



SOLID WASTE & RECYCLING COLLECTION AND DISPOSAL

CITY OF WESTLAKE | RFP #2025-01

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WASTE PRO OF FLORIDA, INC.

FARID ABUCHAIBE, *GOVERNMENT AFFAIRS – SOUTHEAST FLORIDA REGION*

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WEST PALM BEACH, FL 33411

(801) 634-4311

AUGUST 7, 2025
10:00 AM

4001 SEMINOLE PRAT WHITNEY ROAD
WESTLAKE, FL 33470



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TAB 1

TRANSMITTAL LETTER



Waste Pro keeps it simple



By Jim Johnson

Waste Pro USA Inc. is far from the single-truck operation that started a decade ago. With sales topping \$400 million annually, the company now has operations in seven western states, running more than 1,400 trucks, employing 2,400 people and servicing 1.1 million customers a year. "We never had a waste and

recycling business," Jennings says. "We were always a waste and recycling business."

"The way we grow, we want to make sure that we're able to maintain and keep that culture that's going that really has been a part of our success," Jennings said.

"I started the company really with the idea of keeping it simple. And what do we really want to do? We want to be a waste and recycling business."

been working with Jennings for about a quarter of a century in the trash business, even before the creation of Waste Pro.

Traveling from his home base of Atlanta, Ga., Wood will hit the road a week or two at a time to talk to employees about company culture.

"We do believe that our employees are



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CITY OF WESTLAKE, FL | RFP #2025-01



August 7, 2025

Zoie Burgess
City Clerk
City of Westlake
4001 Seminole Pratt Whitney Road
Westlake, FL 33470

Dear Committee Members,

Solid waste and recycling collection services are vital to the happiness, well-being, and environmental health of City of Westlake and its residents. Waste Pro of Florida, Inc. (hereafter referred to as Waste Pro) is committed to providing these services—with a “Distinguishable Difference.”

Waste Pro is excited to submit our proposal for RFP Number: 2025-01 to provide solid waste and recycling collection and disposal for the City of Westlake. We have examined the Request for Proposals (RFP), understand the scope of services required, and are pleased to offer our experienced services to the City. Our enclosed materials are formatted as requested.

Waste Pro’s “Distinguishable Difference” is our local commitment to world-class service—service that begins with state-of-the-art equipment; professional, locally-based personnel; and collections that happen on schedule, without fail.

Our “Distinguishable Difference” boils down to a simple truth: **As a Florida-based company embedded in our local communities, our municipal partners are our neighbors, and we believe in always doing our best by our neighbors.** This focus on local relationships drives our commitment to creating more sustainable, cost-effective waste and recycling solutions. “Caring for Our Communities” is both our motto and the hallmark of Waste Pro founder John Jennings’s business philosophy.

With revenue projected to exceed \$1.4 billion in 2025, we have the resources to provide the City of Westlake with the world-class service residents and businesses deserve. **We are proud to be one of the largest providers of exclusive residential solid waste services in Florida, with operations in 61 of 67 counties.** Waste Pro has contracts in 12 Southeastern states, serving two million residential and 100,000 commercial customers across more than 260 exclusive municipal franchises. Throughout our footprint, Waste Pro believes that making our service “world-class” begins and ends with our local commitments to our municipal partners. We remain a privately-owned, family-operated company with a decentralized management structure. **This means that decisions about operations for the City will be made quickly and efficiently by local leadership with boots on the ground.**

Waste Pro is no stranger to the City of Westlake communities, and the City will benefit from our strong Southeast Florida service network. Our exemplary service and focus on local relationships have made us the company of choice for many of your neighbors, including Palm Beach, Broward, Dade, and St. Lucie Counties. Our fully staffed West Palm Beach Division will service this contract.



As demonstrated in our proposal, Waste Pro's City of Westlake operations will feature value-added benefits that create a "Distinguishable Difference":

- ✓ **State-of-the-Art Equipment** The trucks for this contract will be kept clean and have a striking, environmentally themed color scheme with signage customized to the City's specifications. Trucks will be equipped with 360° monitoring cameras for safety and service verification purposes.
- ✓ **Locally Trained, Safety-Minded Drivers** We train our drivers locally, with a focus on local roads, disposal facilities, and service needs. Our drivers are encouraged to "go the extra mile" when servicing customers, and we reward them for this effort—we are the only solid waste company in the United States to offer a \$10,000 Safety Award to encourage safe driving and exemplary customer service. As a result, we have one of the lowest employee turnover rates in the industry and a safety rating that exceeds industry standards.
- ✓ **Career Advancement for Employees** Waste Pro is one of only two solid waste companies in Florida to offer DOT-approved CDL classes. We invest in our people, supporting qualified helpers as they advance their careers and are promoted to drivers.
- ✓ **Local, Responsive Customer Service** All calls to Waste Pro are answered locally, by a real person who lives and works alongside our customers. Customer service is one of our top priorities, and we are committed to responding quickly to any customer concerns. Our Palm Beach customer service center will be located at our local hauling facility and staffed by local residents.
- ✓ **Engaged Community Partnership** In addition to facilitating education, public awareness, and increased recycling participation, we look forward to participating in community initiatives beyond bid requirements. Across our footprint, Waste Pro donates over \$1 million annually to local charities and engages in hands-on service at local community events. "Caring for Our Communities" means being a great service provider *and* a good neighbor.

Waste Pro has executed more than 100 successful transitions in the last 20 years, and we know the keys to making transitions work: *immediate investment* and *daily communication*. We will begin hiring upon award, investing resources in our partnership with the City well in advance of our start date. Our Contract Administrator will be dedicated to communicating with the City, both during our transition and in support of day-to-day operations. We take great care to ensure transitions are seamless and handled professionally, and our customers will verify our claims.

We feel confident that Waste Pro is uniquely qualified to handle the City of Westlake's collection service requirements. **Municipal contracts and partnering with local communities are our areas of expertise.** We have enclosed references and encourage you to contact these municipalities—your Florida neighbors—and ask their opinion of Waste Pro. We have conducted all necessary due diligence to confirm the material facts upon which our submittal is based. **Waste Pro has also enclosed an alternative routing structure to provide more efficient and cost-effective operations to the City of Westlake.** The proposal is an irrevocable offer for 120 days from the date of the proposal opening. I will sign the agreement, and I have total control of contract authority over services and state that the contents of our response to this RFP are true and accurate.

We appreciate your time and consideration, and we look forward to becoming your next partner in providing the City of Westlake with the "Distinguishable Difference" in the solid waste industry.

Best Regards,

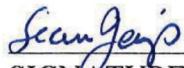
Kenneth Skaggs | Regional Vice President | Waste Pro of Florida, Inc.

POWER OF ATTORNEY

This Power of Attorney made this 8th day of July 2025, I, Sean M. Jennings, President, CEO and Secretary of Waste Pro of Florida, Inc., hereby appoint, Kenneth Skaggs, 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 City of West Lake - Request for Proposals (RFP 2025-01) for Solid Waste and Recycling Collection and Disposal, together with any addendums.
2. This Power of Attorney is intended to grant broad powers to Kenneth Skaggs 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.

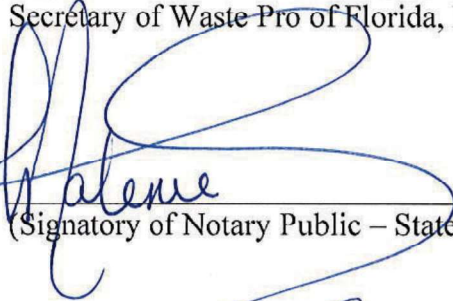


SIGNATURE of Sean M. Jennings
President, CEO and Secretary of Waste Pro of Florida, Inc.

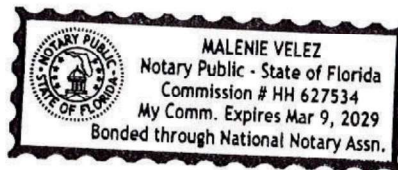
STATE OF FLORIDA

COUNTY OF SEMINOLE

The foregoing instrument was acknowledged before me by means of X physical presence or _____ online notarization, this 8th day of July 2025, by Sean M. Jennings, CEO, President and Secretary of Waste Pro of Florida, Inc.



(Signatory of Notary Public – State of Florida)





(Name of Notary Public)

Personally Known X or produced Identification _____ Type of
Identification Produced _____



TAB 2
DISCLOSURES

Waste & Recycling NEWS
MAY 2, 2013
Crain's News Source for Environmental Management

Waste Pro keeps it simple

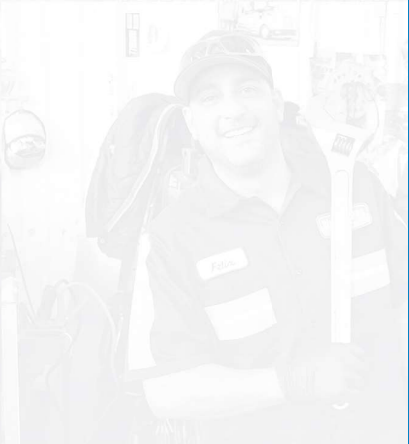
Waste Pro USA Inc. CEO John J. Jennings said he believes in maintaining the company's core values even as his Longwood, Fla.-based solid waste management company continues to rapidly expand.

By Jim Johnson

Waste Pro USA Inc. is far from the single-truck operation that started a decade ago. With sales topping \$400 million annually, the company now has operations in seven southern states, running more than 1,400 trucks, employing 2,400 people and servicing 1.1 million customers a day. "We never lost sight of our

mission to maintain and promote company beliefs. "The way we grow, we want to make sure that we're able to maintain and keep that culture, but we going that really has been a part of our success," Jennings said. "I started the company really with the idea of keeping it simple. And what do we really mean by simple? We mean doing it right, and

been working with Jennings for about a quarter of a century in the trash business, even before the creation of Waste Pro. "Traveling from his home base of Atlanta, Ga., Wood will hit the road a week or two at a time to talk to employees about company culture."



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Disclosures

Describe your management approach to customer service, customer relations, service, client service, response time, accountability etc.

In what follows, we provide detailed information about Waste Pro's plan for the City of Westlake's collection services. This section is divided into the following subsections:

- ✓ Approach to Collection Services
- ✓ Equipment
- ✓ Service Startup
- ✓ Hiring, Training, and Employee Retention
- ✓ Technology
- ✓ Customer Service Approach
- ✓ Recycling Outreach and Education
- ✓ Alternative Routing Structure



Approach to Collection Services

As indicated by the RFP, Waste Pro will provide solid waste, recycling, vegetative waste, and bulk waste collection to City of Westlake residents and solid waste and recycling collection for City of Westlake businesses. Details for each service that Waste Pro will provide for the residents and businesses of the City of Westlake are as follows:

Residential Service

Solid Waste Services

All current and future residents will receive twice per week solid waste curbside collection by rear load (REL) trucks. Each resident's 48- or 96- gallon cart will be completely emptied and placed back in its original location in an upright position with the lid closed. For customers with second carts, Waste Pro will ensure that both carts are serviced. Waste Pro will run four rear Load (REL) garbage trucks with compactors Tuesday and Friday. In addition to our frontline solid waste route trucks, we have allocated reserve (spare) vehicles to the City of Westlake operations plan in case of vehicle maintenance.

Recycling Services

All current and future residents will receive once per week dual stream collection of recycling material by four REL split-body recycling trucks to keep the recycling streams separated. Each resident's recycling bin will be completely emptied and returned to its original location in an upright position. Waste Pro will provide dual-stream recycling services once a week in accordance with Palm Beach County's Flow Control and Recycling System.

The collection bins will be either 18- or 25-gallon containers supplied by the Palm Beach County Solid Waste Authority. Additionally, cardboard boxes that do not fit into the paper container will still be collected as if they do fit. Waste Pro acknowledges that there is no limit on cardboard on recycling collection days. As specified in the RFP, recycling collection will take place once a week on Friday.

Waste Pro's efforts to ensure a clean, contamination-free recycling stream are our priority. Using REL trucks for recycling collection adds a layer to identifying recycling contamination, as loads are dumped with direct human observation. In addition to identifying and tagging any gross contamination that is visible before bins are dumped, Waste Pro will rely on the helper and driver to pinpoint where contamination originates and help the City educate customers about clean recycling.

Yard Waste Services

Each single-family home within the City will receive once per week curbside collection of vegetative waste using two REL trucks. Vegetative waste may be bagged or loose and will be collected separate from all other waste streams. Waste Pro will collect a maximum of six cubic yards per week per



household. Any yard waste set out that exceeds six cubic yards will be tagged with a Non-Collection Notice to alert residents to the volume limitations on weekly collection. Yard waste trucks will be staffed by both a driver and a helper to ensure safe, efficient collection as materials must be manually loaded into the back of the vehicle. Yard waste routes will run on Tuesday. In addition to our frontline vehicles, we have allocated reserve trucks for yard waste service.

Bulk Waste Services

All single-family homes within the City will receive once per week routed collection of bulk waste on Friday.

Post-Collection Handling of Materials

All solid waste and recycling collected materials will be taken to SWA for disposal. Yard waste will be taken to SWA or a permitted and approved disposal site of SWA.

Post-collection materials will be transported carefully to ensure that nothing falls or blows from any Waste Pro trucks. Our 3rd Eye camera system gives drivers an awareness of their surroundings, and they are trained to take immediate action if material is not properly secured.

Residential Collection Routes

Waste Pro's service plan for the City of Westlake ensures that all residential customers, including multifamily customers, receive quick and efficient collection. Because the City's desired collection schedule should remain the same, **Waste Pro will service customers according to the RFP requested routes.** Under our new contract, Waste Pro will run **four REL trucks for solid waste and bulk collection, two REL trucks for yard waste, and four split body REL trucks for recycling collection.**

Given our extensive experience in Palm Beach County, we are confident that servicing 700-800 homes per route per day per REL vehicle allows for the optimal efficiency, safety, and careful customer service.

Making the "Distinguishable Difference" for All Residential Service Options

Collection Hours

With the exception of specified holiday weeks, all collection will happen between 7:00 am and 5:00 pm, Monday through Friday. In the event a holiday falls on a service day, the service will be conducted on the next regular service day. This change will be communicated to residents through multiple channels.



Ensuring a Smooth Transition

Because customers will experience a change of Service Provider, Waste Pro will work before the contract start date to educate customers about proper set-out procedures. We then extend a grace period to customers, picking up material that is not properly carted while continuing education efforts.

Rear Door Service and Supplemental Collection Services

Waste Pro understands that there are some City of Westlake residents for whom it is difficult or impossible to move carts to the road for curbside collection. **We are happy to provide these residents with rear door service at no additional charge.** We train our drivers to service these homes carefully, making sure to remove even small items from the can.

Non-Compliant Waste

Hazardous waste, waste that does not conform to City policies, and visibly contaminated recycling will be **tagged with a Non-Collection**

Notice to explain why the material was not picked up and provide education about City regulations, ensuring the customer can be serviced moving forward.


On the right is a sample non-collection tag. Should a driver see contaminated recycling or material that cannot be collected per the City's program standards, they will mark the appropriate box and leave the tag behind to educate the resident.

Multi-Family Units

As scoped in the RFP, Waste Pro will work with **multi-family units** to service their carts for waste and recycling.

Residential Route Planning

The City of Westlake estimates that there are currently approximately 3,064 homes. Based on data provided by the City regarding the City's population and housing density, the City anticipates that an additional 4,000 units will be developed within the next two to three years. Our routing plan considers



954-282-6800

COURTESY NOTICE

Your garbage-recycle-bulk or yard waste was not in compliance with the service guideline(s) as checked below. Please correct the checked issue(s) and adhere to the service guidelines listed on your City's web site or call Waste Pro at 954-282-6800 for more information.

Customer address: _____


WE WERE UNABLE TO PICK UP YOUR MATERIAL FOR THE FOLLOWING REASON:

- ☐ Cart(s) or Bulk/Yard was not at the curb. Please have your waste out by 7 a.m. on your scheduled collection days.
- ☐ Some items in the blue recycling cart are NOT recyclable – please remove them. See the label on the cart lid for acceptable recyclable materials.
- ☐ Improper cart placement at the curb. Make sure arrows on the lid are pointed toward the street and the cart handle is facing toward your home.
- ☐ You have set out your Bulk/Yard waste on the wrong day.
Your Bulk/Yard Waste collection day is:
____Thurs ____Fri ____Sat
- ☐ Your Bulk/Yard Waste requires a Grapple Truck to pick it up. A grapple truck will return the next business day for pick up.
- ☐ Construction Debris is NOT picked up as Bulk – please have your contractor haul away.
- ☐ Hazardous Materials – please hold for Hazardous Waste Event held at City Hall. Contact Public Works for Date 954-724-7070.

Driver/Route: _____

Date/Time: _____

Español: Para hablar con un representante del servicio de atención al cliente, por favor llamar al 954-282-6800.



YOUR RECYCLING CART HAS GARBAGE IN IT!

We found one or more of the following items:

- ☐ Plastic Bags
- ☐ Pizza Boxes
- ☐ Food
- ☐ Styrofoam
- ☐ Clothing/Fabric
- ☐ Electronics
- ☐ Other: _____


☐ As a courtesy, we picked up your recycling. Please keep garbage out to avoid service interruptions or penalties.

☐ We had to leave your recycling behind. Please sort out the garbage and we will try again on your next service day.

Address _____

Driver _____

Route # _____ Date _____



*These **sample tags** are used in Coral Springs. Our team will work with City of Westlake to design tags tailored to City services.*



this potential growth. As specified in the RFP, any increase in the number of homes will prompt a reassessment of the current routes. **Waste Pro currently services the area surrounding the City of Westlake through our contract with Palm Beach County Area 1. Our leadership and drivers have firsthand knowledge of the City and its roads leading to improved and efficient service for residents.**

The table below presents an estimate of our daily routing numbers. These numbers will likely change based on more precise tonnages as well as potential home count changes between now and the contract start day. However, they illustrate Waste Pro's routing logic and demonstrate our commitment to delivering efficient, safe, and cost-effective service to the City. In this chart, we show the number of homes routed by each type of collection vehicle; the number of service days per week each vehicle will operate; route days; an average home count per route; our calculation of estimated setout percentages based on historical tonnages—which determines the average homes serviced per route; our projected routes per day and per week for each collection stream; our number of working hours per day; and daily trips to the landfill. As shown in the chart, RELs can perform the most collections per truck per day, in terms of the number of homes.

Service	Home Totals	Vehicle Type	Number of Service Days Per Week	Routed Service Days	Weekly Service Frequency
Garbage	3,064	REL	2	T/F	2x
Recycling	3,064	Split Body REL	1	F	1x
Yard Waste	3,064	REL	1	T	1x

Service	Average Homes Per Route	Routes and Trucks Per Day	Personnel Per Route	Loads Per Day	Routes Per Week
Garbage	766	4	2	1	4
Recycling	1,022	3	2	1	2
Yard Waste	1,532	2	2	1	2

Missed Collections

Later in this Tab, we detail the customer service workflow that will allow us to expedite the resolution of any missed collection events. Waste Pro currently uses 3rd Eye as an internal tool for service verification purposes, allowing us to understand why a home was not serviced—whether service was genuinely



missed or a cart was not set out on time, for example. Under our new contract with the City, we plan to utilize 3rd Eye's Positive Service Verification technology as our official real-time service verification tool, which will also allow the City access to our daily progress should customer questions arise.

Commercial Service

Waste Pro will provide at least twice per week collection of commercial solid waste. The **local City of Westlake transition team will work with each commercial customer to ensure they have the proper container for their needs**, and because we understand that business operations are fluid, we will remain in communication with commercial customers to assess their solid waste needs over the course of the contract.

Commercial customers will be serviced via one front end load truck Monday through Friday. **Including franchised commercial collection in the contract will allow Waste Pro to optimize our collection routes as most customers can be serviced on the same day, decreasing the amount of time and wear and tear on City roads and creating cost savings for City customers.** We build commercial routes beginning at the furthest point from the disposal site or vehicle yard to minimize drive time related to disposal trips.

Waste Pro will encourage all commercial customers in the City of Westlake to **participate in our commercial recycling** program. We understand that commercial recycling is not a franchise service in the State of Florida, but we know from experience that for commercial customers, utilizing the same company for trash and recycling services provides logistical benefits to the customer.

Commercial Supplemental Collection Services will include rolling out the collection container and returning it to its original location, opening and closing doors or gates to access dumpsters, providing locks for collection containers, unlocking and locking collection containers, and moving a customer-owned container as requested.

Overfilled Containers and Non-Conforming Materials

It is Waste Pro's policy to work one-on-one with our commercial customers to ensure they have the correct size container for their waste and recycling needs, which will eliminate the need to reschedule service due to overfilled containers. However, if a commercial container is overfilled, our priority is always safety. We will work with customers to reschedule their service, educate them about container limitations, and make sure that they have the correct containers for their needs. Waste Pro will work with the City to design a **Non-Collection Notice** for use when commercial customers cannot be serviced due to overfilled containers, obstacles in the way of a container, or recycling contamination.

Government Services

Waste Pro will provide requested dumpsters and collection of dumpsters as well as 48- and 96- gallon carts for **four City sponsored community events**. We will work with City to establish a timeframe of notice required prior to such events.

Waste Pro's State-of-the-Art West Palm Beach Hauling Facility

In the West Palm Beach office, Waste Pro is a 25,000 square foot facility, including a complete vehicle and container facility. This facility provides ample space for vehicle maintenance and also houses our local customer service and office operations. **Waste Pro facility is less than 15 miles/20 minutes from the City of Westlake.**





A Day in the Life of Waste Pro's Westlake City's Collection Personnel

Each day, our **drivers and helpers** work hard to provide the residents we serve with five-star solid waste and recycling services. The West Palm Beach Division Waste Pro team days begin with pre-trip protocols and morning safety meetings. As they prepare for the day, drivers note any changes to their typical routes on our tablet-based routing maps. They attend the **division safety meeting or daily huddle**, which addresses such topics as route conditions for the day, weather issues, possible changes in morning school traffic, disposal facility challenges, and personal protective equipment. Before leaving for their routes, all drivers participate in a **pre-trip maintenance inspection** called the Safety Lane, which is described in detail in the Staffing section later in this Tab. Helpers accompany yard waste and bulk rear load routes to ensure efficient service, requiring only a skilled CDL driver.

The City of Westlake will experience the “Distinguishable Difference” with our collection program. Partnering with Waste Pro means teaming up with an expert new hauler who knows the City roads and understands what residents and commercial customers need.

For our drivers and **division leadership**, safety is a continued focus throughout the day. **Collection Supervisors** run **route observations**, and all trucks are equipped with in-cab and external **3rd Eye cameras to monitor driving and provide safety coaching**, if necessary. Drivers are prepared to handle unforeseen events, such as leaks or spills. West Palm Beach Division leadership is also ready to assist with any contingencies, such as deploying a reserve vehicle if there are emergent maintenance issues that prevent a truck from completing a route.

Throughout the day, residential drivers are in communication with **Collection Supervisors** via cell phones carried in each truck—particularly if there are issues or delays. Collection Supervisors, in turn, are in communication with our dispatchers. Both supervisors and dispatchers keep an open line of communication with any of the three **West Palm Customer Service Representatives, who are the City's customer service point of contact**. This closes the loop of communication between our frontline personnel, division leadership, and City stakeholders.

Leon Bivinis, Operations Supervisor's day-to-day role involves sending the crew out each morning, reporting the day's trucks to the City, and monitoring route GPS and service completion throughout the service day. Leon will join **Tom McMahon, the Operations Manager**, in communicating all necessary operational information to the City.

The **Operations Manager, Tom**, meets with supervisors each morning to review crew out and any incidents from the previous day that must be addressed. He then reviews the truck list that the City receives and the daily route list from the previous day to ensure that all routes were closed properly. Tom communicates with Leon about route statuses daily at 11 am, 2 pm, and 5 pm. He also communicates with supervisors as work orders are received from the City to ensure all issues are addressed in a timely manner. Leon is in direct contact with the City's Contract Manager daily about any issues that arise pertaining to the collection program.

When a route is closed, or completed, for the day, the driver completes a post-trip Safety Lane inspection.

