

Trash**talk**

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IN THIS ISSUE: WASTE PRO NEWS BRIEFS, THE WASTE PRO WAY, ASK A WASTE PRO, SAFETY SPOTLIGHT, REGIONAL FOCUS & DOSE OF MOTIVATION



Waste Pro Announces \$715 Million Recapitalization for Growth and Stability

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Waste Pro began 2018 with a bang by finalizing a private offering of \$500 million, with more than 200 investors interested in the unique investment opportunity.

This financial deal decreases Waste Pro's interest burden and allows the company greater financial flexibility while it continues on the SMART growth path.

This marked the second bond offering for Waste Pro, with the first occurring in August of 2017.



Manager's Meeting

“Stick to the Basics,” which was the theme of Waste Pro’s 2018 Managers Meeting, was held in February in Charlotte, NC. The event included a tour and reception held at the brand new Charlotte South facility, located in the suburb of Monroe, complete with Mardi Gras décor, food and a DJ. An entertaining presentation by guest speaker Charles Marshall focused on excellence in customer service, utilizing the SERVE method.

THE WASTE PRO WAY



Kevin Exley
NAMED CITY
COMMISSIONER FOR
RINCON, GA

Kevin Exley, Waste Pro Division Manager of the

Hardeeville-Hilton Head, SC location, was sworn in as City Commissioner for Rincon, GA at the beginning of 2018. A newcomer to politics, Kevin hopes to provide new ideas and fresh perspective in his role as Commissioner. He joined the Waste Pro team in July of 2017 after working in the industry.



Dayna Miller
NAMED
COMMISSIONER FOR
ALACHUA, FL

Waste Pro Municipal Marketing Manager Dayna Miller was

recently named Commissioner for the City of Alachua. Dayna has been part of Waste Pro since 2007 and started her tenure as a Commercial Sales Rep. She transitioned to the role of Municipal Marketing Manager in 2011. She’s been a member of the Alachua Planning and Zoning Board for the past three years and has had extensive involvement with city and county officials throughout her career, making her transition to Commissioner seamless.



Co-Heart Program Huge Success, Adding 100+ CDL Drivers -- Driver Training Centers Coming Soon!

With an industry-wide shortage of CDL drivers, Waste Pro has chosen to look no further than its current staff to fill the need.

Slated for completion in 2018, two Driver Training Centers (DTC) will allow newly hired drivers and current employees, newly certified, to attend a multi-day training class covering topics such as customer service, safety, vehicle specifics, and the “Waste Pro Way.” Centers will be located in Sanford, FL and Atlanta, GA accommodating 10 to 20 participants weekly.

Following completion of the training program, drivers will be paired with a mentor at their home division to continue their educational and professional growth. Additionally, the

WHAT DO YOU THINK IS AN ESSENTIAL INGREDIENT TO SUCCESS?

The fundamentals of the study of human psychology are centered around the idea that every human has a basic set of needs that drives human behavior (i.e. Maslow's hierarchy of needs), which makes people want to achieve certain things in life. These needs include: physiological needs, safety needs, social belonging & love, esteem, and self-actualization.

With that principle in mind and in keeping with Waste Pro's 2018 theme of "stick to the basics," what do you consider to be the basic needs that drive you towards success at Waste Pro? Send your responses to Brandi at bhunter@wasteprousa.com. The first 5 responses will be entered into a drawing for a \$50 gift card!

Waste Pro began its Safety Award program in 2001 with the first recipient earning the award in 2004. Since then, more than \$3.4 million has been awarded to Waste Pro team members who exemplify our safety standards.

Waste Pro is continuing to show its commitment to safety and the communities we serve. Here are the outstanding employees who earned their 3-Year Safety Awards in the first few months of 2018, with many more on pace to earn the Award. More than \$700,000 was awarded in 2017, with the full list of recipients shown on our website.

Thanks for all of the hard work and dedication each of you have put into earning this prestigious award! Who will be next to add their name to the list?

