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Whatever it takes!

First, I want to thank you for the outstanding effort each and every one of you are making this year. This is a pivotal year for Waste Pro. It is a year of belt-tightening for an important purpose; the preservation of our unique culture for years to come.



John Jennings, CEO

Our opportunity is like refinancing a home mortgage; the better the credit rating, the lower the rate you receive. In Waste Pro's case, the higher our earnings, the lower the interest rate to finance our future. Numbers are numbers,

continued back panel



Waste Pro Automated Side Load truck

Scenes From Waste EXPO

It was all beads and beignets at this year's Waste Expo, held in New Orleans. Waste Pro was proud to have several of our own staff serve as presenters at this year's industry event. Waste Pro Chief Marketing Officer, Ron Pecora, and Louisiana Municipal Marketer, Deuce McAllister gave a presentation on Building a Winning Team. Additionally, Waste Pro President/CEO, John Jennings, was invited to the inaugural Investor Summit as a panel contributor, along with other solid waste and recycling Executives.



Deuce McAllister and Waste Pro Man



Automated Side Load truck



John Jennings, Jeanie Dubinski, and Cort Sabina at WP booth

Men's Health: Preventing The Top 7 Threats

The biggest threats to men's health can often be prevented. Here's what you need to know to live a longer, healthier life.

By Mayo Clinic staff

Do you know the greatest threats to men's health? The list is surprisingly short — and prevention pays off. Consider this top seven list of men's health threats, compiled from statistics provided by the Centers for Disease Control and Prevention (CDC) and other leading organizations to reflect men's health risks in the United States. Then get serious about reducing your risks.

No. 1: Heart Disease

Heart disease is a leading men's health threat. Take charge of heart health by making healthier lifestyle choices. For example:

- Don't smoke or use other tobacco products and avoid secondhand smoke.
- Eat a healthy diet and maintain a healthy weight. Choose vegetables, fruits, whole grains, high-fiber foods and lean sources of protein, such as fish. Limit foods high in saturated fat and sodium.
- Properly manage chronic conditions, such as high cholesterol or diabetes.
- Include physical activity in your daily routine.
- Limit alcohol and only consume in moderation
- Manage stress by actively taking steps to reduce stress levels or learning to cope more effectively

No. 2: Cancer

Various types of cancer are of particular concern to men, including lung cancer, skin cancer, prostate cancer and colorectal cancer. Many types of cancer can be prevented by or your risk reduced by following many of the guidelines previously listed. It is also important to get regular cancer screenings and check-ups, since early detection is key in treatment success.

No. 3: Accidents

Motor vehicle crashes are a leading cause of fatal accidents among men. To stay safe on the road, use common sense. Wear your seat belt. Follow the speed limit. Don't drive under the influence of alcohol or any other substances, and don't drive while sleepy.

