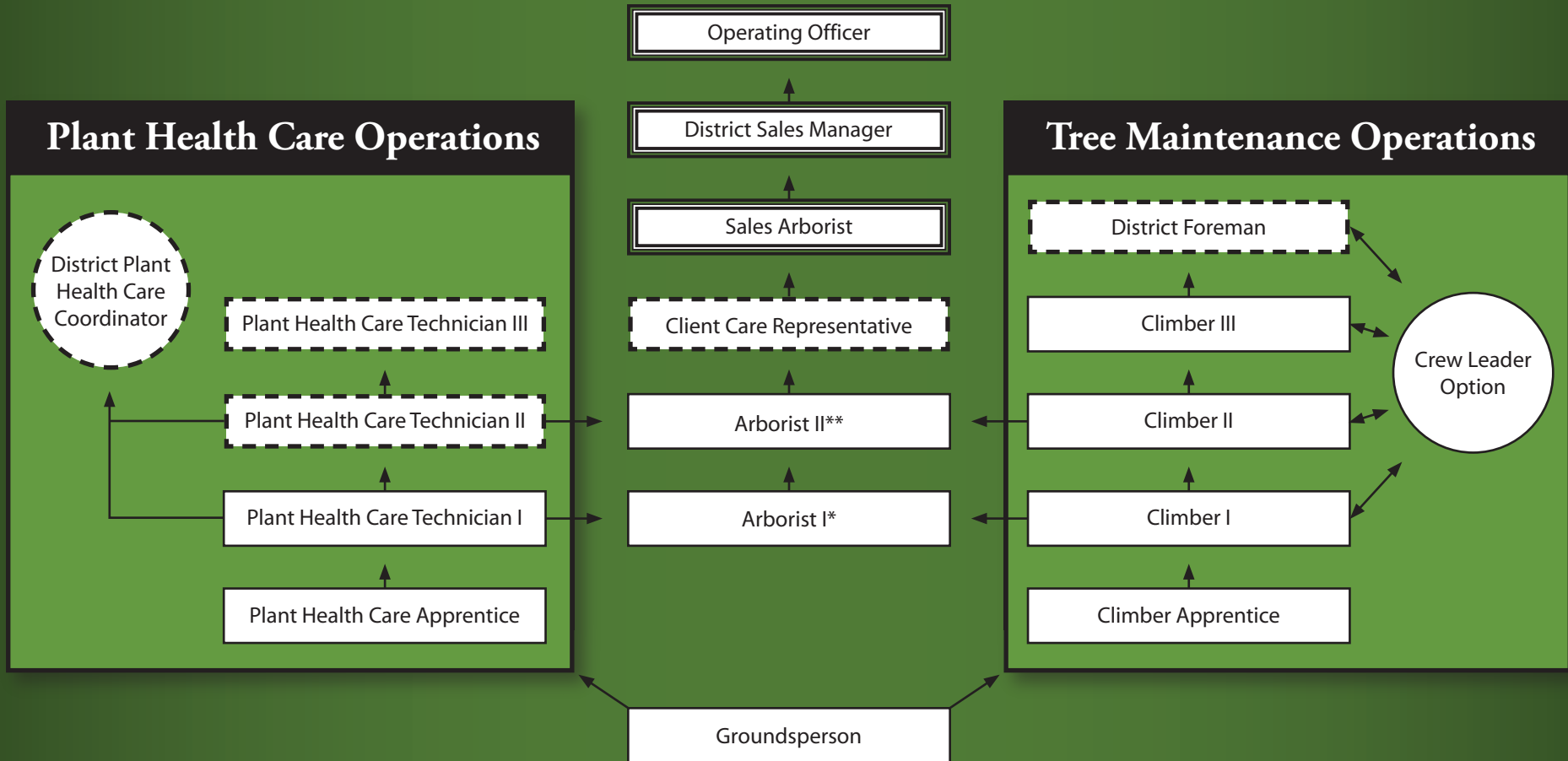


Promotional Ladder



 ISA Certified Arborist and/or Certified State Arborist
HIGHLY DESIRABLE

 ISA Certified Arborist and/or Certified State Arborist
MANDATORY

* This level can be obtained when Climber I and PHC I are completed, which also puts employee into a higher pay scale.

** This level can be obtained when Climber II and PHC II are completed, which also puts employee into a higher pay scale.