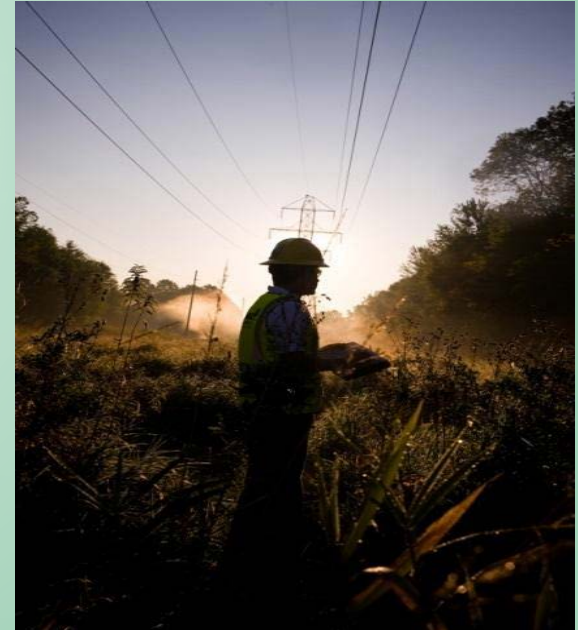


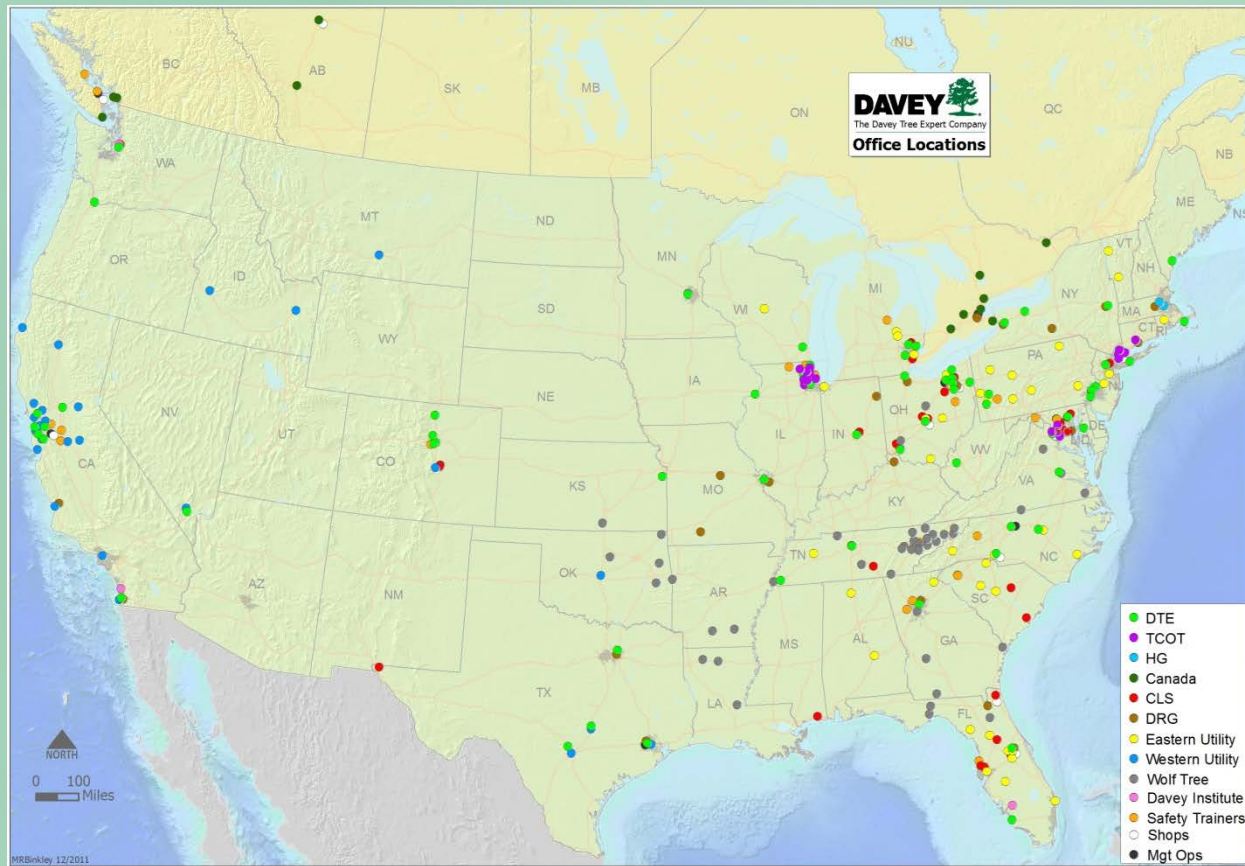
# Careers in the Green Industry

**Brent R. Repenning**  
**Executive Vice President**  
**U.S. Utility and Davey Resource Group**  
**The Davey Tree Expert Company**





Our  
story  
begins in 1880,  
when John Davey  
settled in Kent, Ohio,  
to explore his passion  
for tree care and  
landscape preservation.



We have  
hundreds  
of locations  
across  
North  
America.



**Our  
Residential division  
emerged to serve  
clients and the trees  
in their backyards.**





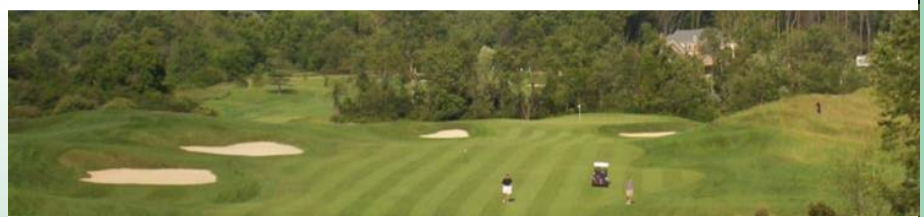
Shortly after, our  
**Utility division**  
was introduced and  
quickly obtained major  
clients along the  
**East and West**  
coasts.





**In the mid-60s, we  
developed a  
natural resource  
consulting division  
to enhance the  
urban forests  
of growing municipalities.**