No. 4: Chronic Lower Respiratory Diseases

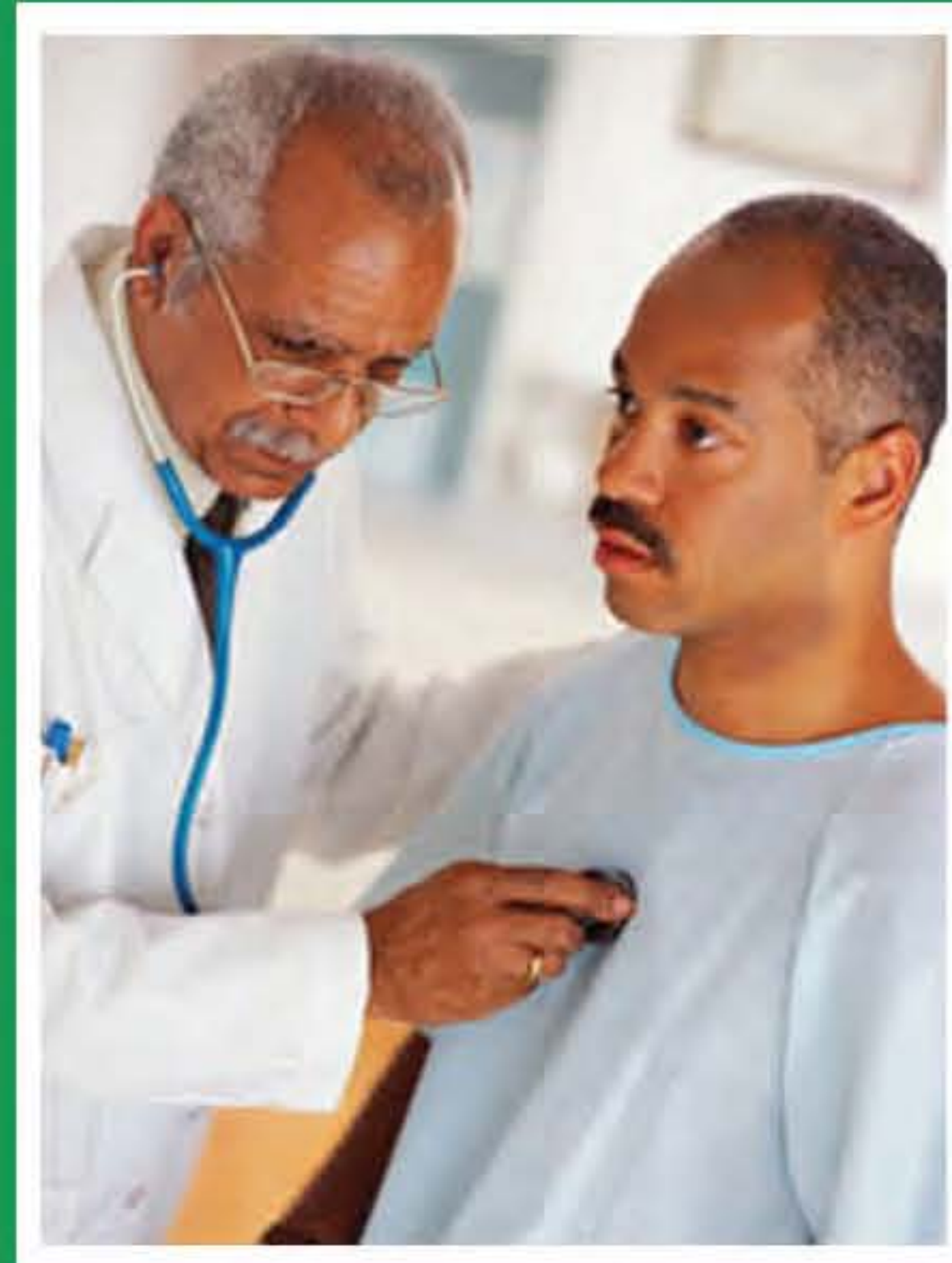
Chronic lung conditions — which include bronchitis and emphysema — also are a concern for men. To protect your respiratory health don't smoke and, when possible, steer clear of or limit your exposure to pollutants, such as chemicals. It is also important to wash your hands frequently to reduce your risk of respiratory infections.

No. 5: Stroke

You can't control some stroke risk factors — such as family history, age and race — but you can control other contributing factors. Taking the same steps to prevent heart disease, will also aid in preventing your risk of stroke.

NO. 6: TYPE 2 DIABETES

Type 2 diabetes — the most common type of diabetes — affects the way your body uses blood sugar (glucose). Poorly controlled diabetes can lead to heart disease, eye problems, nerve damage and other complications. To prevent Type 2 diabetes, get serious about your lifestyle choices. Eat a healthy diet.



Include physical activity in your daily routine. If you're overweight, lose excess pounds.

No. 7: Suicide

Suicide is another leading men's health risk. An important risk factor for suicide among men is depression. If you have signs and symptoms of depression — such as feelings of sadness or unhappiness and loss of interest in normal activities — consult your doctor. Treatment is available. If you're contemplating suicide, call for emergency medical help or go the nearest emergency room.

The Bottom Line

Understanding health risks is one thing. Taking action to reduce your risks is another. Start with healthy lifestyle choices — eating a healthy diet, staying physically active, quitting smoking, getting regular checkups and taking precautions in your daily activities. The impact may be greater than you'll ever know.

Information Courtesy of the Mayo Clinic

Waste Pro Growth Recognized Locally, Statewide and Nationally

Local, State and National organizations have recognized Waste Pro as a top solid waste industry and business leader. Nationally, *Waste 360* (formerly known as *Waste Age* magazine) rankings, revealed Waste Pro is the 5th largest privately owned waste service firm in the United States and 13th overall, in the annual *Top 100 Industry Players* survey. Additionally, *Waste & Recycling News* ranked Waste Pro the 6th largest private waste hauling and disposal firm and 12th overall nationally.

Florida's premier business publication, *Florida Trend* magazine, named Waste Pro Number 71 in the statewide rankings of Florida's 200 Biggest Private Companies. Requirements included companies having to be privately owned and headquartered in Florida.