Continuity of Operations in Case of an Emergency

As a Florida-based company, preparing for storm events is an area where Waste Pro has seasoned experience. **With over 24 years of storm and hurricane cleanup in service areas from Miami to the panhandle, we have a time-tested method for storm preparation and post-storm continuity of operations.**

As one of the largest service providers in the state, we have demonstrated experience with severe storms. For example, Waste Pro began servicing nearby St. Lucie County in 2004, shortly after Hurricanes Frances and Jean caused significant damage.

Despite widespread devastation, lack of electricity and water, and destroyed street signs and landmarks, Waste Pro began our contract—and 19 years later, we continue to partner with St. Lucie County as their service provider.



Dedicated Waste Pro personnel resume service in Ft. Myers after Hurricane Irma

Vehicles and Equipment

We will service the contract from our West Palm Beach Division conveniently located 15 miles away at 7329 7th Place N. West Palm Beach, FL 33411. The chart below details the vehicles and equipment specifications for our partnership with the City of Westlake. All trucks will be within the required age limit as specified in the RFP.

Equipment Type	Number
Rear End Load (REL)	6
Split Body Rear End Load	4
Front End Load (FEL)	1

In addition to the trucks listed above, Waste Pro has two REL spare trucks available to the City of Westlake for residential services in the event a frontline truck needs maintenance or repair.

Carts and Containers

Waste Pro will purchase and maintain an inventory of 48- and 96-gallon wheeled collection carts with the City's requested logo **to ensure timely delivery or replacement of carts particularly as the City**



anticipates substantial growth in the next few years. This will ensure that deliveries and swap outs occur promptly on Tuesdays and Fridays as requested in the RFP or the next business day in the event of a cart being lost in a truck. Waste Pro expects to average around 40 new deliveries or replacements a month. Waste Pro will also maintain a record of when carts were delivered or swapped out, the address of delivery, and the serial number of the cart for the City's requested annual report through Trac-EZ. For more information on Trac-EZ please refer to our Customer Service Approach Section later in this Tab. Waste Pro will keep an inventory of carts on site at our West Palm Beach Division as well as work with the City to determine a suitable place to keep an additional inventory in the City of Westlake for quick turnaround requests.

The Waste Pro Way to Transition Success

Waste Pro not only understands the importance of executing a transition with no service delays for the City of Westlake residents—we are the industry Pros. One of Waste Pro's primary drivers of growth has been our attention to detail during the process of startup. **We have started 300 municipal contracts and executed more than 100 successful transitions over the past 20 years,** and we have this process down to a science.

From the careful work of coordinating with our city and county partners to execute a seamless transition to maintaining a high level of customer service and satisfaction for years down the line,

Waste Pro's "Distinguishable Difference" is our highly local commitment to world-class service.

To do things the *Waste Pro Way* is to do them right, with a commitment to caring and the dependability that customers expect from a local, family-run business. During a new contract startup, we take the time to work with our community partners to ensure that we are mapping out safe, reliable, and efficient services that meet unique local needs and challenges.

Our Timeline

There are five primary pillars to a successful transition, each of which you will find addressed in more detail below:

1. **Communication:** Based on our experience, Waste Pro knows that **a key component of a successful service transition is consistent, clear communication with City leaders and residents.** As our timeline illustrates, we are committed to holding regular, ongoing transition meetings and calls in coordination with our partners on the City staff. We are also committed to community outreach, leveraging the resources of our Corporate Communications Team and our local team's knowledge of the City to work in collaboration with City staff to plan the most effective deliverables educating residents about service changes and our collection program.
2. **Equipment:** Waste Pro already has the necessary trucks in place to begin servicing the City of Westlake. As discussed in the previous section, we will purchase and maintain an inventory of the City's requested carts to ensure prompt and timely delivery of carts to new customers or replacements as needed.
3. **Staffing and Training:** We describe our plan for hiring and retaining employees later in this Tab. We are committed to hiring employees early so that new drivers and operations staff are on board;



comfortable with their roles; familiar with our routes, equipment, and contract specifications; and ready to service our residential customers ahead of Day One of our new service operation.

As detailed in our “Staffing” section, as a “people company,” Waste Pro understands that **our success is based on hiring the best people available**. All employees are screened properly during our hiring process. This includes background checks, motor vehicle record (MVR) checks for drivers, and drug and alcohol testing. Drivers are paid a fair market wage with excellent benefits; we give them new, well-maintained equipment to work with and design balanced routes to promote a healthy work-life balance.

Several weeks before startup, drivers begin **dry runs** of their routes. These dry runs allow our personnel time to give us feedback to ensure transitional success. They also allow drivers to become familiar with any unique service scenarios along their routes. **This creates driver ownership over routes, which will translate to increased attention to detail and fewer missed pickups for the City of Westlake residents.**

4. **Routing:** Previously in this Tab, we discuss our routing methodology and provide estimated house counts, route numbers, and other data. When house counts are finalized, we will utilize **RouteSmart** for route optimization. **This software allows us to map safe, efficient routes that take into account a number of parameters, including house counts, home density, driving distances, vehicle capacities, and collection hours.**
5. **Technology:** Waste Pro already has many of the technologies in place that we will utilize for our new service in the City of Westlake. This includes our routing software, our business management system, our fleet and maintenance management software, and communication technologies that facilitate effective day-to-day communication between Waste Pro personnel and between Waste Pro and City personnel. We plan to upgrade our **3rd Eye camera and technology system**, which we currently use for internal operations purposes, to provide real-time, web-based **service verification** for the City of Westlake. We discuss the implementation of our asset management and service verification systems in the Timeline below.

Waste Pro’s Technology Solutions Enhance Operational Efficiency

While we know that our people, their deep industry knowledge, and our boots-on-the-ground local operations are our greatest assets, Waste Pro is also committed to investing in **technological solutions to enhance the safety and efficiency of our operations and further elevate the quality of our service in the City of Westlake.**

Safety

- ✓ Every Waste Pro vehicle is equipped with **3rd Eye internal and external cameras**. This camera system is a critical safety tool for the Waste Pro team. 3rd Eye cameras enhance safety through three primary features:
 1. Real-time views from rear cameras provide an additional check for drivers during backing



2. Live camera streaming allows supervisors to monitor and assess driver activity outside of official, in-person ride alongs
3. AI-enhanced technology recognizes an increasing array of inconsistent driving behavior, allowing us to provide drivers with additional safety coaching if necessary

Efficiency

- ✓ **Tower**, Waste Pro's operational software, stores routing, collection, and billing information for our community partners. Tower is a key tool for data management and reporting.
- ✓ Waste Pro's routing software, **RouteSmart**, will enable route optimization in the City of Westlake. This software allows us to maximize efficiency by taking into account a number of parameters, including number of homes, home density, driving distances, collection hours, and landfill location.
- ✓ **Dossier**, our fleet maintenance software, helps us streamline maintenance workflows, including scheduling and managing preventive maintenance.

Customer Service

- ✓ Waste Pro's Voice over Internet Protocol (VoIP) phone system, **8x8**, features call back capabilities, customized front-end messaging, and press options. It also offers data analytics and tracking for reporting and quality assurance purposes. Customer Service Representatives can answer calls from anywhere, including from home should inclement weather cause office closures.
- ✓ All calls received by Waste Pro Customer Service Representatives from the City of Westlake residents and businesses will be logged into our web-based **Trac-EZ** customer service system. This system facilitates seamless internal communication between Waste Pro's customer service staff, dispatch, and our supervisors and drivers out on the City of Westlake streets.
- ✓ In addition to enhancing driver safety, **3rd Eye** will provide real-time service verification for our City of Westlake collection program.

Staffing: Hiring and Retaining Employees

At Waste Pro, we believe people make the difference. We know that on the local level, cleaner streets and superior service start with our drivers, technicians, route supervisors, and customer service staff. Throughout the course of our contract, **we are committed to continuing to hire employees who live in the City of Westlake alongside the residents and businesses we service.** For any staffing needs that may arise during our partnership with the City, Waste Pro has a multi-pronged approach to recruitment and training to help us fill positions with talented employees who are looking for long-term careers.

Recruitment

Waste Pro will use several avenues to recruit new employees for the City of Westlake. We are an Equal Opportunity employer, comply with all Florida E-Verify requirements, and are a drug-free workplace.



Local Recruitment

In Southeast Florida, Waste Pro has a dedicated local recruiter who is trained to source talented, conscientious drivers and other personnel.

Online Job Postings

Vacancies are posted on our website and several external sites, including Career Builder, Indeed, LinkedIn, Facebook, and Twitter. Circaworks, a leading diversity recruitment agency, posts Waste Pro vacancies with their partner organizations and career centers throughout the United States.

Waste Pro's Certified In-House CDL School

We build our talented team of local drivers from within by offering helpers and other Waste Pro employees the opportunity to train and test for their CDL in our DOT-certified in-house CDL school. This allows us to combat driver shortages while facilitating career advancement for our dedicated employees.

Hiring Employees from Displaced Haulers

Waste Pro is committed to ensuring that local drivers from other haulers who may be displaced by contract changes are offered the opportunity to continue their local solid waste careers. We support these drivers in their transition, providing further training and education in the Waste Pro Way.

Hiring and Training

When a prospective employee applies for a job with Waste Pro, their application enters a tracking system that allows us to begin reviewing potential candidates within hours of a position being posted. Once a new employee is hired, our safety- and service-focused training begins. New employees attend Day 1 Orientation locally in the West Palm Beach division, and drivers are further trained at our Sanford, Florida [Training Center](#). Throughout our partnership, our training ensures that all new Waste Pros are fully educated in the City's contract as well as the [Waste Pro Way—our commitment to caring for our community partners and providing the City of Westlake with world-class, people-focused service](#).

Waste Pro's commitment to caring for our communities has an important corollary: In order to care for our communities, we must first care for our people. [This culture of caring begins with new employee onboarding](#). New employees are mentored by a [Peer Supporter](#) and given supervised on-the-job training, and our drivers participate in our [Driver Mentor Program](#), which pairs new drivers with carefully selected experienced drivers as they train on local roads and service routes. Most Waste Pro management personnel maintain their CDL, and these individuals have many years of valuable experience in the waste industry. They understand what it takes to provide exemplary, safe service, and they are dedicated to helping new employees build their own successful long-term careers.

Safety- and Service-Focused Training

At Waste Pro, safety is one of our Core Values. [Safety training is comprehensive and ongoing](#), the focus of weekly emails, team meetings, and driver observations. It is an integral component of both onboarding and daily operations.

Below, find our [New Employee Onboarding Program](#) outline. Many elements of this training are explicitly safety related. Others are geared toward socializing new employees into Waste Pro's [culture of safety](#), discussed in detail in the following section.



Waste Pro New Operations Employee Onboarding Program Outline	
Pre-Arrival	<ul style="list-style-type: none"> • Send welcome packet (benefits, first day agenda, staff names, etc.) • Assign a Peer Supporter to teach new employee about the organization, offer advice, help with job instruction, and provide social support • Have workspace prepared (truck, supplies, key manuals) • Have computer configured and ready for use, email account, etc. • Prepare first day forms for new employee • Enroll in New Employee Orientation • Notify staff when new employee will be joining them
Day One	<ul style="list-style-type: none"> • New employee attends orientation with Regional Safety Trainer • Introduce Waste Pro and company philosophy: <i>The Waste Pro Way</i> • Facilitate training in compliance with State and Federal regulations, to include discussions, hands-on simulation, learning videos, and written material • Assist with employee enrollment in company programs and acknowledging policies and procedures
First Day Following Orientation with Safety Trainer	<ul style="list-style-type: none"> • Tour building/organization/truck/shop, as applicable • Introduce employee to Peer Supporter • Division Manager welcomes employee • Introduce to other employees • Provide timecard and demonstrate use of timeclock • Review route sheet and map
During the First Week	<ul style="list-style-type: none"> • Peer Supporter discusses role and responsibilities • Route Supervisors check in on route to get feedback, address issues, if any • Route Supervisors check in with Peer Supporter • Introduce Safety Lane pre-trip and post-trip inspections and requirements • Operations Manager discusses performance expectations, initial assignments • Introduce employee to safety personnel, HR/payroll personnel, and other team members • Safety Trainer contacts new hire to check in on their experience thus far
During the First Month	<ul style="list-style-type: none"> • Drivers attend Driver Training Center • Driver completes Mentor Program/Training • Regional Safety Trainer observes driver's progress • Check employee's progress weekly • First New Hire Survey completed through ADP Voice of the Employee platform and follow up conducted as needed • Have progress review and planning meeting at the end of the first month—provide and get feedback • Review expectations and coach on observations • Acknowledge employee in Safety Meeting for 30 days of service



During the First 45 Days	<ul style="list-style-type: none"> Regional Safety Trainer contacts employee to check in and get feedback Second New Hire Survey completed through ADP Voice of the Employee platform and follow up conducted as needed
During the First 60 Days	<ul style="list-style-type: none"> Route Supervisor and Operations Manager meet with employee for open discussion HR follows up on questions and benefit enrollment registration
During the First 90 Days	<ul style="list-style-type: none"> Observe employee's work on a regular basis; provide ongoing feedback, answer questions Recognize employee and referring employee, if any, in Safety Meeting Pay out referral if applicable Regional Safety Trainer contacts the driver and mentor for progress and bonus payout if applicable Continuing reinforcement of the <i>Waste Pro Way</i>

As noted in the chart above, **the first day of new employee orientation** takes place with a Regional Safety Trainer. It includes the following:

- ✓ Introductions where new employees are welcomed into the Waste Pro family
- ✓ Safety training presentations that help new and seasoned industry professionals stay in tune with daily hazards encountered on the job. This training includes topics such as Smith System defensive driving techniques, customer service, hand signal communication between driver and helper, personal protective equipment, confined spaces, lock out, truck fire procedures, required OSHA training, maintaining driver hydration, and hazard awareness
- ✓ Equipment operation training and Driver Vehicle Inspection Report (DVIR) training. Drivers are empowered to identify and document needed repairs, which increases their attention to our safety culture
- ✓ Training in the Safety Lane process (described in detail in the following section)

The second part of new employee Safety Orientation is specifically for CDL drivers. This portion of the training includes a five-day class at our **Sanford, Florida Driver Training Center**. Waste Pro understands that continuing education is paramount for safe operations:

- ✓ The Driver Training Center curriculum ensures that drivers understand the operations of each line of business, including both manual and automated residential services
- ✓ Orientation provides a refresher on DOT laws that directly impact drivers' daily responsibilities
- ✓ Drivers are trained in the *Smith System*, a proven defensive driver course with five "Keys" for drivers to remember: 1) Aim high in steering; 2) Get the big picture; 3) Keep your eyes moving; 4) Leave yourself an out; and 5) Make sure they see you
- ✓ Before graduation, our drivers must pass a written knowledge test and a driving skills test

When drivers complete their time at the Driver Training Center, they are assigned their Driver Mentor. Only after three or more weeks of local field training will new City of Westlake drivers be certified to drive their routes independently. Waste Pro's Driver Training Center and Driver Mentor Program give our drivers the confidence that they are well-prepared to service our customers. **And when our drivers**

feel well-prepared and confident, we know from experience that our municipal partners benefit from their care and attention to detail.

A Culture of Safety

Our commitment to continuing education is reflected in our culture of safety. This culture directly impacts our municipal partners as safe operations translate to efficient, reliable service. To promote and reinforce our safety measures, we have implemented safety procedures at varying intervals.

Daily: Waste Pro's **Daily Safety Lane** empowers drivers to recognize potential issues and communicate directly with mechanics and, by extension, local leadership. Our decentralized management structure means that these local leaders can take immediate action to maintain safe, efficient service—without waiting for the levels of bureaucratic approval required in most large national or international companies. All drivers pass through the routine Safety Lane with their equipment in the morning when trucks leave the yard and again in the afternoon or evening when they return to the facility.

In the Safety Lane, as the photos below illustrate, a mechanic is waiting to visually inspect each truck and speak with each driver. This conversation gives drivers the opportunity to show the mechanic issues that may be hard to convey in a written report—and gives drivers ownership over their equipment.

Drivers spend the most time with our fleet and know their trucks inside and out, and their input allows us to rectify potential safety and vehicle maintenance issues *before* they arise.



Each numbered yellow box represents an inspection point. Our focus on safety translates to fewer maintenance issues, lower environmental impact, and fewer service delays for the City of Westlake.

Weekly: **Safety Meetings** facilitate interactions between supervisors and drivers. They are a place for reminders about safety, customer service, OSHA compliance, and efficiency. They are also a space where drivers can share best practices and speak freely about scenarios they encounter on the road. **Waste Pro also uses these meetings to publicly recognize employees for their good work, including distributing \$100 Franklin Awards for positive service reviews and outstanding commitments to safety.** In the West Palm Beach division, Franklin Awards are an anticipated part of our morning Safety Meetings. In addition to these local division-level meetings, regional and corporate safety calls take a



proactive approach to safety issues, reviewing weather safety, holidays or events that may impact service, laws and regulations, and internal policies.

Quarterly: **Supervisor Ride-Alongs** give drivers the opportunity to both hear and express real-time feedback. During ride-alongs, supervisors ride in the cab of the truck with the driver during a shift, observing both driver behaviors and the particulars of their route firsthand.

As Needed: We understand that for even the most conscientious drivers, mishaps do sometimes occur. Our **Complete the Routine** education course strives to help drivers recover from these incidents and return to their routes with the knowledge and confidence to maintain a safe driving record.

Employee Retention

Waste Pro knows what it takes to ensure local staffing needs are met. **At Waste Pro, we pride ourselves on being a “people company.”** We understand that our drivers and other frontline employees are the heart—and the public face—of our operations, and it is our goal to ensure that working for Waste Pro is not just a job but a fulfilling career. **There is nothing more important to us than the health and welfare of our employees.** The table below summarizes some of the ways we recognize our employees for their commitment to our customers. **We have found that this dedication to employee well-being and positive recognition are key to employee retention.**

Benefits
Waste Pro offers one of the most comprehensive benefits packages in the industry. Health and wellness benefits include medical, dental, vision, preventive care, 24-hour physician access, Flexible Spending Accounts to cover out-of-pocket healthcare costs, free wellness exams to encourage healthy habits, employee assistance programs, short- and long-term disability, eligible dependent benefits, and retirement savings plans. Waste Pro also offers employees access to free benefits programs such as non-emergency surgical treatments, imaging, physical therapy, and diabetes and kidney disease case management through our Pathway to Free Healthcare.

Work/Life Balance
We are committed to helping our employees build both fulfilling careers and maintain fulfilling personal lives. Routes have been built so that our drivers work a 10-hour day and have time to enjoy with their families.

Employee Bonuses
Employees are eligible for retention bonuses and a year-end gift up to \$2500. Technicians are eligible for tool reimbursement and pay increases based on completion of training programs.

Employee Recognition Awards

We offer performance incentives ranging from our \$100 Franklin Awards for exemplary service to our safety-focused Driver, Helper, and Supervisor Awards. The Route Supervisor Bonus Program, through which supervisors can earn up to \$14,000 per year, recognizes and rewards supervisors for their commitment to safety and their role in keeping our employees and community safe. We are also proud to offer our industry-high \$10,000 Safety Awards for drivers and \$5,000 Safety Awards for helpers. These drivers and helpers embody the Waste Pro Way and maintain a perfect safety record for three years. To date, Waste Pro has paid over \$10 million in \$10k and \$5k awards to more than 1050 employees—including 30+ repeat winners!

Co-Heart Program

At Waste Pro, we believe in investing in upward mobility. Given recent labor shortages, we are proud that we have the infrastructure to build our army of drivers from within and foster career advancement for our helpers. Our DOT-certified in-house CDL school—one of only two run by solid waste companies in Florida—has trained and certified more than 500 drivers. Graduates of the program who commit to a year of service with Waste Pro can receive their CDL for as little as \$50, saving new drivers thousands of dollars.

Employee Transfer Program

We know that sometimes, circumstances arise that require employees to relocate. We retain these employees through our Employee Transfer Program, allowing them to continue their careers in their new community. For drivers displaced by contract changes, we offer a moving and transfer package.

Waste Pro Celebrates Palm Beach Division Employees

Because of our retention efforts, including our industry-high \$10,000 Safety Awards, frequent recognition for safety and service excellence, and opportunities for career advancement, our drivers and other employees love working for Waste Pro.



West Palm Beach Division \$10K & \$5K Winners

Waste Pro's West Palm Beach Division, which will include City of Westlake drivers and helpers, anticipates five drivers and four helpers earning their respective Safety Award in 2025. This photo shows helper Jean recently receiving his Safety Award.



Franklin Awards in West Palm Beach Division

In Waste Pro's local division, Franklin Awards for stellar customer service and day-to-day safety commitment are given out at morning Safety Meetings. If a customer makes a positive report about one of our drivers or helpers, or leadership notices drivers and helpers going above and beyond in other ways, they are rewarded with a "Franklin"—a \$100 bill.



West Palm Beach Division Career Advancement

The West Palm Beach Division is proud to support the career advancement of many of our drivers and helpers. With a division-based mentorship program, we have helped 10 helpers advance their careers earning their CDLS and becoming drivers. These new drivers bring a nuanced perspective to their routes already having boots-on-the-ground knowledge about local service needs.

Recycling Outreach and Education

The **Reduce, Reuse, Recycle** mantra is fundamental to our operation. Our mission is to create sustainable recycling solutions for our municipal partners. We encourage and help build local recycling programs that do the following:

- ✓ Increase waste diversion from local landfills
- ✓ Reduce recycling contamination
- ✓ Contribute to local economies

At Waste Pro, our services are **highly local and tailored to each community partner we serve**. These highly local, tailored recycling programs are part of our "Distinguishable Difference." We know that recycling does not look the same everywhere—among other factors, recycling targets can be driven by state and local waste diversion goals, economic viability, local processing infrastructure, and residential participation rates. In light of these particularities, **it is our goal to help Counties and Cities maximize their individual recycling potential.**



In our new partnership with the City of Westlake, recyclable materials will be collected once weekly and brought to SWA.

Recycling Education and Community Outreach

Experience has taught us that to increase recycling, we must do three things: **teach, provide frequent reminders, and lead by example**. As the chart below shows, Waste Pro does all three. We look forward to partnering with the City of Westlake to put in place a robust recycling education and community outreach program that works for your residents.

Teach
<ul style="list-style-type: none"> ✓ We proactively educate residents about what can and cannot be recycled in their city or county to reduce recycling contamination ✓ We attend local community events, like rotary club meetings and community festivals or celebrations, and share materials at those events ✓ We present to students in local schools using age-appropriate educational materials—such as coloring books for younger students and a tailored curriculum program for middle-grade students ✓ We tag non-compliant recycling materials to provide real-time education to residents
Provide Frequent Reminders
<ul style="list-style-type: none"> ✓ We regularly update information on Waste Pro’s landing page for each contract ✓ We work with our municipal partners to mail reminders about recycling goals ✓ We make educational material available at other community locations so residents see this information when they are out and about, and we can create recycling reminders to be shared over customer-frequented channels like local governmental social media pages
Lead by Example
<ul style="list-style-type: none"> ✓ We listen to our municipal partners and work <i>with them</i> to build recycling programs that meet their goals ✓ We have an internal recycling program at every one of our own facilities ✓ We participate in Community Cleanups to keep our partner communities environmentally healthy ✓ We facilitate recycling programs at local governmental buildings and facilities or other public areas like parks or beaches when requested

Waste Pro Recycling Initiatives

As we work with the City of Westlake to facilitate a recycling program that meets your goals, we operate from the understanding that **the biggest recycling gains are made when residents and businesses understand how to recycle correctly**. This means that only non-bagged program recyclables are going into recycling carts. The benefits that come from increasing recycling volumes are negated if that recycled material is so contaminated that the processing facility cannot accept it, or if material is in a trash bag and cannot be sorted. **Waste Pro is an industry expert in correct recycling procedures—we not only provide recycling collection across our footprint, but also operate Material Recovery Facilities, or MRFs, in several of our markets.**



Maximizing Recycling by Reducing Contamination

Waste Pro **maximizes clean recycling** in a number of ways, and we will partner with the City of Westlake to come up with a plan for your residents. Some of our **tried and true strategies** include **monitoring individual loads** of collected materials for excess contamination, dispatching supervisors to perform **visual inspections**—route audits—on recycling collection days, and working to **identify residents who are producing excess contamination** so that we can better educate those customers. In some municipalities, we work directly with city or county staff to audit routes and educate entire neighborhoods or streets.

