

January 2015

Onward & Upward

THOUGHTS FOR THE DAY!

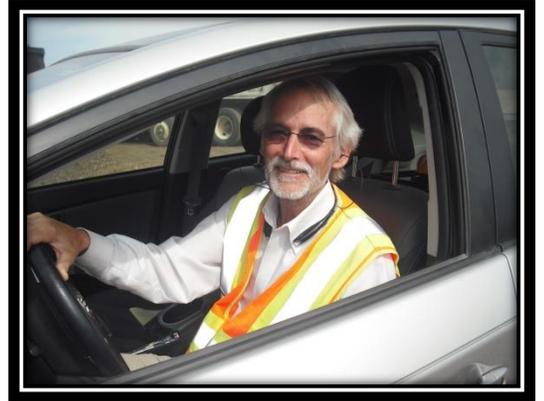
Spending today complaining about yesterday won't make tomorrow any better.

"Identify your problems, but you're your power and your energy to solutions".
...Tony Robbins

"Failure is not the opposite of success, but a stepping stone to success".
.....Arianna Huffington

"Normality is a paved road: It's comfortable to walk, but no flowers grow on it".

WORDS FROM THE TOP



Think You Heard It Before? I Sure Hope So

What you are about to read may sound familiar. Why can't he think of something new to talk about? If I did it would be a disservice to you.

It's easy to say, "Onward and Upward" and "the best is yet to come". Like making a New Year's resolution, it feels good in the moment, but how do you make it happen?

Everyone knows the answer is sticking with New Year's resolutions day in and day out. Regretfully most resolutions fall by the wayside before the end of January. That's where we're different.

Our relentless reminding to wear your personal protective gear at all times, staying alert and driving slowly on site are important steps to keeping you safe. Similarly, strict adherence to thorough pre-trip vehicular checks and reports is everyone's benefit. Checking tire condition and pressures before heading down the highway is vital.

Equipment maintenance including daily greasing, weekly hour and repair reports to the shop means reinvestment in new equipment is delayed. Savings can be redistributed to employees. Keeping your work

(cont. on page 2)

(cont. from page 1)

Area or vehicle clean, safe and organized says you care about the company and your future. Being someone that others are glad to work with are first steps toward our shared success that lies ahead. Helping each other makes for team strength. Customer service means they will want to come back and bring us the business we need to grow.

Pulling together, doing the hard work in the mud, dust or February freeze, often knee deep in trash or covered in grease takes our team from the locker room to the playing field where the goals are scored. Those goals have to be earned. Safety, company and employee prosperity unfortunately don't just fall from the sky on the chosen ones.

I wish it was that easy, but wishing won't get the job done. In the final analysis the difference between our team is we don't just make our resolutions. We stick with them. If they're worth making they're worth keeping. Keeping them guarantees our success. It's that simple.

No one can do this for you and I can't promise that progress will happen on your time table, but it will happen, sooner or later if you keep the faith and walk the talk. It doesn't take anymore effort to be positive than it does to be negative. The choice is yours.

What Ever Happened to the New MSW Break Room?



Remember the “hollow promise” of a large, landscaped, break room with windows, heat and air conditioning and outdoor deck? Like so many promises in life they often arrive on a delayed basis. In this case the delayed arrival date will be Wednesday, February 11th. We have purchased a 12' x 56' trailer with all of the above. Thanks in advance for your patience as we remove the old storage boxes to install this much anticipated improvement.

Picasso & da Vinci Would Be Proud

Over the past few months in the MSW building there has been a quiet team working away at the daunting task of cleaning and painting the processing machinery. The scrubbing, scraping and preparation needed just to be able to apply the paint in freezing temperatures has been a challenge. But day in and day out they chipped away at the task and the result is fantastic. When you go into the building you can't help but be drawn to the equipment. The colors make it easy to distinguish the various processes and will be helpful as we move forward. The team of Jason Pugh, Jennifer Macaluso and Crystal Lloyd took the lead early on and are responsible for getting the ball rolling tackling some really dirty jobs to do so. They were later joined by JJ Koczon & James West. We appreciate all of their hard work.



Shredders Don't Just Shred Paper

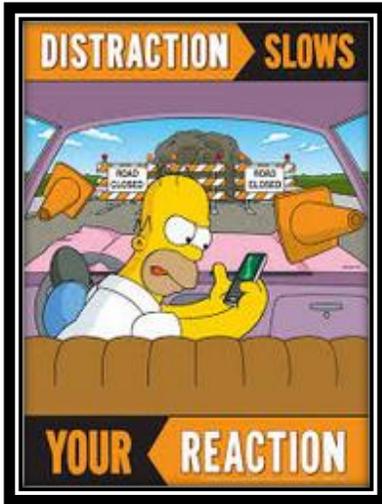
So, what's with the shredder? If you can't increase prices, and we can't, the only other thing you can do is to try cut costs. That's what we hope the shredder will do. Some of you may have noticed that the wood storage area next to the C&D building is bare maybe for the first time ever. Simply stated, the shredder out performs the grinder allowing the grinder to stay on the other side of the street dying mulch full time. The shredder will process stumps, brush and logs that are stored off site to prepare that material as vegetative mulch and compost. We also hope to shred tires more cost effectively, and possibly mattresses to recover metal. Drywall, singles and C&D residual are other materials we have yet to experiment with, however the first person who shreds a minivan is in a whole heap of trouble.



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**Our
Employees
Hard
At
Work!**





We Care About Your Safety So Please:

1. **Be visible** – wear your safety vest or high vis gear
2. **Be aware** – look around and stay clear of moving equipment, machinery and trucks
3. **Be smart** – wear your goggles, gloves, boots, hardhat and in C&D, your respirator
4. **Stay safe** – A small effort will make a big difference

Employee Focus – Greg Spencer

Many of you don't know what Greg looks like as you have only seen him from the other side of his Darth Vader welding helmet. Like so many of you there is a lot more to his professional story than welding. He has done just about everything there is to do when it comes to waste handling and hauling. By way of example, while working for Allied Waste next door (we don't hold that against him) he repaired and repainted hundreds of containers single handedly while loading all the outgoing trailers of MSW. Greg is the one who does the body work and painting on our trucks. Greg lives in Keswick and enjoys hunting, working on trucks and cars and spending time with his lovely wife of 22 years and his 11 year old son and 15 year old daughter.



MSW Incoming Team Leader.....Matt Smith

We are pleased to have Matt Smith as our MSW Incoming Team Leader. He will be responsible for the personnel in the receiving area, the presort table and your assistant team leader. Matt will work with line leaders to ensure productivity and maximum recovery. As a newly created position, it is difficult to anticipate every aspect or duty that will be required, but we have confidence that we have the right person for the job. Congratulations Matt!

