1 million trees shipped from Barlow-Sunset Farm between October 2024 and February 2025—with more to come! 300+ pallets are moved daily by one forklift operator. Even more tree pallets are handled once unloaded from the Milton-Freewater trucks, adding another 300,000 trees to their count! We applaud them for their safety—always watching their surroundings and ensuring everyone in the loading dock, warehouse, on the blacktop, and the coolers are safe. From left: Jorge Magaña, Austreberto Magaña, Felipe Oropeza, Carlos Suarez



Marco Francisco preparing soil with the chisel plow in HA Block 24



Jorge Magana, running the corn chopper to prepare young tree root stocks for budding later this season.



The Hood Acres truck loading crew unloaded over 300,000 trees from Milton Farm between October 2024 and February 2025 by hand. One by one, tree after tree, this crew worked many Saturdays to ensure the Milton truck runs stayed on schedule. From left: Jesus Velasco (Staker), Jose Santos (Staker), Ivan Martinez, Arturo Gonzalez, Rodolfo Perez, Javier Gutierrez.



Maria Omana tying the last bundle of trees at the end of the grading season.

Keeping track of everything at NWST

The harvest at Northwest Shade Trees will continue until the trees begin to break dormancy. So far, we have dug over 12,000 trees. Order sizes range from as small as 1 tree to over 700 trees. During the summer, landscape architects may have visited our nursery to select specific trees for important projects. How does our team keep it all straight?

We use 50 ribbons of different colors and patterns to identify the trees for each customer. In addition, individual trees selected by a customer receive a tag for positive identification.



The shipping season is underway! Alberto Flores, on the loader, with Bernardo Hernandez as a guide, are loading trees with great care.



Large caliper trees harvested and ready to ship out to our customers across the United States and Canada.



A multitude of colors and patterns of flagging tape help to keep our customer's orders straight.



Martin Hanni retires from 40 year nursery career



Family hikes in the alpine meadows of Switzerland nurtured Martin Hanni's love of plants and inspired him to study horticulture. An apprenticeship as a perennial grower launched a 40-year career in the green industry that ended with his retirement on February 28 as Manager of Northwest Shade Trees.

With his certificate in his pocket, Martin left his native Switzerland in 1978 to work in nurseries in England, California and British Columbia before arriving at JFS in 1980 to work as an intern at Hood Acres Farm. We are fortunate that Martin decided to put down roots in Oregon!

For the next 10 years, he served as HA Farm Manager, leading a team of dedicated employees in producing the high-quality shade trees our company is known for. Those eventful years saw the establishment of both the arboretum and the container yard, the construction of Cooler #2 and other big projects. Martin then left JFS to return to growing perennials, first for Blooming Nursery and later with Monrovia.

We are fortunate that he accepted our invitation in 2014 to return to JFS to finish his career as the manager of Northwest Shade Trees. Martin is looking forward to pursuing his many other interests which include cooking great meals, gardening, reading, hiking and visiting his grandson in Switzerland. Reflecting on his long career, Martin thinks fondly of the many great friends and experiences he's had along the way.

"I am happy to say that I never regretted having chosen the profession as a nurseryman," Martin said. "And now although I will no longer work with trees, their presence will continue to accompany me in my next phase of life."

Helping our trees keep their cool



Daniel Pelaez, Francisco Perez, and Crew-leader Lourdes Magaña know how to work hard and keep warm inside the coolers.



Agustin Galindo Acevedo has the tough job of keeping High Forest Pallets organized and safely stacked to the ceiling. Good Job!



At the Barlow cooler, fans on the outdoor condenser unit take the heat removed from inside the building and release it to the open air outdoors.



Compressors and accumulators do their work in the mechanical room in Hood Acres cooler #5.