As explained previously in this Tab, we also **tag visibly non-compliant material** with an explanatory notice whose primary goal is to improve the collection program. We want residents to understand *why* their recycling could not be picked up so they can sort materials more effectively in the future. **We will work with the City of Westlake to produce a recycling non-collection tag specific to your requirements and recycling program.**

Maximizing Recycling through Promotion and Awareness

When residents and commercial customers understand which materials belong in their local recycling stream, **our next goal is to make sorting materials for recycling the natural choice**. To do this, we **raise awareness about the importance of recycling** through various strategies. We believe that when it comes to recycling education, **collaboration is key**. **The Solid Waste Authority already has a robust recycling education program in place; Waste Pro looks forward to continuing to work with the SWA alongside the City of Westlake to further promote recycling in the community.** We give our municipal partners access to our bank of existing materials and work together as we tailor messaging for residents:

- ✓ **Presentations** for local schools, civic organizations, homeowners' associations, and other community groups
- ✓ Manned Waste Pro **informational tables at community events**
- ✓ Participatory **recycling collection demonstrations** at community events
- ✓ Recycling education and recycling truck engagement at **local Touch-A-Truck events**
- ✓ Branding and **recycling awareness messaging on trucks** to increase program visibility
- ✓ Targeted messaging through **diverse media**:
 - **Educational materials** left for residents during cart rollouts
 - **Flyers** included in utility bills, emailed to customers, and/or placed on municipal websites
 - **Newspaper ads**
 - **Social media graphics** for governmental social media channels
 - Content for local **newsletters**
 - Recycling program information available 24/7 on **local, dedicated Waste Pro website**
 - **Public service announcements** distributed via TV, radio, and local billboards
 - **Call-Em-All and Text-Em-All** messaging to deliver service updates or changes
- ✓ Creative **special event recycling containers** for use at community festivals, sporting events, and other events that draw large crowds
- ✓ Bringing **"Waste Pro Man"** to local gatherings, schools, and sporting events
- ✓ Working with our municipal partners to **make recycling accessible and convenient in public places**, like parks and farmers markets

As with our directed educational efforts to reduce recycling contamination, we can also work with the City to identify neighborhoods and streets with lower recycling participation and target these neighborhoods for our awareness campaigns. **We look forward to working closely with the City of Westlake to determine which forms of outreach listed above will be most effective in your community including the 500 requested flyers.**



Recycling education at Waste Pro's Orange County recycling facility



Waste Pro promotes recycling at a community event

Sample Materials for Recycling Education and Communication

Across our footprint, Waste Pro provides a variety of educational materials to residents to help them understand what should and shouldn't be recycled. **The goal of these materials is to simplify the recycling process for residents and businesses, eliminating guess work.**

As mentioned above, we will collaborate with the City of Westlake to produce tailored recycling materials for local residents. **The materials will be as specified in the RFP and will teach residents the proper handling, use and care of refuse/recycling carts, and will outline the specifics of the refuse and recyclables collection program including a collection schedule and a listing of acceptable materials.** The requested 500 flyers will be delivered via mail within the specified timeframe. The pictures below are examples from other locations in our footprint used to roll out new programs, educate residents about recycling services (including service days) during a transition, increase awareness around



recycling, and provide reminders about acceptable recyclables.

Customer Service Approach

At Waste Pro, we believe that people make the difference, and caring never goes to waste. The City of Westlake will see this “Distinguishable Difference” in our approach to customer service. Whether we are answering a call from a resident or participating in local community events, we are committed to providing the City of Westlake with world-class service—locally.

We believe that when a City of Westlake customer picks up the phone, they should reach a customer service team operating locally. Our Palm Beach division has a dedicated customer service office staffed with local residents. As experts in Waste Pro’s day-to-day operations in the City, this team of three customer service representatives will answer questions and quickly forward comments or complaints to the relevant parties for immediate resolution. Our live, locally-based customer service teams provide a direct line of communication between our municipal partners and our hauling operations.

Effective Operations and Training

The first step to effective customer service is operations. We check and double-check our work to eliminate complaints before they happen. The operations piece of our customer service protocol includes training, route planning, and boots-on-the-ground supervision:

Employees are educated on the specific needs, rules, and regulations of the City of Westlake's contract.

All employees undergo comprehensive training focused on company policies and procedures.

Employees are taught the *Waste Pro Way*, which includes professional conduct and customer service.

New drivers and helpers run supervised routes for two weeks before they begin to work independently.

Routes are set up so that teams can assist one another if unexpected service delays occur.

Route Supervisors communicate with drivers and spot check routes to ensure service is running on time and up to Waste Pro's high standards.

This is the start of our customer service philosophy: **If you perform the service correctly, there are no complaints.** However, we know that even with the best laid plans and most dedicated team members, sometimes issues or customer questions do arise. This drives the second part of our customer service philosophy: **All customer issues are resolved in a timely and prompt manner. As our detailed customer service protocols below illustrate, Waste Pro has technology and processes in place to ensure that any questions that cannot be answered during a customer’s initial phone call are immediately forwarded to the appropriate parties for resolution.**

Our West Palm Beach Division Office and Local Staff



Waste Pro will provide world-class customer service to the residents of the City of Westlake through a combination of our **West Palm Beach Office Manager and Customer Service Representatives (CSRs)**

City of Westlake Customer Service Representatives Provide a High Level of Service

- ✓ **No automated attendants**—Real people answer the phone!
- ✓ Using our Trac-EZ system (described below), our dedicated Office Manager will ensure all issues are closed out or scheduled by the end of the day.
- ✓ In addition to their training in company policies and Waste Pro's best practices in customer service, all CSRs hired to support our City of Westlake contract will receive two weeks of real-world, hands-on training as they answer calls under the supervision of the Palm Beach division Office Manager.
- ✓ Contingency planning: Our Pembroke Pines Office CSRs are also trained in the City of Westlake contract and can assist customers if needed, such as during severe weather events. Waste Pro also has the ability to send calls to other nearby divisions throughout the region in the event of an emergency.
- ✓ To maintain quality assurance, we implement a quality monitoring form for calls, with feedback provided on the interactions. Additionally, we employ a Monitor, Barge, Whisper program, enabling supervisors to listen to calls, offer feedback, or intervene when required.

specifically trained on the City's contract and **technologies that ensure efficient, customer-focused workflows**. We employ software and reporting tools for workforce management to assess staffing capacities and requirements, ensuring that we maintain an adequate number of employees to deliver high-quality customer service. As we describe above, our Customer Service Representatives will be hired locally, to the benefit of our customers in the City of Westlake. When customers call their local division, they will reach staff who are well-versed in the specifics of their municipal contract—and who have firsthand knowledge of local roads and neighborhoods and the kinds of local events or conditions that may impact collections.

The customer service office in the West Palm Beach Division will provide a local, toll-free phone number, available from 8:00 am to 5:00 pm, Monday through Friday. Individuals calling after hours are invited to leave a message, which will be addressed promptly on the next business day.

Incoming Calls

8x8 Phone System

Waste Pro employs a Voice over Internet Protocol (VoIP) phone system known as 8 x 8. This cloud-based service allows calls to be answered from any location, including home, which is particularly beneficial during inclement weather that may prevent staff from reaching the office or cause power and internet disruptions. In such cases, 8 x 8 enables us to operate our phone systems remotely before transitioning our phone lines back to the local office once services are restored.

The 8x8 system is engineered for user convenience and can be tailored to meet the specific requirements of the City and its residents. Features include:

- ✓ **Call Back:** Our system will inform customers of their queue position and allow them to choose between waiting or receiving a return call. The callback feature also enables us to reconnect in



- the unlikely event of a dropped call or an unintentional disconnection.
- ✓ **Customized Front-End Messages in Multiple Languages:** In the case of modifications to services, the system can inform residents of these changes, particularly during adverse weather conditions and holidays.
- ✓ **Customized Phone Numbers:** When City of Westlake customers need to reach Waste Pro, they will call a dedicated local phone number.
- ✓ **Press Options:** Our system can be configured with various press off options should the City choose to utilize this feature

Beyond customer interaction, 8x8 also offers data analytics and tracking capabilities, enabling the monitoring of call times, wait durations, and overall call quality. This functionality allows Waste Pro to generate reports and statistics from call logs, ensuring transparency regarding customer service levels and compliance with reporting obligations.

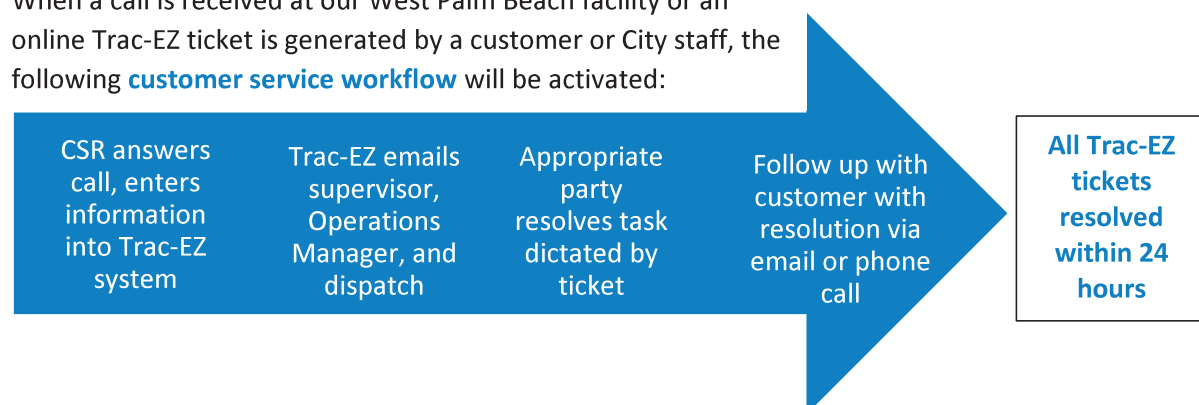
Trac-EZ

Waste Pro plans to implement a web-based customer service platform in the City of Westlake called Trac-EZ. Trac-EZ is designed to help Waste Pro and its community partners manage customer service workflow. **Trac-EZ will also help Waste Pro schedule and manage cart delivery as well as help provide the requested annual report regarding carts by keeping a record of requests regarding replacements and repairs of carts.**

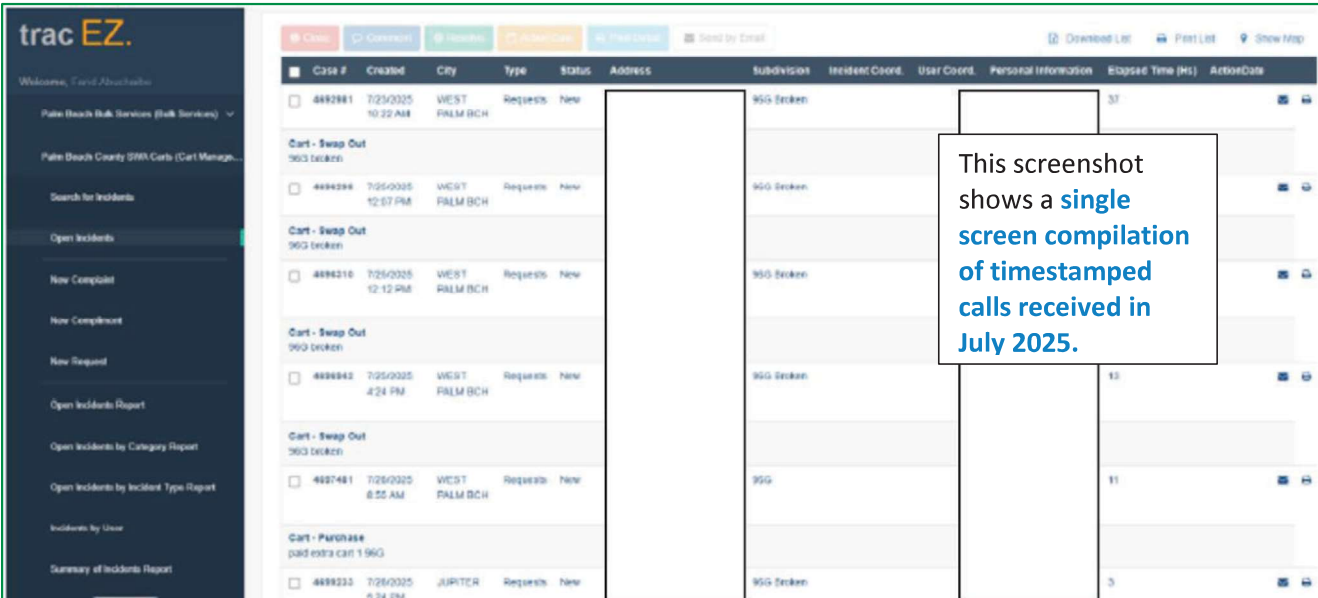
When a customer calls our City of Westlake customer service line, a CSR will log the customer request into the Trac-EZ system, where it will be attached to the customer's account. In addition to contacting us by phone, **residents can create their own Trac-EZ requests simply by clicking an icon on the City or Waste Pro website and filling in a form.** Finally, if a customer calls the City instead of our office, **City staff can also log tickets in the system.** Trac-EZ provides City staff as well as Waste Pro staff—both in the office and out in the field—with **real-time access to customer service requests.**

We will provide the City with access to this tracking system at **no cost** and in the spirit of **full transparency**—every call that Waste Pro receives will be logged, and resolution times will be easily available to the City for review.

When a call is received at our West Palm Beach facility or an online Trac-EZ ticket is generated by a customer or City staff, the following **customer service workflow** will be activated:



The screenshots below, from our CSRs at Waste Pro's West Palm Beach Division, illustrate what the City of Westlake can expect from our Trac-EZ software. Customer requests, complaints, questions, and compliments are recorded centrally in Trac-EZ.

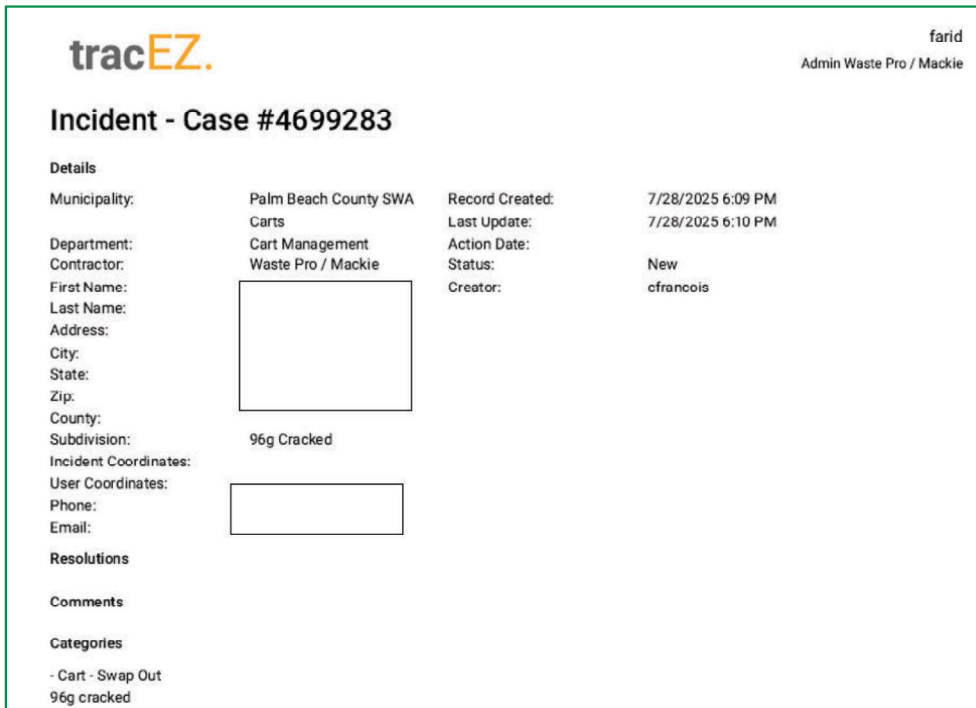


This screenshot shows a **single screen compilation of timestamped calls received in July 2025.**

Case #	Created	City	Type	Status	Address	Subdivision	Incident Coord.	User Coord.	Personal Information	Elapsed Time (m)	Action Date
4692881	7/25/2025 10:22 AM	WEST PALM BCH	Requests	New		96G Broken				37	
Cart - Swap Out 96G broken											
4692884	7/25/2025 12:57 PM	WEST PALM BCH	Requests	New		96G Broken					
Cart - Swap Out 96G broken											
4692310	7/25/2025 12:12 PM	WEST PALM BCH	Requests	New		96G Broken					
Cart - Swap Out 96G broken											
4692842	7/25/2025 4:24 PM	WEST PALM BCH	Requests	New		96G Broken				13	
Cart - Swap Out 96G broken											
4692481	7/25/2025 8:25 AM	WEST PALM BCH	Requests	New		96G				11	
Cart - Purchase paid extra cart 1 96G											
4692233	7/25/2025 9:34 PM	JUPITER	Requests	New		96G Broken				3	

The second screenshot, below, shows the **log for a single customer call.**

Note: Identifying information has been redacted from both screenshots for customer privacy.



tracEZ. farid
Admin Waste Pro / Mackie

Incident - Case #4699283

Details

Municipality:	Palm Beach County SWA	Record Created:	7/28/2025 6:09 PM
Department:	Carts	Last Update:	7/28/2025 6:10 PM
Contractor:	Cart Management	Action Date:	
First Name:	Waste Pro / Mackie	Status:	New
Last Name:		Creator:	cfrancois
Address:			
City:			
State:			
Zip:			
County:			
Subdivision:	96g Cracked		
Incident Coordinates:			
User Coordinates:			
Phone:			
Email:			

Resolutions

Comments

Categories

- Cart - Swap Out
- 96g cracked

Waste Pro's Commitment to Effective Customer Communication

Waste Pro is always happy to hear from our customers via phone or via a Trac-EZ ticket. When our customers need to hear from us, for updates including holiday schedules and potential service changes during adverse weather, Waste Pro utilizes several fast and effective communication channels. **Call-Em-All and Text-Em-All**

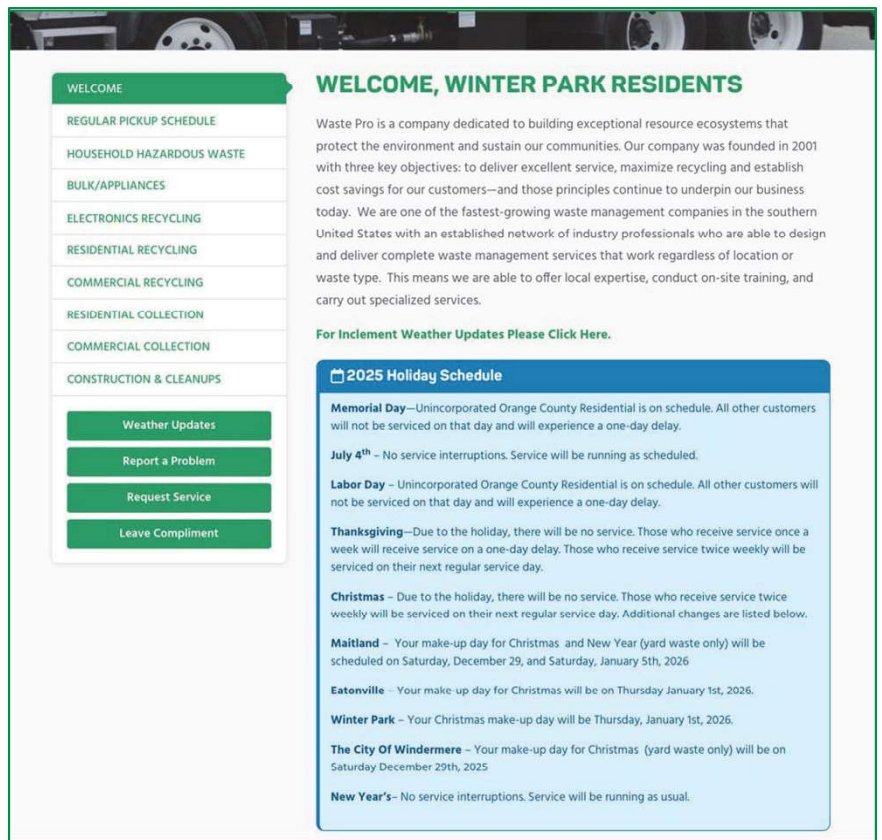
Our Call-Em-All and Text-Em-All automated notification program allows us to quickly reach out to residents via phone call and/or text message to inform them of temporary service changes, including adverse weather collection schedules.

We work with our municipal partners to gather the necessary customer data to implement this program.

Online Communication

Waste Pro's corporate communications team will work with our local staff to design a custom City of Westlake Waste Pro service webpage. This site will include local contact information and service information and will be updated to include holiday schedules.

As an example, we have included the landing page for our Winter Park, Florida customers. The links at left provide residents and businesses with additional information specific to the City's collection program, including pickup schedules, recycling specifications, and commercial service details.



WELCOME, WINTER PARK RESIDENTS

Waste Pro is a company dedicated to building exceptional resource ecosystems that protect the environment and sustain our communities. Our company was founded in 2001 with three key objectives: to deliver excellent service, maximize recycling and establish cost savings for our customers—and those principles continue to underpin our business today. We are one of the fastest-growing waste management companies in the southern United States with an established network of industry professionals who are able to design and deliver complete waste management services that work regardless of location or waste type. This means we are able to offer local expertise, conduct on-site training, and carry out specialized services.

[For Inclement Weather Updates Please Click Here.](#)

2025 Holiday Schedule

Memorial Day—Unincorporated Orange County Residential is on schedule. All other customers will not be serviced on that day and will experience a one-day delay.

July 4th – No service interruptions. Service will be running as scheduled.

Labor Day – Unincorporated Orange County Residential is on schedule. All other customers will not be serviced on that day and will experience a one-day delay.

Thanksgiving—Due to the holiday, there will be no service. Those who receive service once a week will receive service on a one-day delay. Those who receive service twice weekly will be serviced on their next regular service day.

Christmas – Due to the holiday, there will be no service. Those who receive service twice weekly will be serviced on their next regular service day. Additional changes are listed below.

Maitland – Your make-up day for Christmas and New Year (yard waste only) will be scheduled on Saturday, December 29, and Saturday, January 5th, 2026.

Eatonville – Your make-up day for Christmas will be on Thursday January 1st, 2026.

Winter Park – Your Christmas make-up day will be Thursday, January 1st, 2026.

The City Of Windermere – Your make-up day for Christmas (yard waste only) will be on Saturday December 29th, 2025.

New Year's – No service interruptions. Service will be running as usual.

Leveraging Social Media for Service Updates and Collection Program Success

The best strategy to reach residents is to meet them where they already are—including online.

And in our experience, the most effective way to reach our residential customers via social media is through the official social media channels of our municipal and county partners.

The City of Westlake, Florida **Government Facebook page**, with its active posting schedule, currently has over 2,000 followers. Given this wide reach, Waste Pro can design recycling education and other informational graphics for the City to share with residents through this channel. We can also provide service change updates that the City can post to keep residents informed.



A Customer Service Approach That Speaks for Itself

Each facet of our customer service approach adds value to the customer service experience. Our training and operations approach, refined through years of experience in and around Florida, helps to prevent service issues before they even happen. When issues do arise, our local, contract-specific CSRs and dedicated Office Manager provide personable support to our customers. Our technology capabilities through our 8x8 phone system and Trac-EZ platform provide convenient and transparent methods of communication between Waste Pro, the customer, and the City. Combining each element results in a high level of customer service and leaves no question unresolved.