**Our**  
**Commercial division**  
**came into existence in**  
**the early 80s and began**  
**relationships with**  
**corporate complexes,**  
**retail properties,**  
**golf courses**  
**and government entities.**



# Our Vision

**Provide solutions that promote balance  
among people, progress and the  
environment**

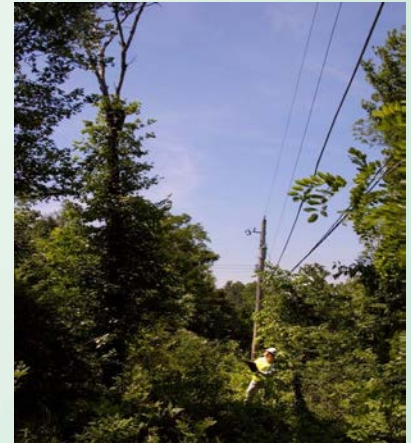


# Davey Brands



# Utility Forestry

- Pre and Post Inspection
- Post Auditing
- Vegetation Workload Surveys
- Summer Readiness Patrols
- Fire Compliance
- Line Clearance



# Utility Forestry

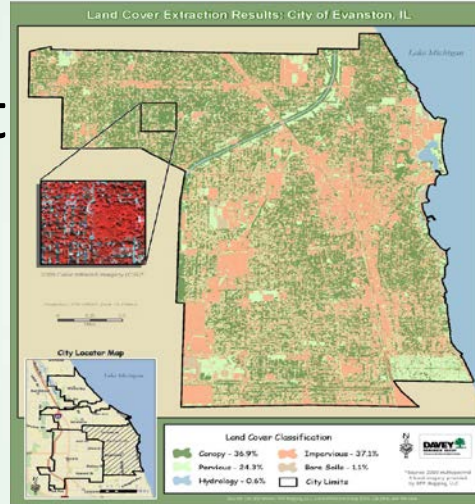


**Deadly wildfires in Northern California**  
 Firefighters walk along State Route 205, one of two roads closed by a fast-moving wildfire near Clear Lake in California on Sunday. The fire has burned about 12,000 acres and destroyed more than 50 homes. About 12,000 people have fled the fire or been advised to evacuate. Further north, another blaze killed a firefighter, Sheriff, Al.