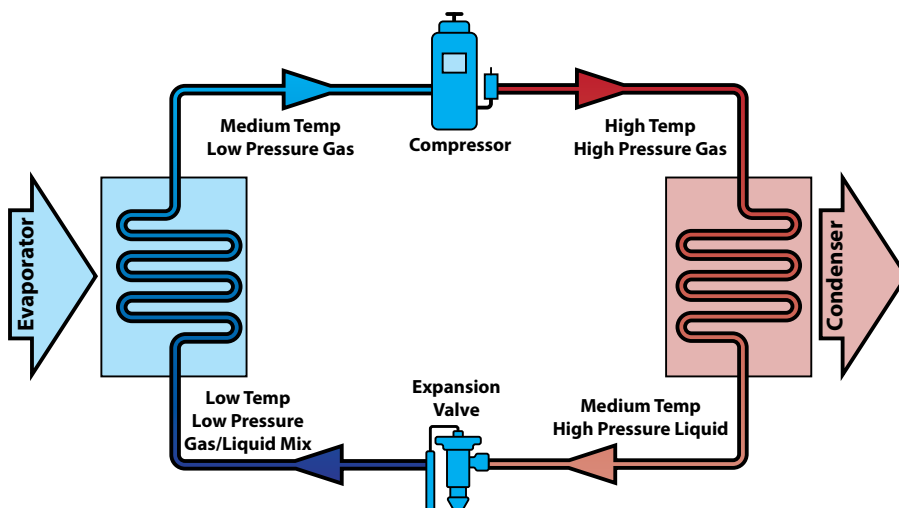
Our cold storage buildings, also known as Coolers, help us do an important job at the nursery. In a sense, it is how we control the weather and the seasons! We prolong the dormant (sleeping) season of our trees by keeping them in cold storage. We generally turn off the coolers near the end of May. By then our late shipping customers, such as those in colder parts of Canada have finally taken their trees. Our ability to hold customer trees for this length of time is an important part of our customer relationships and keeps us at the top of the list as preferred tree suppliers in the United States.

We also keep our seedlings in the cooler. This gives us tremendous flexibility in choosing the best timing of planting each spring, bringing dormant and highly viable seedlings to ideal outdoor conditions. The miracle happens each spring when the seedlings are planted. They wake up and start producing new roots almost immediately!

Recently, there has been some new interest by our customers, to use cold storage as a way to manipulate the bloom time of flowering trees. You see, trees in flower sell quickly at a garden center, and some dates in particular are predictable for high sales. Mother's Day tends to be a high sales day at retail nurseries. So, one idea is to hold flowering container trees in the cooler until May 1st. This keeps the plants dormant, allowing us to strategically pull them and deliver to the garden centers in full bloom by May 10th. In Oregon, magnolias, generally bloom earlier in the spring, but with manipulated dormancy we could potentially assist with sale to the end user by controlling the timing of flowers!

How do the coolers work?

Our coolers are operated by mechanical refrigeration systems. Refrigeration systems don't work by making things cold. They work by removing heat! Believe it or not, those big things hanging from the ceiling in the coolers are taking heat from the cold air, and sending the heat outside. The big boxes with fans on the outside of the coolers is where the heat is released! Mechanical refrigeration is a brilliant system that is applied in basically the same way throughout the world to maintain cooler temperatures. The air conditioning system in your car works the same way, as does the refrigerator at your home. There is a simple youtube video, that I like, which explains how mechanical refrigeration works. Enjoy!
<https://jfss.co/gt-coolers>



Sam Barkley transitions from Production to Sales

Moving from the Production side of JFS to the Sales side has been very eye opening. I miss the days of working with all the crews and being able to look back and see the physical progress that we made each day. Interacting with the people who I have learned from and worked with each day. Doing whatever we need to produce the best trees in the industry. This is something that I will always be proud of and grateful that I was a part of.

Now in my new role as Sales Manager I have a smaller team. A great group of people who are dedicated to making sure we provide the best service for our customers and sell all these trees that our production teams have worked so hard to grow. I know firsthand of all the hard work that production puts into producing the best trees in the industry, and now must see it through that they get sold. This is easier said than done, but will always be our main goal.

