

Trash**talk**

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Driver Training Centers Now Open

Waste Pro is now offering Drivers a unique opportunity to undergo extensive hands-on training to learn safe driving habits at two new Driver Training Centers (DTC). The first opened at Waste Pro's Sanford Regional Operations Center in July and the second opened at the Atlanta Regional Operations Center in September. Each location can accommodate 10-20 students per week.

At the DTCs, newly-hired Drivers and current employees who have recently obtained their CDL attend a five-day education course covering topics including safety, vehicle specifics, and customer service. On the first day, participants use a state-of-the-art driving simulator while an instructor observes and offers feedback. There are also specially-designed training trucks on closed courses for participants to practice driving skills in a real-world, controlled setting. Experienced Drivers have the option to test out of the program at the end of day two.

"The goal is to enhance the learning experience and practicality of applying the important principles of driving in a commercial setting," said Romeo Vellutini, Director of Safety.

Once all courses are completed, participants take a CSC certification exam and are paired with a mentor in their home division to continue their growth. Operations and Safety Managers then perform evaluations after 15, 20, and 25 days to determine whether the Driver is a Waste Pro "Pro."

Additionally, as the nation faces a CDL Driver shortage, Waste Pro's Co-Heart program provides current employees the opportunity to earn their CDL. Candidates must pay the initial cost of the testing fee but are reimbursed after one year of safe driving. More than 150 Drivers have earned their CDL since the program began in 2015. For more information on either program, contact your Regional Safety Trainer.



Sean Jennings

ELECTED PRESIDENT

Waste Pro's Board of Directors has elected Sean Jennings President of Waste Pro. Jennings most recently served as the Division Manager of the Bradenton-Sarasota Division.

Jennings, a third-generation garbage man, is the son of Waste Pro Founder/CEO/Chairman John Jennings and grew up absorbing every facet of the waste industry. After graduating from the University of Alabama with a degree in finance and economics, Jennings spent a year in Costa Rica working in collection and landfill disposal before returning to the United States. He also worked in operations and landfill construction in Georgia and Mississippi before returning to Florida.

In addition to serving as President, Jennings will remain Corporate Secretary and serve on different community boards, including the Keep Manatee Beautiful Board, which promotes community involvement in protecting the environment.

Jennings was a member of the inaugural Leadership Initiative class in 2016. In 2018, he was honored with two 40 Under 40 Awards, the first by *Waste360* in February and again by *Orlando Business Journal* in October.

Waste Pro Teams Up with the Jacksonville Jaguars – Again!

Waste Pro and the Jacksonville Jaguars have signed a multi-year sponsorship, making Waste Pro the team's Official Waste Service and Recycling Partner. This is the second partnership with the Jags; the first began in 2011 and ended in 2015. The new sponsorship will continue through the 2021-2022 NFL season.

As part of the sponsorship, Waste Pro will service TIAA Bank Field, the Jaguars' home stadium. Under a separate contract with SMG, the company which manages the stadium, Waste Pro will also service the Jacksonville Veterans Memorial Arena, Bragan Field at the Baseball Grounds of Jacksonville, and the Prime F. Osborn III Convention Center.

"Our renewed partnership with the Jacksonville Jaguars is an exciting time for us," said David Searcy, Waste Pro's Division Manager in Jacksonville. "Waste Pro is always at the forefront of community involvement in all of our market areas and it's great to partner with the like-minded Jaguars organization!"



2018 LEADERSHIP INITIATIVE

In 2016, Waste Pro created the Leadership Initiative, a mentorship program designed to develop a vibrant second generation of future leaders. The program has already helped propel the careers of members of the first class: Sean Jennings is now President of Waste Pro, Shea Drury is Palm Coast Division Manager, Chris Lockwood is now Divisional Vice President of Hattiesburg, Josh Vickery is now Divisional Vice President of Memphis/Southaven, Ryan Lebeau is Vice President of Finance, and Tracy Meehan was named a member of Waste360's 40 Under 40 and is a member of several boards and committees in Pinellas County.

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Waste Pro is excited to announce the second class of the Leadership Initiative. These young Waste Pros have proven their leadership skills and dedication to their work in their divisions/regions. They are looking forward to learning more from their mentors and peers about management, leadership, business, and the Waste Pro Way:

- **Samantha Barreiro**, Corporate Recruiter
Corporate Office (Longwood, FL)
- **Richard "Rocky" Staggs**, Sales Representative
Southaven
- **Eric J. Saxton**, Commercial Route Auditor
Sanford/Orlando
- **Stormy Lewis**, Route Supervisor
Hattiesburg
- **Jamie Rister**, Division Manager
Houma
- **Justin Helm**, Division Manager
Clearwater
- **Stephanie Taylor**, Office Manager
Atlanta MRF
- **Sean Scott**, Waste & Recycle Sales
Atlanta MRF

THE WASTE PRO WAY



Stormy Lewis

HATTIESBURG'S FIRST FEMALE SUPERVISOR EARNS CDL

Stormy Lewis, the first female Route Supervisor in the Hattiesburg Division, earned her CDL through the Co-Heart Program.

