



3/19/21

Letter of Interest

Robert Smith, Town Manager
Town of Windermere
614 Main Street
Windermere, Florida 34786

Re: RFP #2021-01; Residential Solid Waste, Bulk Waste and Recycling Services

Dear Mr. Smith,

Waste Pro of Florida, Inc. (hereafter referred to as Waste Pro), a corporation headquartered in Florida, is pleased to have the opportunity to provide the enclosed proposal. As the Manager authorized to bind Waste Pro to this contract, I have carefully reviewed your Request for Proposals with our Central Florida Regional Team. We have re-examined our current Windermere residential routes, collection methods, equipment, and all other facets of your service. We feel confident that our unique collection approach and value-added recycling concepts will not only fulfill the requirements of this RFP, it will continue to provide the Town of Windermere the upscale and "boutique" level of service it has come to expect. Since 2001 Waste Pro has provided a premium level of service to the Town of Windermere, and our ties to Town residents and Staff have only strengthened over the years.

Waste Pro's financial standing is excellent. We have more than adequate funding to ensure a very long-term contract with the Town of Windermere. Our simple and strategic business model is to provide the best possible service to our municipal partners. Regarding hurricanes, no-name storms, tornadoes and recycling market upheavals, Waste Pro has met all challenges in providing Windermere's residents with the best possible service.

Location: Waste Pro of Florida has been established in your community for twenty years. Our Windermere collection vehicles are housed and maintained at 1400 S. Orange Blossom Trail, Orlando, 407-398-0348. Office hours are 7 AM to 5 PM, Monday through Friday. As an added layer of support, we have two additional facilities located nearby in Seminole and Lake County. Should a devastating hurricane or weather event strike Windermere, we can pull from over 125 collection vehicles from these facilities to assist your Town! These additional layers of operational security includes drivers, customer service representatives, mechanics, route supervisors, managers and collection vehicles!



Organizational Structure: Although Waste Pro has a local corporate team dedicated to supporting each service market, we maintain a decentralized approach to servicing our customers. Each Division Manager, whether from Orlando, Sanford or Clermont, manages his division according to local market requirements. President John Jennings once worked for a large publicly-traded solid waste conglomerate. Tired of answering to a distant, out of state management team, John decided to start a firm which would empower **local** managers to respond quickly to local market conditions. Steve Painter, your local Division Manager, will continue to have the autonomy to meet Staff's requirements. Steve will not have to answer to multiple layers of managers or controllers, or to an out of state (or country!) corporate team.

John founded Waste Pro in 2001 with a back-to-basics attitude. His Divisions are placed in the middle of their service areas. Trucks, office personnel, route drivers/helpers, office supplies, fuel, tires, waste & recycling containers, etc. are all procured locally. Windermere's collection drivers with perfect attendance, safety and service records have the potential to earn \$10,000 bonuses, a first in this industry. Waste Pro has developed a seasoned corporate staff, which provides our Divisions with expert support and experience. John's son Sean, who began his career on the back of a truck, is now the President of Waste Pro. John Jennings serves as Chairman, Cort Sabina as CFO, and Keith Banasiak as COO. Corporate Staff is located nearby in our Longwood corporate offices.

Philosophy: This dovetails with our decentralized approach. Mr. Jennings' philosophy is "Caring for Our Communities". This means going beyond the scope of our responsibilities: taking that can back to the house when someone needs help, taking the time to be kind to Town residents and acknowledging their children, conducting recycling demonstrations for schoolkids, conducting cookouts for Public Works personnel, serving food to the needy over the holidays, and supporting local events such as **Windermere Wine and Dine**. Recycling – this is a very important topic within our communities. Please consider the new educational outreach opportunities and options within this proposal which will enhance Windermere's residential recycling.

These three components – location, a decentralized organizational structure, and a dedication to your community - have provided us the ability to serve Windermere very well. This contract has gone out to bid many times since 2001, each time we've continued to earn Windermere's business. We are thankful for the opportunity to service your beautiful Town, and we work hard at earning your business every day. I invite you to tour our facilities, check our references and attend our sponsored events! You will find Waste Pro employees are good, earnest people who enjoy their work.



One of the most difficult aspects of a new solid waste contract is the hauler transition. Transitions can take weeks or months for residents, Staff and a new hauler to become used to new routes. If Waste Pro is chosen to continue service, there is no transition - only a continuation of consistency and excellent service. Our drivers and helpers are already familiar with your Town and their routes. Waste Pro knows what to expect from residents and Town Staff. Special event support and post-hurricane collection methods are tried-and-true Windermere procedures.

We have put forth a great deal of information in this proposal and are open to negotiate any items. We ask to please consider the **Alternate Bid** at the end of Tab 4. Waste Pro warrants that the requirements of this project, as described in the Request for Proposals and all addenda have been reviewed thoroughly. We have conducted necessary due diligence to confirm material facts upon which this proposal is based. Waste Pro is not on a convicted vendor list, has no conflict of interest, nor has violated prohibited communication requirements. We are familiar with, and comply with, all Federal, State and Local laws, ordinances, rules and regulations.

I am always available if additional information is required. Our team looks forward to continuing our partnership with the Town of Windermere and providing with the services that are the "Distinguishable Difference."

Best Regards,

Erik Sankey
Regional Vice President
Waste Pro of Florida, Inc.
3705 St. Johns Parkway
Sanford, FL 32771
Cell: 407-401-6771



Company Background

A Family Company

There is more than meets the eye to running the Southeast's premier waste removal service company. Every day over 2,900 Waste Pro state of the art solid waste and recycling trucks service hundreds of thousands of customers. This task requires professional, experienced and dedicated people, working together under the leadership of an uncommon individual. When John Jennings began working in this industry in the early 70's he had no idea he would one day run one of the fastest growing solid waste and recycling firms in the Southeastern United States! After working on Wall Street as a trader and analyst, John decided to transition back into the solid waste industry, an industry he literally grew up in.

John began Waste Pro in 2001, and twenty years later we continue to be one of the fastest-growing privately-owned waste collection, recycling and processing and disposal companies in the country. We operate in ten Southeastern states. Our 2020 revenues exceeded \$700 million, and we service more than two million residential and 40,000 commercial customers from over 75 operating locations. Our Executive Team, led by John Jennings and his son Sean, are seasoned industry professionals. We offer bring all the benefits of this family experience to the Town of Windermere. Every facet of our Florida-based company is geared toward providing whatever it takes to meet our customers' needs!

Longwood based Waste Pro of Florida, Inc. (Waste Pro), founded in 2001, currently services municipalities as small as a few hundred homes (Melbourne Village) to municipalities *in excess of 80,000 homes* (Cape Coral). We offer services from over 75 Southeastern operating locations including landfills in ten states: Florida, Alabama, Mississippi, Missouri, Louisiana, Arkansas, Tennessee, North and South Carolina and Georgia, with the majority of our municipal business located in Florida. We operate in 62 of 67 Florida Counties, from the panhandle to Miami. Waste Pro maintains state of the art recycling processing facilities (MRF's) in Atlanta, Sarasota and Ocala. We employ more than 3,800 employees and have more than 2,900 clean collection vehicles which display community-oriented graphics. Every vehicle incorporates the 3rd Eye, 360-degree onboard camera safety system.

Waste Pro's fleet is valued at more than \$500 million, and in 2011 we announced a \$100 million investment in Compressed Natural Gas-powered collection vehicles. Our first CNG fueling facility opened its doors in Fort Pierce, with others following in Daytona Beach, Palm Coast, Pompano Beach, Jacksonville, Sarasota, and Sanford, Florida.

It was in those early days that Michael Jennings learned and passed on to his son John, the philosophy on which the Waste Pro Group was built: loyal customers are earned by providing better, more efficient and more courteous service. Today, John Jennings, our clients and valued customers realize the benefits of these years of experience, specialized knowledge and hard work.

When John Jennings started his first waste collection company in 1973 he didn't think about how large his company eventually would become – he only knew that his customers paid for a service and he wanted to provide the best service that he possibly could. He wanted to distinguish himself from the other companies, and he did! He started in Orange County, Florida in the residential business and soon expanded into the commercial business. In 1976 he expanded into Seminole County, and in 1981 he

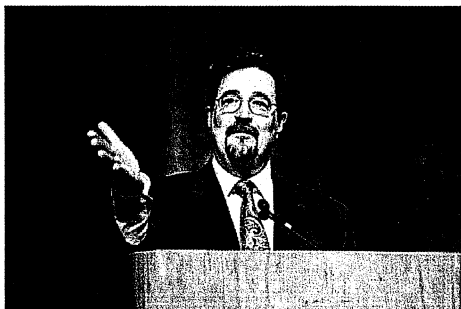
opened a site in Osceola County. By 1983 he ventured into Volusia and Flagler Counties. By 1992 the Jennings companies expanded operations to include municipal consulting and sales. To more adequately describe the total services being offered, John incorporated JENNINGS ENVIRONMENTAL SERVICES, INC. in March of 1992 and used this vehicle for expansions and acquisitions.

John Jennings met John Drury, then a BFI Regional Vice President, in 1979. John Drury later became president of BFI and subsequently, Chairman and CEO of USA Waste Services, Inc (USA). As both companies grew, a professional friendship developed between both men, which led to the transition in 1996 in which JENNINGS ENVIRONMENTAL SERVICES, INC. became the first-tier subsidiary of USA. This move resulted in John heading up corporate activity for Florida and the Caribbean. JENNINGS and USA grew rapidly, to the point where USA acquired Waste Management, Inc. in July of 1998. Because Waste Management dwarfed USA, the board of directors elected to change the USA name to Waste Management.

Tired of a large, corporate structure, Mr. Jennings and a few executives decided to leave Waste Management and start a new company in 2001 – Waste Pro of Florida! Today's Waste Pro Jennings Team is made up of people who prefer day-to-day contact with both our employees and customers. Our philosophy is drastically different than the corporate bureaucratic make-up of the big national companies. Our adherence and dedication to customer service differs from the dictates of an out-of-state policy. Our preference to deal with local vendors was deemed unacceptable. Our personal touch with our employers and their families was thought to be old fashioned. Our entire team decided that we needed to sever our relationship with Waste Management and begin to offer our type of customer service relationships to all customers. We left together in January 2000 and agreed to stay out of waste collection in North and Central Florida for one year. We decided to provide consulting, demolition and land clearing, and we began waste collection in Georgia and South Carolina. As we grew, more key personnel joined the Waste Pro team including solid waste Veterans CFO Cort Sabina, COO Keith Banasiak, VP of Municipal Marketing Tim Dolan, Regional Vice Presidents Russell Mackie and Ralph Mills. Today's Waste Pro's core Corporate Team consists of:

Senior Management Team

John Jennings – Chairman, Waste Pro USA: For over forty years John Jennings has been involved in the



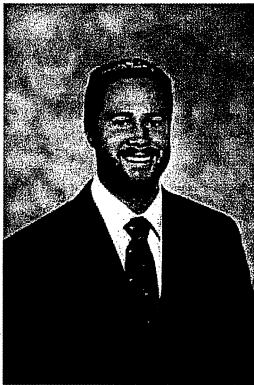
solid waste and recycling industry in Central Florida. The son of a garbage man and a first generation American, Mr. Jennings is a nationally recognized expert in the Solid Waste & Recycling industry. He has held high ranking positions in IWS, USA Waste and Waste Management along with owning Jennings Environmental Services. In 2001 he started Waste Pro and has watched the company blossom into over 75 operating locations, more than 3,300 employees, with more than \$700 million a year in annual revenues. Waste Pro went from 2 trucks with a handful of customers in 2001 to over 2 million residential customers in 2020.