While attending tradeshows the last couple of months, I now have the pleasure of explaining this story to our customers in a way they can relate to. With a passion that they can feel. Talking about growing from a seed at HF. Planting at the BR farms, then into Containers and sent down to NWST. It's been humbling over the past couple of months hearing great comments from customers while attending tradeshows. Here are some of the comments:

"J. Frank Schmidt grows the best trees in the industry and we are happy to be a partner."

"I wouldn't plant anything but a Schmidt tree at my farm. The quality is hands down higher than anything else on the market."

"I have been buying and growing Schmidt trees for the last 40 years. Between the quality, marketing, new varieties, customer service and support, there is nobody else that even comes close. You are all just great people who grow great trees."

These types of comments from our customers not only humble me, but make me proud to be a part of this great company we all work at. These comments prove that we are doing what we have set out to do.



Robert Cook writes down the GPS locator number as Baldo Orosco places it in the truck scheduled for Acorn Farms in Ohio. To enhance customer satisfaction, we decided to purchase a trial of 50 GPS units that allows customers to track their load of trees while en route. It also reports the temperature along the way so we can make sure the trees travel safely.

Hood Acres shop gets organized

The HA Shop has been busy over the winter with some projects! We've been spending some time organizing and cleaning inside the shop. We have so many parts and supplies in stock that it requires a lot of time and effort to keep it all organized. In Boring, the HA Shop is in charge of servicing over 1,000 different pieces of equipment for all farms. That's a lot of trucks, buses, tractors, diggers, sprayers, and implements. It's a huge job! We've made some big improvements organizing this winter and we will continue in the spring and summer months.

We've also been working on the outside areas. We've enlarged storage areas behind the shop and got rid of a bunch of items that are not needed. We are also working with the Hood Acres farm to organize the equipment yard. We are recycling the stuff that is not needed anymore. This makes more room to store the equipment that we do need each year. This is another huge job and we look forward to completing this project this spring.

We try to stock the needed service supplies but sometimes we need to order parts to repair equipment. We have some really good suppliers that can get us the parts as quick as minutes and sometimes it takes a few days.

We are working on new ways to order parts to speed up the time for delivery. The speed of receiving parts is getting quicker all the time. This is important to us so we can get the equipment back out to the fields faster.

A new employee, Fidel Rios Vazquez started working for JFS in the fall. He is doing a great job with servicing trucks, tractors and many types of equipment.

The Fabrication Shop has been working on many new exciting projects. Some projects we are doing repairs to existing equipment when some fabrication and welding is necessary. Sometimes we are making new equipment from scratch with metal. The Fabrication shop is capable of almost any project that would ever be needed on a nursery.

Recently, we did a repair to the Cottrell Farm filter tanks from Goodwin pump station. These tanks were in rough shape but now are ready for another 30 years of service. We are also working on a new chemical storage room for High Forest. We converted a 20' cargo container into a great location to store chemicals in a safe manner. We are also doing a repair job for the Hood Acres fertigation trailer that they use to inject liquid fertilizers in the drip

Quality sets JFS apart from our competitors

Once harvest is complete, the farm starts tending to the upcoming crop to be harvested next year. Barlow/Sunset Farm has around 650,000 trees to be pruned. Pruning is a meticulous job that takes a great deal of attention and precision. Our skilled nursery workers follow detailed instructions on how each tree is to be taken care of. Not all trees are pruned the same! All this comes from years of trial and error to figure out the best process for each tree.

Pruning trees helps encourage growth for the following year and helps the tree flourish. It also promotes a healthy structure that our end customer is looking for when purchasing. When pruning is done correctly it makes the plant more aesthetically pleasing. Pruning can also help keep disease down by opening up the canopy to air flow.

The nursery spends a lot of time pruning each tree to its specific need. This labor intensive job pays dividends at the end of the year when we start the harvest and the grading process again. The attention to detail often lends itself to more trees landing in the branched tree stack during grading. Our precise pruning is what separates JFS from other competitors.



