



New Waste Pro Program Offers Hands-On Driver Training and Commercial Driver's License

Waste Pro is now offering drivers an opportunity to undergo extensive, firsthand driver training at its two new Driver Training Centers (DTC), located at the Regional Operations Centers in Sanford, FL and Atlanta, GA.

Newly-hired drivers and those who have recently obtained their commercial driver's license (CDL) attend a five-day course covering safety, vehicle specifics, customer service, and more. Participants use a state-of-the-art driving simulator to practice driving in various conditions while an instructor observes and provides feedback. Additionally, participants drive training trucks to practice on closed courses.

A DTC participant practices driving a truck through a closed course.

At the end of the week, participants take a final exam and are paired with a mentor in their local office who evaluates them on the road to determine whether they are a Waste Pro "Pro".

Additionally, Waste Pro is continuously looking within its own team to address an industry-wide driver shortage. The Co-Heart Program, established in 2015, helps current Waste Pro staff earn their CDL; many have gone on to be promoted and/or win Waste Pro's coveted \$10,000 Safety Award - which no other private company in the United States offers.

The Sanford facility is a state-approved CDL testing site. Waste Pro is only one of two solid waste companies in the state of Florida to work with the Florida Department of Transportation on such a program.

To date, more than 150 Waste Pro team members have earned their CDL through the Co-Heart Program.



Ft. Myers Driver Sets Waste Pro Safety Record Earning \$40,000

A garbage truck driver in Fort Myers has set a Waste Pro record, becoming the first driver to win the company's \$10,000 Safety Award four times. Angel Veloz, who has

been with Waste Pro since 2006, earned his fourth award in October of 2018. He previously won in 2015, 2012, and 2009.

According to the Bureau of Labor Statistics, the fatality rate for garbage collection workers is ten times the national average. With drivers facing risks on the road every day, Waste Pro believes strongly in rewarding those who practice safe habits that keep themselves, their colleagues, and their communities safe.

To earn the award, drivers must go three years without accidents, injuries, or property damage, have a spotless work record, exhibit excellent customer service and a positive attitude, have a strong attendance record, and maintain a well-kept truck.

This is not the first time Veloz has been recognized for his exemplary safe driving practices. In 2016, Angel received the National Waste & Recycling Association's Driver of the Year Award, a highly coveted award given to drivers who "have enhanced the overall safety and image of the solid waste industry."



Shelly Dupont, Best Safety Award recipient (left) and Nate Cutter, Residential Thrower (right)

Hilton Head Division Celebrates Milestone

As 2018 came to a close, Waste Pro's Hilton Head, SC team greeted 2019 with a celebration and awards banquet for going more than eight months without any accidents or injuries.

At a banquet at the Mighty Eighth Museum in Pooler, GA, ten awards were given to team members from the Hilton Head

division, including Driver of the Year, awarded to Willie Byrd, and Best Safety Award, won by Shelly Dupont, who is also a two-time \$10,000 Safety Award winner.

The significance of this milestone is reflected in the numbers. Hilton Head Office Manager Tina J. Lambert stated the cost of accident and injury-related expenses dropped 92 percent from 2016 to 2018.

Division Manager Kevin Exley attributes this accomplishment to drivers encouraging everyone to be more focused and engaged on the road.

"The whole team here in Hilton Head has really been pushing safety, talking about it and engaging with our drivers and shop employees," Exley said. "I think that has made a huge difference."



CEO John Jennings Named Influential Business Leader

Business magazine Florida Trend named John Jennings, Waste Pro's founder, chairman, and CEO, as one of Florida's 500 most influential business leaders. The inaugural "Florida 500" list, published in September, included business leaders who were chosen based on business longevity, professional acclaim, and demonstration of a true understanding of their industry and its effects on the state of Florida. The magazine also named Waste Pro as the 95th largest private company in Florida last summer.