Under Mr. Jennings' leadership, vision and commitment to superior service Waste Pro has become the leading solid waste and recycling services provider in the Southeast. John has served on numerous solid

waste and recycling industry and governmental committees and panels. He has been a feature speaker about environmental issues, both nationally and internationally. In 2011 he was unanimously elected to the National Solid Waste Management Association Hall of Fame. John was a finalist for Ernst & Young Florida Entrepreneur of the Year Award, elected to the Holy Cross High School Hall of Fame, and lastly John was the keynote speaker at the 2011 Executive Roundtable for America's Solid Waste Leaders. Education Level – B.A. Finance and Masters' of Business Administration, St. Johns University (NY). John also has a Chartered Investment Analysis degree from New York Institute of Finance. Phone: 407-869-8800, Fax: 407-869-8884. jjennings@wasteprousa.com, 2101 West S.R. 434, Suite 315, Longwood, FL 32779.

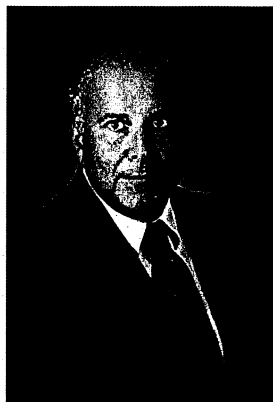
- Member, Board of Governors and Board of Directors, Sweetwater Club
- Member, Board of Advisors, St. Johns University, NY, College of Business Admin.
- Registered Representative: NASD, NYSE, Portfolio Manager, Stock Trader and Analyst.

Sean Jennings – President & CEO: Sean, a native Floridian, previously served as the Division Manager of



Waste Pro's Sarasota-Bradenton Regional Operations and Recycling Facility. A third-generation garbage man, he is the son of Waste Pro Founder John Jennings. Sean has been exposed to every facet of the business throughout his life, and more formally since joining the company in 2012. Prior to becoming President, he worked in various roles since he was a teenager. His summers in high school were spent on the back of a garbage truck. Post college he worked on garbage trucks in Costa Rica, then worked in operations and landfill construction in Mississippi and Georgia. Four years ago, Sean earned the title of Division Manager for the Waste Pro Tampa-Clearwater region. In 2016 he assumed management of the Bradenton-Sarasota division, where he built a compressed natural gas fueling facility and a materials recycling facility. A graduate of the University of Alabama, with a degree in Finance and Economics, he is a Board Member of Keep Manatee Beautiful and is a member of Waste Pro's inaugural Young Leaders Initiative class. He was nationally recognized as one of Waste360's 40 under 40 earlier this year, and The Orlando Business Journal recognized Sean as a "40 Under 40" awards honoree. Sean was also instrumental in spearheading an innovative hiring program. Last year he partnered Waste Pro with the Florida Department of Corrections to create an employment program for offenders under state supervision. This program is aimed at addressing the nationwide shortage of skilled mechanics and commercially licensed drivers, as well as reducing recidivism among offenders. This program is currently being piloted in Waste Pro's Sanford and Orlando offices. Phone: 407-869-8800, Fax: 407-869-8884, sjennings@wasteprousa.com, 2101 West S.R. 434, Suite 315, Longwood, FL 32779.

Keith Banasiak – Chief Operating Officer & Senior Vice President:



a B.S. in Business Administration, Keith Banasiak has more than 30 years of management experience in the waste industry. In 1987, he started in the non-ferrous scrap processing and reclamation industry. Primarily responsible for processing operations, he managed fleet operations, disposal of residual special waste and the facility environmental requirements of state and local governments. In 2001, he relocated to Ft. Myers as Regional Manager for a private solid waste and disposal hauling company. He was responsible for managing two facilities that covered four counties in South Florida. These municipal contracts consisted of 85,000 residential units and 7,500 commercial accounts. Banasiak, who was named Senior Vice President in 2019, has more than 30 years of experience in the waste industry. Prior to his promotion last

year, he served as Regional Vice President of Waste Pro's Florida West Coast operations, one of the company's largest regions with more than 275,000 residential customers and more than 10,000 commercial customers across Florida's West Coast from Taylor County south through Collier County. As a resident of Southwest Florida, Banasiak is involved with many local and regional community organizations, including serving as Chairman Emeritus of both Keep Lee County Beautiful and Keep Manatee Beautiful. He also serves as Chairman for the Community Cooperative and a board member for The Foundation for Lee County Public Schools. Phone: 239-229-7500, Fax: 407-869-8884, kbanskiak@wasteprousa.com, 2101 West S.R. 434, Longwood, FL 32779.

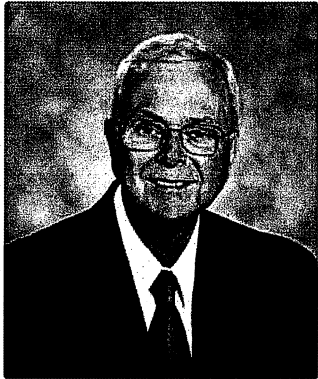
Cort Sabina – Chief Financial Officer:



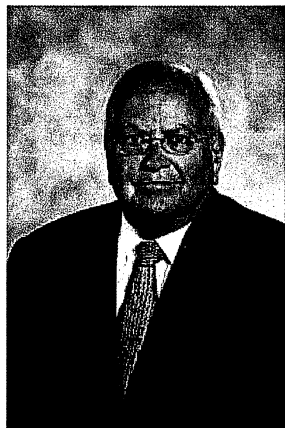
experience. At Waste Pro, he has served as Vice President of Finance and Controller. Today, he is CFO of the entire finance function for Waste Pro. Cort's experience began with one of the Nation's largest Taft-Hartley Health and Welfare and Pension Funds, Central States Southeast and Southwest area's Health and Welfare and Pension Funds in Chicago. During his 10 years with Central States, he held a variety of positions including Staff Auditor and Audit Manager. Widening his accounting skills in public accounting, he joined the "big four" firm Ernst & Young in Chicago, IL. He followed that roll as Division Controller with Allied Waste in the Chicago market. In 2000, Cort moved to Florida to join Florida Recycling Services (FRS). Following an acquisition by Waste Services (Progressive Waste), Cort continued with the company as a

District/Regional Controller. Cort joined the management team of Waste Pro USA as Corporate Controller in July 2006. Cort has held the position of V.P. and Chief Accounting Officer and most recently in June 2013 has assumed the duties of CFO. He is a member of the Rollins College Financial Leadership Network (FLN) as part of the CFO Council. Phone: 407-869-8800, Fax: 407-869-8884, csabina@wasteprousa.com, 2101 West S.R. 434, Suite 315, Longwood, FL 32779.

Bob Hyres - Executive Vice-President: Mr. Hyres has over thirty years of experience in the solid waste and recycling industry. He is a recognized expert in all aspects of solid waste collection, recycling, processing and disposal. He has been a leader in managing very large multiple operations, complex municipal marketing groups and in government affairs. He is actively involved in key leadership roles in local, state and national environmental organizations. He is the past Chairman of the Advisory Board for the Florida Center for Solid and Hazardous Waste Management (a Florida University System Study Center) and the Florida Chapter of the National Solid Wastes Management Association (NSWMA). He also currently serves on the Government Affairs Committee for the national arm of the NSWMA. He was recognized for his statewide leadership role in Florida and was awarded the 2002 NSWMA National Distinguished Service Award in Las Vegas. Bob earned an undergraduate degree in Business and Economics and a Masters' Degree in Management from Rollins College and the Rollins College Crummer Graduate School, Winter Park, Florida. Phone: 407-869-8800, Fax: 407-869-8884, bhyres@wasteprousa.com, 2101 West S.R. 434, Suite 315, Longwood, FL 32779.



Ron Pecora – Chief Marketing Officer: Mr. Pecora has more than 35 years of professional experience in marketing management, relationship marketing, public relations, advertising and community engagement. As Waste Pro's CMO, he manages corporate-wide internal and external communications, advertising, sponsorships, internet sales, collateral literature development and overall business development programs. Prior to joining Waste Pro in 2010, Ron owned a marketing communications' (advertising and public relations) company for 20 years. Early on in his career Ron was the Marketing Director for a consulting engineering firm with 50 offices throughout the Southeast. He has been active in the Central Florida community, chairing the boards of many social services organization. Ron also served as a Commissioner of the Orlando Housing Authority. He is a 1968 graduate of UF, College of Journalism. After graduation Ron served as an information spokesperson in the USAF during the Vietnam War. Phone: 407-869-8800, Fax: 407-869-8884, rpecora@wasteprousa.com, 2101 West S.R. 434, Longwood, FL 32779.

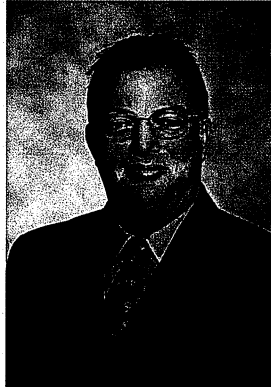


Shannon Early – Corporate Human Resources Director:

An Orlando native, Ms. Early has more than 20 years of Human Resources experience. A graduate of Florida State University, Shannon is certified as a Senior Professional in Human Resources (SPHR) by the Society for Human Resource Management. Shannon began her career with SunTrust Banks, Inc. where she was responsible for recruiting and employee relations within their Operations Division. In 1998 she joined AAA, transitioning to the position of Manager of Employee Development and Staffing. In this role Shannon held HR responsibilities that covered a variety of assignments, including recruitment, employee relations/engagement, management training, EEO/AA, and policy development. Ms. Early joined Waste Pro in 2011 as Manager of Training and Human Resources. In August 2013 she assumed the responsibilities of Director of Human Resources. Shannon is a member of the Employers Association Forum Board. Education Level: B.A. Management, FSU. Phone: 407-869-8800, Fax: 407-869-8884, searly@wasteprousa.com, 2101 West S.R. 4343, Suite 315, Longwood, FL 32779.