Andres Gomez



Alfredo Osorio



Esteban Arias



Hermelinda Mendoza

system. Just some minor modifications and a few parts and it will be ready for the upcoming season.

The Maintenance crew is always busy with projects. We help with projects at all Boring area farms and buildings, houses and anywhere necessary. Over the winter the crew built 3 new outhouses for Northwest Farm. They were shipped recently and should last NW many years! We also have been working a lot over at the new Shaw property getting this new area ready for Cottrell Greenhouse. This property has required a lot of work to get it ready for JFS production. We have also been repairing the Goodwin pump station and Well House #5 at Cottrell Farm. These are very important locations to the farm and the company as they are irrigating millions of dollars of trees throughout the summer months.

We have a new crew member Travis Baie that was hired in August. He has been doing a great job learning all the JFS locations, houses, irrigation systems and everything in between.



Fab Shop- Zac Hall, Tanner Wilson (HF), Miguel Corona-Horta and Isauro Francisco Jr.



Fidel Rios Vazquez



Travis Baie is a new member of our maintenance team.



Maintenance- Vicente Santiago-Sanchez, Travis Baie, Caralampio Aguilar Vasquez

What's in a plant name and why the heck is it in Latin?

Well, it's all thanks to the Swedish biologist Carl Linnaeus (1707 – 1778). In 1753 he introduced a system of classifying plants with a two-part Latin names to show how they are related to each other. He later applied the same system to animals. Each plant has two names a Genus name and species name.

Different species of plants that are closely related share the same Genus name. Oak trees for example are native & grow throughout the Northern hemisphere from Canada to Mexico, as well as all over Europe, China, Korea and Japan. There are over 500 different species around the world. With over 160 species, Mexico has more different kinds than any other country. This does not even include hundreds if not thousands of subspecies, hybrids and cultivars.

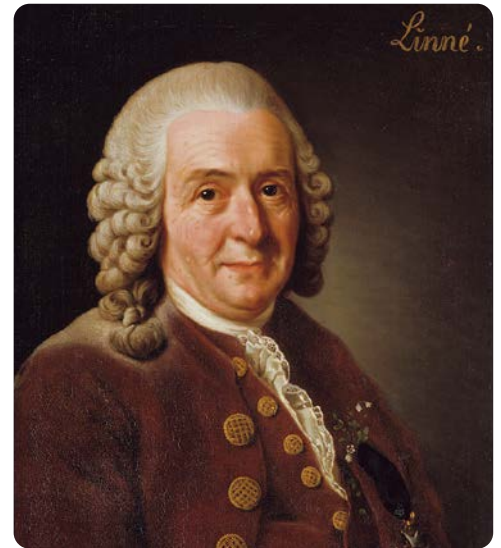
As you would expect each country has a word for Oak in its own language. Roble in Spanish, Chêne in French, Eiche in German, Xiàngmù in Chinese, Shirakashi in Japanese, and so on! In all of these countries though people who work with plants will know that these trees all belong

to the Genus ***Quercus***. It not only allows botanists and plant people to better communicate with each other but also tells us which plants are more closely related to each other. The system tells us for example that *Quercus myrsinifolia* (Shirakashi or Bamboo Oak) in Japan is related to *Quercus rubra* (Red Oak) in America and *Quercus alnifolia* (Golden oak) in Turkey.

Genera are then grouped together into Families telling us which Genera are most closely related to each other. Oaks (*Quercus*), Beech (*Fagus*) and Chestnuts (*Castania*) all belong to the Family *Fagaceae*. This tells us that they are more closely related to each other than they are to Hornbeams (*Carpinus*) which is more closely related to Birch (*Betula*) in the Family *Betulaceae*.

This naming system also tells us about trees that we might not think of as being related actually are. Sweetgums (*Liquidambar*), Iron Wood (*Parrotia*) and Witch Hazels (*Hamamelis*) are in the same *Hamamelidaceae* Family.