In Central Florida, the *Orlando Business Journal* recognized Waste Pro as one of the fastest-growing private companies headquartered in Central Florida. In their *Fast 50* list, Waste Pro came in at Number 37, based on the percentage of revenue growth seen from 2010 through 2012, with Waste Pro's revenue growth hitting 37.7%. In order to be included, firms had to have been established by 2009 and have gross revenue



of at least \$1 million in 2010 and \$5 million in 2012. In *Orlando Business Journal's* listing of *Largest Private Firms*, Waste Pro is number 5 overall.

According to Waste Pro President and CEO, John J. Jennings, "I am very pleased to have a team of people that have accomplished this impressive business growth since our founding in 2001. This achievement is particularly significant, in view of our constant commitment to having the best service, the best equipment and the best people."

WASTE PRO ASSISTS PARTNERS WITH CAPE CORAL MAYOR'S SCHOLARSHIP FUND

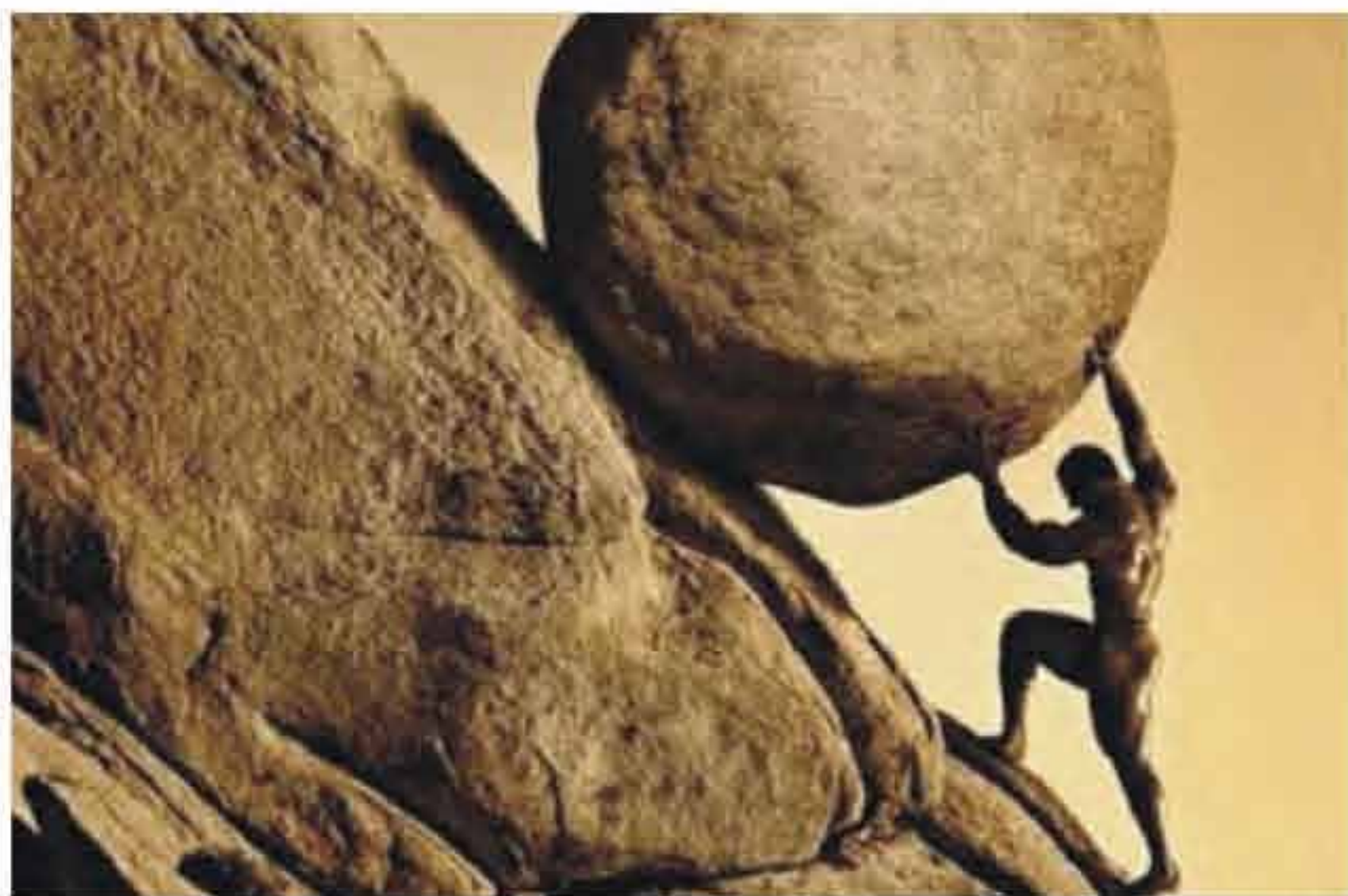
Partners of the Cape Coral Mayor's Scholarship Fund, Waste Pro had the honor of awarding scholarships to two Cape Coral high school seniors at a banquet held in May. The first \$1500 scholarship was presented to Glenn Garron from Mariner High, who was Valedictorian of his class and plans to attend the University of Florida with a focus on Pre-Med. The second recipient was Bernard Sarmiento from Oasis Charter High, who was also Valedictorian of his class and plans to attend Johns Hopkins University, majoring in Neuroscience and International Studies. Waste Pro is proud to play a part in the enhancement and development of the communities we serve.