DIV. 100-ORLANDO:	Osley Castillo
DIV. 101-SANFORD:	Luther Adams Greg Jones Jose Rivas Paul Speed
DIV. 103-FT. PIERCE:	Arnulfo "Fito" Flores
DIV. 105-FANNING SPRINGS:	Robert Kasperski
DIV. 107-JACKSONVILLE:	Melvin Williams
DIV. 108-PUTNAM:	Robert Bott
DIV. 110-TALLAHASSEE:	Michael Beatty Nicklous Brown Gerrett Dickey Rickey Reed
DIV. 112-DAYTONA:	James Gorman Ronald Pifer Brian Spruill Eric Thomas
DIV. 113-CRESTVIEW:	Torrey Bess
DIV. 120-OCALA:	Rodney Grant
DIV. 201-ATHENS:	Joseph Ivey Stanley Lattimore
DIV. 401-BIRMINGHAM:	Horace Bates Tommy Carlisle Jimmy Lee Jackson Russell O'Gwynn
DIV. 502-CONCORD:	Christopher Blackmon
DIV. 601-GAUTIER:	Carl Hanshaw, Jr. DeMario Jackson
DIV. 602-MERIDIAN:	Leon Gates
DIV. 605-JACKSON:	Lonnie Wade
DIV. 606-COLUMBUS:	Lennard Brown L.W. Jefferson, Jr. Johnathan Moody Eddie Washington
DIV. 607-MEMPHIS:	Regenald Simmons
DIV. 608-MISSLOU:	Terry Beamer Samuel Berry Hope Davis

Waste Pro Co-Heart program allows current employees the opportunity to acquire their CDL. Training assistance is provided to aid employees in obtaining their learner's permit, with the goal of testing for their CDL.

Created in 2015, the program has successfully assisted more than 100 team members in obtaining their CDL. Candidates are required to pay for the initial cost of the testing fee, but are reimbursed after one year of accident, injury, and damage free service.

Both programs allow members of Waste Pro to continue their growth within the company, while immersing them in the culture that makes Waste Pro the "Distinguishable Difference." For more information on either program, contact your Regional Safety Trainer.

FDC Partners With Waste Pro for Jobs

At the beginning of 2018, Waste Pro entered into a unique partnership with the Florida Department of Corrections (FDC), providing employment opportunities across the state to individuals under state supervision.

Candidates for the program will be identified by the FDC, following an application and screening process. They will then be interviewed by Waste Pro and receive training upon hire. Candidates will be filling roles as mechanics, helpers, and drivers.

John Jennings, CEO of Waste Pro, said, "At Waste Pro, our company motto is 'the Distinguishable Difference' and a large part of that difference is the exceptional team of people who come to work every day and give their all. We are continually evolving with the needs of our residents and the communities we serve, playing an integral role in the continued growth and inclusion within those communities. This partnership with the Florida Department of Corrections is

a unique opportunity to provide employment opportunities, easing the transition following their release and aiding in their continued growth. We are excited about the program and look forward to a long relationship."

The new program was recently featured in the industry digital publication WasteDive and in the USA Today publication New-Press' Editorial in Fort Myers, FL, stating this partnership "shows courage and good business sense."



Waste Pro Sarasota Executive Sean Jennings Named 40 Under 40

Sean Jennings, Division Manager for Waste Pro's Sarasota-Bradenton Regional Operations and Recycling Facility has received a national waste industry award. Jennings was formally honored with Waste360's annual 40 Under 40 award at the annual April conference in Las Vegas. Also known as the Rising Star Award, the program "honors the next generation of leaders shaping the future of the waste and recycling industry."

Jennings is also a Corporate Officer of Waste Pro USA, Inc. A third generation garbage man, he is the son of Waste Pro Founder/Chairman/CEO John Jennings. He has been exposed to every facet of the business throughout his life and more formally during his six years officially in the industry.

A graduate of the University of Alabama, he is a member of the Keep Manatee Beautiful Board and is participating in Waste Pro's Inaugural Young Leaders Initiative class, making him the second member of that program to receive this honor.