Knowing what trees are more closely related to each other can help us in many ways when growing trees. It helps us understand what conditions a particular tree might need based on what others in the same Family or Genus need. Also what diseases or pests they may suffer from. It helps us understand what might be a good rootstock to use for grafting or budding. It can also help us by knowing what trees we might be able to hybridize together in the development of new & better trees.



Swedish biologist Carl Linnaeus is known as the "Father of modern taxonomy"

All in the same family Hamamelidaceae (The Witch Hazel Family)



Teamwork and Family keep Milton Farm going

Harvest is like a box of chocolates, you never know what you are going to get. Sometimes the weather cooperates and sometimes it decides to get rebellious. We had a little bit of everything this season. Sometimes we had a little of everything in one day! It would be raining in the morning, nice and sunny at lunch, by clock out it was super cold and foggy. Most days were cloudy, dark and gloomy. As the days get shorter and the weather gets harsher, sometimes we find ourselves feeling a little more sad and depressed, maybe a little more agitated during this time of the year as the “winter blues” set in. Research shows negative moods in the workplace can lead to lower productivity, increased absences and higher turnover rates. Not only does it affect the workplace, sometimes feelings are strong enough to take home with us and can affect our family life as well. Unfortunately, there is no cure we can provide to avoid this, but we try our best to boost morale and make connections to ensure we all make it through the season safe and with the best attitude possible

We were craving some tacos, so we all chipped in and put something on for everyone. A big thank you to Chef Oscar Ponce, Miguel Reyes for providing the grill, Armandina Garcia for making the delicious salsas, Maria Gonzalez for her beautiful rice and everyone who brought home made tortillas!

Ines Ledesma organized a surprise baby shower for Sebastiana Hernandez! Many chipped in with funds to purchase the gorgeously delicious treats and desserts. Others helped decorate and brought in so many gifts for baby! Patricia Moreno fixed up a scrumptious pozole for the occasion as well. Not only did Patricia so lovingly volunteer her cooking, she also took it upon herself to help raise funds for some medical expenses for another employee. Kevin Leyva's little brother was in a very severe motorcycle vs vehicle accident in Mexico. He



Tereso Guardado on tractor and Heriberto Ponce make sure ditch depth is according to plan.



Oscar Ponce very graciously prepared some of the most delicious Tacos de Tripa ever to meet on our taste buds.



Sebastiana Hernandez had a beautiful healthy baby boy!



Heriberto Plasencia lead crane engineer. Jose Luis Lopez is inside the 53' trailer container packed with drip tape. There was a lot of mud involved but they made it out alive!



The team at Milton Farm successfully completes another harvest season.

has very extensive injuries requiring extensive treatment, as he was not wearing a helmet, and will cost will be upwards of \$200,000 pesos. Patricia volunteered to make tamales on her own time with her family to help raise money for such expenses. A super big thank you to everyone who supported this cause!

Of course, not everything is fun and games at Milton Farm; we took on a couple of interesting projects! Heriberto Plasencia was crane engineer for two of those projects. A new irrigation ditch was to be built in order to re-direct water run-off. This was a big

project required lots of time and money. Luckily, we have many able hands that were able to take on this beast. Gordy Webster led a separate project in an effort to reduce waste disposal costs, in this case, trashing drip tape. Heriberto and Jose Luis Lopez took the bull by the horns and tackled this super messy project like champs.

If there is anything I learned this season, a little love goes a long way. If we can unite as one, with the passion, dedication and work ethic each person brings, we can make a world of difference in our workplaces.

Grafting sets the pace at Cottrell Greenhouse

Grafting season is a busy time of year in the D62 greenhouses, with no shortage of other jobs that must get done, too. February marks the mid-point of the grafting season for trees that are propagated while dormant. Conifers (pine and spruce) are grafted first, followed by *Metasequoia* and *Taxodium*. This year, the many cultivars of *Carpinus* came next, followed by *Quercus*, *Fagus*, *Aesculus*, *Hamamelis*, *Chionanthus* and *Nyssa*. In recent years we've added a lot more maples to our dormant grafting list such as the *Acer griseum* cultivars Fireburst® and Copper Rocket®, and cultivars of *A. saccharum*, *A. miyabei*, and *A. campestre*.