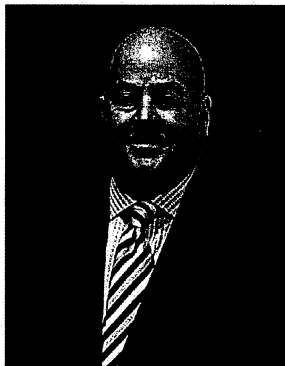


Tim Dolan – Vice President of Municipal Marketing: With over 30 years of experience in the solid waste



and recycling industry, Vice President of Municipal Marketing, Tim Dolan will be the Contract and Transition Project Manager. A second-generation garbage man, Tim began working in this industry during high school. He has held positions in sales, human resources, operations, safety, management and municipal marketing. He has worked in Kentucky, Georgia, North and South Carolina and Florida for regional and national solid waste firms. Tim has successfully managed over 20 contract startups (transitions) ranging from 500 to 40,000 homes in the past 19 years, including unincorporated Marion, Seminole, Orange, Polk, Volusia and Lake Counties. Tim has managed the Central Florida market for Waste Pro since 2002, and he is familiar with every county and municipal contract within his footprint. Tim has been a board member of BSA–Central Florida Council, Seminole State Foundation, Private Business Association of Seminole County, Florida Citrus Sports, Four Townes Rotary, and Volusia County Boys and Girls Clubs. Education Level – B.A. History, NCSU, Raleigh, NC. Phone: 321-231-2544, Fax: 407-869-8884, tdolan@wasteprousa.com, 2101 S.R. 434, Longwood, FL 32771.

Romeo Vellutini – Corporate Director of Safety:



Originally from Denver, CO, Romeo spent much of his life in Las Vegas. He joined the Waste Pro team in 2017 and has more than 20 years of experience in the waste and recycling industry. Prior to joining Waste Pro, he was an Area Safety Manager for a national waste services firm. He was instrumental in developing process improvements, claims & risk reduction procedures, and OSHA/DOT compliance. Romeo has a particular knack for team building and getting employees to “buy in” to cultural change, as it’s related to improving safety practices and procedures. One of his greatest accomplishments was being recognized and awarded for finishing first in Safety Compliance nationwide. He’s a member of the American Society of Safety Engineers and he currently resides in Debary, FL. Phone: 407-869-8800. Fax: 407-869-8884,

rvellutini@wasteprousa.com, 2101 West S.R. 434, Suite 315, Longwood, FL 32779.



Experience

We are proud to offer services from over 75 locations in ten states which include Florida, Georgia, Louisiana, Mississippi, North & South Carolina, Tennessee, Alabama, Arkansas and Missouri. Waste Pro holds over three hundred exclusive City and County franchises. Waste Pro provides solid waste and recycling services to over 2,000,000 residences and over 40,000 businesses.

Waste Pro Storage, Maintenance, Staging and Office Locations

Longwood, FL (corporate office)

Fort Myers, FL
Milton, FL
Southaven, MS
Cocoa, FL
Fanning Springs, FL
Jacksonville, FL
Midway, FL
Daytona Beach, FL
Sarasota, FL
West Palm Beach, FL
Davenport, FL
Panama City Beach, FL
Ocala, FL
Hernando, FL
Athens, GA
Hardeeville, SC
Alabaster, AL
Concord, NC
Gautier, MS
Meridian, MS
Kenner, LA
Jackson, MS
Natchez, MS
Brookhaven, MS
Elkton, FL
St. Augustine, FL
Ball Ground, GA
Birmingham, AL
DeKalb, MS
Crestview, FL
Southport, FL

Fort Pierce, FL
Sanford, FL
Arden, NC
Orlando, FL
Alachua, FL
Bunnell, FL
Palatka, FL
Lake City, FL
Crestview, FL
Talleavast, FL
Pembroke Pines, FL
Columbus, MS
Pompano Beach, FL
Clearwater, FL
Clermont, FL
Doraville, GA
Summerville, SC
Spanish Fort, AL
Monroe, NC
Ocean Springs, MS
Hattiesburg, MS
Geismer, LA
Miami, FL
Greenwood, MS
Hoxie, AR
Interlachen, FL
Quincy, FL
Atlanta, GA
Lake City, FL
Blountstown, FL
Freeport, FL

Since 2001, Waste Pro USA has earned most of these hauling contracts through a competitive bidding process, however some were absorbed through acquisition:

Allgood – AL, Alachua – FL, Arcade - GA, Archer – FL, Beaufort – SC, Bellevue – FL, Belmont – NC, Bessemer City – NC, Bibb County – AL, Bloomingdale – GA, Bowman – GA, Bonifay – FL,



Bradenton Beach – FL, Branford – FL, Bristol – FL, Brooker – FL, Buncombe County - NC, Calhoun County – FL, Canton – MS, Cape Canaveral – FL, Cape Coral – FL, Carl – GA, Casselberry – FL, Carthage – MS, Chiefland – FL, Cedar Key – FL, Concord – NC, Crescent City – FL, Crestview – FL, Cross City – FL, Danielsville – GA, Daytona Beach – FL, DeBary – FL, Decatur – MS, Deltona – FL, Denton – NC, Flagler County – FL, Foley – AL, Fort White – FL, Gadsden County – FL, Gonzalez – LA, Grant Valkaria – FL, Gautier – MS, Greensboro – FL, Gwinnett County – GA, Harrison County – MS, Havana – FL, Hawthorne – FL, Hinds County – MS, Hollywood – FL, Ila – GA, Indian Trails – NC, Interlachen – FL, Inglis – FL, Jackson County – MS, Jacksonville – FL, Jasper – FL, Jefferson – GA, Jemison – AL, Kimberly – AL, La Crosse – FL, Lake Helen – FL, Leake County – MS, Lee County – FL, Liberty County – FL, Locust Fork – AL, Loganville – GA, Longwood – FL, Louisville – MS, Loxahatchee Groves – FL, Manatee County – FL, Maysville – GA, Melbourne Village – FL, Meridian – MS, Melbourne Beach – FL, Micanopy – FL, Midway – FL, Minneola – FL, Miramar – FL, Monroe – NC, Montverde – FL, Moss Point – MS, Nicholson – GA, Neptune Beach – FL, Newberry – FL, North Lauderdale – FL, North Miami – FL, Noxapater – MS, New Smyrna Beach – FL, Oak Hill – FL, Ocala – FL, Ocean Springs – MS, Orange County – FL, Orchid – FL, Palatka – FL, Palm Beach County – FL, Palm Coast – FL, Palm Shores – FL, Pascagoula – MS, Perry – FL, Philadelphia – MS, Port Orange – FL, Port Royal – SC, Port St. Joe – FL, Port St. Lucie – FL, Putnam County – FL, Punta Gorda – FL, Quincy – FL, Ridgeland – SC, Salisbury – NC, St. Lucie County – FL, St. Lucie Village – FL, St. Marks – FL, Sanford – FL, Seminole County – FL, Santa Rosa County – FL, Snellville – GA, South Daytona – FL, Summerville – SC, Sweetwater – FL, Tallahassee – FL, Taylor County – FL, Thunderbolt – GA, Trenton – FL, Tybee Island – FL, Walnut Grove – MS, West Park – FL, White Springs – FL, Williston – FL, Windermere – FL, Winter Park – FL, Winter Springs – FL, Yankeetown – FL, Cape Canaveral Air Force Base – FL, Patrick Air Force Base – FL, Parris Island Recruiting Depot – SC, Kennedy Space Center – FL, Atlantic Marine Tri Command – SC, Joint Base Charleston Naval Weapons Station – SC, Dobbins Air Force Base – GA.

Local Staff Experience!

The Waste Pro veterans who will continue working your Windermere contract have over 200 years of combined experience in this industry, and some are second generation employees! Whether Management, Maintenance, Operations, Safety, or Administrative, we continue to offer The Town of Windermere seasoned veterans from Central Florida. These professionals have worked together at Waste Pro for years. We understand each other's roles, and we support each other in various capacities. Each of the following solid waste veterans are currently involved in the Windermere contract. One of our benchmarks is longevity - in this industry managers come and go. Not so with Waste Pro - our managerial staff remains bedrock in Central Florida, and our municipalities can count on the same, reliable team members year after year. We do not rely on collection subcontractors. Only seasoned veterans are responsible for your contract.

Regional VP – Erik Sankey – Overall Project Management

Erik has over two decades of experience in the solid waste and recycling industry, previously holding managerial roles with two national haulers. In addition, he has experience as an owner/operator for smaller regional haulers. Sankey joined Waste Pro in 2019 as a Regional Operations Manager for our Central Florida footprint and was promoted to Regional Vice President in 2020. As RVP, he oversees Waste Pro operations in Orange, Seminole, Brevard, Volusia, Marion and Lake Counties. Waste Pro's Central Florida Region is one of our original service areas, serving Windermere, Winter Park, Maitland, Sanford, Winter Springs, Daytona Beach, Port Orange, Ormond Beach, Ocala, Cape Canaveral, Lake, Orange, Seminole and Lake Counties. In addition to managing the region's six operational facilities, Erik oversees Waste Pro's recycling facility in Ocala, our transfer station in Ormond Beach and compressed natural gas (CNG) stations in Sanford and Daytona. Phone: 407-401-6771, Fax: 407-786-0800, esankey@wasteprousa.com, 3705 St. John's Parkway, FL 32771.

Division Manager – Steve Painter – Overall Supervision

A veteran in the solid waste and recycling industry, Steve has managed the Windermere contract for three years. Mr. Painter began his career in 1985 as a thrower on a residential truck in Pittsburgh, PA. With an aptitude for analysis and management, he moved into commercial dispatch and gradually worked his way into a Division Manager position, managing one of the largest hauling divisions in Pennsylvania. Steve then moved to Florida where he worked nine years as a regional Operations and Productivity Specialist, Regional Operations Manager and Division Manager for Waste Pro's Orlando and Lake County operational facilities. Phone: 321-377-1145, Fax: 407-398-0357, spainter@wasteprousa.com, 1400 S. Orange Blossom Trail, Orlando, FL 32805.

Operations Manager – Pedro Pratt – Direct Supervision

Another industry veteran, Pedro has over 25 years of industry experience. Before joining Waste Pro, Pedro began his career with BFI in 1994 as a helper. It was there he obtained his CDL and became a residential driver, commercial driver and route supervisor. In 1999 he moved to Ormond Beach where he managed three large Volusia County municipal contracts valued at \$16M annually. In 2003 Pedro was promoted to the Safety Division. In this capacity he excelled in reducing claims and at-fault incidents. In 2005 he transitioned to Operations Management for the Orange City Operational Facility, with over 65 residential and commercial routes. During this time Pedro managed opening of the Tavares Operational Facility in Lake County. In 2015 Pedro moved to Texas to become Division Manager of a large hauling outfit. We are proud to have Pedro back in Florida and on the Waste Pro team! Phone: 321-355-8878, ppratt@wasteprousa.com, 1400 S. Orange Blossom Trail, Orlando, FL 32805.