Alternative Routing Structure

As allowed in Addendum 1, Question 64, Waste Pro would like to propose an alternative routing structure including:

- **Solid Waste:** Waste Pro would provide residents with twice weekly solid waste collection via two REL trucks on Monday/Thursday and Tuesday/Friday.
- **Bulk Waste:** On our Thursday/Friday solid waste routes, we would also provide once weekly bulk waste collection to residents.
- **Recycling:** We would provide once weekly recycling collection to residents via one split body REL truck Monday, Tuesday, Thursday, and Friday.
- **Yard Waste:** We would provide once weekly yard waste collection to residents via two REL trucks on Wednesdays.

Our proposed alternative routing structure allows for more efficient collection services and cost savings for the City of Westlake and provides the following additional benefits:

- **Dedicated Crews for the City of Westlake:** If utilizing the alternative routing structure, Waste Pro will have three dedicated teams for the City. Two teams of one driver and one helper will provide solid waste and yard waste collection Monday through Friday. Another team of one driver and one helper will provide recycling collection Monday, Tuesday, Thursday, and Friday. Having teams that are solely dedicated to the City means our drivers will know the City's streets and unique service needs better equating to more efficient collection and quality service for the City.
- **Faster Customer Service Response Times:** Waste Pro crews will be in the City of Westlake five days a week. Having a consistent presence in the City with crews already on the ground every day of the week means Waste Pro can quickly address any service concerns from residents or the City whether a late set out or a missed pickup.
- **Additional Operational Support During High Volume Yard Waste Season:** During the summer, when yard waste volumes increase, the split body REL truck used for recycling could be utilized on Wednesdays to support high volume yard waste collection if needed.
- **Cost Saving Benefits:** Having dedicated teams and equipment to the City of Westlake keeps costs down.



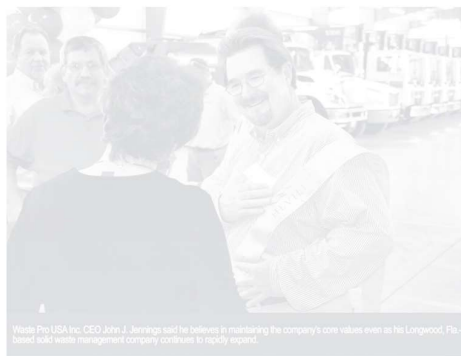
Waste Pro has provided pricing for our alternative routing structure in Tab 5 and is happy to discuss this option in more detail upon request from the City.



TAB 3 RESUMES

WASTE & RECYCLING NEWS crain Crain's News Source for Environmental Management

Waste Pro keeps it simple



Waste Pro USA Inc. CEO John J. Jennings said he believes in maintaining the company's core values even as his Longwood, Fla.-based solid waste management company continues to rapidly expand.

By Jim Johnson

Waste Pro USA Inc. is far from the single-truck operation that started a decade ago. With sales topping \$400 million annually, the company now has operations in seven southern states, running more than 1,400 trucks, employing 2,400 people and servicing

hundreds to maintain and promote company beliefs.

"We grow, we want to make sure that we're able to maintain and keep that culture, but going that really has been a part of our success," Jennings said.

"I started the company really with the idea of keeping it simple. And what do we really

been working with Jennings for about a quarter of a century in the trash business, even before the creation of Waste Pro.

Traveling from his home base of Atlanta, Ga., Wood will hit the road a week or two at a time to talk to employees about company culture.

Waste Pro's bottom line is simple: keep it

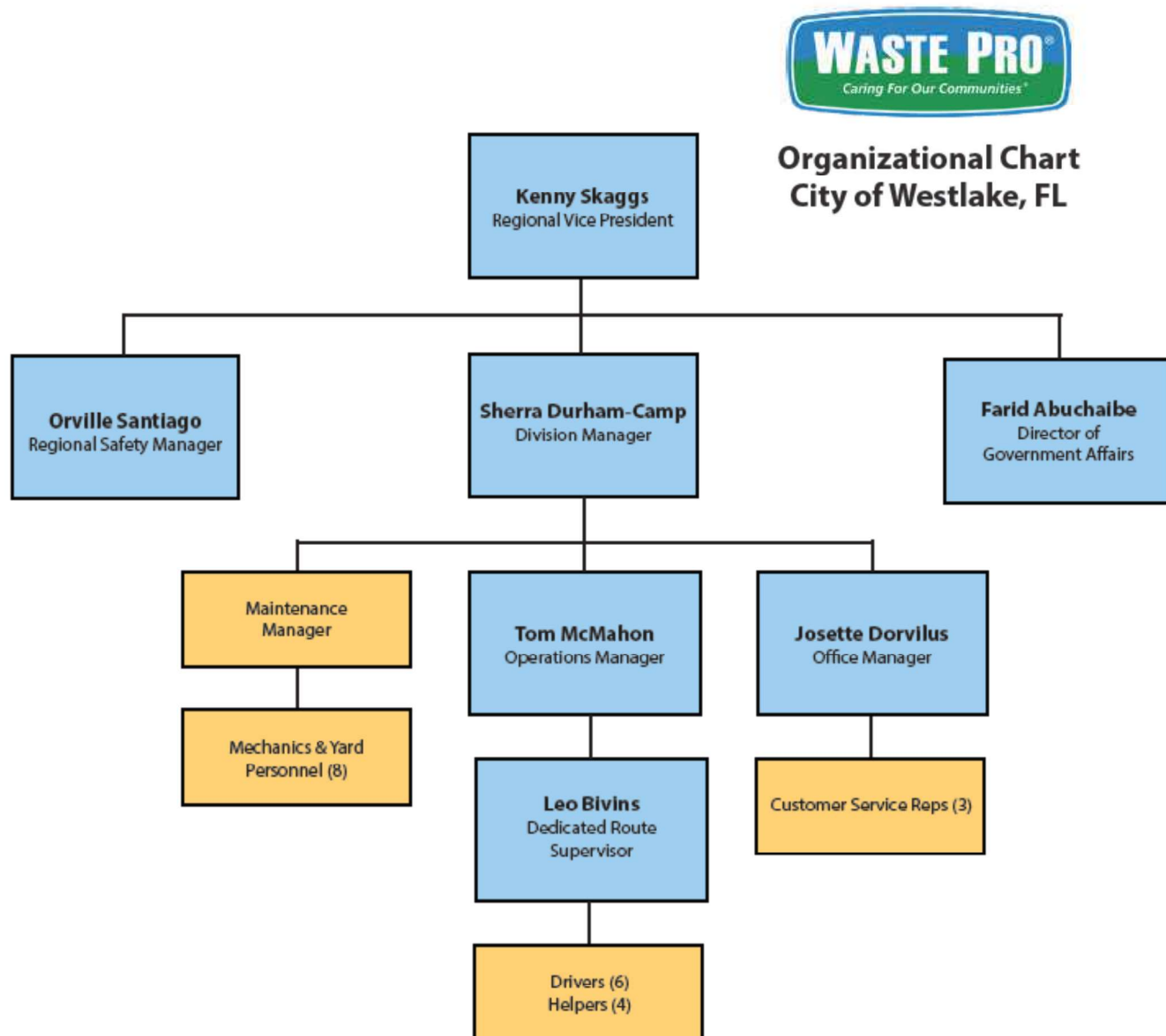


SOLID WASTE & RECYCLING COLLECTION AND DISPOSAL
CITY OF WESTLAKE, FL | RFP #2025-01

Resumes

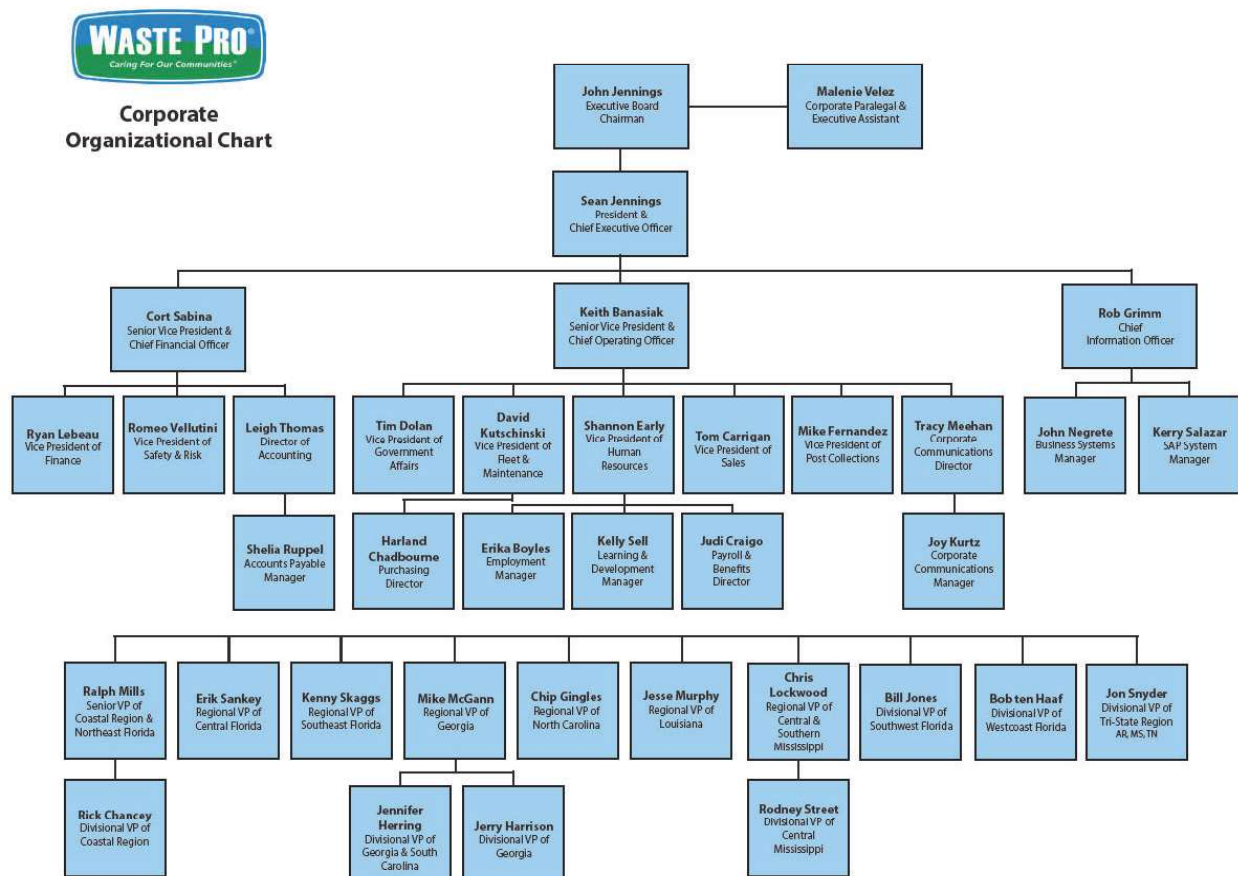
Provide brief resumes of the individuals managing the services provided.

Our experienced Southeast Florida team, many of whom have decades of solid waste experience, will ensure that right from the start, the City of Westlake receives our local commitment to world-class service. These individuals will exercise their knowledge of the City to oversee our contract startup and day-to-day operations. This local leadership is supported by a highly decentralized corporate structure. In our experience, the empowerment of local decision-makers yields customized operations and the safest, most efficient services for our municipal partners. In the graphic below, we provide our local organizational chart. We also provide our anticipated staffing for the City of Westlake in the table below.



Waste Pro's City of Westlake Personnel Team	
Position	Number of Staff
Division Manager	1
Operations Manager	1
Dedicated Route Supervisor	1
Drivers	6
Helpers	4
Office Manager	1
Customer Service Representatives	3
Maintenance Manager	1
Maintenance Technicians	8

Below, Waste Pro provides our corporate organizational chart.

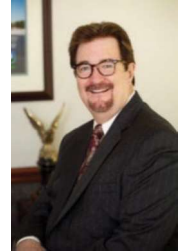


On the following pages, we provide resumes for key personnel including those that will have direct involvement in providing services for the City.

John Jennings, Executive Board Chairman, Founder

jjennings@wasteprousa.com

John J. Jennings is the founder and visionary behind Waste Pro USA. His father, Michael Jennings, was an Irish immigrant who worked as a garbage man on Long Island and taught his son the importance of a diligent work ethic. The lessons he learned from his father translated into what is now Waste Pro's mission: to create more sustainable, cost-effective waste and recycling solutions. After moving to Florida, he started in the industry at the bottom and worked his way up, eventually starting his own company, Jennings Environmental Services, which became the largest privately owned waste disposal company in Central Florida. Waste Pro, as we know it today, was created in 2001. In 2020, John Jennings passed the torch to his son, Sean, to become President & CEO. He remains Executive Board Chairman and an active part of the company's leadership team. Jennings has been recognized as one of Florida Trend's 500 most influential business leaders in 2018, 2019, 2020, and 2021. Recognized continuously for his contributions to the solid waste and recycling industry and as a pioneer in entrepreneurship, in 2011 he was unanimously elected to the National Waste and Recycling Association Hall of Fame.



Sean Jennings, President and CEO

sjennings@wasteprousa.com

Sean Jennings, son of Waste Pro Founder John Jennings, is a third-generation garbage man who joined his father in all aspects of the garbage business throughout his youth before officially joining the industry in 2012. Following graduation from the University of Alabama, where he majored in finance and minored in economics, he spent a year working in collection and landfill disposal in Costa Rica. When Jennings returned to the United States, he worked in operations and landfill construction in Georgia and Mississippi before joining Waste Pro in 2014 as Division Manager of the Tampa-Clearwater area. He then assumed the management role at the company's Sarasota/Bradenton Division in 2016. As Division Manager, Jennings led the charge to build a compressed natural gas (CNG) station and recycling facility.



In addition to his role as President & CEO, Jennings serves on numerous community boards. In 2018, he was honored with Waste360's 40 Under 40 Award. In that same year, he was named as one of the 40 under 40 business leaders to watch in the Orlando Business Journal. Jennings was also a member of Waste Pro's inaugural Leaders Initiative class. He currently resides in Sarasota, Florida. In spring 2024, Sean earned the Rising Star award recognition from the Florida Institute of CFO's (fiCFO).

Cort Sabina, Executive Vice President & Chief Financial Officer

csabina@wasteprousa.com

Cort Sabina has more than 35 years of in-depth accounting and financial management experience. At Waste Pro, he has served as Corporate Controller, Vice President, and Chief Accounting Officer and is presently Executive Vice President and Chief Financial Officer. Cort was elected to the Waste Pro board of directors in March 2015. Cort's experience began with one of the nation's largest Taft-Hartley Health and Welfare and Pension Funds, Central States Southeast and Southwest Areas 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, Illinois. He followed that role 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 is a member of the Rollins College Financial Leadership Network (FLN) as part of the CFO Council. Cort is also an Advisory Board Member of the fiCFO (Florida Institute of CFOs) and an Advisory Board Member for Blackstone Global Insurance.

Romeo Vellutini, Vice President Safety and Risk

rvellutini@wasteprousa.com

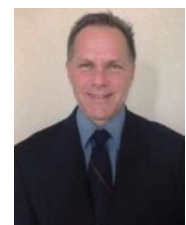
Romeo Vellutini joined the Waste Pro team in 2017 and has more than 25 years of experience in the waste industry. Prior to joining Waste Pro, he was an Area Safety Manager for a national waste service provider. He was instrumental in developing process improvements, claims and risk reduction, OSHA/DOT compliance, team building, and cultural change. One of his greatest accomplishments was when he and his team were recognized and awarded for finishing first in Safety Compliance companywide. He's an American Society of Safety Engineers member and resides in Debary, Florida. In October 2023, the Florida Chamber of Commerce recognized Romeo, along with a handful of distinguished business leaders from various industries and was honored at the 2023 Florida Chamber Annual Meeting & Future of Florida Forum.



David Kutschinski, Vice President of Fleet & Maintenance

dkutschinski@wasteprousa.com

David Kutschinski has more than 37 years of fleet management experience and a decade of technician experience in the waste industry. David has worked for three international waste and recycling collection and landfill companies in various leadership and management roles throughout his career, including Director of Maintenance and Purchasing, Market Area Fleet Manager, Assistant General Manager of Hauling, MRF, and Landfill operations. David joined Waste Pro in April 2015 as Regional Maintenance Manager in Florida's West Coast Region. In this role, he supervised all aspects of



maintenance staff and functions, including hiring, providing hands-on maintenance assistance, educating drivers, and more. In 2019, David was promoted to Vice President of Fleet and Maintenance. He is responsible for maintenance functions and operations for Waste Pro's entire fleet of over 4,200 vehicles and equipment across the company's 12-state footprint.

Tim Dolan, Vice President of Government Affairs

tdolan@wasteprousa.com

Tim Dolan is the Vice President of Government Affairs for Waste Pro overseeing the municipal marketing process companywide. He works closely with the Regional and Divisional Vice Presidents and the municipal marketing team, building relationships with city and county leaders across Waste Pro's 12-state footprint to secure new and renewed business.



During his career in the waste industry, he has had direct management roles in safety, human resources, sales, operations, administration, and overall site management. First joining Waste Pro over 20 years ago as a Division Manager, he was promoted to Central Florida Regional Vice President in 2006, leading one of Waste Pro's most successful regions before starting in his current role in 2021.

As an active member of the communities he serves, Tim is a Past President and is currently the PBAS Secretary, on the CLEO Board of Directors, and on the CRA Sanford Board. He has also served as the Four Townes Rotary Past President and been involved with Leadership West Volusia, the Boys & Girls Club Board Volusia Board, the Seminole State Board, the Central Florida Boy Scout Board, the Florida Citrus Sports Board, and the Orlando Economic Partnership Board.

Tracy Meehan, Director of Corporate Communications

tmeehan@wasteprousa.com

Florida native Tracy Meehan has nearly 20 years of experience in marketing and communications. As Director of Communications for Waste Pro, she oversees all internal and external corporate communication strategies, including press releases, public/media relations, social media, branding, marketing, and company newsletters. She began her career in 2004 as Special Projects Director for American Home Health Inc. of St. Petersburg, responsible for all marketing and advertising. From 2007 to 2011, Tracy lived in Den Haag in the Netherlands, and volunteered with ACCESS, a not-for-profit organization specializing in helping English speakers adjust to life in the Netherlands. She served as a Public Relations and Events Team member and spent two years as the Marketing and Advertising Coordinator at The British School in the Netherlands. Tracy joined Waste Pro in 2014 as a Municipal Marketing Manager covering Waste Pro's West Coast Region of Florida. In that role, she was critical in the rapid expansion of one of Waste Pro's largest markets. In 2016, Tracy was honored as one of Waste360's 40 Under 40, which recognizes the inspiring and innovative professionals under the age of 40 who work in waste, recycling, and organics and have made a significant contribution to the industry.



Keith Banasiak, Chief Operating Officer & Senior Vice President kbanasiak@wasteprousa.com

Professional Summary

Keith Banasiak has more than 35 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.



Banasiak joined Waste Pro shortly after relocating to Ft. Myers in 2001 to work for another solid waste company. Throughout his tenure at Waste Pro, Keith has served as Regional Vice President of Waste Pro's Florida West Coast operations, one of the company's largest regions with more than 400,000 residential customers and more than 13,300 commercial customers across Florida's West Coast from Citrus County south through Collier County.

In 2019, he was named Senior Vice President, and in 2020, he was promoted to Chief Operating Officer. Keith manages Waste Pro's Regional and Division Vice Presidents and the exclusive municipal franchise contracts in 12 states throughout the Southeast. He is also involved in 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 of the Community Cooperative and board member for The Foundation for Lee County Public Schools.

Work Experience

Promoted in 2020 to Chief Operating Officer

Sr. Vice President (2019), Regional Vice President, Division Manager, Waste Pro, *2005-Present*

District Manager Ft. Myers and Hendry County, Waste Services, *2003-2005*

General Manager - SW Florida Region, Florida Recycle Services, *2000-2003*

Sales & Logistics Coordinator, Toban Metals (Benton Harbor, MI), *1998-2000*

Vice President/General Manager, Lake Industries/Indiana Aluminum Processors, *1987-1998*

Education

Bachelor of Science in Business Administration, Indiana University, 1987

Skills

- Corporate Leadership & Development
- Multi-state Operational Management
- Procurement & Development
- Planning, Forecasting, and Budgets
- Safety Management
- Management of People & Culture

Kenneth Skaggs, Regional Vice President for South Florida

kskaggs@wasteprousa.com

Professional Summary

Kenny Skaggs, a 3rd generation industry professional with 30 years of experience in the waste industry, started on the ground floor with a national hauler in St. Louis. Over the course of his career, he worked his way up to be an operations manager, district manager, and, most recently, senior district manager. In his most recent role, Kenny managed all aspects of service districts' operations, including operation, fleet, disposal transfer, and fabrication of revenue of \$4 million monthly, doubled gross margins, and reduced injury and turnover rates.



Kenny joined Waste Pro in 2022 as Regional Operations Manager in Southeast Florida, where he was responsible for overseeing day-to-day operations of transportation, hauling, and support for the region, which includes four hauling divisions, CleanPro and Professional Waste. His duties also included involvement in P&L reviews, incident/injury investigations, and budgeting. In September 2022, Kenny was appointed Regional Vice President for Southeast Florida and continues to lead the region, which services more than 400,000 homes and 10,000 businesses.

In his role, Kenny manages the day-to-day operations of multiple divisions within his region, with daily support to managers in ensuring quality and budget performance. He monitors budget and operating metrics while diagnosing and improving processes, procedures, and performance, executes the Market's strategic capital budget, ensuring effective use of the budget through asset allocation; ensures appropriate spare ratios and asset disposal. He is also responsible for executing necessary precautions to ensure safety and compliance with Company, OSHA, and other standards and regulations.

Skills

- Management of Profitability and Growth
- Safety Management
- Effective Leadership of 360 persons in multiple divisions
- Vertical Operations
- Facilitating mergers, acquisitions, and divisional start-ups

Work Experience

1994-2022 Waste Management District Manager

2022- Present Waste Pro Regional Vice President of South Florida

Orville Santiago, Regional Safety Manager, Southeast Florida opsantiago@wasteprousa.com

Professional Summary

Orville, better known as OP, is a 15-year solid waste industry veteran. As the Regional Safety Manager in Waste Pro's Southeast Florida Region, he is responsible for developing and implementing safety policies and standard operating procedures (SOPs) and solidifying the foundation for safety and risk in the region, with the purpose of creating overall safety-conscious, safety awareness and safety leadership within each of the area divisional offices.



He is keenly aware and ensures that the divisions comply with all Federal, State, DOT, OSHA, NIOSH, and EPA regulations. His responsibilities also include training to the standards of the national OSHA Programs, including but not limited to Hazardous Communications, HECF, Fall Protection, Hearing Conservation, BBP, PPE, Confined Spaces, P.I.T., and Respiratory Program. Working with the division managers and the Regional Vice President, Kenneth Skaggs, he worked daily to effectively counter and attack high-risk behaviors to maintain and preserve a high level of safety for Waste Pro staff and the residents that we service. Orville holds multiple certifications, including Transfer Station/Material Recovery Facility Operator-University of Florida TREEO Center, Smith System Defensive Driving Trainer, 6H Environmental Certification, is a Licensed Class A Commercial Driver and is certified in Human Factors Analysis and Classification Systems Certification from Embry-Riddle Aeronautical University. He is also bilingual in English and Spanish.

Skills

- OSHA/NIOSH/DOT/EPA Guidelines
- Program Development and Training
- Risk Management
- Hauling and Post Collection Safety Management
- Industry Safety Compliance

Work Experience

2017-Present Waste Pro Regional Safety Manager, SE Florida

2014-2017 Waste Management, Operations Manager, Pompano Beach, FL

2010-2014 Blue River Resources, MRF – Operations Manager

Sherra Durham Camp, Division Manager

sdcamp@wasteprousa.com

Professional Summary

Sherra Durham Camp brings over 20 years of industry experience in directing, managing, and monitoring daily schedules for residential and commercial solid waste collection. She joined Waste Pro this year as the West Palm Beach Division Manager. Prior to joining Waste Pro, Sherra was the Assistant Director of Collections Operations for Miami-Dade County's Department of Solid Waste, one of the country's largest municipal collection, recycling, transfer, and post-collection operations. Her background and skillset include team management of more than 600 workers, including supervisors and senior staff, and facilitating and fostering team and organizational development.