Southwest Florida Municipal Marketer, Stephanie Glysson and Scholarship Recipient Glenn Garron



Scholarship recipient Bernard Sarmiento and WP Division Manager Paul Flores



POWER OF PAIN

By: Joyce Bone
Atlanta, GA Municipal Marketing

Years ago a lie surfaced that we still hear from time to time. It's called the "there should be no pain" lie. The truth is that no one is immune from pain and no one can completely escape it. But in many things we get to choose the type of pain we experience. The choices usually boil down to two: the pain of discipline or the pain of regret.

Discipline, though, requires time and energy and commitment. It requires that you pay attention to the opportunities presented to you. You learn to work hard through the pain to accomplish a goal you set for yourself.

Regret is the result of a lack of discipline. It is the dregs of missed opportunities, lack of effort and lazy choices. It is what we want Waste Pro employees to avoid. In avoiding it, you become active, alive, and busy. It is not easy, but it is rewarding. A perfect example of this are the drivers who receive \$10,000 checks for a three-year perfect driving record. It takes a lot of mental discipline (pain) and effort (pain) to get the check (no regrets there!) and achieve that goal.

Take a moment to consider your role within the company and how, by applying the pain of discipline, you can achieve more personally and professionally. Remember, "Whatever it takes."

"Pain is inevitable but suffering is optional."
– Buddhist saying



CNG Fuel and Vehicles: Coming to a Division Near You!

By: Harland Chadbourne
Corporate Purchasing Manager

Since Waste Pro was founded, we have been a large user of diesel fuel to run our fleet of garbage trucks. This long established fueling practice changed when we opened our first on-site Compressed Natural Gas (CNG) fuel station at our Ft. Pierce Division. In August of 2012 we began time fueling 35 CNG trucks with compressed natural gas at this Division. Since that time Waste Pro has also purchased 12 CNG trucks that are stationed at various Divisions around the country.

In April 2013, Waste Pro's 2nd time fill station began operation at our Daytona Division. In June, we opened a time fill and fast fill station at our Palm Coast Division. Both fueling stations are scaled for 28 CNG trucks and have the capacity for additional growth. Palm Coast is our first fast-fill station, which is able to quickly fuel a truck or passenger car.

Why convert to CNG? Natural gas is a very abundant domestic resource that is produced here in our country. When we purchase American fuel, we are helping our own economy to grow. From an environmental perspective, natural gas burns cleaner than diesel fuel and is better for our environment. Also, CNG trucks require less emission control equipment and CNG trucks have the potential to reduce annual vehicle maintenance costs. CNG trucks also operate a bit quieter than diesel trucks, which has surprised some of our customers.

Another key benefit to using natural gas over diesel fuel is that Waste Pro will see significant cost savings in its monthly fuel expenses. Based on our analysis of the fuel savings that we have seen at Ft. Pierce, we forecast similar savings for Daytona and Palm Coast.

The Department of Energy states that "the natural gas boom in the United States offers a tremendous opportunity to strengthen American energy security by drastically reducing our dependence on imported oil, while at the same time creating new U.S. jobs and industries." Recent data shows that natural gas powers over 114,000 vehicles in the United States and roughly 15 million vehicles worldwide. You might be surprised to know that 70% of the worldwide natural gas vehicles are operating in Iran, Pakistan, Argentina, Brazil, and India. The United States has a tremendous opportunity to use this abundant resource and reduce its dependence on foreign sources of fuel. Waste Pro is leading the way with its CNG initiatives by building CNG fuel stations and purchasing CNG garbage trucks.