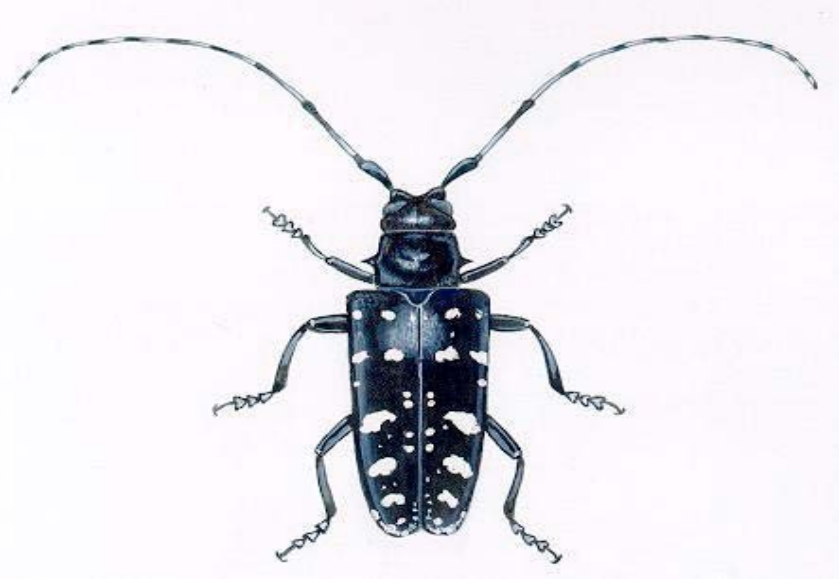


# Urban Forestry

- Inventories
- Management Plans
- Tree Canopy Analysis
- Invasives



# Invasive Pests



Asian Longhorned Beetle  
*Anoplophora glabripennis*

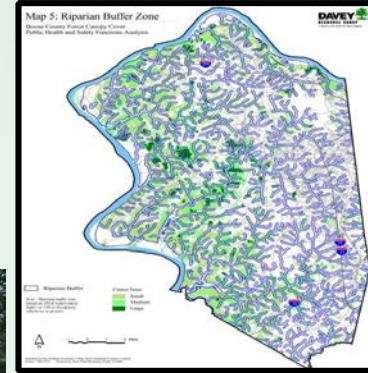


Spotted Lanternfly  
*Lycorma delicatula*



# Ecological Services

- Endangered Species Identification
- Wetland Delineation
- Environmental Permitting
- Stream/Water Quality Compliance Monitoring





# Restoration Services

- Restore and Construct Natural Areas
  - Streams
  - Wetlands
  - Prairies





# BEFORE



# AFTER

# **3 Phases of my Career (Journey)**

**1. Technical**

**2. Managerial**

**3. Leadership**



# The Ohio State University

## At OSU from 1989 - 1995

- First Major - Electrical Engineering
- Second Major - Business
- Third Major - Natural Resource Management

## BS in Natural Resource Management in 1995

- Specialized in Forestry and Ag Economics
- Very involved with Forestry Forum
- Member of SAF and OSAF



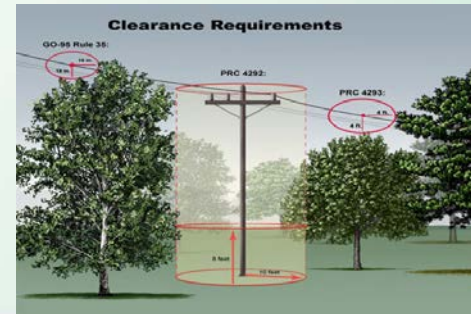
# Technical Phase

- Interned with Davey Resource Group in 1994
  - Urban Forester in MI and CO
- First job with Pike Lumber company in 1995
  - Timber Buyer Trainee
- Davey called back in the fall of 1995
  - Utility Forester in CA