Field Supervisor – Chris Barnes



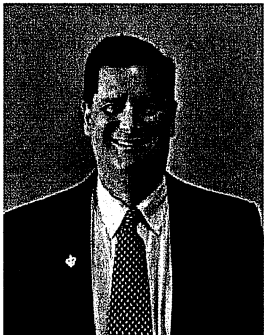
Mr. Barnes began with Waste Pro as a thrower in 2008 and he quickly earned his CDL. A trustworthy residential recycling driver, Chris was the first choice for a resident route manager for our Windermere, Maitland and Winter Park contracts. Chris commands positivity, crew camaraderie and respect among his peer supervisors. Always eager to please, Chris has developed a knack for organizing and managing special events as well as acting as a liaison between Waste Pro and City Staff. Phone: 407-427-7705, Fax: 407-398-0357, cbarnes@wasteprousa.com, 1400 S. Orange Blossom Trail, Orlando FL 32805.

Regional Safety Manager – Tim Nicholson



Tim spent 30 years in the fire services industry before joining Waste Pro. In his 30 years with Seminole County Fire Department, he was a Paramedic and gradually rose to Lieutenant. He was responsible for Training, Response, Hazardous Waste and EMS calls. As a Battalion Chief, Tim was responsible for EMS response and overall department oversight. He was responsible for development of the rescue fleet and training of department Paramedics. As a Division Chief of Logistics, he was responsible for the fleet, building maintenance, facilities construction, Departmental Compliance and Accreditation. Mr. Nicholson headed up the Department's Safety Committee and he represented the County's Safety Committee. Tim was a BSA Assistant Scout Master, Dixie Youth baseball coach and is currently the President of a high school band Parent's Association. We are proud to have Tim Nicholson on the Waste Pro Team! Phone: 407-342-9238, Fax: 407-786-0800, tnicholson@wasteprousa.com, 1400 S. Orange Blossom Trail, Orlando, FL 32805.

Government Affairs & Marketing – Platt Loftis



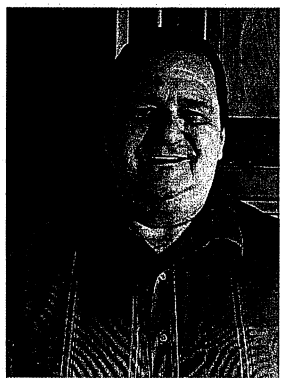
Platt began his solid waste and recycling career as a trainee in February 2006. He began working as a route supervisor for Winter Springs, then Longwood. He was promoted to an Operations Manager in 2008, overseeing municipal startups in Casselberry, Orange County, Port Orange, Buncombe County, NC and Concord, NC. He also managed our Seminole County, Deltona, Sanford, Winter Springs, Longwood and Windermere contracts. In 2009 he was promoted to Division Manager of Waste Pro's Cocoa facility, where he started up our Cape Canaveral, Palm Shores, Melbourne Beach and Melbourne Village contracts. In 2012 Platt was assigned to the Regional Office as a Municipal Marketer. His footprint covers Osceola, Orange, Brevard, Lake, Seminole and Polk Counties. Education Level – B.A. United States History, UNC – Chapel Hill, NC. Phone: 407-383-0003, Fax: 407-786-0800, email: ploftis@wasteprousa.com, 3705 St. Johns Parkway, Sanford, FL 32771.

Regional Controller – Kerry Salazar



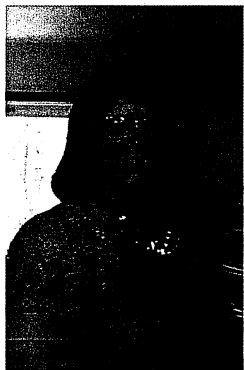
Kerry Salazar previously worked in the financial management field, w as a controller for construction and mortgage firms in Colorado, Virginia and Georgia. Since joining Waste Pro in 2008 as a Regional Controller, Kerry has been responsible for the daily general ledger accounting and financial reporting for seven hauling divisions, one landfill and one recycling material recovery facility (MRF). She also analyzes the results of the region's performance against historical and budgeted strategic planning, which facilitates the decision-making of Division Managers and the Regional Vice President. Ms. Salazar's role has expanded with the Central Florida region – she now is involved in every operational and managerial aspect of each growing division, which affects her P&L and budget forecasts. Education Level – B.A. Accounting, Colorado State University. Phone: 407-774-0800. Fax: 407-786-0800, ksalazar@wasteprousa.com, 3705 St. Johns Parkway, Sanford, FL 32771.

Regional Analyst – Rich Meinert



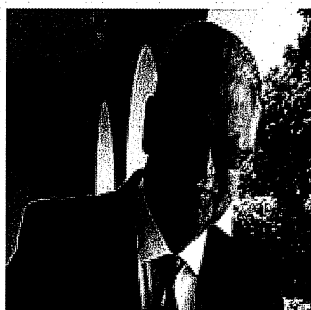
Rich is a retired Senior NCO with 20 years of active duty in the USAF. He spent 10 years as a manager for Seminole County Solid Waste Department. During his employment with Seminole County he received steady advancement with titles including: Customer Service Manager, Operations Manager, Project Manager, Program Manager, and Division Manager. In these roles Mr. Meinert was involved in almost every facet of municipal solid waste and recycling operations. Joining the Waste Pro team in 2009 as a Regional Analyst, Rich is responsible for Data Management, Contract Administration and Report Administration. Rich also oversees RFID technology. Education Level – MBA, University of Phoenix. Phone: 407-774-0800, Fax: 407-786-0800, email: rmeinert@wasteprousa.com, 3705 St. Johns Parkway, Sanford, FL 32771.

Regional Office Manager – Donna Hardy



Donna began working in the solid waste industry in May 1994 as an assistant controller for three districts in North Florida. Over the next thirteen years, she became a Senior Controller for 3 hauling companies, 4 landfills and three transfer stations stretching from Folkston, Georgia to Wildwood, Florida. In 2009 she was promoted to Senior Processor for all container capital purchases and Transfer Stations and Landfill expansion projects for the entire North Florida Area (53 districts – hauling, landfill and transfer stations). Donna joined the Waste Pro team in March 2012 as Regional Administrator for North and Central Florida. In this role she supports and trains Waste Pro administrators and operational staff members. Mrs. Hardy received an Accounting degree from Daytona State College in 1994. Phone: 406-774-0800, Fax: 407-786-0800, dhardy@wasteprousa.com, 3705 St. Johns Parkway, Sanford, FL 32771.

Regional Maintenance Manager – David Ginapp



A US Navy submarine veteran, David has over twenty years of experience in the solid waste industry as a mechanic and shop manager. He also worked as a route supervisor and container/compactor repairman and supervisor. David was promoted to maintenance manager, Division Team Leader (overseeing 6 hauling divisions) and Regional Maintenance Manager, overseeing forty-three locations in 9 states. Before he came to Waste Pro earlier this year, he was Region Fleet Director over twenty-three hauling divisions in 6 states. He now manages our Central Florida footprint, which includes Marion County. Mr. Ginapp has an A.A. degree in Business. Phone:

407-455-8175, Fax: 407-786-0800, mginapp@wasteprousa.com, 3705 St. Johns Parkway, Sanford, FL 32771.

Driver Training Center Manager – Larry Lemon



Mr. Lemon, a USAF veteran (flight engineer), is another Waste Pro manager with solid waste and recycling experience. Beginning his management career with Seminole Precast Manufacturing, Larry quickly rose up through the ranks, eventually becoming Production Manager. Larry managed over 200 employees through his 10-year career at Seminole Precast. In 2009 Larry joined Waste Pro as a residential driver, and quickly became a leader within the driver ranks. Mr. Lemon became a Safety Trainer in 2013, then was promoted to Driver Training Center Manager earlier this year. Larry trains all new drivers on the **Smith System**, a world class video driver training system. Once drivers pass a written examination, Larry then conducts a closed course training phase. Mr. Lemon

advances drivers who successfully pass this phase into a two-week mentor program. Drivers who fail any portion of his training program are hired on as residential helpers. Any new Town of Windermere drivers will go through the Driver Training Center program before commencement. Phone: 407-947-0518, Fax: 407-786-0800, llemon@wasteprousa.com, 3705 St. Johns Parkway, Sanford, FL 32771.



REFERENCES

1. **CUSTOMER NAME: Town of Windermere**
ADDRESS: 614 Main Street, Windermere FL 34786
TELEPHONE: 407-876-2563, extension 5324
EMAIL: rsmith@town.windermere.fl.us
CONTACT NAME: Robert Smith, Town Manager
2. **CUSTOMER NAME: City of Lake Mary**
ADDRESS: 100 N. Country Club Road, City of Lake Mary, FL 32746
TELEPHONE: 407-585-1419
EMAIL: ksmith@lakemaryfl.com
CONTACT NAME: Kevin Smith, City Manager
3. **CUSTOMER NAME: City of Maitland**
ADDRESS: 1776 Independence Lane, City of Maitland, FL 32751
TELEPHONE: 407-539-6221
EMAIL: sanselmo@itsmymaitland.com
CONTACT NAME: Sharon Anselmo, City Manager
4. **CUSTOMER NAME: City of Winter Park**
ADDRESS: 401 S. Park Avenue, Winter Park, FL 32789
TELEPHONE: 407-876-2563
EMAIL: mneuner@cityofwinterpark.org
CONTACT NAME: Michelle Neuner, Assistant City Manager
5. **CUSTOMER NAME: City of Winter Springs**
ADDRESS: 1126 E. State Road 434, Winter Springs, FL 32708
TELEPHONE: 407-327-5957
EMAIL: sboyle@winterspringsfl.org
CONTACT NAME: Shawn Boyle, City Manager
6. **CUSTOMER NAME: City of Port Orange**
ADDRESS: 1000 City Center Circle, Port Orange, FL 32129
TELEPHONE: 386-506-5571
EMAIL: mneals@port-orange.org
CONTACT NAME: Mick Neals, Solid Waste Manager
7. **CUSTOMER NAME: City of Daytona Beach**
ADDRESS: 301 S. Ridgewood Ave., Daytona Beach, FL 32114
TELEPHONE: 386-671-8750
EMAIL: holmesandrew@codb.us
CONTACT NAME: Andrew Holmes, Public Works Director



Service Approach

Project Scope

Waste Pro will continue to provide all labor, materials, personnel and equipment needed to provide Residential Solid Waste, Bulk Waste and Recycling Services for all residential areas within the Town of Windermere, including Town Public Facilities. We have two nearby Operational Facilities in Lake and Seminole Counties, should Windermere require additional labor and equipment due to a severe storm or disruptive event.