As part of the program, Lewis spent a week in Ft. Pierce, FL under Division Manager Darlene McLaughlin. Lewis said during that time, she learned valuable information and skills she plans to use throughout her career.

Lewis credited her parents with her success – her father is a Driver in Meridian and a \$10,000 Safety Award winner.

"That is leading by example and proving that if you have pride in your work then it will pay off," Lewis said. "I will continue to use his work ethic that is instilled in me to advance my career."



Tracy Meehan

UNANIMOUSLY APPOINTED TO SOLID WASTE COMMITTEE

The Pinellas County Board of County Commissioners unanimously appointed Tracy Meehan, Municipal Marketing Manager for Florida's Southwest Region, to the Solid Waste

Technical Management Committee. The committee reviews and makes recommendations on rates, policies, facilities, technologies, and more. Meehan will represent private sector solid waste services firms.

Waste Pro Recognized Across Florida

Two major business publications in Florida have recognized Waste Pro's success as a private company. In September, business magazine *Florida Trend* honored CEO/Chairman John Jennings in its inaugural 'Florida 500' issue, which recognizes the state's most influential business leaders. The magazine also named Waste Pro the 95th largest private company in the state. Waste Pro was the only waste and recycling company out of 225 on the list.

In August, Waste Pro ranked as the third-largest family-owned company in Central Florida in *Orlando Business Journal* (OBJ). Additionally, the newspaper named Waste Pro the third-largest privately-owned company in Central Florida in its annual 'Golden 100' list in September. This is the eighth consecutive year OBJ ranked Waste Pro in the top five.

DOSE OF MOTIVATION

/// *Success is not final; failure is not fatal. It is the courage to continue that counts.*

Winston Churchill

WHO OR WHAT
INSPIRES YOU TO
AIM FOR SUCCESS?



Pembroke Pines Driver Henry Jackson, the lucky winner of the previous "Ask A Waste Pro" question, said the essential ingredient to success is "coming to work every day and giving my all!"

Jackson's attitude reflects Waste Pro's 2018 theme of "stick to the basics" – whether its providing for your family, moving up in your career, or making a difference in your community.

With that in mind, we want to hear from you: **who or what inspires you to aim for success?**

Send your responses to Melissa at mcatalanotto@wasteprousa.com. The first five responses will be entered to win a \$50 gift card of your choice!

Since Waste Pro began its \$10,000 Safety Award Program in 2004, more than \$3.5 million has been awarded to Waste Pro Drivers who exemplify our safety standards. Here are the outstanding employees who earned their 3-Year Safety Awards during the second half of 2018. Who will be next?

DIV. 100-ORLANDO:	Edwin Reyes Marcus Young
DIV. 101-SANFORD:	Jean Baptiste Michael Clark
DIV. 102-COCOA:	Tony Weaver
DIV. 103-FT. PIERCE:	Mark Levangie
DIV. 107-JACKSONVILLE:	Donald Hill Fredrick Lee, Jr. Antonio White
DIV. 108-PUTNAM:	Michael Byers*
DIV. 109-FT. MYERS:	Pedro Antunez* Angel Veloz*
DIV. 110-TALLAHASSEE:	Myrick Allen Marcus Atkins Tyrone Chambers Jeffery Reed Dariun Robinson Fredrick Thompson Henry Walker*
DIV. 112-DAYTONA:	Nicholas Bruno James Gorman Marsellar Lowe, Jr. Curtis McRae Ron Pifer, Sr.* Jonathan Sjonvall Denis Zeledon*
DIV. 114-SARASOTA/BRANDENTON:	Tommy Freeman
DIV. 117-PEMBROKE PINES:	Roderick Smith
DIV. 118-PANAMA CITY:	Joseph Villella
DIV. 123-LAKE COUNTY:	Travis Gooden
DIV. 503-SOUTH CHARLOTTE:	Jason Nieves
DIV. 602-MERIDIAN:	David Deason Elbert Stevens
DIV. 606-COLUMBUS:	Willie Beard Kevin Eckford Jerry Harris

*indicates previous winners
For a complete list of winners, go to www.wasteprousa.com/safety-award-winners

DID YOU KNOW?

Do you have a story about someone in the Waste Pro family doing something special in your region? Send a message to Melissa at mcatalanotto@wasteprousa.com. It could be added to Waste Pro's blog!

Read it here: www.wasteprousa.com/news.