Sherra has been recognized for her many accomplishments, including being a Leading Women in Solid Waste by Miami-Dade County. While working in Atlanta, she was a Women of the Works recipient and the first recipient of the Recognition of Exceptional Service for the City of Atlanta. In 2022, she and her staff were inducted into the US Department of Labor Hall of Fame for their exceptional contribution as essential workers during the Coronavirus Pandemic. She has also been an active member of SWANA for the last six years.

Skills

- Daily Operations
- Supervision
- Safety Management
- Effective Leadership
- Customer Service & Management
- Forecasting & Budget Planning

Work Experience

2025-Present Division Manager, Waste Pro

2019-2025 Assistant Director of Collections Operations, Miami Dade County – Department of Solid Waste

2015-2019 City of Atlanta – Department of Public Works

2016-2019 Public Works Manager Senior

2016 Installation Chief

2011-2015 Manager, SMS Logistics

Education

The City University of New York, BA Public Administration, 2006

Tom McMahon, Operations Manager

tmcMahon@wasteprousa.com

Professional Summary

Having worked in the solid waste industry for 30 years, Tom McMahon has experience in all lines of business in the waste industry and has worked in Palm Beach County for 15 years. Working as a manager for 10 years, he shares his knowledge with his employees and always has a professional manner with residents in his service areas. He manages daily operations for over 60 residential and commercial trash, recycling, and vegetation routes in Palm Beach County. Tom supervises drivers and helpers, ensuring that pre- and post-trip inspections are completed. He communicates key service, safety, and equipment issues and plans routes for daily operations. He responds to dispatch calls and addresses customer requests and complaints, either directly or through notices. He also checks on late put-outs and communicates unique pickup requirements to the drivers. Tom conducts route observations to ensure compliance with safety regulations and discusses his findings with the team. He identifies training needs and maintains necessary supplies in the vehicle. He assists on routes when needed to cover shortages or to help drivers who are behind schedule.



Skills

- Safety
- Management
- Daily Operations
- Customer Service

Work Experience

2018-Present Operations Manager, Waste Pro
2016-2018 Operations Manager, Eagle Disposal of PA
2012-2016 Operations Manager, Southern Waste Systems SWS
2005-2012 Site Manager 103, Waste Pro

Leon Bivins, Dedicated Route Supervisor

lbivins@wasteprousa.com

Professional Summary

Leon Bivins has over 13 years of experience in the solid waste industry in the Palm Beach County area. Joining Waste Pro in 2012, Leon serves as Waste Pro's Route Supervisor where he is responsible for the supervision of drivers and the performance of daily operations. His responsibilities include conducting pre- and post-trip inspections, performing route observation, maintaining a clean and safe working environment, and providing customer service support. Prior to Waste Pro, Leon worked as a residential driver for Waste Management.



Skills

- Supervision
- Daily Operations
- Safety
- Management
- Customer Service

Work Experience

2012-Present Route Supervisor, Waste Pro

2011-2012 Residential Driver, Waste Management

Josette Dorvilus, Division Office Manager & Customer Service

jdorvilus@wasteprousa.com

Professional Summary

Ms. Dorvilus has been with Waste Pro for 11 years in various roles. In her current position, she is vital to Waste Pro ensuring a smooth billing process. As an office manager, Josette will be directly responsible for supervising the office administrative staff for billing, accounts receivable, collections, routing productivity, and profitability. The customer service team reports to her as well.



As Customer Service Manager, she swiftly addresses calls regarding recycling and service issues through our 8x8 phone system. Her main responsibilities for the City of Westlake services will include:

- Managing office administration and communication with the City of Westlake.
- Ensuring accurate residential and commercial billing for the City of Westlake.
- Preparing monthly recycling and set-out reports.
- Supervising the Office Administrative Staff and overseeing billing, accounts receivable, collections, and productivity.

Skills

- Customer Service
- Communication
- Interdepartmental Collaboration

Work Experience

2010-2013 Certified Nursing Assistant, Leaving Life at Home

2008-2010 Customer Service, South Palm GI

Education

2000 – Associates

Farid Abuchaibe, Municipal Retention Specialist for the Southeast Florida Region
fabuchaibe@wasteprousa.com

Professional Summary

Farid's primary focus for the City of Westlake contract includes: maintaining a working relationship with the City of Westlake and serving as a liaison for Waste Pro's participation in community-sponsored events; consulting with municipal officials and community groups to foster key relationships and business partnerships; assisting with complaint resolution with City staff and elected officials; and serving as the Contract Administrator.



Since joining Waste Pro in 2019, Farid has over 12 years of experience in solid waste and recycling management, including significant roles in Utah and Michigan. He holds an MBA from the University of Phoenix and specializes in operational efficiencies and safety awareness, leading to fewer injuries in the communities he serves. He ensures customer satisfaction and promotes green initiatives.

Skills

- Management of profitability and growth
- Safety management
- Effective leadership of solid waste divisional operations
- 17 years of experience
- Vertical operations
- Customer service management
- Municipal partnership management

Work Experience

2019-Present, Waste Pro

- 2024 - Present, Director of Government Affairs Southeast Florida
- 2019- 2024, Division Manager, Pompano Beach Florida

2017 - 2019 General Manager, Detroit Post Collection, Republic Services

2008 -2017, District Operations Manager, Collection and Post-Collection, Waste Management of Utah

Education

University of Phoenix, Taylorsville Campus, Taylorsville, NC Master of Business Administration, Human Resources (MBA - HR)

Universidad Simon Bolivar, Barranquilla, Colombia, Law Degree- Attorney at Law

BA, University of Phoenix



QUALIFICATIONS

TAB 4 QUALIFICATIONS

Qualifications

Qualifications – Description of qualifications and experience to provide Solid Waste & Recycling Services to the City.

For more than 20 years, Waste Pro has been partnering with communities across the Southeast to provide values-driven solid waste services. Founded in 2001 by industry legend John J. Jennings, Waste Pro is known as a “people” company because our employees and customers work hand-in-hand to create a “Distinguishable Difference” in the waste industry. Our focus on long-term local relationships drives our commitment to creating sustainable, cost-effective waste and recycling solutions for cities and counties like the City of Westlake.

Waste Pro is headquartered in Longwood, Florida and is managed by the most experienced team of professionals in the Southeastern United States. **Under two generations of Jennings leadership, Waste Pro has grown to become one of the country’s largest privately-owned waste collection, recycling, and disposal companies.** Today, as a result of two decades of organic and strategic growth, annual revenues are projected to exceed \$1.4 billion in 2025.

Waste Pro has been serving municipal customers in Florida since 2001. We have enjoyed servicing a partnership with Palm Beach County since 2015. We are proud of our partnerships across the state, including our role as the exclusive hauler for the state’s largest public university, the University of Central Florida.

WASTE PRO BY THE NUMBERS



OPERATING LOCATIONS

90+ operating facilities
32 landfills
20 transfer stations
4 materials recovery facilities (MRFs)



CUSTOMERS

2 million+ residential
100,000+ commercial



FLEET

4,200+ state-of-the-art trucks with 3rd Eye
360 degree onboard cameras



MRFs

(recycling processing)
Ft. Myers, FL;
Ocala, FL; Sarasota, FL;
Columbus, MS (commercial corrugated only)



EMPLOYEES

5,000+



MUNICIPAL CONTRACTS

260+ exclusive municipal franchises



REVENUE

Projected to exceed
\$1.4 billion in 2025

Waste Pro's Family Legacy

John Jennings, the son of a garbageman on Long Island, started his first waste collection company in 1973. He had no notion of how large the company might become, but his mission was simple: **to distinguish himself from the competition by providing the best possible service for his customers.** Fifty years later, the Jennings family continues to live and lead by this philosophy.

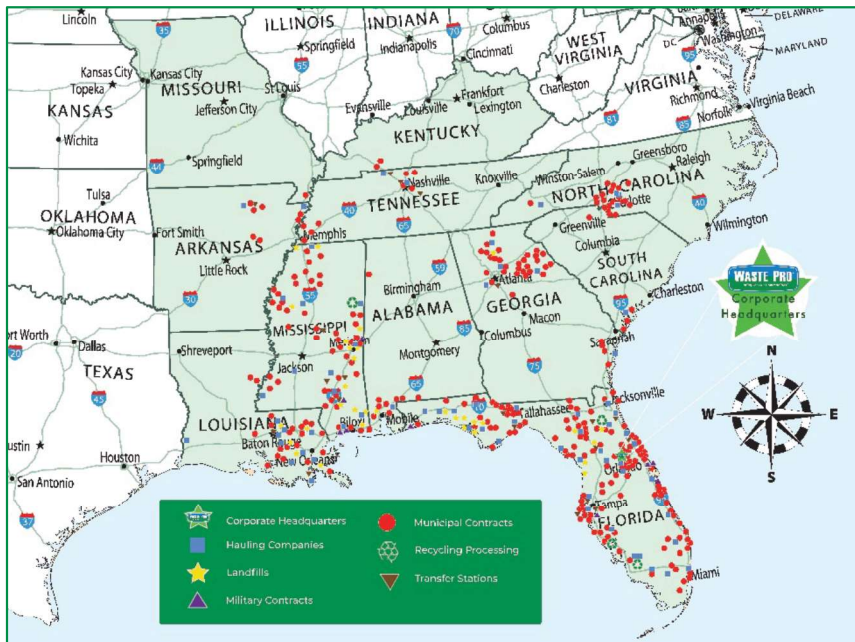
1973	John Jennings moves to Florida and breaks into the business by acquiring Pete's Garbage Service, starting with one truck. For the next two decades, he grows his presence in the Central Florida market, builds his reputation, and becomes a recognized leader in the industry.
1992	Jennings starts his first name-sake company: Jennings Environmental Services.
1996	As the result of a long-standing professional friendship between John Jennings and John Drury, Chairman and CEO of USA Waste Services, Inc., Jennings Environmental becomes first-tier subsidiary of USA in Florida and the Caribbean. Commanding a management team composed of many of Waste Pro's current leaders, Jennings oversees more than 160 municipal contracts.
1998	Jennings Environmental and USA experience rapid growth, leading to USA's acquisition of Waste Management, Inc. Because Waste Management dwarfs USA in size, the board of directors elects to change the USA name to Waste Management.
2000	Because they prefer to deal with local vendors and to facilitate personal connections with employees and their families, the Jennings Team operates differently from the bureaucratic makeup of a big national company. The entire Jennings Team decides to leave Waste Management to preserve their people-centric philosophy.
2001	Waste Pro begins operations. In the 20+ years since, Waste Pro has grown from a single operating location to a footprint across 12 states by sticking true to John Jennings's vision: <i>To create a more sustainable future through a mix of innovative, premium waste management solutions and back-to-basics investment in local relationships with our community partners.</i>
2018	The family legacy continues as Sean Jennings is named Waste Pro President.
2020	Sean Jennings is named Waste Pro CEO. Industry veteran and long-time Waste Pro VP Keith Banasiak is named COO.

Today, John's son Sean carries on the family legacy as a third-generation garbage man. With a lifetime of industry knowledge and over a decade of experience in operations and management, Sean Jennings has been Waste Pro President since 2018 and was named CEO in 2020. Waste Pro veteran Keith Banasiak was also named Chief Operating Officer in 2020, bringing nearly 40 years of management experience in the industry to the role. Much of our current leadership has been with Waste Pro for the

long haul, invested in building the company from its earliest days. John Jennings maintains his dedication to Waste Pro's mission and future direction as Executive Board Chairman.

Waste Pro Partners with Communities in Florida and Across the Southeast

Waste Pro maintains exclusive contracts with more than 260 cities and counties in Alabama, Arkansas, Florida, Georgia, Louisiana, Mississippi, Missouri, North Carolina, South Carolina, Tennessee, Kentucky, and recently Texas. Waste Pro operates out of 90 locations, including more than 50 in Florida.







Across our footprint, we serve **more than two million residential customers** and **more than 100,000 businesses**. Waste Pro owns and operates **Material Recovery Facilities** in Ocala, FL; Ft. Myers, FL; Sarasota-Bradenton, FL; and Columbus, MS (commercial corrugated only). We also operate more than two dozen **construction and debris landfills** that have been of critical help to communities rebuilding after major storms.

The more than **4,200 heavy trucks in our fleet** (including

many powered by CNG, compressed natural gas) are built for longevity. While we know that our drivers are our greatest safety and service asset, Waste Pro has invested in state-of-the-art truck-based and routing technologies to assist our teams in providing safe, efficient, and environmentally-friendly service.

We are proud to be based in Central Florida, where we have the distinction of being the region's second largest privately-owned company. Waste Pro is also one of the state's largest providers of exclusive residential solid waste services. In Florida, Waste Pro currently services municipalities as small as LaCrosse, with 58 homes, and municipalities as large as Lee County, where we provide service to approximately 140,000 homes.

Waste Pro of Florida at a Glance

-  **120** exclusive municipal contracts
-  **33** hauling companies
-  **1.6M+** residential customers serviced
-  **61** of Florida's **67** counties

As our references will show, we currently provide franchised residential and commercial collection to a number of Florida municipalities similar in size to the City of Westlake, including nearby Palm Beach County, Hillsboro Beach, and Lauderdale by the Sea.



This local knowledge and experience will drive our partnership with the City of Westlake as we focus on the unique needs of your residents and businesses.

Our City of Westlake team fully understands the scope of work that is specified for the solid waste and recycling collection services requested in the RFP. Across our 12-state footprint, Waste Pro provides a range of single-family residential, multi-family residential, and commercial services to our municipal partners, including:

- ✓ Garbage Service
- ✓ Yard Waste Service
- ✓ Recycling Service (Single and Dual Stream)
- ✓ Bulk Waste Service
- ✓ Construction Debris Removal
- ✓ Fully or Semi-Automated Service
- ✓ Waste Transfer and Disposal
- ✓ Recyclables Processing and Marketing
- ✓ Special Event Service

Our Local Commitment to World-Class Service

Waste Pro's key to providing premium, people-focused service is empowered local leadership. Our surprisingly lean corporate management team is focused on one function: supporting the regions in operations, administration, and marketing. Waste Pro's local operations are managed by a highly experienced team of Regional Vice Presidents, Divisional Vice Presidents, Division Managers, and support staff. These regional teams are mandated to make decisions about local service plans. **Waste Pro's decentralized management structure is designed to benefit our municipal partners: our local teams have the operational agility to respond to local needs without going through layers of corporate approvals.**

For Waste Pro, "local teams" are truly local. Our West Palm Beach Division which will service the City of Westlake is located 15 miles away from the City and has over 10 years of experience servicing the Palm Beach County area. When a resident picks up the phone to call us, the person on the other end is right down the road. They know the ins and outs of your services, streets, and daily operations.

When it comes to serving our municipal partners, Waste Pro also understands that **our drivers and helpers are the heart—and the local face—of our operations.** They are encouraged to "go the extra mile" for our customers, and we reward these efforts:

Waste Pro incentivizes safety and customer service by offering our drivers an industry-high \$10,000 Safety Award and our helpers a \$5,000 Safety Award. Since 2004, more than 1000 drivers and helpers combined have earned over \$9.6 million in Safety Awards—30+ of them repeat winners.

We invest in career advancement. Our **Co-Heart Program** has allowed 500+ employees to earn their CDL through our DOT-certified in-house training. These newly-licensed employees—already experienced industry veterans—further build our team of talented drivers from within.

From our corporate management to our local leadership and staff, Waste Pro employees are taught the **Waste Pro Way: From the end of the driveway to the environment, Waste Pro has a commitment to caring.** Our mission is simple—we care for our people, who care for the people we serve. We are



committed to helping our Waste Pros build fulfilling, balanced, lifelong careers, and this commitment is then reflected in the service our Waste Pros provide to our customers.

Innovating Today, Caring for Tomorrow

Since our founding in 2001, protecting the environment by providing innovative waste management solutions has been one of Waste Pro's core commitments. This commitment is reflected in everything we do, from our daily operations and our investments in new technology to the colors we paint our trucks and cans. Waste Pro's colors are both an aspiration and our environmental promise: **Blue Sky, Green Earth.**

But for Waste Pro, sustainability is more than working to reduce our company's impact on the environment. It is also about building long-lasting relationships with our customers, recognizing and taking care of our highly committed employees by helping them build long-term careers with work-life balance, and investing in the communities in which we operate.

As a family-run business, our commitment to environmental stewardship and sustainable, long-term partnerships is not just a business commitment. It's our promise to our children—and yours.

References

Waste Pro provides our reference contact information on the required form in Tab 5. Below, we provide brief explanations of our provided services.

Palm Beach County – SWA, Florida

Waste Pro was awarded **Area 1 of Palm Beach County – SWA - franchise** agreement since October 1, 2013, and it was renewed on October 1, 2019, for 7 years servicing 48,000 units. We introduced an upgraded waste and recycling service to better serve its residents. Our upgraded services include convenient side and back door collection for all residents, enhancing accessibility and ease for households. Bulk and vegetative waste are collected at the curb, ensuring that larger items and yard waste are efficiently managed.

To ensure high service standards, Waste Pro managers followed collection of trucks, observing equipment and methods. They monitored setouts before collection crews serviced an area to verify that yard waste piles and other waste received proper, timely collection. Post-collection, the same routes were checked for piles, overturned carts, littered streets, and overall route appearance.

Service Schedule:

- **Trash Collection:** Back door service twice a week, ensuring regular and timely removal of household waste.
- **Recycling Collection:** Once a week service offering Back door service once a week, promoting sustainable practices and reducing landfill use.



- **Vegetative and Bulk Waste Collection:** Once a week, facilitating the disposal of yard waste and larger household items.

The services are operated using Rear End Loader (RL) trucks and split-body vehicles specifically designed for recycling. This approach ensures that waste management is both efficient and environmentally friendly, supporting the City's commitment to sustainability and cleanliness. Today, Waste Pro continues to provide world-class service tailored to local needs.



To Whom It May Concern,

The Solid Waste Authority of Palm Beach County, Florida awarded a bid for commercial and residential solid waste collection and disposal services and subsequently entered into a Franchise Agreement with Waste Pro of Florida, Inc. for said services effective October 1, 2013. The Solid Waste Authority of Palm Beach County renewed its contract with Waste Pro on October 1, 2019, for 7 years. We have found Waste Pro to be efficient and successful at providing continued superior services to the residents of unincorporated Palm Beach County.

Upon inception of the agreement, Waste Pro effected a smooth transition from the Solid Waste Authority's prior solid waste service provider, delivering uninterrupted service with minimal impact on our residents and businesses. Waste Pro staff is very responsive, and complaints are minimal. Issues are handled quickly and staff is always available to assist.

Waste Pro has been an excellent supporter of the community, assisting in countless community clean-ups. We continue to have an excellent relationship with the staff and management of Waste Pro and look forward to having them as a community partner for a long time.

Sincerely,

Dallas Cunningham

CIS Field Service Manager

Solid Waste Authority of Palm Beach County



Village of Palm Springs, Florida

Waste Pro proudly delivers comprehensive solid waste and recycling collection services to 10,397 residents of the Village of Royal Palm. In 2023, the village issued a Request for Proposals (RFP) to evaluate potential service providers, with Waste Pro already established as the incumbent. Following a meticulous review of all submitted proposals, the City Council unanimously chose Waste Pro in September 2023. This decision was founded on Waste Pro's outstanding service history and its enduring partnership with the Village, marked by reliability and community engagement. After formalizing their commitment through an agreement, Waste Pro continues to provide exceptional franchise residential and commercial waste collection services, ensuring that both residents and businesses benefit from a clean and sustainable environment.

Village of Royal Palm, Florida

In November 2019, the Village of Royal Palm proudly selected Waste Pro, Inc. to provide vital solid waste and recycling services for their community, which includes approximately 10,000 residential units.

Waste Pro of Florida has been committed to delivering efficient and reliable residential services, featuring a comprehensive recycling program that promotes sustainability.

Over the years, Waste Pro has consistently maintained the highest standards of service excellence, ensuring that the community remains clean and environmentally responsible. This partnership has significantly improved the quality of life for residents, making Waste Pro a valued ally in the pursuit of a greener future.

Caring for the City of Westlake: Community Engagement

As your service partner, it is our goal to be a **good neighbor** and an **engaged member of the City of Westlake community**. This people-first philosophy drives our engagement across Florida and throughout our 12 state footprint. What's important to us in our community partnerships is what's important to you—the events and organizations that give the City of Westlake its sense of place.

Waste Pro spends over **\$1 million annually** to help facilitate the success of community organizations and events across our footprint. In addition to monetary contributions, we are proud to partner with community organizations such as the **American Cancer Society, local Rotary Clubs, local Boys and Girls Clubs, the Leukemia and Lymphoma Society, Backpacks for Kids, the NAACP's Freedom Fund, League of Cities, and Neighborhood Watch**.

Here in Palm Beach County, we are proud to sponsor a number of local organizations, including:

- ✓ Village of Royal Palm – 4th of July Celebration
- ✓ Village of Royal Palm - West Fest
- ✓ Palm Springs touch a truck event every year.

- ✓ SWA - back to school benefit at the convention center downtown, West Palm Beach

In Palm Beach County, our community involvement extends beyond these important sponsorships. **We are also part of the fabric of day-to-day County life.** The photograph below shows Waste Pro at a local Solid Waste Authority Vendor Community Event!





TAB 5

REQUIRED FORMS AND DOCUMENTS

A. DRUG-FREE WORKPLACE CERTIFICATION

B. PROOF OF INSURANCE

C. VALID BUSINESS LICENSE

D. NON-COLLUSION OATH

E. QUALIFICATION STATEMENT

F. CLIENT REFERENCES

G. BID FORM

H. PUBLIC ENTITY CRIMES

I. GOOD FAITH AFFIDAVIT

J. FEE SCHEDULE

K. PROPOSED INCREASES OVER THE TERM OF THE CONTRACT



Required Forms and Documents

Waste Pro provides on the following pages:

- Drug-Free Workplace Certification
- Proof of Insurance
- Valid Business License
- Non-Collusion Oath
- Qualification Statement
- Client References
- Bid Form
- Public Entity Crimes
- Good Faith Affidavit
- Fee Schedule
- Proposed increases over the term of the contract
- Waste Pro has also provided our sample agreement as requested in Addendum No. 1, Question 16.

DRUG-FREE WORKPLACE CERTIFICATION

THE BELOW SIGNED Firm CERTIFIES that it has implemented a drug-free workplace program. 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 employees for violation 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, any available drug counseling, rehabilitation and employee assistance programs, and the penalties that may be imposed upon employees for drug abuse violations.
3. Give each employee engaged in providing the commodities or contractual services that are under quote a copy of the statement specified in subsection 1.
4. In the statement specified in subsection 1, notify the employees that, as a condition of working on the commodities or contractual services that are under quote, the employee will abide by the terms of the statement and will notify the employer of any conviction or plea of guilty or nolo contendere to any violation occurring in the workplace no later than five (5) days after such conviction.
5. Impose a sanction on, or require the satisfactory participation in, drug abuse assistance or rehabilitation program if such is available in the employee's community, by an employee who is 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 this statement, I certify the Firm complies fully with the above requirements.

Waste Pro of Florida Inc.

Name of Company



Signature of Firm's Authorized Official

Kenneth Skaggs

Print Name of Firm's Authorized Official

Regional Vice President

Print Title of Firm's Authorized Official

08/07/2025

Date



INSURANCE

The undersigned further agrees to the following stipulations of the RFP requirements.