Personnel and Customer Service

Waste Pro offers The Town of Windermere the very best in this industry. We have started up and managed many local, Central Florida contracts: Windermere, Winter Park, Maitland, Sanford, Winter Springs, Casselberry, and Oviedo, just to name a few. Erik Sankey and his Central Florida team understand the magnitude and depth of this contract. We have years of experience in managing each facet required in this Request for Proposals. Your Division Manager Steve Painter will continue to act as the primary point of contact, and he will manage all daily administrative and technical matters related to this contract. Town Staff will have Mr. Sankey and Mr. Painter's cell number – we are at your service, 7 days a week. Your local Waste Pro Operational Facility is located at 1400 S. Orange Blossom Trail, Orlando FL 32805. This facility is manned Monday – Friday, 7 AM to 5PM. Phone: 407-398-0348. An Orlando Manager or Supervisor will be on call every weekend.

All potential Windermere employees undergo a comprehensive background check. Drug testing is mandatory and will be ongoing (random screenings). A third-party contractor selects names randomly. Waste Pro mandates a Drug and Tobacco-free Workplace, which is advertised and managed throughout the company. Once potential employees are screened and hired:

- All employees are put through a comprehensive training program describing company policies and procedures.
- Employees are taught the "Waste Pro Way". They will know what is expected of them professionally and how to conduct **superior customer service**.
- They are trained for an initial two weeks at our Sanford regional facility. This is the practical training phase – every aspect of a collection vehicle is taught, then employees must pass a driver competency test. Drivers that pass the competency and road test can progress to the next phase.
- Next phase is "mirroring". Employees are placed with a seasoned driver, on an established route, to observe proper Waste Pro driving and collection methods. Employees are then taught the specific needs of Windermere's routes. They will observe each material, set-out quantities, and become familiar with yard waste piles during dry runs.
- Field supervisor Chris Barnes continually monitors new and existing employees, ensuring safe driving and collection procedures! **It is also his responsibility to ride behind all routes to ensure that any misses or late set outs are collected!**
- We use a live camera system called 3rd Eye which records data and images in and around vehicles. It is used to evaluate driver's performance and safety behavior, every day.



- Our employees and managers will continue to observe the Town's expectations related to heavy traffic conditions!

Strategy

Our staffing strategy guarantees that there will be no service disruptions due to staff shortages. Each year we budget extra drivers and laborers to cover vacation, personal time off, sick leave and any other issues affecting staffing. When the Covid-19 pandemic hit, this staffing procedure became even more critical. We maintained a consistent level of service in Windermere and we prevented an infection outbreak within our employee ranks. We continued to institute a plan to cover potential labor shortages due to the virus, while implementing a detailed COVID-19 Exposure Prevention Plan pursuant to CDC guidelines. As a result, we experience very few service issues in Windermere and the other communities we service.

Local Customer Service – For the last twenty years Waste Pro Customer Service Representatives have understood The Town's customer service standards and requirements. We know your roads, residents, businesses and Downtown special events. This is the difference that you will only receive from your community waste hauler - Waste Pro. **We do not believe in out of state call centers - our Customer Service Representatives are local.** Your Waste Pro Office Manager, Customer Service Manager, Route Supervisors and Division and Operations Manager will contact Town Staff as needed to ensure prompt collection, and we will continue to be available when you need us. Our Local Customer Service Department provides 7 day a week accessibility.

Required Reports and Inspections: Requested weekly, monthly and annual reports and audits are generated and continue to be available for Windermere, as required by contract. All maintenance logs, material types and quantities, complaints and requests, non-collection notices, cart distribution information, deliveries and swap outs, recycling set-out rates, etc. will continue to be maintained. All information, data and account records pertaining to this contract will continue to be maintained for three years after contract termination. Waste Pro will continue to provide Staff data and information in a format as requested. We continue to utilize the US Department of Homeland Security's E-Verify System.

Local Presence and a Unique Windermere Collection Approach

Waste Pro already services over 30 military and municipal contracts in Central Florida. We service more Florida municipal franchises than any other hauler operating in this State! We service four Orange County municipalities (Windermere, Winter Park, Maitland and Unincorporated Orange County) from our five-acre operational facility located on 1400 S. Orange Blossom Trail, Orlando. Maintenance and managerial departments are housed in this five-bay Operational Facility. Waste Pro stores all carts, commercial containers (dumpsters and compactors) here, as well as a metal welding site, fuel depot and 91 solid waste and recycling collection vehicles. Waste Pro prides itself in **NOT SUBCONTRACTING OUT OUR SOLID WASTE SERVICES!** This guarantees better customer service for the Town of Windermere.

Garbage Collection & Single Stream Recycling Carts: In addition to managing all waste streams, Waste Pro will continue to assemble and distribute 64-gallon recycling carts per Customer, as required. An adequate supply of carts shall be maintained for single-family residences, commercial accounts and Town Facilities. Cart distribution, substitutions, maintenance and an extra supply will be made available. All carts will be completely emptied and placed back in an upright position, with lids closed. Waste Pro will

continue to service the Town as requested: Garbage on Tuesday and Fridays, Recycling on Tuesday, Yard Waste on Wednesday, Bulk Item collection on Friday. Town properties will continue to be serviced at no charge. We will resolve all customer complaints within 48 hours. **Yard Waste and Large (Bulk) Items:** This is where Waste Pro particularly excels. Because we run 2-man Rear End Loaders (REL) in Windermere for Yard Waste and Trash, all material receives prompt collection. In addition, we have a claw truck available for move-outs and exceptionally large garbage or yard waste items.

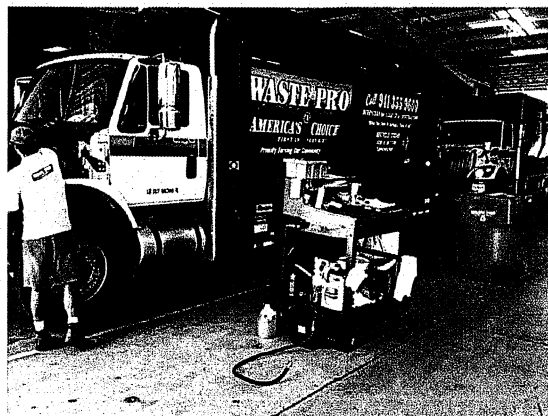
Routes, Schedules & Disposal Facilities: If required, collection routes will be provided on **GIS-compatible maps** at least 30 days prior to the commencement date, and annually thereafter. Waste Pro will run the routes as mapped, and we will not change any routes or schedules without prior approval from Staff. Every Waste Pro collection vehicle will have an updated map during every collection day. Solid Waste and Yard Waste will be deposited at Orange County Porter Transfer Station, located at 1326 Good Homes Road. Recycling will be deposited at Orange County Transfer Station, located at 701 McCormack Road, Apopka.

Fleet and Fleet Maintenance: Waste Pro is proud of maintaining the best-looking fleet in Orange County! Division Manager Steve Painter ensures that all trucks are washed thoroughly each week – exterior body, cabs and blades. Each collection truck has a shovel/rake/broom/fire extinguisher and spill kit. The 3rd Eye Safety System is checked **twice daily** to ensure proper working order. Each truck goes through a “Pre-Trip” and “Post-Trip” Safety Lane inspection each day.

Maintenance of our equipment is of utmost importance to us. We equip our trucks with many extras that are not normally standard on trucks. Our hydraulic lines are specially wrapped with an abrasive resistant armoring to ensure that we eliminate oil spills on your streets. All new trucks come with a chrome package, for better appearance and truck durability. We are also working on a program that will remediate brake dust and tire rubber particulate! A/C used to be standard only in commercial trucks, now it's installed in every collection vehicle.

As part of the preventive maintenance program, each driver is required to perform a “pre” and “post” vehicle inspection. Each inspection requires the use of a checklist, reflecting specific operational checkpoints requiring detailed inspection. As part of the pre-vehicle inspection, all deficiencies identified from the previous day's post inspection report is inspected and verified. Waste Pro maintains a “Lock-Out” policy for any vehicle pending repairs.

Waste Pro's **Dossier Fleet Maintenance Software** automates the control and administration of fleet maintenance management resulting in reduced downtime, reduced costs, lower spare parts inventories, extended equipment life, increased mechanic productivity, and better control of vendors and drivers. Dossier allows Waste Pro to increase efficiencies and reduce cost while maintaining high vehicle reliability and performance.





City Facilities: Waste Pro will provide bins, carts, dumpsters and commercial containers for recycling services at no additional cost.

Service Days and Times: Waste Pro will begin weekly residential service promptly at 7 AM, with a minimum of noise and disturbance. Routes will be completed by 5 PM, Monday through Friday. Regarding **Holidays**, Waste Pro currently collects garbage and recycling the following scheduled collection day. If the Town prefers not to wait that long and change post-Holiday collection to the following day (excluding Sunday), Waste Pro will gladly make this change.

Public Education: Windermere customers and Staff will receive a condensed version of the rules and regulations for residential solid waste, yard waste, recycling and other special services within 30 days of start of contract. A Staff-approved version will also outline customer and Waste Pro's obligations. These rules shall be made available to each new Town resident. With each new contract, Waste Pro offers provided this very educational process before contract commencement.

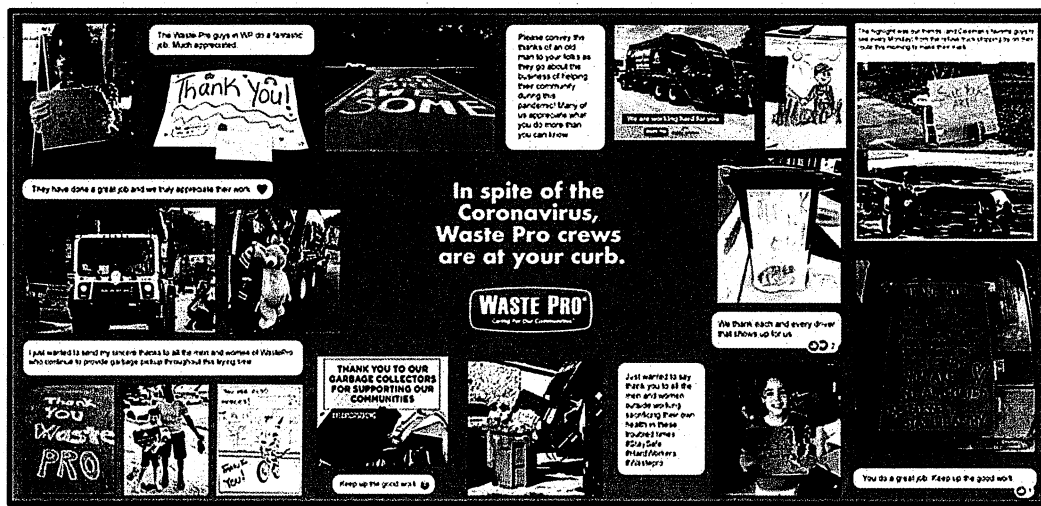
Safety: A \$10,000 Safety Bonus is offered to all Windermere drivers who maintain these standards for three years: 1) accidents/incident free, 2) no legitimate customer complaints, 3) no unexcused absences, 4) adherence to PPI (boots, vests, gloves and eye protection), and 5) regular, weekly cleaning of collection truck. Waste Pro is the only hauler in the State of Florida to offer this lucrative Safety Bonus, in addition to offering a year-end Performance Bonus, which is also paid out according to adherence to Safety.