Waste Pro Recognizes First Safety Award Recipients in Mississippi, Alabama, and North Carolina

Waste Pro recognized its first Safety Award recipients in the Mississippi/Alabama Gulf Coast area. Calvin Anderson, David Myles, Nelson Ross, Sr., and Con Sistrunk were each presented with a \$10,000 Safety Award at the Gautier, MS division and Johnny Poellnitz, from the Mobile, AL division was recognized for his excellence in Safety.

Also recognizing their first Safety Award recipients were our North Carolina divisions, with recipients Robbie Osborne and Timmothy Morrow being honored in Asheville and Doug Messer in Concord.

Our Atlanta, GA division gladly added two more Safety Awards to their list, with Nicolas Clark and Floy Johnson being presented their awards in March.

Unique in the solid waste industry, Waste Pro's Safety Award is given to individuals who have, for a three year period, recorded no injuries, accidents, or property damage, received no customer complaints, have provided excellent customer service, and have a well maintained truck and positive attitude.

Waste Pro's Safety Program has distributed more than \$600,000 in Safety Awards to our drivers, since 2004.



Pictured - Doug Messer with Concord, NC Staff



Pictured left to right - Mississippi Gulf Coast Safety Award recipients Calvin Anderson, David Myles, Nelson Ross, Sr., and Con Sistrunk



Pictured left to right - Asheville, NC Safety Award recipients Robbie Osborne and Timmothy Morrow

“To give anything less than your best is to sacrifice the gift.”

— Steve Prefontaine

Olympian & International Track Star



Wellness - We're Getting Started and Paying Attention

Life expectancy in the good ole USA is going up, yeah!!!! However, chronic disabilities including many caused by bad food choices, smoking/tobacco use, physical inactivity, and alcohol abuse, account for a larger portion of health issues in the USA compared with many other countries around the world. Health costs surrounding the above issues are estimated to be in excess of \$500 billion annually, according to the study last year from the U.S. Centers for Disease Control and Prevention.

Waste Pro understands the value that the health of our employees plays on productivity, mental well being, attendance, stress, employee longevity, and a positive “can-do” attitude. Therefore, we owe it to our employees and ourselves to do something more than just provide a medical plan, because at the end of the day, it is cheaper to prevent a health problem than it is to treat it once it has happened. We must take a more prominent stand in encouraging healthier behaviors and ensure we are sharing necessary information that helps our employees make wiser, healthier choices. Making informed benefit choices and staying healthy is truly is everyone's responsibility and affects us daily.

In the last two years, we have made positive changes in our health plan, which has focused our attention on overall wellness and the prevention of illness. For example, did you know everyone on the medical plan gets an annual physical, including basic blood work and necessary diagnostic tests, with their Physician for FREE? That means no Co-Pay or out of pocket expense. Additionally, if you require on-going prescription medication to control chronic conditions such as high blood pressure, high cholesterol, or diabetes, you may be able to receive a generic version of those medications, if available, at no cost.

This year, we have increased our focus on Wellness by partnering with Blue Cross Blue Shield to initiate Biometric Screenings on-site at many of our Waste Pro facilities. These screenings are intended to help you stay in good health by determining if you have risks factors that could potentially cause serious conditions. As a result of these screenings our workforce as a whole has become more informed about their current health status.

Overall wellness and preventive care is so important for the future of Waste Pro and our employees that our leadership has set the goal of becoming Tobacco Free in 2014. Although this task may seem challenging and daunting, we will provide tremendous assistance to reach this goal and will support our employees every step of the way.

So, take steps now, by playing an active role in your OWN health and begin the path to a smoke free lifestyle. The process will be gradual and occur in stages. With the help of Blue Cross Blue Shield, state/local Tobacco Cessation Programs, our EAP (Charles Nechtum), and the right balance of enthusiastic commitment, we will be able to positively change attitudes and take responsibility for our own personal health, which will result in a greater quality of life for each of us. Additionally, in partnership with our insurance carriers we are evaluating the possibility of a Tobacco Free Incentive as part of next year's medical premium costs. We will have more information about Waste Pro's Initiative to go Tobacco Free in the coming months.

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but Waste Pro, due to our outstanding reputation for service and satisfied customers, receives points our competitors do not.

The first half of the year is behind us. We are at half time. How we perform in the second half is critical. Just like in sports, individual performances can make or break the team. Let's work smart and continue to do “whatever it takes”.

As always, it is a privilege to work with you, the champions of our industry.

John J. Jennings

SUBMISSIONS: If you would like to submit articles, special interest pieces, or acknowledgements, let us know! Submissions for Trash Talk should be made to Brandi Hunter at bhunter@wasteprousa.com.



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