WASTE PRO ADDS MORE THAN 43,000 NEW CUSTOMERS

As 2019 gets underway, we'd like to say thank you to our loyal customers and welcome new ones who have joined the Waste Pro family since summer 2018. We are proud to continue to provide exceptional service to residents of the Southeast United States:

ALABAMA

Bibb County*
Kimberly*

FLORIDA

Casselberry*
Crestview*
Debary*
Deltona*
Grant-Valkaria*
Oak Hill*
Palm Beach County Schools
Sarasota (Recycling)*
Stuart
Sweetwater*
Tallahassee*

GEORGIA

Commerce*
Nicholson*

*Denotes renewals

LOUISIANA

Tensas Parish*

MISSISSIPPI

Byhalia
Claiborne County*
Gautier*
Isola*
Lexington
Lucedale
Neshoba County (Disposal)
Sumner*
Sumrall
Tutwiler*
Webb*

SOUTH CAROLINA

Fort Mill*

TENNESSEE

Memphis
Murford
Town of Mason

New Memphis Regional Facility – Opening Soon!

After months of preparation, Waste Pro's new facility in Memphis, TN is expected to open its doors in early March. Newly-promoted Divisional Vice President Josh Vickery will manage the new office, according to Regional Vice President Roland Joyner.

Located on Lamar Avenue, the new facility is spread across four buildings, spanning approximately 25,000 square feet, sitting on just over seven acres. More than 100 staff members will work in the division, servicing thousands of customers in the Memphis region.

Since Waste Pro began servicing Germantown in 2016, the company has experienced rapid market growth in the Memphis area. The level of service Waste Pro provided to Memphis for emergency services built trust and confidence with city leaders and residents, which led to the city choosing Waste Pro for residential and commercial service in the summer of 2018.

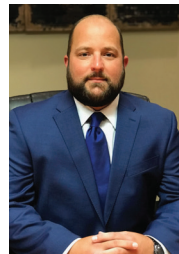


Families in Need Get Help for the Holidays

As the holiday season began, Waste Pro joined Harley Davidson of Asheville in North Carolina as hundreds of volunteers hopped on their motorcycles for the 38th annual Smoky Mountain Toy Run. Toys were collected for the Eblen Charities Saint Nicholas Project, which distributes toys, clothes, food, and more to children and families in need during the holiday season. Waste Pro donated dumpsters and garbage containers to ensure volunteers had an easy cleanup at the end of the event.

Waste Pro Corporate Staff Member Elected to BBB

Malenie Velez, Corporate Paralegal and Executive Assistant to CEO John Jennings, has been elected to the Board of Directors of the Better Business Bureau (BBB) Serving Central Florida. Velez has been a key part of Waste Pro's team for more than ten years. Starting in 2019, she will serve a one-year term with the BBB's Central Florida office, located in Longwood, FL, near Waste Pro's corporate headquarters.



Waste Pro Leader Joins Leadership Germantown

Josh Vickery, Divisional Vice President of Waste Pro's Memphis division, has been selected to the Leadership Germantown Class of 2019, which "seeks to develop well-informed, effective leaders in our community." During his time with the program, Vickery will get a chance to gain hands-on experience in business, government, public safety, medicine, and more. Vickery plans to translate this insight into how these key services function within the City of Germantown into further growth as the city's solid waste and recycling provider.



Sean Jennings - President, Emanuel Edmondson - First Award Recipient, Keith Banasiak - SW Florida Regional VP

Safety-Conscious Helpers Receive Recognition

In just the first two weeks of the new year, seven Waste Pro helpers received the new \$5,000 Helper Safety Performance Award, a three-year safety award which began in 2016. Waste Pro's Southwest Florida region is home to the first two recipients, Emanuel Edmondson of the Bradenton/Sarasota division and Guins Menelus of the Fort Myers division. Five additional helpers received the award in Waste Pro's Daytona Beach division.

"The helper position in our industry is one that has been largely uncared for, but Waste Pro learned long ago how important it is and understands the hard work helpers do every day to keep ourselves and our customers safe," said Waste Pro CEO John Jennings.

To qualify for the award, helpers must meet the same requirements as drivers who achieve the \$10,000 Safety Award, including going three years without accidents, incidents, or damage.

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