Emergency Services: This is an area where Waste Pro has **seasoned experience**. With over twenty years of Florida storm and hurricane cleanup, from Miami to the panhandle, we absolutely understand what is required to clean up our communities. Within 72 hours of an impending storm, hurricane, or other event, Waste Pro will make available additional collection resources to remove debris, if needed. We have found that daily AM and PM communication is essential in these situations. At the end of the collection day it is imperative to "de-brief" with Windermere Staff regarding the day's results and discuss what is needed for the following day. Before a storm hits, an overall plan of action is required. We have found that the best plan of action is to collect a pre-designated amount of waste from each household, NOT to get bogged down in collecting all storm-generated material from each household all at once. By "touching" each household, Windermere residents will understand that collection crews are working on a large pile or set out each week. If crews can gradually work on each set out without having to clean each stop all at once, residents will understand that an emergency collection plan is in effect. The result of this will be fewer calls to Windermere Staff from upset residents.

COVID19: As this virus turned into a pandemic, the Department of Homeland Security Designated Solid Waste & Recycling collection as an "Essential Service". At the outset of the pandemic, John and Sean Jennings began to prepare for the virus' onslaught. Sean initiated our Covid-19 Exposure Prevention Plan to protect our employees and the communities we serve. These C-19 Protocols have been fine tuned/readjusted at times, but they consist of the following actions:

- Maintain at least 6 feet of Social Distancing on company premises, especially during AM Safety Meetings

- Make masks, latex gloves, soap and hand sanitizer available to ALL employees and visitors
- Sanitize office space and vehicles during non-operating hours
- Encourage Staff to work Remotely
- Restrict third party visitations
- Mandatory 14-day quarantine for employees who have travelled to hot spots
- Bi-weekly Regional meetings to discuss C-19 issues



Additionally, Waste Pro is in constant communication via media outreach. Our external communications platforms such as our Website, Facebook, Twitter and text messaging platforms allows residents to be aware of any service modifications, or interruptions in service schedules. We are careful to discuss such issues with our customers' staff before messaging takes place.

To further ensure customer satisfaction, Waste Pro uses the software package TracEZ with the Town. This platform allows us to manage and promptly address customer requests. By providing this quality program, we receive significantly fewer customer complaints than our competitors, which is a powerful competitive advantage. The Town of Windermere is already familiar with the TracEZ Software and its user-friendly program. This program allows Waste Pro, Windermere Staff, and customers to enter requests, compliments and complaints in real time, and users can instantly view resolution information. One of the key benefits of this software is that it enables us to observe geographic concentrations of customer requests on an interactive map. Many requests may signal a concern with a specific route. In such a case, the information can be relayed to our route supervisors to develop a strategy to prevent any further concerns.

Customers are also able to input feedback into the system, which is available for all users to view. The system is transparent in that Town Staff and Waste Pro can pull reports or individual requests to verify performance. The system has the capability of allowing us to post pictures of specific requests or incidences. TracEZ is the best software available for communication between Waste Pro, Town Staff and Town residents.

- A customer issue is received through the TracEZ system or called in and entered into TracEZ.



- The issue is then assigned for resolution to the appropriate party (i.e. billing, operations etc.) by the designated customer service representative for the Town.
- Resolution is reported back to the designated customer service representative and the work order is closed out in **TracEZ**.
- The customer is contacted to make sure that there has been adequate issue resolution.
- **The Customer Service Manager reviews all issues daily to make sure that all items are resolved by the end of the business day.**

Website Link:

To provide more information to your residents such as new recycling initiatives, Kick Off Campaign, and upcoming HOA meetings, Waste Pro dedicates a link to the Town's website. Holidays, pickup days and other frequently asked questions will be available with the click of a mouse. We have set up a direct link from the website, and we will keep all information updated regarding our services. This is just another way of easing communications with your residents.

Please contact Waste Pro directly for complaints, requests, clarifications, etc. 407-774-0800

COLLECTION:

Garbage Collection is picked up on Tuesdays & Fridays

Recycling is picked up on Tuesdays

All Yard Waste is picked up on Wednesdays

ALL ITEMS MUST BE ON THE CURB BY 7am FOR PICKUP

SPECIAL PICK UP (LARGE ITEMS) IS PROVIDED TWICE A YEAR. PLEASE CALL WASTE PRO DIRECTLY TO ARRANGE FOR A TIME AND DATE OF PICKUP

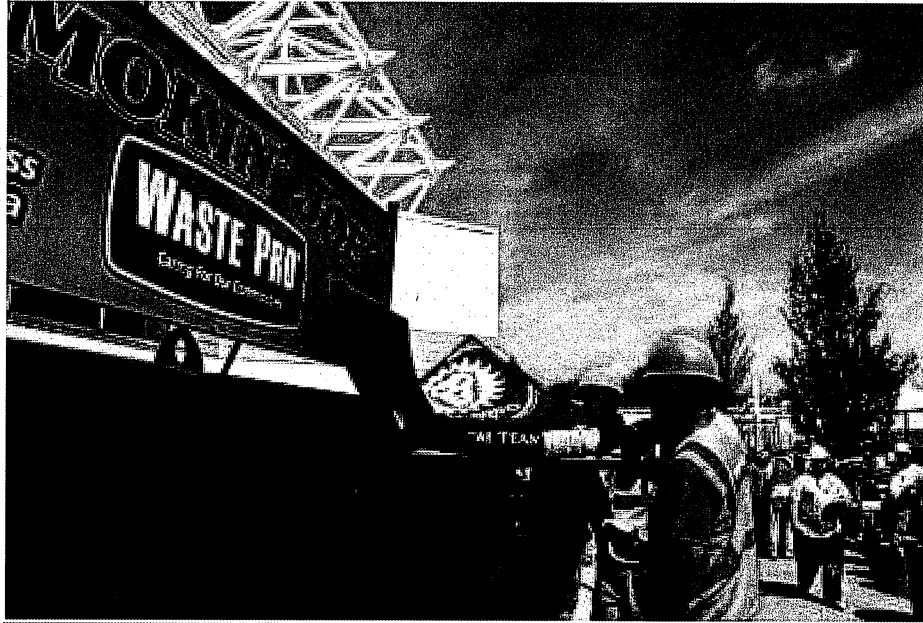


Town of Windermere Rules & Regulations

Recycling Program Promotion!

1. Public Awareness Campaign: Waste Pro offers new educational Kick Off Campaign to **promote recycling AND prevent costly contamination.**

Waste Pro will be proud to support a program "Kick Off" event to promote the Town's single stream recycling program. Single stream recycling unfortunately has resulted in high contamination rates. Our goal will be to educate residents about 1) the new solid waste and recycling program and 2) how to reduce recycling contamination. To support this event, Waste Pro Chef Edwin Hernandez will prepare hundreds of hotdogs and hamburgers with our "**Smokin Joe**" cooker! We will set up tents, provide recycling educational materials and discuss the Town's new recycling program with interested residents. Children love our "Stop Look & Learn" **educational coloring book**, adults will appreciate the new flyer describing the "Do's and Don'ts" of recycling. This very flyer can be attached to the Waste Pro link at the Town's website. We have found that interactive activities also help with recycling educational campaigns. Waste Pro will provide the Town's recycling truck at this event to provide **recycling collection demonstrations** to adults and children. Children and adults are invited to participate with this live demonstration, with the assistance of your Waste Pro driver. We have provided similar activities during Windermere's **Arbor Day Festival**.



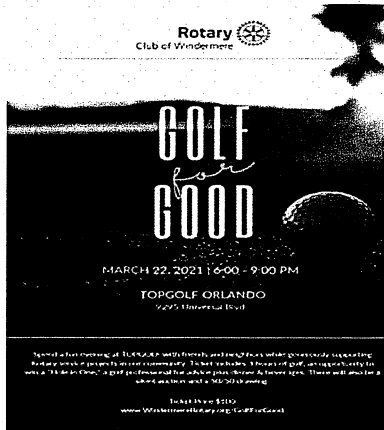
Little Darlings Love Waste Pro in Melbourne Beach

Recently, students in Melbourne Beach, FL were ready and waiting for their local garbage collection duo from Waste Pro, John Weisman and Juwan Price, complete with homemade signs and plenty of high-fives! "These gentlemen always engage with the community, drive by the school and honk and wave to the children. Today they were ready for them with banners and hugs," said Division Manager Daniel Robson.



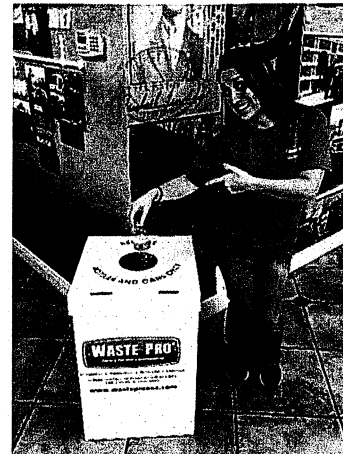
2. A new, revised recycling flyer describing recycling "Do's and Don'ts" Due to China's non-import regulations, recycling loads must be almost completely free of contamination. Contaminated recycling loads are diverted to landfills, which defeats the purpose of recycling altogether. Recycling's "Top Contaminants" are plastic bags, tanglers (wires/cords/hoses), styrofoam, food waste and yard waste – each of these contaminants will be highlighted. Markets are starved for clean, uncontaminated material. In order to assist this process, Waste Pro offers to distribute flyers to residents describing what items contaminate loads, and what items are acceptable and nonacceptable materials.

