

April 2015

Onward & Upward

WORDS FROM THE TOP



What Have You Done For Me Lately?

You would have to be living in a cave not to feel a new attitude in America and it's not an attitude of gratitude or that work is a privilege. It's not the mindset if you put wood on the fire you will get heat.

Today's America is promoting give me heat and maybe I will consider putting wood on the fire. A something for nothing entitlement expectation is being promoted. The world owes me something is the new drumbeat.

News flash and it's not my opinion. The laws of hard work being the pathway to success have not been repealed, regardless of recent rumors. It is the source of much pride that this is not the culture of our company. The fact that you are here doing the tough jobs associated with recycling says you don't subscribe to the current culture of getting something for nothing.

The journey of 1,000 miles begins with a single step. All of you demonstrate daily, as you face your daily work challenges that you understand this concept. What separates success from just getting by is taking the second and third steps and beyond. Success is not a sprint. It's a marathon and the mantra of the marathon is to never break stride once you have taken that all important first step.

I respect your choice to not sit at home waiting for freebies to come your way. The fact that you show up here each day says you are not afraid of the hard work that is necessary to build something worthwhile, something that will ultimately benefit us all. This is only achievable thru sustained your efforts, day in and day out.

Complaining is not a strategy for success. A positive attitude is. It won't happen in the first day, week or month. Progress is like watching the grass grow, but it will happen if you stay the course.

My recurrent don't give up theme is not a theory. It is a guarantee that will work for you sooner or later. I want everyone here to succeed. I'm your biggest fan. I respect your efforts to accomplish our recycling mission and better yourselves at the same time. It may sound old fashioned, even laughable to the do nothing, more for me now crowd, but the laws of hard work are still on the books.

Beyond recycling, I personally take great satisfaction watching individuals grow professionally through the sweat of sustained efforts to do a job right. I am proud of your efforts and our progress. You should be too. I look forward to seeing you all realize the fruits of your labors as we move onward and upward.

I'm Listening....

Read your Employee Handbook, then sit back and read it again! We take our policies and procedures very seriously and when one is violated, we take that very seriously as well. In April alone we had to terminate not one, not two, but three valued employees for falsifying their time. All missed punches are to be reported directly to your supervisor! Don't leave notes at the front window where they can easily get lost or misplaced. Your supervisors are responsible for your time being reported to payroll in a timely and accurate manner. Help your supervisor help you!

As we continue to grow, one of my goals will be to expand and enforce the Employee Handbook's policies and procedures. This will ensure a workplace we can all be proud to be a part of.

Please use the Suggestion Box out front and remember....All HR issues are confidential and can be submitted anomalously...most importantly, let your voice be heard...you do matter!

Be Well, be Happy....Onward & Upward....Karen!



Mulch Operation

Our mulch operation has undergone some dramatic improvements. The first change has been in the leadership. A few weeks back Chris Lamb and Mike Blewitt were brought onto the team to make improvements in production process, production volume and quality. They have not disappointed. The first process improvement was the addition of a 12,000 gallon water tank. This allows for longer production runs without running out of water. The second significant improvement was the addition of a conveyor belt with additional

picking stations. This feature has helped improve product quality by ensuring that stray material does not get mixed in with the final product. The third major improvement was the use of our new mobile shredder for the first grind. Because it is mobile and shreds material at such a fast rate, when we are not using it in another area we can easily use it for the first grind. The shredder can do in a few hours what it takes the grinder weeks to get through making it a great addition to the process. With the second machine in use, we no longer have to stop production and relocate the grinder in the C&D building to do the first grind. Another huge production improvement.

Halfway Home

Of necessity it seems as if everything we do is a crawl, walk, run. This article is to update you on some half-finished but not forgotten projects.