Waste Pro Unites in Difficult Times

“As you all know, the Panama City Division suffered a huge blow from Hurricane Michael in October. The outpouring of help and prayers from the corporate office and other divisions was nothing short of amazing. RVPs, Division Managers, and employees reached out to see what they could do to help. We had truckloads of food, water, toiletries, personal items and so on. Ralph Velocci [VP of Market Development] even brought down queen size blow-up beds for those of us who had nowhere to sleep. When UPS and FedEx were not delivering, Mike Cruz, our “safety Mike,” brought in supplies daily. And now, we have a check from Waste Pro’s Helping Hands program to help our more severely hurt employees with a hand up not a hand out. These last few weeks have been hard on my men and women who work here. However, they have been witness to how a company that cares about its employees goes into action when called. They have been witness to the Waste Pro Way.”

– Loyd Childree, Division Manager, Panama City

10K WINNER SPOTLIGHT

Waste Pro Drivers Prove Safe Habits Pay Off

Congratulations to our FOURTEEN \$10,000 Safety Award winners in our Columbus and Daytona Beach Divisions. Six of the Drivers are repeat winners!



Columbus Winners (Left) From L-R: Eddie Washington*, Kenneth Eckford, Johnathan “ToeJoe” Moody*, Barbara Greer - Operations Manager, Alan Reed - Regional Driver Trainer, LW Jefferson*, Romeo Vellutini - Safety Director, Jerry Harris, Willie “Mr. Davie” Beard, Lennard Brown*

Daytona Winners (Right) From L-R: James Gorman, Nicholas Bruno, Tim Dolan - Central Florida RVP, Curtis McRae, Jonathan Sjonvall, Steve Cameron- Operations Manager, Marsellar Lowe, Jr., Ken DeForest – Division Manager, Denis Zeledon* Not Pictured: Ron Pifer, Sr.*

*Denotes repeat winners

“ It takes a lot of teamwork with our employees encouraging each other, having pride in what they do, respecting our customers, holding themselves accountable, and celebrating each other’s victories.”

Alan Reed

REGIONAL DRIVER TRAINER



Ft. Myers Driver Sets Waste Pro Record

Angel Veloz, a roll-off driver in the Ft. Myers Division, has become the first Waste Pro driver to win the \$10,000 Safety Award FOUR times in a row! Veloz, who has been with Waste Pro since 2006, received his most recent award in October 2018; he previously won in 2015, 2012, and 2009. Congratulations, Angel!



Cape Coral Boy Gets Birthday Surprise

Four-year-old Luke is “obsessed” with garbage trucks, according to his mom, Nina. So, when she called Waste Pro’s Ft. Myers office to ask if she could buy a toy truck for his birthday, Division Manager Bill Jones and Office Manager Todd Griglin invited the family to a special tour of the yard instead. Luke saw garbage trucks up close and even sat inside three different kinds of garbage trucks. At the end of the visit, the crew personally gave Luke the toy truck.

“Todd and Bill were absolutely some of the nicest people we’ve ever met,” Nina said. “It was an experience we’ll never forget. It was so nice to see there are still people like that out there who want to do good things for a child.”

New Memphis Regional Facility – Coming in 2019!

As a result of Waste Pro’s rapid market growth in the Memphis area, a new division is opening in the city in early 2019. Over the last year, the level of service provided by Waste Pro to the city’s emergency services has built confidence and trust in Memphis, which led city officials to select Waste Pro for residential and commercial service as well over the summer. In nearby Germantown, customers have been so happy with Waste Pro the city declared June 20, 2017 National Garbage Collector Day to thank the crews “who strive to provide exceptional service to the residents of Germantown.”

Newly-appointed Divisional Vice President Josh Vickery will oversee the Memphis division. Vickery and Assistant Division Manager Richard Joyner will also lead the Southaven division, where Memphis service was previously based.



Grenada Students Get Fresh Start

More than 100 students in Grenada, MS started the school year with full backpacks after Waste Pro joined city leaders for a back-to-school giveaway. K-12 students were invited to get free supplies like pencils, crayons, notebooks, reusable bags, and more. Free clothes and furniture were also available to help families who were affected by a fire in July at an apartment complex.



America Recycles Day 2018

Photo credit: Gwinnett County

November 17 marked the annual America Recycles Day, the only nationally recognized day dedicated to encouraging Americans to recycle and buy recycled products. Waste Pro staff in Gwinnett County, GA joined Gwinnett Clean & Beautiful and Gwinnett County Solid Waste and Recovered Materials Division to make sure residents had an opportunity to get rid of some of their harder-to-recycle items, including electronics, tires, paint, ink & toner cartridges, and clothing. In total, more than 1,600 cars came through the parking lot as residents dropped off their recyclables.

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