3. Our Marketing Staff will attend and participate in HOA/Windermere Rotary events to address

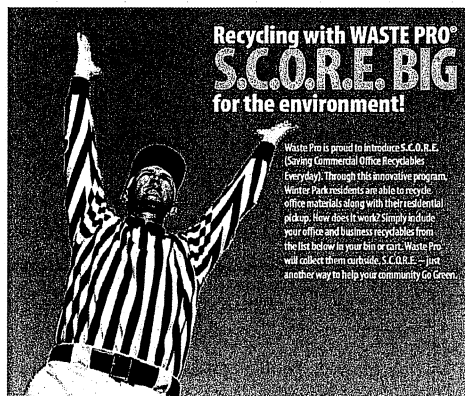


recycling contamination and discuss the current global recycling market. Just last month Windermere Rotary invited Waste Pro to provide a recycling update. Our corporate VP of Recycling hosted the presentation via Zoom. He discussed recycling processing methods, the global impact of the Chinese import ban and the effects of contamination. **Windermere Rotary** was impressed this presentation, so much that we were asked to conduct the same meeting next year. After the presentation we offered to become a \$1000 sponsor for Windermere Rotary's Top Golf Fundraiser! If Windermere HOA's would like a recycling presentation/Q&A, our marketing team is glad to lead such a discussion.

4. Downtown/Special Event Recycling. Waste Pro will continue to provide 35-gallon Solid Waste and **Recycling Containers** (pictured) at Windermere's Special Events: **Wine & Dine, Arbor Day, Food Truck Night, Farmers Market, Fall Festival, Car Show, Windermere 5k Run Among the Lakes, and Parks and Recreation Clean-Up Day events.** In addition to financially supporting some of these events, we have provided 8-yard commercial dumpsters, and these special trash and recycling event boxes at **no charge**. Waste Pro also supports the Windermere Police Foundation and Windermere's Christmas Toy Drive. What other local hauler will provide your Town with this ongoing, annual support? This is proof of our company's motto - **Caring for Our Communities!** Since the very first year we have been the primary sponsor for Windermere Wine & Dine, and we proudly support this event not only financially, but with attendance and with recycling and trash containers.



5. S.C.O.R.E. Recycling Program. This unique Waste Pro program allows smaller Windermere



Quick reference of acceptable materials for home, office or business recycling

Aluminum: beverage containers, foil, casserole pans and pie plates
Cans: steel, tin and empty aerosol cans

Plastic bottles: pet containers such as soda bottles, dishwashing soap and shampoo bottles; halogenated and colored containers such as milk jugs, water bottles and detergent bottles. Labels are acceptable. Items with a #1, #2, #4, #5, #6 or #7 recycle symbol.
For maximum efficiency, please clean the above items and remove the original contents, labels, lids and plastic caps. These items will not be accepted if they are not clean.

Paper and cardboard: All loose newspapers, newspaper containers that are flattened, cut down or folded to 4" x 4" flattened and 2" x 2" squares. Seven paper or card paper bags, telephone books, magazines, catalogs and glossy print publications; paperboard such as cereal boxes, utility book boxes and wax-coated paperboard; mixed use residential and office papers; shredded paper; junk mail, computer and school paper, envelopes and manila folders.

Not accepted for recycling: Plastic bags, Plastic tubs, Garbage



www.wastepro.com/locations/fl/windermere

commercial entities to take recyclables home. Waste Pro will then collect these materials during residential collection days. Many small business owners do not have the storage capacity or the means to sign up for commercial recycling service. This program allows these smaller entities to piggyback their office/commercial recycling with the Town's residential recycling program. SCORE is a very simple, cost-effective and efficient way to divert materials away from the landfill, and it benefits smaller businesses with very tight budgets. There is no cost other than what the Windermere business owner normally pays for monthly residential collection. This is also a great educational tool to help communicate what items can and cannot be placed into the recycling stream. Attached is the S.C.O.R.E. Recycling Program that we utilize in neighboring Winter Park.

6. HHW and PAPER SHREDDING DAY. Waste Pro offers to provide these two services to the Town of Windermere at a negotiated rate. Regarding HHW (**Household Hazardous Waste**) DAY, Waste Pro has an in-house, FDEP-certified HazMat Team to collect old household paints, solvents, CFL lightbulbs, pool and household cleaners & batteries, antifreeze, used oil filters, pesticides and fertilizers. All that is needed is a public park or Town Square where our HHW team can set up a drop-off and collection site. These weekend events are advertised months before they take place, usually on the Town website, a water bill, and on a Town sign. Waste Pro can also accommodate **paper and document shredding** services in similar fashion, also at a negotiated rate.



Caring for our Communities – As described above, we are engaged in our local communities - we believe in being a part of the local community as well as giving back where we work, live and play. Each year Waste Pro spends thousands of dollars in local charity, non-profits and other events to help strengthen our communities. This is a direct reflection of how we "Care for our Communities."

ALTERNATE BID

Waste Pro offers the Town **three** additional benefits to our proposal, two of which are already in place:

1. Conversion of Single Stream to Dual Sort Recycling. Markets are starved for clean,

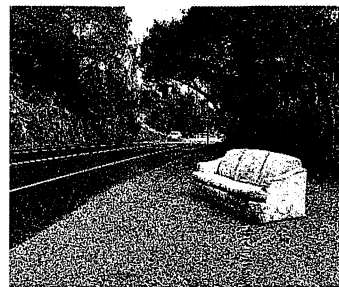


uncontaminated recycling loads, which continues to be a domestic challenge. To **reduce contaminated recycling material**, Waste Pro offers to provide dual-sort recycling as an alternative to the single stream bid requirements. Running dual sort vehicles **utilizing 18-gallon recycle bins** will yield drastically cleaner material loads, which would help slow or reverse escalating processing charges. This

method requires manual sorting at the curb. In the past, the Town utilized blue (paper) and orange (plastic and metal containers) 18-gallon recycling bins. Once a recycling plant comes online in Orange County, the Town would be in a position to receive better pricing utilizing this option. There will be no cost increase associated with changing to Dual Sort bins.

2. Customer Complaints. The Request for Proposals requires customer complaints be resolved within 48 hours. Waste Pro has, and will continue to resolve, complaints either same day, or within 24 hours! If Supervisor Chris Barnes receives a complaint early enough, he will be able to call the complaint directly to the route driver or resolve the complaint on his own. Complaints currently receive resolution before the next day (24 hours), however, it has always been our goal to resolve a complaint (ex: missed garbage collection) the very same day it is called in.

3. Special pick up. The Request for Proposals requires Special pick up of large items twice a year, which we will gladly offer. Because we run two man Rear-End Loader (REL) collection trucks, Waste Pro has been able to provide this service to Town residents every week. On Fridays, during second day of garbage collection, our REL crew collects bulky items (mattresses, desks, furniture, etc.) at no extra charge. There is no need to call in/schedule collection of bulk items. Our crews simply collect large items during their normal course of second day garbage collection. We will continue to provide this service under the new contract.





7. FEES FOR SERVICES

7.01 Price

- Curbside Service:
 - Curbside Service: \$18.00 per home per month - \$216.00 annually
 - Recycling Service: \$5.82 per home per month - \$69.84 annually

- Rear Door Service:
 - Rear Door Service: \$26.82 per home per month - \$321.84 annually
 - Recycling Service: \$8.67 per home per month - \$104.04 annually

RFP #2021-01 Residential Solid Waste, Bulk Waste, and Recycling Services

RESPONSE TO:

REQUEST FOR PROPOSALS: RFP 2021-01 RESIDENTIAL SOLID WASTE,
BULK WASTE, AND RECYCLING SERVICES.
ROBERT SMITH, TOWN MANAGER
614 MAIN ST. WINDERMERE, FL 34786

I acknowledge receipt of any/all Addenda: E-S

I have included:

- ☒ Hold Harmless Agreement
- ☒ Certificate of Insurance
- ☒ Non Collusion Affidavit
- ☒ Drug Free Workplace Form

Mailing Address:

3705 Saint Johns Parkway

TELEPHONE 407-774-0800

Sanford, FL 32771

FAX: 407-786-0800

DATE 3/18/21

BY signing and submitting this proposal, I am certifying that (a) I am a citizen of the United States; (b) I am not a member or an employee of any taxing authority; and (c) I do not represent any property owner in an administrative or judicial review of property tax issues.

E-S

Signature of Respondent

Erik Sankey, Regional Vice President

STATE OF FLORIDA

COUNTY OF Seminole

Platt W

Witness

Type Name & Title of Witness here

Government
Affairs
Manager

Sworn to (or affirmed) and subscribed before me this 18th day of March 2021 Erik Sankey,
Regional Vice President.

Crystal Dunlap
Notary Public



CRYSTAL DUNLAP
Commission # HH 067271
Expires December 11, 2024
Bonded Thru Budget Notary Services

Personally Known XXX OR Produced Identification _____
Type of Identification Produced _____

My Commission Expires 12-11-2024

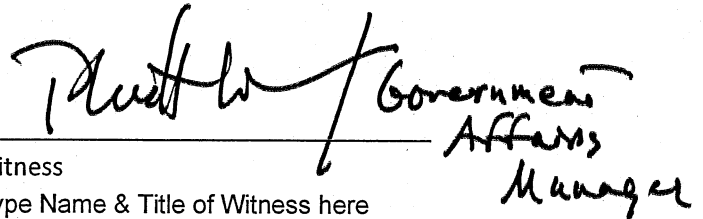
RFP #2021-01 Residential Solid Waste, Bulk Waste, and Recycling
Services

HOLD HARMLESS AGREEMENT

I Erik Sankey, on behalf of Company Waste Pro of Florida, Inc. agree to indemnify and hold the Town harmless for any and all claims, liability, losses and causes of action which may arise out of its fulfillment of the contract awarded pursuant to this RFP. It agrees to pay all claims and losses, including related court costs and reasonable attorneys' fees, and shall defend all suits filed due to the negligent acts, error or omissions of Respondent or employees and/or agents of Respondent.



Signature of Respondent
Erik Sankey, Regional Vice President



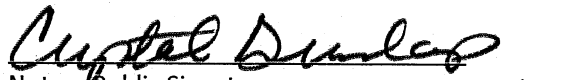
Government
Affairs
Manager

Witness
Type Name & Title of Witness here

STATE OF FLORIDA
COUNTY OF Seminole

THE FOREGOING INSTRUMENT was acknowledged before me by means of ☒ physical presence or ☐ online notarization, this 18TH day of MARCH, 2021, by Erik Sankey _____, as Regional Vice President of Waste Pro of Florida, Inc. a Florida Corporation, on behalf thereof, who ☒ is personally known to me, or ☐ produced _____ as identification.