1.LIABILITY

- A. CONTRACTOR shall not commence work under this Agreement until it has obtained all insurance required under this paragraph and such insurance has been approved by the City nor shall the CONTRACTOR allow any subcontractor to commence work on any subcontract until all similar such insurance required of the subcontractor has been obtained and similarly approved. It shall be the responsibility of the Firm to comply with all Federal, State, and Local Environmental Rules and/or Regulations.
- B. Professional Liability/Errors & Omissions Insurance with the limits of liability Insurance no less than \$2,000,000 per wrongful or negligent act. This coverage shall be maintained for a period of no less than the latter of three (3) years after the delivery of goods/services or final payment pursuant to this agreement. Retroactive date, if any, to be no later than the first day of service to the City. Coverage must follow the form of General Liability, Auto Liability and Employer's Liability.
- C. Commercial General Liability Insurance written on an occurrence basis including, but not limited to coverage for bodily injury and property damage, personal & advertising injury, products & completed operations,

and contractual liability. Coverage must be written on an occurrence basis, with limits of liability no less than:
 - 1. Each Occurrence Limit - \$1,000,000
 - 2. General Aggregate Limit - \$2,000,000
- E. Commercial Crime Insurance with a per loss limit of no less than \$1,000,000.
- F. The City of Westlake shall be named as an Additional Insured on each of the General Liability policies required herein.
Certificate Holder should read as follows:

City of Westlake
4001 Seminole Pratt Whitney Road
Westlake, FL 33470
- G. CONTRACTOR shall name the City, as an additional insured on each of the General Liability policies required herein and shall hold the City, its

elected and appointed officers, agents, employees, and instrumentalities harmless on account of claims for damages to persons, property or premises arising out of the services provided hereunder.

- H. Any insurance required of the CONTRACTOR pursuant to this Agreement must also be required of any subcontractor in the same limits and with all requirements as provided herein, including naming the City as an additional insured, in any work that is subcontracted unless such subcontractor is covered by the protection afforded by the CONTRACTOR and provided proof of such coverage is provided to City. The CONTRACTOR and any subcontractors shall maintain such policies during the term of this Agreement.
- I. The City reserves the right to require any other additional types of insurance coverage and/or higher limits of liability it deems necessary based on the nature of work being performed under this Agreement.
- J. The insurance requirements specified in this Agreement are minimum requirements and in no way reduce any liability the CONTRACTOR has assumed in the indemnification/hold harmless section(s) of this Agreement.

Signed By: Kenneth Skaggs 
Title: Regional Vice President
Dated: 08/07/2025

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CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)
07/15/2025

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 LLC. 1560 Sawgrass Corporate Pkwy, Suite 300 Sunrise, FL 33323 CN105058554--GAWUC-24-25	CONTACT NAME: PHONE (A/C, No. Ext): E-MAIL ADDRESS: INSURER(S) AFFORDING COVERAGE INSURER A: Greenwich Insurance Company INSURER B: N/A INSURER C: N/A INSURER D: Hanover Insurance Co, The INSURER E: N/A INSURER F:	FAX (A/C, No): NAIC # 22322 N/A N/A 22292 N/A
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COVERAGES

CERTIFICATE NUMBER:

ATL-006038293-02

REVISION NUMBER: 3

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 SUBR INSD 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"/> PRO-JECT <input type="checkbox"/> LOC <input type="checkbox"/> OTHER:		RGE3002577	11/22/2024	11/22/2025	EACH OCCURRENCE \$ 2,000,000 DAMAGE TO RENTED PREMISES (Ea occurrence) \$ 500,000 MED EXP (Any one person) \$ 5,000 PERSONAL & ADV INJURY \$ 1,000,000 GENERAL AGGREGATE \$ 4,000,000 PRODUCTS - COMP/OP AGG \$ 2,000,000 SIR \$ 500,000
	AUTOMOBILE LIABILITY <input 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					COMBINED SINGLE LIMIT (Ea accident) \$ BODILY INJURY (Per person) \$ BODILY INJURY (Per accident) \$ PROPERTY DAMAGE (Per accident) \$ \$
	UMBRELLA LIAB <input type="checkbox"/> OCCUR EXCESS LIAB <input type="checkbox"/> CLAIMS-MADE DED <input type="checkbox"/> RETENTION \$					EACH OCCURRENCE \$ AGGREGATE \$ \$
	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? <input type="checkbox"/> Y / N (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below	N / A				<input type="checkbox"/> PER STATUTE <input type="checkbox"/> OTH-ER E.L. EACH ACCIDENT \$ E.L. DISEASE - EA EMPLOYEE \$ E.L. DISEASE - POLICY LIMIT \$
D	Crime		BDY103586406	02/01/2024	01/01/2027	Per Occurrence 1,000,000 Deductible - per occurrence 25,000

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)

Re: Project No.: RFP# 2025-01 Project Name: SOLID WASTE AND RECYCLING SERVICES

City of Westlake its elected and appointed officers, agents, employees, and instrumentalities harmless on account of claims for damages to persons, property or premises arising out of the services provided hereunder. is/are included as additional insured where required by written contract with respect to general liability.

CERTIFICATE HOLDER

City of Westlake
4001 Seminole Pratt Whitney Road
Westlake, FL 33470

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

Marsh USA LLC

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October 16th, 2024


Waste Pro USA
411 Tall Pines Rd
West Palm Beach, FL 33413

Please be advised that review of your recent permit application to provide Solid Waste Collection & Disposal Services (Rules IV, V & VI) within unincorporated Palm Beach County has been completed. Based upon our review, your permit has been approved and you may continue to provide Solid Waste Collection & Disposal services.

Your permit will be valid through September 30, 2025. and you will be notified approximately one month prior to submit your annual \$1,200 fee should you wish to continue providing permitted collection services.

Please feel free to contact me directly at 561-697-2700, ext 4713 if you require additional information.

Sincerely,


Dallas Cunningham
Field Service Manager
Customer Information Services



ANNE M. GANNON
CONSTITUTIONAL TAX COLLECTOR
Serving Palm Beach County
Serving you.

P.O. Box 3353, West Palm Beach, FL 33402-3353
www.pbctax.com Tel: (561) 355-2264

****LOCATED AT****
7329 7TH PL N
WEST PALM BEACH FL 33413-1725

TYPE OF BUSINESS	OWNER	CERTIFICATION #	RECEIPT #/DATE PAID	AMT PAID	BILL #
HAULING SERVICE	WASTE PRO OF FLORIDA INC		B24.693364 9/16/2024	236.25	B40126826

This document is valid only when receipted by the Tax Collector's Office.

WASTE PRO
WASTE PRO
7329 7TH PL N
WEST PALM BEACH FL 33411

STATE OF FLORIDA
PALM BEACH COUNTY
2024 / 2025 LOCAL BUSINESS TAX RECEIPT
LBTR Number: 201014489
EXPIRES: 9/30/2025

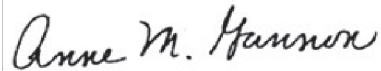
This receipt **MUST** be conspicuously displayed at the place of business and in such a manner as to be open to the view of the public.

Dear Business Owner:

- Proof of payment of your Local Business Tax Receipt (LBTR) is shown on the reverse side. Verify this information and display it conspicuously at your place of business in open view of the public.
- This receipt is in addition to, and not in lieu of, any license or receipt required by law or city ordinance. This receipt is subject to regulations of zoning, health, and any other lawful authority (County Ordinance Number 17-17).
- If you close or move your business, you must notify our office immediately.
- Short term rental businesses must submit Tourist Development Tax (TDT) account and LBTR account closure(s) through the TDT portal at www.pbctax.com.
- Additional information can be found at www.pbctax.com or email ClientAdvocate@pbctax.com.

This receipt expires on September 30. Renewal notices are mailed 10-12 weeks prior to expiration. Please access your LBTR at www.pbctax.com to make a payment or find other important information.

I wish you a successful year,

A handwritten signature in black ink that reads "Anne M. Hannon". The signature is written in a cursive, flowing style.

Constitutional Tax Collector, Serving Palm Beach County

2025 FLORIDA PROFIT CORPORATION ANNUAL REPORT

DOCUMENT# P01000003611

Entity Name: WASTE PRO OF FLORIDA, INC.**Current Principal Place of Business:**2101 W SR 434
3RD FLOOR
LONGWOOD, FL 32779**Current Mailing Address:**2101 W SR 434
3RD FLOOR
LONGWOOD, FL 32779 US**FEI Number:** 59-3701785**Certificate of Status Desired:** Yes**Name and Address of Current Registered Agent:**VELEZ, MALENIE
2101 W SR 434
3RD FLOOR
LONGWOOD, FL 32779 US*The above named entity submits this statement for the purpose of changing its registered office or registered agent, or both, in the State of Florida.***SIGNATURE:** MALENIE VELEZ

01/10/2025

Electronic Signature of Registered Agent

Date

Officer/Director Detail :

Title	CHAIRMAN	Title	CFO, EVP
Name	JENNINGS, JOHN J	Name	SABINA, CORT
Address	2101 W SR 434 3RD FLOOR	Address	2101 W SR 434 3RD FLOOR
City-State-Zip:	LONGWOOD FL 32779	City-State-Zip:	LONGWOOD FL 32779
Title	CEO, PRESIDENT, SECRETARY	Title	COO, SVP
Name	JENNINGS, SEAN MICHAEL	Name	BANASIAK , KEITH
Address	2101 W SR 434 3RD FLOOR	Address	2101 W SR 434 3RD FLOOR
City-State-Zip:	LONGWOOD FL 32779	City-State-Zip:	LONGWOOD FL 32779

I hereby certify that the information indicated on this report or supplemental report is true and accurate and that my electronic signature shall have the same legal effect as if made under oath; that I am an officer or director of the corporation or the receiver or trustee empowered to execute this report as required by Chapter 607, Florida Statutes; and that my name appears above, or on an attachment with all other like empowered.

SIGNATURE: CORT SABINA

CFO EVP

01/10/2025

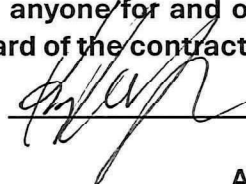
Electronic Signature of Signing Officer/Director Detail

Date

NON-COLLUSION OATH

Before me, the Undersigned, a Notary Public, for and in the County and State aforesaid,

personally appeared: Kenneth Skaggs / Regional Vice President and made oath that the Firm herein, its agents, servants, and/or employees, to the best of its knowledge and belief, have not in any way colluded with anyone for and on behalf of the Firm, or themselves, to obtain information that would give the Firm an unfair advantage over others, nor have they colluded with anyone for and on behalf of the Firm, or themselves, to gain any favoritism in the award of the contract.



Affiant Signature

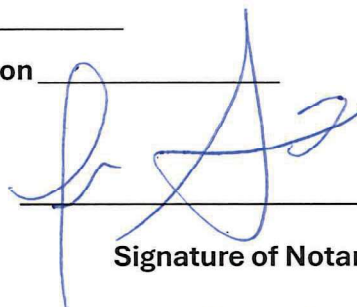
STATE OF Florida
COUNTY OF Broward

Sworn to (or affirmed) and subscribed before me this 14 day of August
2025, by Kenneth Skaggs

Physical presence X OR Online notarization _____



PAMELA ABUCHAIBE
Notary Public
State of Florida
Comm# HH340273
Expires 12/12/2026



Signature of Notary Public

[STAMP HERE]

State of Florida

Personally Known X OR Produced Identification _____

Type of Identification Produced: _____

QUALIFICATION STATEMENT

Page 1 of 8

The undersigned certifies under oath the truth and correctness of all statements and of all answers to the questions made hereinafter:

Submitted To: City of Westlake

4001 Seminole Pratt Whitney Road

Westlake, Florida 33470

Doing Business as
(if Applicable):

Waste Pro of Florida Inc.

Proposer's Name:

Kenneth Skaggs

Proposers Address:

7329 7th PI N

City, State, Zip Code:

West Palm Beach, FL 33411

Telephone No:

407-630-3167

Email:

kskaggs@wasteprousa.com

If payment (s) is/are to be mailed to an address other than stated above, please complete the section below:

Contact Name:

same as above

"Remit to Address":

City, State, Zip Code:

Telephone No.:

Email:

QUALIFICATION STATEMENT

Page 2 of 8

1. State true, exact, correct, and complete name of the corporation, partnership, LLC, or fictitious name under which you do business and the address of the place of business.

Legal Name of Proposer: Waste Pro of Florida Inc.

Address of the principal place of business:

7329 7th Pl N, West Palm Beach, FL 33411

Contact person name and title: Kenneth Skaggs / Regional Vice President

Proposer's Telephone: 407-630-3167

Email: kskaggs@wasteprousa.com

Proposers License Number: 59-3701785

2. If Proposer is a corporation, answer the following:

- a. Date of Incorporation: 01/05/2001
- b. State of Incorporation: Florida
- c. Presidents Name: Sean M Jennings
- d. Vice President's name: Keith Banasiak
- e. Secretary's Name: Sean M Jennings
- f. Treasurer's name: Cort Sabina
- g. Name and Address of

Registered Agent: VELEZ, MALENIE
2101 W SR 434
3RD FLOOR
LONGWOOD, FL 32779 US

3. If the proposer is an individual corporation or partnership answer the following:

- a. Date of Articles of Incorporation: 01/05/2001
- b. Individual, Corporation, or Partnership: Corporation
- c. Name of Individual or Partnership: Waste Pro of Florida Inc.
- d. Address of Individual or Partnership: 2101 W State Rd 434,
Longwood, FL 32779

- e. Ownership units for partner (if applicable): N/A

4. If proposer is other than an individual, corporation, or partnership, describe the organization and provide the name and address of the principals:

N/A

5. If proposer is operating under a fictitious name, submit evidence of compliance with Florida's Fictitious Name Statute: N/A

6. How many years have you operated under the present business name: 24

7. Under what other names has your organization operated under:

None

8. Indicate registration, license, or certificate number for business which are subject to this RFP. Please attach certificate of competency, occupational license, and or state registration.

FEI Number 59-3701785

STATE OF FLORIDA PALM BEACH COUNTY

2024 / 2025 LOCAL BUSINESS TAX RECEIPT LBTR Number: 201014489

9. Do you have a complete set of documents, including addenda, drawings (if applicable)

Yes ☒ No ☐

10. Did you attend the mandatory pre-proposal meeting?

Yes ☒ No ☐

11. Has your organization ever failed to complete any work awarded to you?

Yes ☐ No ☒

If yes, state when, where and why:

N/A

12. Within the past five (5) years, has any officer or partner in your organization ever been an officer or partner in another organization that failed to complete a contract?

Yes _____ No X

If so, state where, when and why:

N/A

THE PROPOSER ACKNOWLEDGES AND UNDERSTANDS THAT THE INFORMATION CONTAINED IN THIS RESPONSE SHALL BE RELIED UPON BY THE CITY IN AWARDING THE CONTRACT AND SUCH INFORMATION IS WARRANTED BY THE PROPOSER TO BE TRUE. THE DISCOVERY OF ANY OMISSION OR MISSTATEMENT THAT MATERIALLY AFFECTS THE PROPOSER'S QUALIFICATION TO PERFORM THE PROPOSED WORK UNDER THE CONTRACT SHALL CAUSE THE CITY TO REJECT THE PROPOSAL AND BID FOR THE WORK, AND IF AFTER THE AWARD, TO CANCEL AND TERMINATE THE AWARD AND OR CONTRACT.

AUTHORIZATION FOR FURNISHING INFORMATION

THE UNDERSIGNED HEREBY AUTHORIZE(S) AND REQUEST(S) ANY PERSON, FIRM, OR CORPORATION TO FURNISH ANY PERTINENT INFORMATION REQUESTED BY THE CITY OR ITS AUTHORIZED AGENTS, DEEMED NECESSARY TO VERIFY THE STATEMENTS MADE IN THIS DOCUMENT OR DOCUMENTS ATTACHED HERETO, OR NECESSARY TO DETERMINE IF THE CITY SHOULD CONSIDER THE PROPOSER FOR BIDDING THE SOLID WASTE AND RECYCLING SERVICES AS OUTLINED IN THIS


Signature: Kenneth Skaggs

Title: Regional Vice President

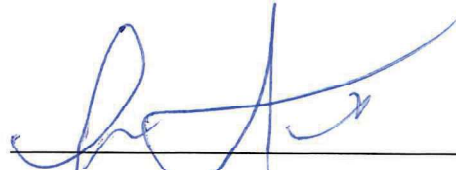
State Of Florida

County Of Broward

Sworn to (or affirmed) and subscribed before me this 14 day of August
2025, by Kenneth Skaygs Physical presence X Or Online
Notarization _____



PAMELA ABUCHAIBE
Notary Public
State of Florida
Comm# HH340273
Expires 12/12/2026



Signature of Notary Public
State of Florida

[Stamp Here]

Personally Known X OR Produced Identification _____

Type of Identification Produced _____

THE REMAINDER OF THIS PAGE LEFT INTENTIONALLY BLANK

CLIENT REFERENCES

Firm's Name: [Waste Pro of Florida Inc.](#)

The contractor must provide the following information for three (3) previous clients in which similar scope of services were performed within the last five (5) years. Firm is responsible for verifying correct phone numbers, email address, and contact information. Public Entities are preferred as references. Failure to provide all three (3) references may deem your submittal non-responsive

Reference No. 1

Company Name:	Palm Beach County - SWA -
Location (City, State):	Unincorporated Palm Beach County, FL
Date of Service:	Monday through Saturday Service Started on 10/1/2008
Contact Person:	Paul Gonsalves
Contact Number:	561-281-9648
Email Address:	sgonsalves@swa.org

Reference No. 2

Company Name:	Village of ROYAL PALM
Location (City, State):	1050 Royal Palm Beach BLVD, Royal Palm Beach FL
Date of Service:	Monday through Friday Service since Nov 2019
Contact Person:	Diane DiSanto
Contact Number:	561-790-5100
Email Address:	ddisanto@royalpalmbeach.com

Reference No. 3

Company Name:	Village of Palm Springs
Location (City, State):	226 CYPRESS LANE, PALM SPRINGS, FL 33461.
Date of Service:	Monday through Friday Service since Nov 2019
Contact Person:	KIMBERLY WYNN
Contact Number:	561-584-8200 Ext. 8431
Email Address:	kwynn@vpsfl.org

Section 3.4 – Required Forms

BID SUBMITTAL FORM RFP NO. 2025-01

Page 1 of 4

SUBMITTED TO:

City of Westlake

4001 Seminole Pratt Whitney Road

Westlake, FL 33074

1. The undersigned proposer agrees, if this Proposal is accepted, to enter into an agreement with CITY to perform all work as specified in the Request for Proposal No. 2025-01 Documents for the price(s) and within the time indicated in this Request for Proposal No. 2025-01, and in accordance with the terms and conditions of the Request for Proposal No. 2025-01 Documents.
Yes
2. Proposer accepts and hereby incorporates by reference in this Bid Submittal Form all of the terms and conditions of the Request for Proposal and Instructions to Proposers, including without limitation those pertaining to the disposition of Request for Proposal Security.
Yes
3. The Proposer has examined the site of the project and has become fully informed concerning local conditions, and the nature and extent of the work. Proposer has examined the indemnification and liquidated damages provisions, if any, and the bond and insurance requirements of the bid submittal. accepts and agrees to abide by those terms and conditions without exception or limitation of any kind.
Yes
4. Proposer has given the CITY written notice of all conflicts, errors or discrepancies that it has discovered in the RFP No 2025-01 and/or Contract documents and the written resolution thereof by the CITY is acceptable to Proposer.
Yes

5. Will you subcontract any part of this work? If so, give details including a list of each subcontractor(s) that will perform this work more than ten percent (10%) of the contract amount and the work that will be performed by each subcontractor(s). _

N/A

6. Proposer proposes to furnish all labor, materials, equipment, machinery, tools, transportation, supplies, services, and supervision for the Work of this RFP for Solid Waste & Recycling Services.

Yes

7. All purchases of materials required for the work will be made directly by the Contractor, unless discussed and specified otherwise at the time of task development and approval.

Yes

8. The Proposer will adhere to the awarded Bid Price(s) listed on their submitted BID PROPOSAL FORM RFP# 2025-01 Solid Waste & Recycling Services

Yes

9. The Proposer agrees that the work will be completed within the timeframe specified in the scope of services and the contractor will be paid within (30) calendar days of CITY receiving invoice.

Yes

10. The undersigned Proposer will extend the same prices, terms and conditions to other governments located in the State of Florida during the period covered by this contract and any extensions, if requested. Yes ☒ No

11. Acknowledgment is hereby made of the following addenda (identified by number) received since issuance of the Request for Proposal:

Pre-Bid Meeting	Dated	July 16, 2025 12:30 PM
Addendum No. 1	Dated	July 31, 2025
Addendum No. 2	Dated	August 6, 2025
Addendum No. 3	Dated	August 6, 2025
Addendum No.	Dated	

12. PLEASE HAVE YOUR INSURANCE REPRESENTATIVE CAREFULLY REVIEW THE INSURANCE REQUIREMENTS CONTAINED IN THE INSTRUCTIONS TO PROPOSER PRIOR TO SUBMITTING YOUR BID PACKAGE TO ENSURE COMPLIANCE WITH ALL INSURANCE REQUIREMENTS.

Yes

13. The CITY reserves the right to award this contract on the basis of any combination or all items, which the CITY deems in its best interests.

OK

14. All communications concerning this RFP shall be emailed to:

Zoie Burgess, City Clerk
City of Westlake
4001 Seminole Pratt Witney Road
Westlake, FL 33074
Email: zburgess@westlakegov.com

15. The following documents are attached to and made as a condition to this RFP:

- a. Drug-Free Workplace Certification
- b. Proof of Insurance
- c. State of Florida Business License
- d. E-Verify Affidavit: 3 pages
- e. Non-Collusion Oath
- f. Qualification Statement: 9 pages
- g. Client References
- h. Bid Submittal Form for RFP No. 2025-01: 4 pages
- i. Bid Submittal Security, if required
- j. Public Entity Crimes: 3 pages
- k. Scrutinized Vendor Certification: 2 pages
- l. Good Faith Affidavit
- m. Schedule D Fee Schedule
- n. Schedule E Schedule of Reimbursable Cost

PROPOSER'S CERTIFICATION

In witness whereof, the Proposer has executed this Bid Submittal Form for RFP# 2025-01

this 7 day of August, 2025


Signature of Individual/Title

FARID ABUCHAIBE
Witness

Kenneth Skaggs
Printed Name of Individual

ACKNOWLEDGMENT

STATE OF Florida

COUNTY OF Broward


Sworn to (or affirmed) and subscribed before me this 14 day of August 2025

By Kenneth Skaggs

Physical presence X OR Online notarization _____



PAMELA ABUCHAIBE
Notary Public
State of Florida
Comm# HH340273
Expires 12/12/2026


Signature of Notary Public

[STAMP HERE] State of Florida

Personally Known X OR Produced Identification _____

Type of Identification Produced: _____

PUBLIC ENTITY CRIMES

Page 1 of 3

Section 287.132-133(3)(a), Florida Statutes, effective July 1, 1989, require that no public entity shall enter into a contract, award of RFP, or transact business in excess of \$10,000.00 with any person or affiliate who has been convicted of a public entity crime. Prior to entering into a sworn statement with the Purchasing Department on form 7088.

A copy of the form is reproduced below. This completed form must be on file prior to the issuing of a contract for services.

Sworn Statement Under Section 287.133(3)(a), Florida Statutes on Public Entity Crimes

THIS FORM MUST BE SIGNED IN THE PRESENCE OF A NOTARY PUBLIC OR OTHER OFFICER AUTHORIZED TO ADMINISTER OATHS.

1. This sworn statement is submitted with **RFP# 2025-01 Solid Waste & Recycling Services**
2. This sworn statement is submitted by: Waste Pro of Florida Inc. / Kenneth Skaggs

Whose business address is: 7329 7th Pl N, West Palm Beach, FL 33411

and (if applicable) it's Federal Employer Identification No. FEIN) is 59-3701785
(if the entity has no FEIN, include the Social Security Number of the individual signing the sworn statement).

Kenneth Skaggs

3. My name is _____ and my relationship with the entity named above is Regional Vice President.

4. I understand that a "public entity crime" as defined in Paragraph 287.133(1)(g) Florida Statutes means a violation of any state or federal law by a person with respect to and directly related to the transaction of business with any public entity or with an agency or political subdivision of any other state or with the United States, including but not limited to, any RFP or contract for goods or services to be provided to any public entity or an agency or political subdivision of any other state or the United States and involving antitrust, fraud, theft, bribery, collusion, racketeering, conspiracy, or material misrepresentation.