Adelina Martinez leads (and does a great job training) our expert grafting crew that includes Susana Joaquin, Sergio Tello, Maricela Salazar, Elias Velasco, Rosa Francisco, Elvia Espinosa, Rocio Lucero, Celina Vernancio, Eduardo Merino and Timotea Garcia. They're supported by Maria May Apolinera Martinez, Estefania Reyes and Angelica Lopez, who prepare the scion wood and set the grafts on the heated callus beds. Crew Leader Rodrigo Gonzalez leads his VigorLiner® crew - Salomon Cruz, Maurilio Lopez, Aniceto Dolores, and Richardo Leguna in trimming roots prior to grafting.

Rocio Dominguez leads our liner crew - Luz Carrillo, Veronica Piste Chin, Edelia De Los Santos, Damian Gonzalez and Armando Cano – in planting seed for future crops and potting seedlings from last year's plantings. A new crew supervised by Lucia De Los Santos (Jose Salazar, Enereida Valdovinos, Felix Piste Chin, and Olga Martinez) collects graft-wood, trims rootstock and helps with VL potting and other VL related jobs.

Alberto Galarza, our farm assistant, keeps the paperwork and payroll up to date. He and Hector Hernandez cover greenhouse and irrigation repairs, special building projects and other repairs. John Masse assists with repairs and continues to help

with special projects like building doors for the new greenhouses and developing a machine to pop the plugs out of the plug trays.

Management Trainee Javier Avendaño works with all the crews, learning the many jobs being done at D62.

Our team of skilled and experienced employees have a great start on another year of producing grafted liners. With their dedication and skill and teamwork, we will produce another excellent crop for field planting and VigorLiner® production.



Left to right. Maurilio Lopez, Rodrigo Gonzalez (Crew leader), Ricardo Laguna, Javier Salas (management trainee), Aniceto Dolores & Salomon Cruz are pruning roots to get trees ready for potting.



After collecting wood from the fields, (L to R) Lucia Delos Santos (crew leader), Jose Salazar, Olga Martinez, Daniel Piste & Enereida Valdovinos, prepare it for the grafting crew.



Left to right. Estefania Reyes, Angelica Lopez Adelina Martinez (Crew leader) Apolinaria Martinez & Maria May are preparing wood for grafting.



Left to right. Sergio Tello, Maricela Salazar, Elias Velasco, Rosa Francisco, Susana Joaquin work at the grafting tables.



Left to right. Timotea Garcia, Elvia Espinoza, Rocio Lucero De Jesus & Eduardo Merino getting material ready for grafting.

Cottrell Farm begins busy season of loading trucks



Carlos Sanchez and his crew are gearing up for a busy season. In February, we load 7-8 trucks per week but the volume of truck shipments increases significantly to about 20-22 trucks per week in March. Team members Andres Pablo, Carlos Sanchez-Jimenez, and Uber Aguilar Hernandez work hard to meet the demand, ensuring everything is loaded and ready for shipment. This load was headed for Utah.



Eyner A. Abadia Coello and Willian Ballam Uc carefully stack trees on the truck, using cardboard to prevent any damage during transport.



Carlos Hernandez and his crew potting small #7 gallon trees, with Ibeth Gonzalez Galindo, Ramiro Bolanos-Aviles, Jose L. Perez-Rodriguez, Matias Miguel Felipe, Nicolas Pablo Domingo, and Humberto Mendez Lopez working together to assist with the task.



Francisco Pablo Lucas and Abraham Mendez Vicente are pulling trees out of the potting line and loading them onto the trailer, with the help of tractor driver Martin Santizo Santizo.



Containerized trees with trunk wraps await shipment, ready for their journey and display in garden centers.



Dulce Santiago Wualdo has taken on a new position to help with inventory and shipping. She's been working on printing pull orders for shipping, ensuring that everything is ready for dispatch efficiently. Her contribution is already making a difference in the smooth operation of the process.