DOSE OF MOTIVATION

/// *Well done is better than well said.* - **Benjamin Franklin**

DAYTONA SERVICE AWARDS

Waste Pro Awards \$10,000 Safety Award and 10-Year and 15-Year Service Awards to Daytona Employees

Three Waste Pro employees were recognized for their exceptional service and job performance in Waste Pro's Daytona, FL location.



Eric Thomas receives 3-year service award.

First, Eric Thomas, a garbage truck driver, was recognized for his flawless performance for the last three years with a \$10,000 Safety Award. With Waste Pro since 2014, Thomas is a resident of Flagler County and has been in the industry for more than 20 years and currently serves residents of Ormond Beach.



Derrick Davis receives 15-year service award.

Next, Derrick Davis, a Senior Route Supervisor for Waste Pro was recognized for his 15 years of service with Waste Pro and was promoted after serving as a Route Supervisor and is a resident of Deltona, FL.



Roy Moffett receives 10-year service award.

Finally, Roy Moffett, a Commercial Route Supervisor for Waste Pro was recognized for 10 years of service with the company. He started his career with Waste Pro as a commercial route driver before being promoted and is a resident of Ormond by the Sea.

His Wife Laurie is also a member of the Waste Pro team.

“ Waste Pro has always stated that one of its greatest strengths is the people who work so hard every day to insure customers receive the exceptional service they deserve, and these men are living this culture every single day. We are happy to recognize them for their dedication and exceptional work ethic.”

Tim Dolan

WASTE PRO REGIONAL VICE PRESIDENT OF CENTRAL FLORIDA.

THE WASTE PRO WAY

Many Waste Pro employees display determination and dedication while on the job, but it takes a truly dedicated person to have the will to use their time recovering from injury to see that as an opportunity. Reggie Day is a dedicated Waste Pro employee and came to the company as a result of meeting Waste Pro staff at a local hotel and inquiring about the company. Soon thereafter, Reggie began working as a helper in the Houma, LA office.

While on his route in December, Reggie was hit by an oncoming RV, tearing ligaments in his knee. While out recovering, Reggie took the opportunity to earn his CDL. Reggie returned to Waste Pro following his injury having learned a great deal and ready to apply his work ethic as a Driver. Well done, Reggie!



Coral Springs Resident Gets Christmas Surprise

Lexie Feuss is an enthusiastic 14-year-old in Coral Springs, FL and she LOVES garbage trucks! She has a collection of games and toys dedicated to her favorite public service and enjoys seeing her local Waste Pro crew when they come to her Coral Springs neighborhood.

Every week, Lexie is there to greet the crew with a huge smile and a big wave, to which the Waste Pro team waves back and gives a honk of the horn. To make sure Lexie had an extra special Christmas, her Waste Pro crew arrived with special gifts and a chance to see first-hand what it's like to be part of the team. Watch Lexie's excitement as her surprise is revealed in a video on our website, wasteprousa.com.

Citrus County Blessings Receives Unexpected Gift

As reported in the *Citrus County Chronical* - Lecanto, FL — February 6, 2018 — Citrus County Blessings was recently gifted a generous donation from an unexpected source: a local waste and recycling hauler. Waste Pro, a company whose motto is "Caring for Our Communities," ended up paying Blessings' rent for the entire year.

"After attending a County Commission meeting last fall, amending a lease for the organization, I had the pleasure of meeting Steve Cade from Waste Pro. Steve, Division Manager of Waste Pro's Citrus County Operation, and Keith Banasiak, Regional Vice President – SW Florida, attended the same meeting and were interested in learning more about the Blessings program", said Grace Hengesbach, Executive Director. "Within a few weeks they had done their due diligence in researching the organization and came out for a site visit."



Waste Pro Man Celebrates Earth Day

In honor of Earth Day 2018, Waste Pro Man made a few stops at schools in Harrisburg and Concord, NC to talk about the importance of the Three R's: Reduce, Reuse, & Recycle.

Two schools were on Waste Pro Man's agenda: Harrisburg Elementary and Patriots STEM Elementary in Concord, NC. He even made a special appearance at the Harrisburg Town Hall to help spread the message of recycling to residents.



CORPORATE HEADQUARTERS

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