



**WE ARE
TURNING JOBS
INTO CAREERS.**



JOIN US FOR WM CAREER DAY

NOW HIRING - Helper-Laborers

May 20th & 21st from 8:00 a.m. - 4:00 p.m.

How to participate:

Onsite, Face to Face Interviews are being held at 1661 Mt Read Blvd, Rochester. Walk-In Candidates Welcome! Apply online at careers.wm.com then search: Rochester or call 877-220-5627 to schedule your interview! Don't Waste Time! Apply Today!

What is the value of a WM job?

We Are People First:

We foster an environment where teammates feel welcomed, valued & seen

We Are Committed to Your Growth:

100% tuition paid & established career progression

We Are Stable:

Our Drivers are home every night, and perform essential and meaningful work

We Are Investing in You: Amazing Medical, Dental & Vision, 401K with match, discounted stock options, dependent day care, and more!

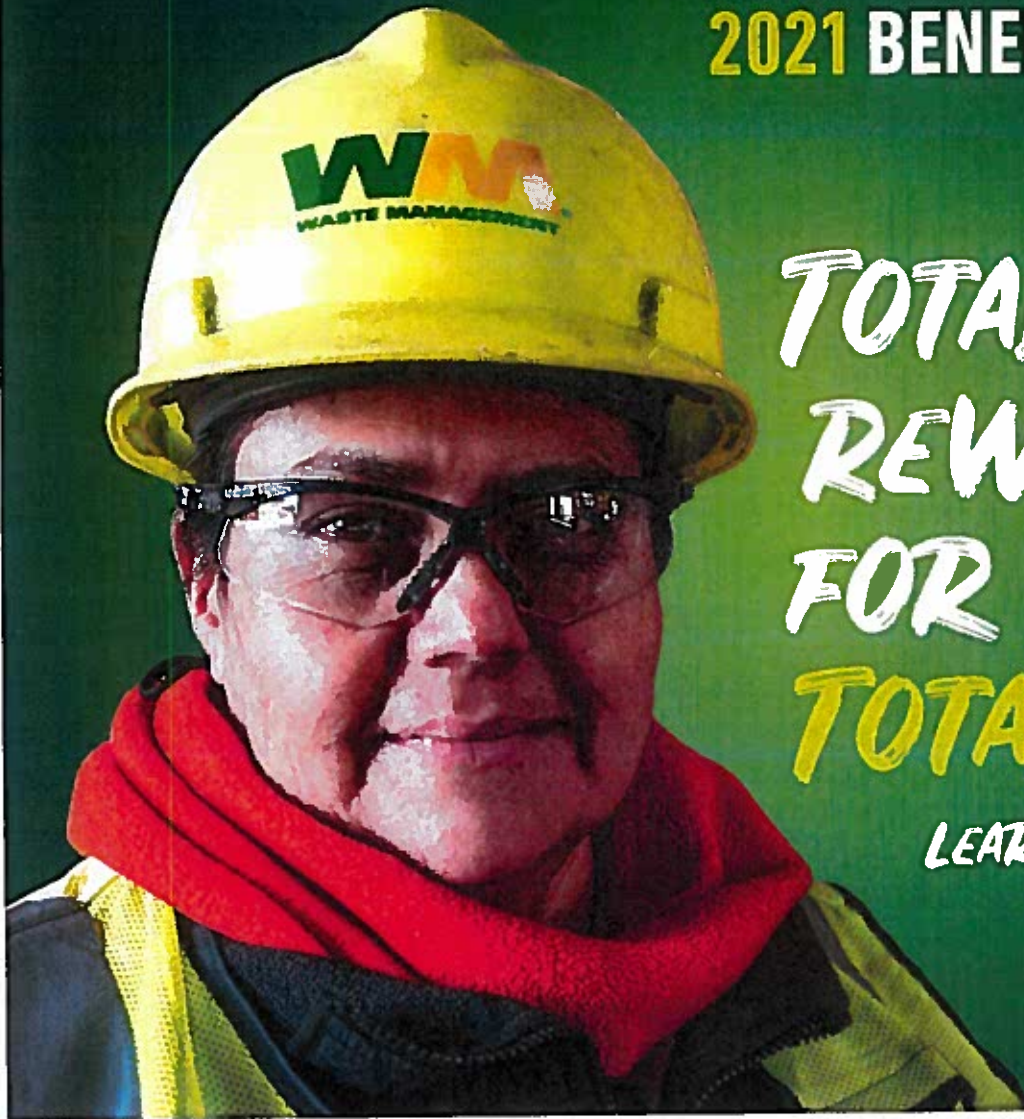
Ready to start your tomorrow, today?