5. I understand that "convicted or conviction" as defined in Paragraph 287.133(1)(b), Florida Statutes means a finding or fault or conviction of a public entity crime, with or without adjudication of guilt, in any federal trial court of record relating to

charges brought by indictment or information after July 1, 1989, as a result of a jury verdict, non-jury trial, or entry of a plea of guilty or nolo contendere.

6. I understand that an "affiliate" as defined in Paragraph 287.133(1)(a), Florida Statutes, means:

A. A predecessor or successor of a person convicted of a public entity crime; or

B. An entity under the control of any natural person who is active in the management of the entity and who has been convicted of a public entity crime. The term "affiliate" includes those officers, directors, executives, partners, shareholders, employees, members and agents who are active in the management of an affiliate. The ownership by one person of shares constituting a controlling interest in another person, or a pooling of equipment or income among persons when not for fair market value under an arm's length agreement, shall be a prima facie case that one person controls another person. A person who knowingly enters into a joint venture with a person who has been convicted of a public entity crime in Florida during the preceding 36 months shall be considered an affiliate.

7. I understand that a "person" as defined in Paragraph 287.133(1)(e), Florida Statutes, means any natural person or entity organized under the laws of the state or of the United States with the legal power to enter into a binding contract and which bids or applies to bid on contracts for the provision of goods or services let by a public entity, or which otherwise transacts or applies to transact business with a public entity. The term "person" includes those officers, directors, executives, partners, shareholders, employees, members, and agents who are active in management of an entity

8. Based on information and belief, the statement, which I have marked below, is true in relation to the entity submitting this sworn statement. **(Please indicate which one of the two statements applies.)**

A. ☒ Neither the entity submitting this sworn statement, nor any officers, directors, executives, partners, shareholders, employees, members, or agents who are active in management of the entity, nor the affiliate of the entity have been charged with and convicted of a public entity crime subsequent to July 1, 1989.


B. ☐ The entity submitting this sworn statement, or one or more of the officers, directors, executives, partners, shareholders, employees, members, or agents who are active in management of the entity, have been charged with and convicted of a public entity crime subsequent to July 1, 1989, AND **(Please indicate which of the three additional statement applies below.)**

C. ☐ There have been proceedings concerning the conviction before a hearing officer of the State of Florida, Division of Administration Hearings. The final

order entered by the hearing officer did not place the person or affiliate on the convicted vendor list. **(Please attach a copy of the Final Order)**

D. _____ The person or affiliate was placed on the convicted vendor list. There has been a subsequent proceeding before a hearing officer of the State of Florida, Division of Administration Hearings. The final order entered by the hearing officer determined that it was in the public interest to remove the person or affiliate from the convicted vendor list. **(Please attach a copy of the Final Order)**

E. _____ The person or affiliate has not been placed on the convicted vendor list. **(Please describe any action taken by or pending with the Department of General Services)**



Signature of Firm's Authorized Official

Kenneth Skaggs / Regional Vice President

Printed Name and Title of Authorized Official

08/07/2025

Date


STATE OF Florida
COUNTY OF Broward

Sworn to (or affirmed) and subscribed before me this 14 day of August
2025, by Kenneth Skaggs

Physical presence X OR Online notarization _____



PAMELA ABUCHAIBE
Notary Public
State of Florida
Comm# HH340273
Expires 12/12/2026


Signature of Notary Public

[STAMP HERE]

State of Florida

Personally Known X OR Produced Identification _____

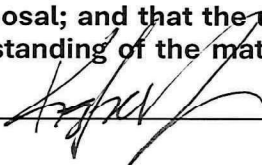
Type of Identification Produced: _____

GOOD FAITH AFFIDAVIT

I hereby propose providing the services requested in the City's RFP and, if awarded, enter into a contract with the City. I agree that the terms and conditions of the City's RFP shall take precedence over any conflicting terms and conditions submitted with my proposal and agree to abide by all conditions of the RFP. I acknowledge that the City may not accept the proposal due to any exceptions.

I certify that all information contained in my proposal is truthful to the best of my knowledge and belief. I further certify that I am duly authorized to submit this proposal on behalf of the company as its agent and that the company is ready, willing, and able to perform if awarded a contract.

I further certify, under oath, that this proposal is made without prior understanding, agreement, connection, discussion or collusion with any other person, company or corporation submitting a proposal for the same product or service; no gratuities, gifts or kick-backs were offered or given by the Firm or anyone on its behalf to gain favorable treatment concerning this procurement; no elected official, employee or agent of the City or of any other company is interested in said proposal; and that the undersigned executed this affidavit with full knowledge and understanding of the matters therein contained and was duly authorized to do so.



Affiant Signature

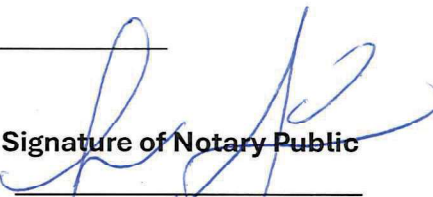
Florida
STATE OF Broward
COUNTY OF _____

Sworn to (or affirmed) and subscribed before me this 14 day of August
20 25, by Kenneth Stages via _____

Physical presence X OR Online notarization _____



PAMELA ABUCHAIDE
Notary Public
State of Florida
Comm# HH340273
Expires 12/12/2026



Signature of Notary Public
State of Florida

[STAMP HERE]

Personally Known X OR Produced Identification _____

Type of Identification Produced: _____

E-VERIFY FORM UNDER SECTION 448.095, FLORIDA STATUTES

Page 1 of 3

Project Name: SOLID WASTE AND RECYCLING SERVICES

Project No.: RFP# 2025-01

DEFINITIONS:

"Firm" means a person or entity that has entered or is attempting to enter into a contract with a public employer to provide labor, supplies, or services to such employer in exchange for salary, wages, or other remuneration. "Firm" includes, but is not limited to, a vendor or consultant.

"Subcontractor" means a person or entity that provides labor, supplies, or services to or for a contractor or another subcontractor in exchange for salary, wages, or other remuneration.

"E-Verify system" means an Internet-based system operated by the United States Department of Homeland Security that allows participating employers to electronically verify the employment eligibility of newly hired employees.

Effective January 1, 2021, Firms shall register with and use the E-Verify system in order to verify the work authorization status of all newly hired employees. Firm shall register for and utilize the U.S. Department of Homeland Security's E-Verify System to verify the employment eligibility of:

- a) All persons employed by a Firm to perform employment duties within Florida during the term of the contract; and
- b) All persons (including sub vendors/subconsultants/subcontractors) assigned by Firm to perform work pursuant to the contract with the Coral Springs Improvement City. The Firm acknowledges and agrees that registration and use of the U.S. Department of Homeland Security's E-Verify System during the term of the contract is a condition of the contract with the Coral Springs Improvement City; and
- c) Should vendor become the successful Firm awarded for the above-named project, by entering into the contract, the Firm shall comply with the provisions of Section 448.095, Fla. Stat., "Employment Eligibility," as amended from time to time. This includes but is not limited to registration and utilization of the E-Verify System to verify the work authorization status of all newly hired employees. The contractor shall also require all subcontractors to provide an affidavit attesting that the subcontractor does not employ, contract with, or subcontract with, an unauthorized alien. The Firm shall maintain a copy of such affidavit for the duration of the contract.

E-VERIFY FORM UNDER SECTION 448.095, FLORIDA STATUTES

Page 2 of 3

CONTRACT TERMINATION:

- a) If the City has a good faith belief that a person or entity with which it is contracting has knowingly violated s. 448.09 (1) Fla. Stat., the contract shall be terminated.
- b) If the City has a good faith belief that a subcontractor knowingly violated s. 448.095 (2),
but the Firm otherwise complied with s. 448.095 (2) Fla. Stat., shall promptly notify the Firm and order the Firm to immediately terminate the contract with the subcontractor.
- c) A contract terminated under subparagraph a) or b) is not a breach of contract and may not be considered as such.
- d) Any challenge to termination under this provision must be filed in the Circuit Court no later than 20 calendar days after the date of termination.
- ~~e) If the contract is terminated for a violation of the statute by the Firm, the Firm may not be awarded a public contract for a period of 1 year after the date of termination.~~

Waste Pro of Florida Inc.

Name of Company


Signature of Firm's Authorized Official

Kenneth Skaggs

Print Name of Firm's Authorized Official

Regional Vice President

Print Title of Firm's Authorized Official

08/07/2025

Date

E-VERIFY FORM UNDER SECTION 448.095, FLORIDA STATUTES

Page 3 of 3

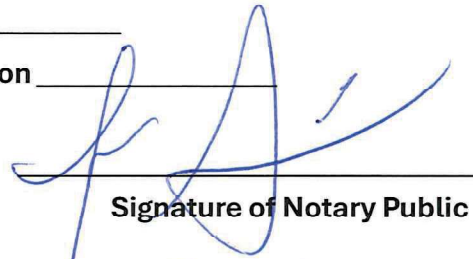
STATE OF Florida
COUNTY OF Broward

Sworn to (or affirmed) and subscribed before me this 14 day of August
20 25, by Kenneth Skaggs

Physical presence X OR Online notarization _____



PAMELA ABUCHAIBE
Notary Public
State of Florida
Comm# HH340273
Expires 12/12/2026


Signature of Notary Public
State of Florida

[STAMP HERE]

Personally Known X OR Produced Identification _____

Type of Identification Produced:

SCRUTINIZED VENDOR CERTIFICATION

Page 1 of 2

I, Kenneth Skaggs, on behalf of Waste Pro of Florida Inc.
Print Name and Title Firm Name

Certify that Waste Pro of Florida Inc. does not:
Firm Name

1. Participate in a boycott of Israel; and
2. Is not on the Scrutinized Companies that Boycott Israel List; and
3. Is not on the Scrutinized Companies with Activities in Sudan List; and
4. Is not on the Scrutinized Companies with Activities in the Iran Petroleum Energy Sector List; and
5. Has not engaged in business operations in Syria.

Submitting a false certification shall be deemed a material breach of contract. The City shall provide notice, in writing, to the Firm of the City's determination concerning the false certification. The Firm shall have ninety (90) days following receipt of the notice to respond in writing and demonstrate that the determination of false certification was made in error. If the Firm does not demonstrate that the City's determination of false, certification was made in error then the City shall have the right to terminate the contract and seek civil remedies pursuant to Florida Statute § 287.135.

Section 287.135, Florida Statutes, prohibits the City from: 1) Contracting with companies for goods or services in any amount if at the time of bidding on, submitting a proposal for, or entering into or renewing a contract if the company is on the Scrutinized Companies that Boycott Israel List, created pursuant to Section 215.4725, F.S. or is engaged in a boycott of Israel; and 2) Contracting with companies, for goods or services over \$1,000,000.00 that re on either the Scrutinized Companies with activities in the Iran Petroleum Energy Sector List, created pursuant to s. 215.473, or are engaged in business operations in Syria.

SCRUTINIZED VENDOR CERTIFICATION

Page 2 of 2

As the person authorized to sign on behalf of the Firm, I hereby certify that the company identified above in the section entitled "Firm Name" does not participate in any boycott of Israel, is not listed on the Scrutinized Companies that Boycott Israel List, is not listed on either the Scrutinized Companies with activities in the Iran Petroleum Energy Sector List, and is not engaged in business operations in Syria. I understand that pursuant to section 287.135, Florida Statutes, the submission of a false certification may subject the company to civil penalties, attorney's fees, and/or costs. I further understand that any contract with the City for goods or services may be terminated at the option of the City if the company is found to have submitted a false certification or has been placed on the Scrutinized Companies with Activities in Sudan list or the Scrutinized Companies with Activities in the Iran Petroleum Energy Sector List.

Waste Pro of Florida Inc.

Name of Company



Signature of Firm's Authorized Official

Kenneth Skaggs

Print Name of Firm's Authorized Official

Regional Vice President

Print Title of Firm's Authorized Official

08/07/2025

Date

Residential Service Only T_F	Unit Type	Unit Type	Unit Type	Unit Type	Unit Type
	SF Detached	SF Attached 4 Units	SF Attached 5 Units	Cluster Homes	Z Homes
Garbage	2 X week	2 X week	2 X week	2 X week	2 X week
Recycling	1 X Week	1 X Week	1 X Week	1 X Week	1 X Week
Yard Debris	1 X Week	1 X Week	1 X Week	1 X Week	1 X Week
Bulk Trash	1 X Week	1 X Week	1 X Week	1 X Week	1 X Week
Monthly Collection Rate	\$ 60.38	\$ 60.38	\$ 60.38	\$ 60.38	\$ 60.38
Monthly Disposal Rate	\$ 6.96	\$ 6.96	\$ 6.96	\$ 6.96	\$ 6.96
Collection Franchise Fee 3%	\$ 1.81	\$ 1.81	\$ 1.81	\$ 1.81	\$ 1.81
SWA Disposal Credit	\$ (6.96)	\$ (6.96)	\$ (6.96)	\$ (6.96)	\$ (6.96)
Net Fee Per Unit	\$ 62.19	\$ 62.19	\$ 62.19	\$ 62.19	\$ 62.19
Cart Fee	\$ 50.00				

B.Consumer Price Index – rates charged by Waste Pro will be adjusted to reflect changes in the Consumer Price Index (CPI) during the preceding twelve (12) months. For the purposes of this Contract, CPI shall mean the Consumer Price Index for All Urban Consumers (CPI-U) as published by the U. S. Department of Labor, Bureau of Labor Statistics. No such increase shall exceed one hundred percent (100%) of said CPI change, with the determination to be based on the change in the annual CPI figure Water and Sewer and Trash Collection Services (CUSR0000SEHG) released in the anniversary month of the year in which the calculation is being made.

Residential Service T _ F with Commercial	Unit Type	Unit Type	Unit Type	Unit Type	Unit Type
	SF Detached	SF Attached 4 Units	SF Attached 5 Units	Cluster Homes	Z Homes
Garbage	2 X week	2 X week	2 X week	2 X week	2 X week
Recycling	1 X Week	1 X Week	1 X Week	1 X Week	1 X Week
Yard Debris	1 X Week	1 X Week	1 X Week	1 X Week	1 X Week
Bulk Trash	1 X Week	1 X Week	1 X Week	1 X Week	1 X Week
Monthly Collection Rate	\$ 38.30	\$ 38.30	\$ 38.30	\$ 38.30	\$ 38.30
Monthly Disposal Rate	\$ 6.96	\$ 6.96	\$ 6.96	\$ 6.96	\$ 6.96
Collection Franchise Fee 3%	\$ 1.15	\$ 1.15	\$ 1.15	\$ 1.15	\$ 1.15
SWA Disposal Credit	\$ (6.96)	\$ (6.96)	\$ (6.96)	\$ (6.96)	\$ (6.96)
Net Fee Per Unit	\$ 39.45	\$ 39.45	\$ 39.45	\$ 39.45	\$ 39.45
Cart Fee	\$ 50.00				

Container Size		1	2	3	4	5	6	7
2	Collection	\$ 101.50	\$ 203.00	\$ 304.49	\$ 405.99	\$ 507.48	\$ 608.98	\$ 710.47
	Disposal	\$ 11.09	\$ 22.17	\$ 33.26	\$ 44.34	\$ 55.43	\$ 66.51	\$ 77.60
	Franchise Fee	\$ 3.05	\$ 6.09	\$ 9.13	\$ 12.18	\$ 15.22	\$ 18.27	\$ 21.31
	TOTAL	\$ 116.64	\$ 233.26	\$ 349.88	\$ 466.51	\$ 583.13	\$ 699.76	\$ 816.38
3	Collection	\$ 152.25	\$ 304.49	\$ 456.73	\$ 608.98	\$ 761.22	\$ 913.46	\$1,065.70
	Disposal	\$ 16.63	\$ 33.26	\$ 49.89	\$ 66.51	\$ 83.14	\$ 99.77	\$ 116.40
	Franchise Fee	\$ 4.57	\$ 9.13	\$ 13.70	\$ 18.27	\$ 22.84	\$ 27.40	\$ 31.97
	TOTAL	\$ 173.45	\$ 346.88	\$ 520.32	\$ 693.76	\$ 867.20	\$1,040.63	\$1,214.07
4	Collection	\$ 203.00	\$ 405.99	\$ 608.98	\$ 811.97	\$1,014.96	\$1,217.95	\$1,420.94

	Disposal	\$ 22.17	\$ 44.34	\$ 66.51	\$ 88.68	\$ 110.85	\$ 133.02	\$ 155.19
	Franchise Fee	\$ 6.09	\$ 12.18	\$ 18.27	\$ 24.36	\$ 30.45	\$ 36.54	\$ 42.63
	TOTAL	\$ 231.26	\$ 462.51	\$ 693.76	\$ 925.01	\$1,156.26	\$1,387.51	\$1,618.76
6	Collection	\$ 304.49	\$ 608.97	\$ 913.46	\$1,217.94	\$1,522.43	\$1,826.91	\$2,131.40
	Disposal	\$ 33.25	\$ 66.51	\$ 99.76	\$ 133.02	\$ 166.27	\$ 199.53	\$ 232.78
	Franchise Fee	\$ 9.13	\$ 18.27	\$ 27.40	\$ 36.54	\$ 45.67	\$ 54.81	\$ 63.94
	TOTAL	\$ 346.87	\$ 693.75	\$1,040.62	\$1,387.50	\$1,734.37	\$2,081.25	\$2,428.12
8	Collection	\$ 405.99	\$ 811.97	\$1,217.95	\$1,623.93	\$2,029.91	\$2,435.89	\$2,841.87
	Disposal	\$ 44.34	\$ 88.68	\$ 133.02	\$ 177.36	\$ 221.70	\$ 266.04	\$ 310.37
	Franchise Fee	\$ 12.18	\$ 24.36	\$ 36.54	\$ 48.72	\$ 60.90	\$ 73.08	\$ 85.26
	TOTAL	\$ 462.51	\$ 925.01	\$1,387.51	\$1,850.01	\$2,312.51	\$2,775.01	\$3,237.50

Compactor 4 yd	Collection	\$ 507.50	\$ 1,014.98	\$1,522.45	\$2,029.93	\$2,537.40	\$3,044.88	\$3,552.35
	Disposal	\$ 55.43	\$ 110.85	\$ 166.28	\$ 221.70	\$ 277.13	\$ 332.55	\$ 387.98
	Franchise Fee	\$ 15.23	\$ 30.45	\$ 45.67	\$ 60.90	\$ 76.12	\$ 91.35	\$ 106.57
	TOTAL	\$ 578.15	\$ 1,156.27	\$1,734.40	\$2,312.52	\$2,890.65	\$3,468.77	\$4,046.90

B.Consumer Price Index – rates charged by Waste Pro will be adjusted to reflect changes in the Consumer Price Index (CPI) during the preceding twelve (12) months. For the purposes of this Contract, CPI shall mean the Consumer Price Index for All Urban Consumers (CPI-U) as published by the U. S. Department of Labor, Bureau of Labor Statistics. No such increase shall exceed one hundred percent (100%) of said CPI change, with the determination to be based on the change in the annual CPI figure Water and Sewer and Trash Collection Services (CUSR0000SEHG) released in the anniversary month of the year in which the calculation is being made.

Residential Service Only Alternative M-T-W-TH-F	Unit Type	Unit Type	Unit Type	Unit Type	Unit Type
	SF Detached	SF Attached 4 Units	SF Attached 5 Units	Cluster Homes	Z Homes
Garbage	4 X week	4 X week	4 X week	4 X week	4 X week
Recycling	1 X Week	1 X Week	1 X Week	1 X Week	1 X Week
Yard Debris	1 X Week	1 X Week	1 X Week	1 X Week	1 X Week
Bulk Trash	1 X Week	1 X Week	1 X Week	1 X Week	1 X Week
Monthly Collection Rate	\$ 30.78	\$ 30.78	\$ 30.78	\$ 30.78	\$ 30.78
Monthly Disposal Rate	\$ 6.96	\$ 6.96	\$ 6.96	\$ 6.96	\$ 6.96
Collection Franchise Fee 3%	\$ 0.92	\$ 0.92	\$ 0.92	\$ 0.92	\$ 0.92
SWA Disposal Credit	\$ (6.96)	\$ (6.96)	\$ (6.96)	\$ (6.96)	\$ (6.96)
Net Fee Per Unit	\$ 31.70	\$ 31.70	\$ 31.70	\$ 31.70	\$ 31.70
Cart Fee	\$ 50.00				

B.Consumer Price Index – rates charged by Waste Pro will be adjusted to reflect changes in the Consumer Price Index (CPI) during the preceding twelve (12) months. For the purposes of this Contract, CPI shall mean the Consumer Price Index for All Urban Consumers (CPI-U) as published by the U. S. Department of Labor, Bureau of Labor Statistics. No such increase shall exceed one hundred percent (100%) of said CPI change, with the determination to be based on the change in the annual CPI figure Water and Sewer and Trash Collection Services (CUSR0000SEHG) released in the anniversary month of the year in which the calculation is being made.

Residential Service with Commercial Alternative M-T-W-TH-F	Unit Type	Unit Type	Unit Type	Unit Type	Unit Type
	SF Detached	SF Attached 4 Units	SF Attached 5 Units	Cluster Homes	Z Homes
Garbage	4 X week	4 X week	4 X week	4 X week	4 X week
Recycling	1 X Week	1 X Week	1 X Week	1 X Week	1 X Week
Yard Debris	1 X Week	1 X Week	1 X Week	1 X Week	1 X Week
Bulk Trash	1 X Week	1 X Week	1 X Week	1 X Week	1 X Week
Monthly Collection Rate	\$ 26.71	\$ 26.71	\$ 26.71	\$ 26.71	\$ 26.71
Monthly Disposal Rate	\$ 6.96	\$ 6.96	\$ 6.96	\$ 6.96	\$ 6.96
Collection Franchise Fee 3%	\$ 0.80	\$ 0.80	\$ 0.80	\$ 0.80	\$ 0.80
SWA Disposal Credit	\$ (6.96)	\$ (6.96)	\$ (6.96)	\$ (6.96)	\$ (6.96)
Net Fee Per Unit	\$ 27.51	\$ 27.51	\$ 27.51	\$ 27.51	\$ 27.51
Cart Fee	\$ 50.00				

Container Size		1	2	3	4	5	6	7
2	Collection	\$ 136.14	\$ 272.28	\$ 408.41	\$ 544.55	\$ 680.68	\$ 816.82	\$ 952.95
	Disposal	\$ 11.09	\$ 22.17	\$ 33.26	\$ 44.34	\$ 55.43	\$ 66.51	\$ 77.60
	Franchise Fee	\$ 4.08	\$ 8.17	\$ 12.25	\$ 16.34	\$ 20.42	\$ 24.50	\$ 28.59
	TOTAL	\$ 152.31	\$ 304.62	\$ 456.92	\$ 609.23	\$ 761.53	\$ 913.83	\$1,066.14
3	Collection	\$ 204.21	\$ 408.41	\$ 612.61	\$ 816.82	\$1,021.02	\$1,225.22	\$1,429.42
	Disposal	\$ 16.63	\$ 33.26	\$ 49.89	\$ 66.51	\$ 83.14	\$ 99.77	\$ 116.40
	Franchise Fee	\$ 6.13	\$ 12.25	\$ 18.38	\$ 24.50	\$ 30.63	\$ 36.76	\$ 42.88
	TOTAL	\$ 226.97	\$ 453.92	\$ 680.88	\$ 907.83	\$1,134.79	\$1,361.75	\$1,588.70
4	Collection	\$ 272.28	\$ 544.55	\$ 816.82	\$ 1,089.09	\$1,361.36	\$1,633.63	\$1,905.90
	Disposal	\$ 22.17	\$ 44.34	\$ 66.51	\$ 88.68	\$ 110.85	\$ 133.02	\$ 155.19
	Franchise Fee	\$ 8.17	\$ 16.34	\$ 24.50	\$ 32.67	\$ 40.84	\$ 49.01	\$ 57.18
	TOTAL	\$ 302.62	\$ 605.23	\$ 907.83	\$ 1,210.44	\$1,513.05	\$1,815.66	\$2,118.27

6	Collection	\$ 408.41	\$ 816.81	\$ 1,225.22	\$ 1,633.62	\$2,042.03	\$2,450.43	\$2,858.84
	Disposal	\$ 33.25	\$ 66.51	\$ 99.76	\$ 133.02	\$ 166.27	\$ 199.53	\$ 232.78
	Franchise Fee	\$ 12.25	\$ 24.50	\$ 36.76	\$ 49.01	\$ 61.26	\$ 73.51	\$ 85.77
	TOTAL	\$ 453.91	\$ 907.82	\$ 1,361.74	\$ 1,815.65	\$2,269.56	\$2,723.47	\$3,177.39
8	Collection	\$ 544.55	\$ 1,089.09	\$ 1,633.63	\$ 2,178.17	\$2,722.71	\$3,267.25	\$3,811.79
	Disposal	\$ 44.34	\$ 88.68	\$ 133.02	\$ 177.36	\$ 221.70	\$ 266.04	\$ 310.37
	Franchise Fee	\$ 16.34	\$ 32.67	\$ 49.01	\$ 65.35	\$ 81.68	\$ 98.02	\$ 114.35
	TOTAL	\$ 605.23	\$ 1,210.44	\$ 1,815.66	\$ 2,420.88	\$3,026.09	\$3,631.31	\$4,236.51
Compactor 4 yd	Collection	\$ 680.70	\$ 1,361.38	\$ 2,042.05	\$ 2,722.73	\$3,403.40	\$4,084.08	\$4,764.75
	Disposal	\$ 55.43	\$ 110.85	\$ 166.28	\$ 221.70	\$ 277.13	\$ 332.55	\$ 387.98
	Franchise Fee	\$ 20.42	\$ 40.84	\$ 61.26	\$ 81.68	\$ 102.10	\$ 122.52	\$ 142.94
	TOTAL	\$ 756.55	\$ 1,513.07	\$ 2,269.59	\$ 3,026.11	\$3,782.63	\$4,539.15	\$5,295.67

B.Consumer Price Index – rates charged by Waste Pro will be adjusted to reflect changes in the Consumer Price Index (CPI) during the preceding twelve (12) months. For the purposes of this Contract, CPI shall mean the Consumer Price Index for All Urban Consumers (CPI-U) as published by the U. S. Department of Labor, Bureau of Labor Statistics. No such increase shall exceed ninety percent (100%) of said CPI change, with the determination to be based on the change in the annual CPI figure Water and Sewer and Trash Collection Services (CUSR0000SEHG) released in the anniversary month of the year in which the calculation is being made.