# Technical Phase

# PG&E Project

- **1995 - Utility Forester**
  - Inspected Trees near Power Lines in California
- **1996 - Supervisor**
  - Lead crew of 6 in California
- **1996 - Project Coordinator**
  - Lead crew of 25 in California
- **1997 - Special Project Coordinator**
  - Worked for Utility Officials in California
- **1998 - Pole Clearing Audit Manager**
  - Organized Crews to clear fire breaks

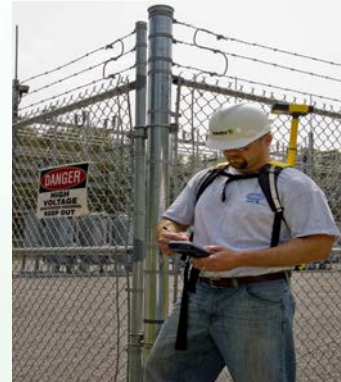




# Technical Phase to Managerial Phase

# Asset Management

- **1998 - GIS Project Coordinator**
  - Mapped Utility Poles in OH and KY
- **1999 - Project Manager**
  - Ran projects all over US
- **2003 - Production Manager**
  - Responsible for P&L for team of 95



# Managerial Phase

## Asian Longhorned Beetle Project

- **2005 - Production Manager**
  - Spent 5 months in New York City
  - Manager crew of 180 people from all over
  - Significant time with clients and regulators



# Leadership Phase

## Executive Management

- **2009 - Vice President of Eastern Ops**
- **2010 - Vice President & General Manager**
  - All Davey Resource Group Teams
- **2016 - Senior Vice President & General Manager**
  - Eastern Utility and Davey Resource Group
- **2017 - Executive Vice President**
  - U.S. Utility and Davey Resource Group



# My Advice

- **Appreciate the journey**
- **Be careful of constraints**
- **Always engaged**
- **Learn everything**
- **Network**

**Mark D. Noark**  
**Recruiting Specialist**  
**The Davey Tree Expert Company**





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Commercial Services

Utility Services

Natural Resource Consulting



## Davey Tree Careers

Home

### Take Ownership of Your Future!

With offices throughout the United States and Canada and more than 8,000 employees, The Davey Tree Expert Company is the largest employee-owned service firm company in the U.S., according to data from the National Center for Employee Ownership (NCEO).

The company is hiring in all areas, from residential tree and lawn care to commercial grounds maintenance to utility foresters working with our consulting division, Davey Resource Group.

Select one of the links below to take ownership of your future:



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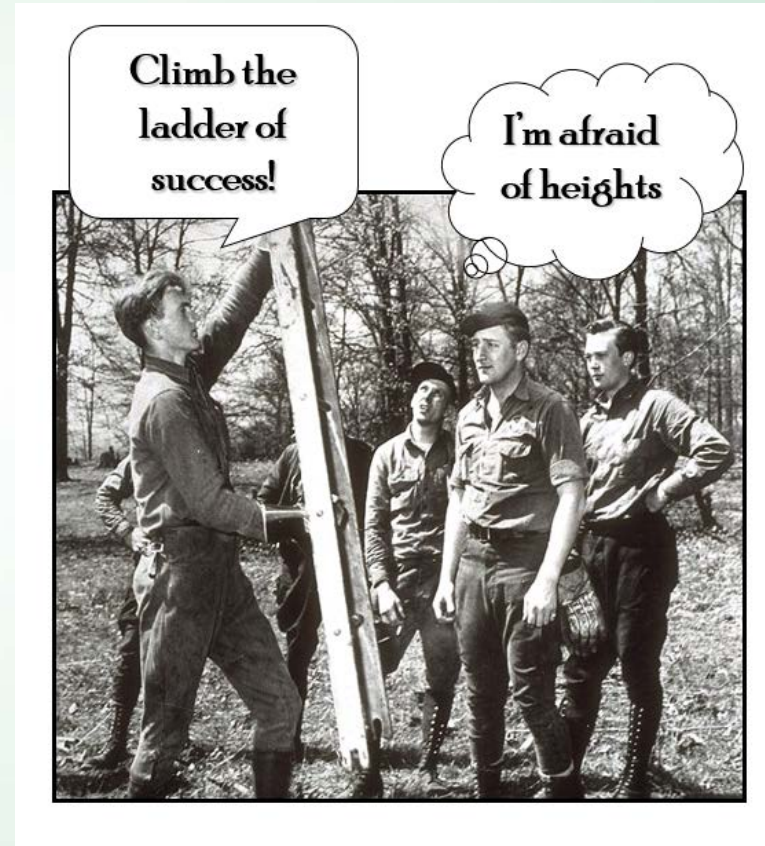
Results **1 – 25** of **67**

[«](#) [1](#) [2](#) [3](#) [»](#)

Title	Location	Date ▼
Associate Consultant - Kent, OH #30858	Kent, OH, 44240	Jun 13, 2018
Trimmer - Millersburg, OH #31520	Millersburg, OH, US, 44654	Jun 13, 2018
Trimmer N. Canton, OH - # 31526	North Canton, OH, 44709	Jun 13, 2018
Corporate Safety Support Specialist #30836	Kent, OH, 44240	Jun 12, 2018
Tree Trimmer # 29960	Milford, OH, US, 45150	Jun 11, 2018
Foreman Warren, OH # 31493	Warren, OH, 44484	Jun 11, 2018
Trimmer Warren OH - # 31495	Warren, OH, 44484	Jun 11, 2018
Summer Landscaper/Landscape Tech Opportunity- Plain City, OH #30336	Plain City, OH, US, 43064	Jun 10, 2018
Network Analyst #30785	Kent, OH, US, 44240	Jun 8, 2018
Foreman/Climber (Canton, OH # 31446)	Canton, OH, 44312	Jun 6, 2018
Climbing Arborist/Trimmer (#31443 Canton, OH)	Canton, OH, 44312	Jun 6, 2018

# The Davey Institute / College

- **Provide opportunities for employees to advance their education and careers**





# Employment Search

## **Your Objective: Opportunity & Experience**

- You & You-Alone Are Responsible
- Search Out Leads & Opportunities
- Make Contacts & Connect
- Would you Hire You? You're competing with others
- Don't Procrastinate & Be Persistent!

## **INITIAL EMPLOYMENT**

- Field Operations—Working with Senior Employees
- Earnings Growth--will come -- performance & time
- Limited Relocation Assistance ( But Ask & Discuss)

**High Expectations --“Vice President”-- NOT**

# Internships

## WHAT TO PLAN FOR

- Competitive Entry-Level Pay– Hourly
- Relocate to Larger Metro Areas
- Find Housing Arrangements—Your Cost
- Expect to be in Billable Productive capacity
- May Find “Internships” to be loosely defined

## COMPANY’S BENEFIT

- Career-Oriented Individuals
- College Educated Individuals
- Summer Period Commitment
- Showcase Company as Good Employer

# CAREER DEVELOPMENT

## **PROGRESSIVE STEPS -- Experience & Earnings**

- **Within the Company or With Another Company**

## **SHOW THEM WHAT YOU CAN DO**

- **Communication Skills**
- **Work Ethic**
- **Positive Attitude & Stability**
- **Performance**
- **Ability & Desire to Advance**
- **Team Player**
- **Self Confidence**

**Develop Your Interpersonal Skills--On Your Own**

**PATIENCE—CAREERS AREN'T BUILT IN ONE YEAR**



# Questions

Thank you and Go Buckeyes!