**wm.com/WMCareerDay
#WeAreWM**

Equal Opportunity Employer: Minority/Female/Disability/Veteran

2021 BENEFITS OVERVIEW



**TOTAL
REWARDS
FOR THE
TOTAL YOU.**

LEARN MORE INSIDE.

AN OVERVIEW OF THE WASTE MANAGEMENT 2021 BENEFITS

WM's Total Rewards is about WM giving you the right tools and benefits to unlock the best you (mind, body, and heart). Total Rewards is your partner in this journey — providing access to the tools you need to plan and take action.

Whether you are planning on building or expanding your family or are trying to better understand your health in order to get the right care — WM is there, helping build the best and total you.

ME TIME

TOTAL REWARDS FOR
THE TOTAL YOU.

Hi there.

Our incredible team members work hard to serve our customers and communities. As a People First company, we care about your health and happiness. This year it might have been hard to find time for you and your family. Not taking time off can mean higher stress, burnout and irritation, which none of us need right now. So we are announcing WM's My Earned Time (ME Time) for the total you.¹

ME Time starts on January 1, 2021 and the new Kronos Mobile app comes out in mid-January to make it easier for you to take personal time off to reset, recharge and thrive. ME Time is organized into two tiers – the Accrual (hourly Tier) and the Salaried Tier.² Most team members will be in the Accrual Tier³ and the salaried team members will be in the Salaried Tier.

LET'S LEARN ABOUT THE ACCRUAL TIER

The Accrual Tier is designed so you have the flexibility to take personal time off. You accrue personal time off in a bank. How much is based on your years of service. If accrued hours are not used in a calendar year, they roll over to the next year. The bank has a cap. If your bank reaches the cap, you will stop accruing until you take time off. You submit personal time off requests through the Kronos Mobile app. Check out the table below for the specifics.⁴

Anniversary Attained	Accrual Rate for Team Members Who Work 30+ Hours a Week	Accrual Cap
0-4	120 hours	180 hours
5-9	160 hours	240 hours
10-19	200 hours	300 hours
20+	240 hours	360 hours

Now, if you need to take time for any health or illness reason, that's called Paid Sick and Safe Time. It's available to you for a range of health, illness or injury needs that impact you or your family, including public health emergencies. You can use up to 40 hours of your personal time off for PSST per year (with some exceptions).

Under the Accrual Tier, cash out for earned but unused hours only occurs upon separation of service. There are no in-service cash outs.

NOW LET'S LEARN ABOUT THE SALARIED TIER

The Salaried Tier is designed to promote time off, rest and relaxation for salaried, overtime-exempt team members in the US and designated salaried roles in Canada. Under this tier, we call it discretionary time off (DTO). There's no limit to how much DTO you can take, we just ask you to submit a DTO request through the Kronos Mobile app.

Now, if you need to take time for any health or illness reason, that's called Paid Sick and Safe Time. It's available to you for a range of health, illness or injury needs that impact you or your family, including public health emergencies. You have up to 80 hours of PSST per year (with some exceptions). Under the Salaried Tier, there are no cash outs for DTO or PSST. Be sure to check out the ME Time Guidebook for additional details and specifics about the policy.

¹ The new ME Time plan replaces any previous vacation, PTO or personal time policies, except for team members covered by a different type of policy under their collective bargaining agreement. ² In Canada, the Salaried Tier is called the Flexible Tier. ³ Certain details of the plan may vary from location to location due to applicable laws or regulations. In Canada, some salaried team members are in the Accrual Tier. Those team members will be notified separately. ⁴ The Employee Handbook is being updated with the ME Time policy. More information will be shared shortly.

Employee and Family Assistance Program (EFAP)

This **company-paid** benefit provides employees and their immediate family with timely professional counseling to **help assess problems, and provide assistance** and/or referral for more in-depth help when needed. It can even provide information and referrals on discounted dependent care programs, adoption assistance and hospice care.

Adoption Assistance Program

WM helps employees with eligible expenses incurred in connection with the legal adoption of a child. The program reimburses employees **up to \$5,000** upon successful completion of the adoption process.