CONTRACT FOR SOLID WASTE COLLECTION SERVICE

THIS CONTRACT FOR SOLID WASTE COLLECT ON SERVICE (this Agreement") made and entered into on the ____ day of _____, 2022 (the "Effective Date"), by and between the City of Westlake, a political subdivision of the State of Florida, by and through its Mayor and City Council, hereinafter referred to as "City," and Waste Pro of Florida, Inc. or its legal successors, acting by and through its duly authorized officers hereinafter referred to as "Contractor."

WHEREAS, it is necessary for City to promote, preserve and protect the public health of its citizens; and

WHEREAS, the removal of garbage, rubbish and other waste material generated within the City is a valid exercise of the City's police power, and

WHEREAS, the granting of an exclusive Contract to a private corporation for the collection and disposal of solid waste is a valid function of the City; and

WHEREAS, City and Contractor are desirous of entering into an agreement, under the terms of which, Contractor shall have an exclusive Contract for a specified period for the collection and removal of all Commercial and Residential Solid Waste generated within the City, and

WHEREAS, City and Contractor have agreed to the conditions, terms, rates, provisions, and considerations under which Contractor shall perform such solid waste collection and disposal services as herein set out, and for the compensation as hereinafter provided; and

WHEREAS, it is the intent of the City that the owner or occupant of every Residential Premises and Commercial Premises in the incorporated area of the City may receive solid waste collection, and disposal services provided by Contractor, and

WHEREAS, City agrees to pay for residential and commercial services.

THEREFORE, City and Contractor agree as follows:

SECTION 1.0 - Definitions

For purposes of this Agreement, the following terms shall be defined as follows:

1.1 **Agreement**: This contract agreement, including exhibits and any amendments thereto, agreed to by the City and the Contractor during the term of the Agreement. Amendments to this agreement shall only be valid with the approval of the City Council.

1.2 **Cart**: A rollout receptacle for Residential Solid Waste constructed of plastic, metal, or fiberglass, having handles of adequate strength for lifting, and having a tight-fitting lid capable of preventing entrance into the container by animals.

1.3 **Construction & Demolition Materials**: Waste materials generated by the construction, remodeling, repair, or demolition of residential, commercial or other structures.

1.4 City: City of Westlake.

1.5 Commercial Hand-load Customer: All Commercial Premises utilizing a Cart for the placement of their solid waste for collection by the Contractor.

1.6 Commercial Premises: All Non-Residential Premises, public or private, requiring solid waste collection within the incorporated area of the City, including commercial, industrial, institutional, and governmental premises.

1.7 Commercial Solid Waste: All Garbage, Rubbish and other acceptable waste generated by a Commercial Premises and all Construction and Demolition Materials, excluding Hazardous Waste.

1.8 Contractor: Person, firm, corporation, organization, or entity with whom the City has executed a contract for performance of the work and/or supply of equipment or materials, and its duly authorized representatives.

1.9 Curbside: The location adjacent to the traveled portion of a publicly owned roadway designated by the Contractor for the placement of recycling carts or bins and other solid waste for collection.

1.10 Garbage: Solid waste consisting of putrescible animal and vegetable waste materials resulting from the handling, preparation, cooking and consumption of food, including waste materials from markets, storage facilities, handling and sale of produce and other farm products.

1.11 Hazardous Waste: Any solid waste identified or listed as a hazardous waste by any agency of the State of Florida or the administrator of the U.S. Environmental Protection Agency pursuant to the federal Solid Waste Disposal Act, as amended by the Resource Conservation and Recovery Act, 72 U.S.C. 6901 et seq., as amended, including future amendments thereto.

1.12 Producer: The customer that produces the garbage or waste.

1.13 Recycling: Those materials that are capable of being recycled, and that would otherwise be processed or disposed of as Garbage or Rubbish.

1.14 Residential Premises: A dwelling within the incorporated area of the City occupied by a person or group of persons, including single family homes, duplexes, triplexes, quadraplexes, and mobile homes whether such mobile homes are registered as vehicles or assessed as real property.

1.15 Residential Solid Waste: All Garbage and Rubbish generated by a Residential Premises, excluding automobile parts, tires, Construction & Demolition Materials, Yard Waste, White Goods, Hazardous Waste, or other unacceptable materials.

1.16 Rubbish: Non-putrescible solid waste consisting of paper, rags, cardboard, cartons, wood, rubber, plastics, glass, crockery, metal cans or other such waste.

SECTION 2.0 - Scope of Work

The work under this Contract shall consist of the work and services to be performed in the collection and disposal of Residential Solid Waste and Commercial Solid Waste generated in the City, including all the supervision, materials, equipment, labor, and all other items necessary to complete said work and services in accordance with the terms of this Agreement.

SECTION 3.0 - Collection

3.1 Service Provided:

A. Contractor shall collect Residential Solid Waste from each Residential Premises two (2) times per week. Collection is limited to a container capacity of 96 gallons and all waste must be placed inside carts. Carts must be constructed of plastic and have a tight-fitting lid. The occupant of the Residential Premises shall place garbage out by 6:00 AM on the designated collection day.

B. Contractor shall collect Commercial Solid Waste for all Commercial Premises with Contractor owned front end load dumpsters or roll off containers/compactors on a frequency to match Commercial Customer's needs.

3.2 Carts/Bins/Dumpsters/Roll Off Containers

Contractor shall furnish collection equipment to Commercial Premises for every occupied location in the incorporated area of the City. Upon placement, Equipment shall be the property of Contractor. It shall be the responsibility of the owner of the Commercial Premises to properly use and safeguard the Contractor's Equipment. Contractor shall maintain Equipment in reasonably good condition.

The Front-end load and roll off containers must be placed in an accessible location on hard surfaces. Commercial customers shall be responsible for maintaining such surfaces. The City reserves the right to amend the placement of containers allowing for safe and efficient service by Contractor. Overloading is the responsibility of the producer. Any damage to equipment, containers, or trucks owned by the Contractor due to improper loading, overloading, or loading with improper material, will be the responsibility of the producer.

SECTION 4.0 - Routes and Hours of Collection Operation

4.1 Hours of Operation

Collection of Residential Services shall not start before 6:00 AM nor continue after 7:00 PM on the same day.

4.2 Routes of Collection

The Contractor shall establish collection routes. Contractor shall submit a map designating the collection routes with days of pick-up to the City Staff for its approval, which approval shall not be unreasonably withheld. The Contractor may from time-to-time propose changes in routes or days of collection, which approval from City staff shall not be unreasonably withheld. Upon City approval of the proposed changes, Contractor shall promptly give written or published notice to the affected Customers.

4.3 Holidays

The following shall be holidays for the purpose of this Contract:

New Years' Day, Thanksgiving Day, Christmas Day, Independence Day, and Labor Day

Contractor may decide to observe any or all of the above-mentioned Holidays by suspension of collection service on the holiday.

4.4 Complaints

All complaints shall be given prompt and courteous attention. In the case of alleged missed scheduled collections, the Contractor shall investigate and, if such allegations are verified, shall arrange for the collection of the Residential Solid Waste or Commercial Solid Waste not collected within 24 hours after the complaint is received or by close of business on Mondays if the event falls on the weekend. Contractor will respond within 24 hours or by Monday close of business after City sends a complaint to the Contractor.

If the Contractor cannot pick up a commercial customer container due to locks, blocks, or other reasons not related to the Contractor's performance, the contractor must make every attempt to collect the customer and then document the situation on the route sheets. If the situation can be remedied before the contractor leaves the City on the same day, the contractor will attempt return to the premises if time permits.

4.5 Collection Equipment and Personnel

The Contractor shall provide an adequate number of vehicles for regular collection services. All vehicles and other equipment shall be kept in good repair, appearance, and in a clean and sanitary condition always. Each vehicle shall have clearly visible on each side the identity and telephone number of the Contractor. All Solid Waste hauled by the Contractor shall be so contained, tied, covered, or enclosed such that leaking, spilling, or blowing are prevented.

In the event there is a spill or leak caused by either the truck or the process of collecting garbage, the clean-up of the spills, leaks, and stains will be the responsibility of the Contractor and should be performed promptly. The Contractor shall notify the City of all spills and leaks as soon as they happen and clean up must commence immediately without waiting for a complaint by a resident or business owner. A clean-up schedule for any spill or leak must be submitted to the Public Works Department within 24 hours of the spill or leak.

4.6 Office

The Contractor shall maintain an office or such other facilities through which they can be contacted. It shall be equipped with sufficient local service telephones and shall have a responsible person in charge from 9:00 AM to 5:00 PM daily on regular collection days.

4.7 Access

The Contractor shall be required to provide collection services to all Residential and Commercial Premises located on publicly owned roadways accessible to standard waste collection vehicles. The City shall maintain all publicly owned roads and bridges in a condition that affords access by Contractor's standard waste

collection vehicles. The City shall require occupants of Residential Premises to place yard waste and bulk waste at curbside for collection.

SECTION 5.0- Compensation

5.1 Rate Adjustments Due to Significant Changes

The rates set forth in Exhibit "A" shall be fixed for the initial first year of the first-year term of this Agreement. Only after the first-year rates shall be adjusted to compensate Contractor for:

- A. Any change in Governmental laws, ordinances, regulations, assessments, fees or taxes that require Contractor to incur additional costs in the performance of services pursuant to this Agreement (Changes in Law), including changes in disposal fees due to such Changes in Law. If the above event occurs, Contractor shall determine the amount of rate adjustment required to compensate Contractor for the additional, fully justifiable costs and shall petition the City for the rate adjustment, which approval shall not be unreasonably withheld. Contractor agrees to continue solid waste collection and disposal services during any dispute with the City until any dispute is resolved and the City and Contractor agree to adjusted rates of compensation.
- B. Consumer Price Index – rates charged by Waste Pro will be adjusted to reflect changes in the Consumer Price Index (CPI) during the preceding twelve (12) months. For the purposes of this Contract, CPI shall mean the Consumer Price Index for All Urban Consumers (CPI-U) as published by the U. S. Department of Labor, Bureau of Labor Statistics. No such increase shall exceed ninety percent (100%) of said CPI change, with the determination to be based on the change in the annual CPI figure Water and Sewer and Trash Collection Services (CUSR0000SEHG) released in the anniversary month of the year in which the calculation is being made.
- C. Changes in disposal fees beyond the Contractor's control.

5.2 Contractor Residential and Commercial Billings to City

Except for non-garbage roll off services, the Contractor shall bill the City for Residential and Commercial Service rendered within ten (10) days following the end of the month and the City shall pay the Contractor on or before the 30th day following the end of such month. Such billing and payment shall be based on the total number of Residential Premises and Commercial Premises that maintain service with support documentation in the incorporated areas of the City and the price rates and schedules set forth in Exhibit A hereto. The City will not short pay any billing without the express agreement of the Contractor.

SECTION 6.0- Non-Discrimination

In the performance of the work and services to be performed under the terms hereof, the Contractor covenants and agrees not to discriminate against any person because of race, sex, creed, color, religion or national origin.

SECTION 7.0- Indemnity

The Contractor will indemnify, hold harmless, and defend the City, its affiliates, and shareholders, officers and employees from and against any and all suits, actions, legal proceedings, claims, demands, damages, costs, expenses, and reasonable attorney's fees incidental to any work done in the performance of this Contract arising out of a willful or negligent act or omission of the Contractor, its officers, agents, servants and employees. Further, Contractor shall defend, hold harmless and indemnify the City, its affiliates, and shareholders, officers and employees against any and all liabilities, claims, damages, costs, judgments, and expenses, including attorneys' fees, sought or asserted against the City, its affiliates, shareholders, officers and employees arising out of any personal injuries sustained by the employees or contractors of Contractor on the premises of the City's vehicles or real property. Finally, no Contractor employees or contractors hired to perform the services described and detailed in this agreement shall be considered employees of the City for purposes of any workers' compensation insurance or benefits.

The City will indemnify, hold harmless, and defend the Contractor, its affiliates, and shareholders, officers and employees from and against any and all suits, actions, legal proceedings, claims, demands, damages, costs, expenses, and reasonable attorney's fees incidental to any work done in the performance of this Contract arising out of a willful or negligent act or omission of the City, its officers, agents, servants and employees. Further, the City shall defend, hold harmless and indemnify the Contractor, its affiliates, and shareholders, officers and employees against any and all liabilities, claims, damages, costs, judgments, and expenses, including attorneys' fees, sought or asserted against the Contractor, its affiliates, shareholders, officers and employees arising out of any personal injuries sustained by the employees or contractors of the City on the premises of the Contractor's vehicles or real property. Finally, no City employees or contractors hired to perform the services described and detailed in this agreement shall be considered employees of the Contractor for any purpose, including without limitation, for purposes of any workers' compensation insurance or benefits.

SECTION 8.0- Force Majeure

Except for the obligation to pay for services rendered, neither party hereto shall be liable for failure to perform hereunder due to contingencies beyond its control, including, but not limited to riots, war, fire, acts of God (including without limitation flood, hurricane, tornado or storm or pandemic), labor shortages arising from or relating to any of the aforementioned contingencies beyond its control, compliance with any law, regulation or order, whether valid or invalid, of the United States of America or any other governmental body or instrumentality thereof, whether now existing or hereafter created (collectively referred to as "Force Majeure Event").

In addition, the performance required under this Contract does not include the collection or disposal of any increased volume of solid wastes resulting from a Force Majeure Event. In the event of such Force Majeure Event, the Contractor will vary routes and schedule as may be deemed necessary. In addition, the City and Contractor shall negotiate to pay Contractor for services to be performed because of increased volumes resulting from a Force Majeure Event or any other event over which Contractor has no control.

SECTION 9.0- Licenses and Taxes

The Contractor shall obtain all licenses and permits and promptly pay all taxes required by the City and State.

SECTION 10.0-Term

The term of this Agreement shall begin on XXXXX and continue for a period of XXX years. Then, the term shall automatically renew each year for additional (1) year terms unless the City or the Contractor provides the other party with written notice at least one hundred eighty (180) days prior to the termination of the term or renewal term.

SECTION 11.0 - Reports

Contractor shall provide various reports to the City as may be required from time to time.

SECTION 12.0 - Insurance

The Contractor shall always during the Agreement maintain in full force and effect Employer's Liability, Workers' Compensation, Public Liability, and Property Damage Insurance. All insurance shall be by insurers and for policy limits acceptable to the City and before commencement of work hereunder the Contractor agrees to furnish the City certificates of insurance or other evidence satisfactory to the City to effect that such insurance has been procured and is in force. The certificates shall contain the following express obligation:

"This is to certify that the policies of insurance described herein have been issued to the insured for whom this certificate is executed and are in force at this time. In the event of cancellation nor material change in a policy affecting the certificate holder, thirty (30) days prior written notice will be given the certificate holder."

For this Contract, the Contractor shall carry the following types of insurance in at least the limits specified below:

COVERAGES

Workers' Compensation
Employer's Liability
Bodily Injury Liability
Except Automobile
Property Damage Liability
Except Automobile
Automobile Bodily Injury

LIMITS OF LIABILITY

Statutory-Minimum \$100,000/accident
\$1,000,000
\$1,000,000 each occurrence
\$1,000,000 aggregate
\$1,000,000 each occurrence
\$1,000,000 each occurrence
\$1,000,000 each person

Liability	\$1,000,000 each occurrence
Auto Property Damage Liability	\$1,000,000 each occurrence
Excess Umbrella Liability	\$1,000,000 each occurrence

The City shall always during the term of this Agreement maintain in full force and effect Employer's Liability, Workers' Compensation, Public Liability, and Property Damage Insurance to provide coverage for and regarding the work and actions to be performed by the City's employees under this Agreement. All insurance shall be by insurers and for policy limits acceptable to the Contractor and before commencement of work hereunder the City agrees to furnish the Contractor certificates of insurance or other evidence satisfactory to the City to show that such insurance has been procured and is in force. The certificates shall contain the following express obligation:

"This is to certify that the policies of insurance described herein have been issued to the insured for whom this certificate is executed and are in force at this time. In the event of cancellation nor material change in a policy affecting the certificate holder, thirty (30) days prior written notice will be given the certificate holder."

For this Contract, the City shall carry the following types of insurance in at least the limits specified below:

<u>COVERAGES</u>	<u>LIMITS OF LIABILITY</u>
Workers' Compensation	Statutory-Minimum \$100,000/accident
Employer's Liability	\$1,000,000
Bodily Injury Liability	\$1,000,000 each occurrence
Except Automobile	\$1,000,000 aggregate
Property Damage Liability	\$1,000,000 each occurrence
Except Automobile	\$1,000,000 each occurrence
Automobile Bodily Injury	\$1,000,000 each person
Liability	\$1,000,000 each occurrence
Auto Property Damage Liability	\$1,000,000 each occurrence
Excess Umbrella Liability	\$1,000,000 each occurrence

SECTION 13.0 – Bond

13.1 Performance Bond

The Contractor shall furnish a corporate surety bond as security for the performance of this Agreement. Said surety bond shall be in the amount of \$75,000. The Contractor shall pay premium for the bond(s) described above. A certificate from the surety showing that the bond premiums are paid in full shall accompany the bond. The surety on the bond shall be a duly authorized corporate surety company approved to do business in the State of Florida.

SECTION 14.0-Compliance with Law

The Contractor shall conduct operations under this Contract in compliance with all applicable laws, including without limitation, ordinances, Laws and statutes of the City, state of Florida, and federal governments provided. If the collection or disposal of any solid waste hereunder shall become restricted or prohibited by any applicable law, ordinance, rule or regulation, such type of waste shall be eliminated from the requirements and provisions of this Contract.

Contractor shall participate in the federal E-Verify program, and shall provide documentation that all Contractor's employees and subcontractors meet all E-Verify requirements, and are citizens of the United State, or permitted alien or guest works, or otherwise legally residing in the United States.

SECTION 15.0 Assignment

Contractor's rights accruing under this Contract may be assigned in whole or in part by the Contractor with the prior written approval or consent of the Mayor and Council. As a condition of such assignment, the assignee shall agree to assume the obligations of Contractor hereunder.

SECTION 16.0 - Exclusive Contract

The Contractor shall have the sole and exclusive right to provide solid waste collection and disposal service in the incorporated area of the City. The City hereby grants, and the Contractor hereby accepts the sole and exclusive contract, license and privilege to provide Residential Solid Waste Collection and Commercial collection and disposal service to all Residential and Commercial Premises who maintain service in the incorporated area of the City for the initial three (3) year term of this Agreement and all renewal terms thereto. The City further agrees that so long as Contractor is not in default hereunder, it will not enter into any agreement with any other entity for performance of solid waste collection and disposal services during the term hereof or any renewal terms.

SECTION 17.0- Termination and Attorney Fees

In the event of an alleged material breach of this Agreement by the Contractor, the City shall provide written notice of such breach to the Contractor, to be delivered by Certified Mail, return receipt requested. If within 30 days from receipt of such notice, the Contractor has either failed to correct the condition or reach an agreement with the City on a mutually satisfactory solution, or where the Contractor's lack of performance in meeting the terms of the contract continues to reoccur, then the City may require the Contractor to appear before the City Council, at either a regular or specially called meeting, to show cause why the Contract should not be terminated. After such meeting the Council may elect to:

- A. Provide written notice to the Contractor that the Agreement will be terminated 30 days from the receipt of such notice.
- B. Extend the time to allow Agreement to cure the breach or persistent lack of performance.
- C. Impose sanctions or other remedies without terminating the Agreement.

In the event of an alleged material breach of this Agreement by the City, the Contractor shall provide written notice of such breach to the City, to be delivered by Certified Mail, return receipt

requested. If within 30 days from receipt of such notice, the City has either failed to correct the condition or reach an agreement with the Contractor on a mutually satisfactory solution, or where the City's alleged breach continues to reoccur, the Contractor may provide written notice to the City that the Agreement will be terminated 30 days from receipt of such notice.

SECTION 18.0 - Miscellaneous Provisions

18.1 Choice of Law

This Agreement shall be construed in accordance with and governed for all purposes by the laws of the State of Florida, excluding the laws applicable to conflicts or choice of law.

18.2 Entire Agreement

This instrument contains the entire agreement between the parties relating to the rights herein granted and the obligations herein assumed. Any oral representation or modifications concerning this instrument shall be of no force or effect and this Contract may not be amended except by a subsequent modification in writing, signed by the parties hereto or by an ordinance adopted by City modifying the rates to be charged hereunder in accordance with the provisions of Section 6 hereof.

18.3 Severability

If any part of this Agreement for any reason is declared invalid, such decision shall not affect the validity of any remaining portion, which remaining portion shall remain in force and effect as if this Contract had been executed with the invalid portion thereof eliminated. It is hereby declared the intention of the parties that they would have executed the remaining portion of this Agreement without including any such part, parts or portions which may, for any reason, be hereinafter declared invalid.

18.4 Captions

The titles or headings preceding any section or paragraph are for reference and convenience only and shall be in no way construed to be a material part of this Agreement.

18.5 City's Authority

The parties signing this Contract on behalf of the City have been authorized to do so by specific action of the Mayor and City Council adopted in open meeting and of record in its official minutes.

18.6 Notice

All notices required or permitted to be given hereunder shall be deemed to be properly given if delivered in writing personally or sent by United States certified or registered mail addressed to the Contractor or the City with postage thereon fully prepaid. The effective time shall be at the time of mailing. Notices may be delivered or sent to following addresses:

City of Westlake:

Contractor:

EXECUTED this _____ day of _____, 202-

Signed by:

CITY:

WASTE PRO OF FLORIDA, INC.:

WITNESS:

WITNESS:



7329 7TH PL N,
WEST PALM BEACH, FL 33411

 wasteprousa.com

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