Maria D. Demuner Pedroza and Rosalba Wualdo are busy tagging trees on the loading dock, labeling them with retail prices to ensure they are properly categorized for sale and ready for distribution. They also handle picture tags and trunk wraps to keep everything organized for the upcoming shipments.

Celebrating Employees With 20 Years Or More

March

Name	Farm	Hired	Years
Vicente Arreguin	Barlow Farm	03/05/1984	41
Jose Perez-Rodriguez	Cottrell Container	03/08/2000	25
Felipe De-Jesus	High Forest Farm	03/09/2004	21
Miguel Reyes	Milton Farm	03/09/1998	27
Luis Salazar-C	Cottrell Container	03/11/2002	23
Pedro Torres	Main Office	03/19/2004	21
Jramiro Bolanos-Aviles	Cottrell Container	03/23/2000	25

April

Name	Farm	Hired	Years
Adolfo Perez	Cottrell Container	04/05/1999	26
Tomas Torres	Milton Farm	04/05/1999	26
Maria Olivarez De Pena	Barlow Farm	04/10/2000	25
Antonio Camacho	Barlow Farm	04/15/1991	34
Ruben Robles	Milton Farm	04/25/1998	27
Roberto Robles	Milton Farm	04/25/1998	27

May

Name	Farm	Hired	Years
Guy Meacham	Main Office	05/03/1985	40
Celina Villasenor De Olivarez	High Forest Farm	05/04/1992	33
Marcial Reyes	Barlow Farm	05/09/1985	40
Miguel Corona-Horta	Hood Acres Shop	05/10/2004	21
Carol Dennison	Main Office	05/14/2001	24
Leopoldo Pena	Barlow Farm	05/18/1993	32
Valentin Delgado	Barlow Farm	05/30/1989	36
Delfino Ignacio	Barlow Farm	05/30/1989	36

June

Name	Farm	Hired	Years
Alvaro Medina Gamez	Barlow Farm	06/10/2002	23

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!

Cottrell Farm

Sofia Castro Gonzalez	02/04/25
Alexander Martinez Medina	02/04/25

Hood Acres Farm

Raul Cardenas Ramos	11/18/24
Ivan Martines Martines	01/20/25
Erik Hernandez Mendez	11/26/24
Frankli Sales Mendez	01/28/25

Cottrell Greenhouse

Dulce Santiago Wualdo	01/13/25
Felix Piste Chin	01/30/25

Main Office

Jose Martin Ramirez	01/28/25
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Hood Acres B&B

Isidro Maxcimo Molina	11/04/24
Sergio Molina Jeronimo	11/04/24
J Santos Elias Elias	11/18/24

Milton Farm

Mauricio Lugo Regalado	11/26/24
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Northwest Shade Trees

Adan Hernandez Gregorio	01/02/25
Gustavo Hernandez Hernandez	01/02/25

Job Opportunities

**Marketing/Communications
Coordinator**
– Main Office

Pesticide Applicator –
Hood Acres Farm

Pesticide Spray Supervisor –
Barlow Farm

Mechaninc – Hood Acres Shop

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.



Left to Right: Sam Barkley, Martha Jimenez Madrigal, Celina Villasenor De Olivarez, and Ben Rough

Congratulations!

With hard work and dedication, two of our High Forest Farm employees, Martha Jimenez Madrigal, and Celina Villasenor De Olivarez have become United States Citizens. In recognition of their accomplishment, Ben Rough, C.E.O. and Sam Barkley, Sales Manager, presented each of them with a certificate of recognition and a gift of \$50. Congratulations to both of them! Martha is a skilled Nursery Worker with 23 years of experience, bringing extensive knowledge and expertise in working with trees. Her dedication and care have made a lasting impact on our team. Celina is a Senior Crew Leader with over 32 years of experience, specializing in tree care and crew management. Her expertise in both areas has been a key asset to our success.