- Paving – We will continue the paving of our dirt and gravel areas until everything is covered. The company we were purchasing the millings from actually ran out and we had to wait until they had more in stock. We can't say when this project will be finished, but please know that it will be on going until it is.
 - Tables – We have purchased and delivered the chairs for the MSW break room so at least there is now a place for people to sit. The tables are on the way. We promise.
 - Fuel Canopy – We know you'll miss the duck pond, but as soon as the MSW building is completed this is still on the top of our list for completion.
 - Landscaping – our landscaping project is moving right along, we are almost done with phase one.
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Going Above and Beyond

Our roll-off drivers not only have to drive and service the containers or compactors, but they also have the additional duty of representing our company in the community as they are face to face with the customer on a daily basis. Providing great customer service and having a positive reputation in the community is something that we take very seriously, as continued customer support depends on it. That's why we like to recognize employees when they go above and beyond. We have two roll-off drivers who deserve special recognition. The first is Shon Rollins. The owner of T.E.A.L. Construction called Pete personally to tell him how impressed he was with the quality of Shon's work and what a positive, professional person he was to work with. Shon has become one of our most productive roll-off drivers combined with providing great customer service he deserves recognition.

The second driver we would like to recognize is Ralph Martin. One look at his truck and you know what a team player he is. There is no job that Ralph will not do to help another member of the team, be it another driver, the sales team or even maintenance if needed. His positive attitude and willingness to just lend a hand makes him a pleasure to work with. When we received the invitation to be in the Dogwood parade we asked Ralph to represent us. He came up with the idea of making the roll-off can look like a garden. The result was fantastic. We have received many compliments from members of the community who enjoyed seeing his truck in the parade. We appreciate him taking the time and effort to go above and beyond.



Great Suggestion

Being involved in a process daily comes with a unique perspective that can be very helpful in finding workable answers. We know that we are far from perfect and appreciate employees who take the time and effort to give us constructive criticism as to where we can improve, especially in writing as it is easier to refer back to. We received a letter in the suggestion box from an employee who brought up some very good points regarding truck and trailer maintenance. We would like to invite this person to step forward and work with us to make improvements. Being on the team means the coaches and players have to work together if we are to get to the goal post. We appreciate any constructive suggestions intent on trying to move the organization forward in a positive direction.

Winners of April's Safety Drawing: Steve Rumsey, Lewis Payne and Joe Payne

Thank you to those employees who are wearing their protective gear on a daily basis. Most importantly you are protecting yourselves, but you are also protecting our organization by making sure we are compliant with federal safety regulations.

Please come to the front office and pick up your \$25 cash! Want some extra dough in your pocket?

Let me catch you wearing your safety gear. We'll have three more next month!

The Eagle Has Landed **Open House - 10a.m. – 1p.m.** **Sunday, May 31, 2015**

We are excited to announce that we will be hosting an Open House in the MSW building on May 31st to showcase the expanded recycling machine. This event will be open to the public as well as to all of our employees and their families. For safety reasons the machine will not be running. People will be able to walk up on the top catwalk to view the machine and equipment from that vantage point. We have something very special here and hope that everyone will join us for this event.

We will need some extra help on this day and have a sign up at the front window if anyone would like to come in and give us a hand. It will be paid time if you are working. If you are just coming for the tour, it is unpaid.

Come see our expanded facility. We have added:

- Fiber screen – which sorts paper
- Fiber and Film suction – which increases our recovery of paper and plastics
- Optical sorter – which sorts three types of plastic
- Eddy current – which sorts aluminum
- Ferrous metal magnet – which sorts metals such as steel, tin
- Additional bailers – to help streamline the packaging of material
- Recirculate – this really sets us apart because it allows us to set our recovery rate. We are able to run the material in a continuous loop until we are satisfied we have it all.
- Two fork lifts with bale clamps. Each can carry two 1 ton bales at a time.

We expanded or improved:

- Our bunker system – which now gives us more storage flexibility on when we can bail
- Our bag breaker – which we call jaws, is bigger with more razor sharp edges to ensure no bags escape unopened.
- Our loading dock – now accommodates more bale storage and 4-53' trailers streamlining the loading process.
- Our belt system – which was custom designed by Pete and Brad to better direct and redirect product