[AFFIX NOTARY SEAL]


Notary Public Signature
Print Notary Name: Crystal Dunlap
My commission expires: 12-11-2024



CRYSTAL DUNLAP
Commission # HH 067271
Expires December 11, 2024
Bonded Thru Budget Notary Services



CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)
02/23/2021

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER Marsh USA Inc. 1560 Sawgrass Corporate Pkwy, Suite 300 Sunrise, FL 33323 CN105058554-Poll-GAWUX-20-21	CONTACT NAME:	FAX (A/C, No):	
	PHONE (A/C, No, Ext):	E-MAIL ADDRESS:	
INSURED Waste Pro USA Inc. and its subsidiaries 2101 W SR 434, Suite #301 Longwood, FL 32779	INSURER(S) AFFORDING COVERAGE		NAIC #
	INSURER A: Greenwich Insurance Company		22322
	INSURER B: XL Insurance America, Inc.		24554
	INSURER C: National Fire & Marine Insurance Co		20079
	INSURER D: ACE Property & Casualty Insurance Company		20699
	INSURER E: N/A		N/A
INSURER F:			

COVERAGES **CERTIFICATE NUMBER:** ATL-004670498-23 **REVISION NUMBER:** 2

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDL INSD	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS
A	<input checked="" type="checkbox"/> COMMERCIAL GENERAL LIABILITY <input type="checkbox"/> CLAIMS-MADE <input checked="" type="checkbox"/> OCCUR GEN'L AGGREGATE LIMIT APPLIES PER: <input checked="" type="checkbox"/> POLICY <input type="checkbox"/> PROJECT <input type="checkbox"/> LOC OTHER:			GEC300138203	11/22/2020	11/22/2021	EACH OCCURRENCE \$ 1,000,000 DAMAGE TO RENTED PREMISES (Ea occurrence) \$ 500,000 MED EXP (Any one person) \$ 5,000 PERSONAL & ADV INJURY \$ 1,000,000 GENERAL AGGREGATE \$ 2,000,000 PRODUCTS - COMP/OP AGG \$ 2,000,000
A	<input checked="" type="checkbox"/> AUTOMOBILE LIABILITY <input checked="" type="checkbox"/> ANY AUTO <input type="checkbox"/> OWNED AUTOS ONLY <input type="checkbox"/> SCHEDULED AUTOS <input type="checkbox"/> HIRED AUTOS ONLY <input type="checkbox"/> NON-OWNED AUTOS ONLY			RAE943788403 SIR: \$1,000,000	11/22/2020	11/22/2021	COMBINED SINGLE LIMIT (Ea accident) \$ 4,000,000 BODILY INJURY (Per person) \$ BODILY INJURY (Per accident) \$ PROPERTY DAMAGE (Per accident) \$
C	<input checked="" type="checkbox"/> UMBRELLA LIAB <input checked="" type="checkbox"/> OCCUR <input type="checkbox"/> EXCESS LIAB <input type="checkbox"/> CLAIMS-MADE DED \$ RETENTION \$			42UMO30953402	11/22/2020	11/22/2021	EACH OCCURRENCE \$ 5,000,000 AGGREGATE \$ 5,000,000
B	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) <input checked="" type="checkbox"/> Y <input checked="" type="checkbox"/> N If yes, describe under DESCRIPTION OF OPERATIONS below		N/A	RWD300138003 (AOS) See Additional Page	11/22/2020	11/22/2021	<input checked="" type="checkbox"/> PER STATUTE <input type="checkbox"/> OTHER E.L. EACH ACCIDENT \$ 1,000,000 E.L. DISEASE - EA EMPLOYEE \$ 1,000,000 E.L. DISEASE - POLICY LIMIT \$ 1,000,000
D	Umbrella Liability - OCCUR			XOOG71761885002	11/22/2020	11/22/2021	Limit: 10,000,000

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)
Re: RFQ 2012-03
Town of Windermere is Additional Insured as required by contract under General Liability and Automobile Liability. Waiver of Subrogation applies in favor of the Town of Windermere for General Liability, Automobile Liability and Workers Compensation as permitted by law. Umbrella is follow form where required by written contract.

CERTIFICATE HOLDER Town of Windermere Attn: Town Manager 614 Main St. Windermere, FL 34786	CANCELLATION SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS. AUTHORIZED REPRESENTATIVE of Marsh USA Inc. Manashi Mukherjee <i>Manashi Mukherjee</i>
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ADDITIONAL REMARKS SCHEDULE

Page 2 of 2

INSURED Marsh USA Inc.		NAMED INSURED Waste Pro USA Inc. and its subsidiaries 2101 W SR 434, Suite #301 Longwood, FL 32779
POLICY NUMBER		
CARRIER	NAIC CODE	EFFECTIVE DATE:

ADDITIONAL REMARKS

THIS ADDITIONAL REMARKS FORM IS A SCHEDULE TO ACORD FORM,
FORM NUMBER: 25 **FORM TITLE:** Certificate of Liability Insurance

Excess Workers Compensation

Carrier: XL Specialty Insurance Company
Policy number: RWE943549703 (FL, GA)
Effective Date: 11/22/2020
Expiration Date: 11/22/2021
Limits: Employers Liability: \$1,000,000
SIR: \$500,000

Contractors Pollution Legal Liability - Job Site

Pollution Condition resulting from Contracting Services defined as:
Trash compactor installation and maintenance

Carrier: Indian Harbor Insurance Company
Policy Number: PEC004900304
Dates: 01/01/2021 - 01/01/2022
Limit: \$2,000,000 each Pollution Condition; \$2,000,000 Annual Aggregate
Self-Insured Retention: \$25,000

Umbrella Liability - Buffer


Policy Number: 42-UMO-309534-02
Carrier: National Fire & Marine Insurance Company
Policy Term: 11/22/2020 - 11/22/2021
Limits: \$5,000,000 each occurrence

RFP #2021-01 Residential Solid Waste, Bulk Waste, and Recycling Services

NON-COLLUSION AFFIDAVIT

I Erik Sankey on behalf of Company Waste Pro of Florida, Inc. responded to request for proposals for Residential Solid Waste, Bulk Waste, and Recycling Services for the Town of Windermere. This proposal has been executed with full authority to do so. This proposal has been arrived at independently without collusion, consultation, communication or agreement for the purposes of restricting competition, as to any matter relating to responses of any other responder or with any competitor, and no attempt has been made or will be made by the Responder to induce any other person, partnership or corporation to submit, or not to submit, a response for the purpose of restricting competition;

The Statements contained within this affidavit are true and correct, and made with full knowledge that the Town of Windermere relies upon the truth of the statements contained in this affidavit in awarding contracts for said services.



Signature of Respondent
Erik Sankey, Regional Vice President


Witness
Type Name & Title of Witness here
Government Affairs Manager

STATE OF FLORIDA
COUNTY OF Seminole

THE FOREGOING INSTRUMENT was acknowledged before me by means of ☒ physical presence or ☐ online notarization, this 18th day of MARCH, 2021, by Erik Sankey, as Regional Vice President of Waste Pro of Florida, Inc. a Florida Corporation, on behalf thereof, who ☒ is personally known to me, or ☐ produced _____ as identification.

[AFFIX NOTARY SEAL]


Notary Public Signature
Print Notary Name: Crystal Dunlap
My commission expires: 12-11-2024



CRYSTAL DUNLAP
Commission # HH 067271
Expires December 11, 2024
Bonded Thru Budget Notary Services

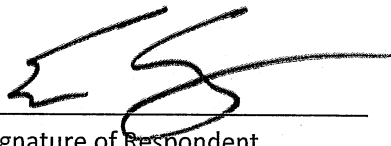
RFP #2021-01 Residential Solid Waste, Bulk Waste, and Recycling Services

DRUG FREE WORKPLACE CERTIFICATION

In order to have a drug-free workplace program, a business shall:

1. Publish a statement notifying employees that the unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance is prohibited in the workplace and specifying the actions that will be taken against an employee for violations of such prohibition.
2. Inform employees about the dangers of drug abuse in the workplace, the business's policy of maintaining a drug free workplace, available drug counseling, rehabilitation, and employee assistance programs, and the penalties that may be imposed upon employees from drug abuse violations.
3. Give each employee engaged in providing the commodities or contractual services that are under this solicitation a copy of the statement specified in subsection (1) above.
4. In the statement specified in subsection (1), notify the employees that, as a condition of working in the commodities or contractual services that are under this solicitation, the employee will abide by the terms of the statement and will notify the employee of any conviction of, or plea of guilty or nolo contendere to, any violation of Chapter 893 or of any controlled substance law of the United States or any state, for a violation occurring in the work place no later than five (5) days after such conviction.
5. Impose a sanction on, or require the satisfactory participation in, a drug abuse assistance or rehabilitation program if such is available in the employee's community, by any employee who is so convicted.
6. Make a good faith effort to continue to maintain a drug-free workplace through implementation of this section.

As the person authorized to sign the statement, I certify that this company complies fully with the above requirements.



Signature of Respondent
Erik Sankey, Regional Vice President



Witness
Type Name & Title of Witness here



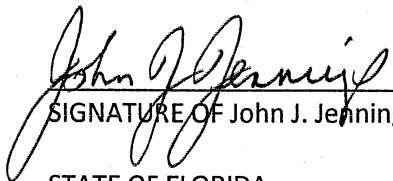
CRYSTAL DUNLAP
Commission # HH 067271
Expires December 11, 2024
Bonded Thru Budget Notary Services

POWER OF ATTORNEY

This Power of Attorney made this 16 day of February 2021, I, John J. Jennings, Chairman of Waste Pro of Florida, Inc., hereby appoint, Erik Sankey, Regional Vice President, to do, bind, and execute the following on behalf of Waste Pro of Florida, Inc.

1. Execute, bid, and deliver any documents related to the Town of Windermere, RFP #2021-01 Residential Solid Waste, Bulk Waste, and Recycling Services, together with any other addendums thereof.
2. This Power of Attorney is intended to grant broad powers to Erik Sankey to execute documents in this matter.

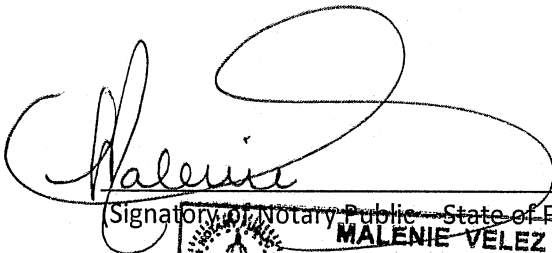
This Power of Attorney is to remain in full force and effect until written revocation by an officer of Waste Pro of Florida, Inc.


SIGNATURE OF John J. Jennings

STATE OF FLORIDA

COUNTY OF SEMINOLE

The foregoing instrument was acknowledged before me by means of X physical presence or ___ online notarization, this 16 day of February 2021, by John J. Jennings, Chairman of Waste Pro of Florida.


(Signatory of Notary Public - State of Florida)
MALENIE VELEZ
MY COMMISSION # GG062028
EXPIRES March 09, 2021

(Name of Notary Public)

Personally Known X or produced Identification _____ Type of
Identification Produced _____
Chairman of Waste Pro of Florida, Inc.