The Waste Management Scholarship Programs

Recognizing the value of education, the company sponsors **five scholarship programs** for dependent children of WM employees. The Jim and Tracy Fish Scholarship, the Waste Management General Scholarship Program, the Stephanie Valdez Memorial and the Robert Simpson Honorary Scholarship Program are open to eligible WM employees' dependents that meet academic, leadership and financial need requirements. The Waste Management Merit Scholarship Program is open to eligible WM employees' dependents who enter the National Merit Scholarship Program by taking the PSAT/NMSQT (Preliminary SAT/National Merit Scholarship Qualifying Test) in October of their junior year in high school.

Employee Discount Programs

In addition to the benefits offered to each eligible employee, WM has negotiated **discount arrangements for goods and services** commonly used by our employees with such companies as: Toyota, Nissan, Chase Mortgage, Ticket Monster, 1-800-FLOWERS.COM, Dell Computer, Apple, Staples, Jenny Craig, Nutrisystem, Travel Services, Verizon, AT&T and Hertz Rental.

Back-up Child, Adult and Elder Care

WM pays most of the cost for this benefit. The program offers a nationwide network of care professionals who provide last-minute, high-quality backup care for a sick child, an older relative or an aging parent. You can also sign up for additional services such as pet sitters or walkers, and access to nannies, housekeepers, senior care and more.

Rethink Benefits

This **company-paid** benefit provides WM employees and their families access to a nationwide network of professionals to assist with care for children with developmental disabilities or learning, social or behavioral challenges. The plan offers customizable programs, virtual consultations, care coordination, online support, a comprehensive library of self-help videos and automated reporting to track the child's progress.

Student Loan Refinancing

WM employees have free access to this online lending platform that may help employees save money by lowering interest rates when refinancing a student loan debt or education loan previously taken out for a child. With lower interest rates and no fees, the program can help reduce monthly payments and shorten the loan term. The program also offers other perks like personal loans for unexpected expenses.



A brief overview of the total rewards programs WM employees may be eligible for

WM pays the full cost for a wide array of voluntary term life insurance, term disability and voluntary accident and health insurance for both employees and dependents. A basic group-term policy of 100,000 covers coverage and replacement and family coverage for the first 10 years. Coverage is available for up to 10 years for term life insurance. For more information on the availability of the coverage, visit www.wm.com or call 1-800-444-4444. For more information on the availability of the coverage, visit www.wm.com or call 1-800-444-4444.

Here's a summary of some of the WM benefits.

Medical

WM provides a comprehensive medical benefit for you and your family. The plan covers hospital, medical, surgical, dental, vision, and other health care services. You can choose from a variety of plan options. The plan also covers the cost of certain medical services, such as hospital inpatient care, surgery, and other health care services. The plan also covers the cost of certain medical services, such as hospital inpatient care, surgery, and other health care services. The plan also covers the cost of certain medical services, such as hospital inpatient care, surgery, and other health care services.

Dental

WM offers a comprehensive dental benefit for you and your family. The plan covers dental services, including dental checkups, cleanings, and other dental services. The plan also covers the cost of certain dental services, such as dental checkups, cleanings, and other dental services.

Vision

WM offers a comprehensive vision benefit for you and your family. The plan covers vision services, including eye exams, contact lenses, and other vision services. The plan also covers the cost of certain vision services, such as eye exams, contact lenses, and other vision services.

Be Well Bucks

By participating in a wellness activity, employees in a WM medical plan can earn Be Well Bucks to spend on the cost of selected health expenses. Each year, employees can earn up to \$300 in Be Well Bucks. Employees can also earn up to \$100 in Be Well Bucks for participating in a wellness activity.

Health Care Flexible Spending Account

The Health Care Flexible Spending Account (FSA) allows you to set aside money to pay for health care expenses. The account is funded by you and your employer. The account can be used to pay for a wide range of health care expenses, including medical services, dental services, and vision services.

We want you to get the most out of all we offer. That's why we provide WM employees with the Get Well Guide program at no cost.

Get Well Guides

These guides are designed to help you and your family make the most of the WM benefits programs that can help you get the most out of all we offer. The guides cover a wide range of topics, including health care, dental, vision, and other health care services. The guides also cover the cost of certain health care services, such as hospital inpatient care, surgery, and other health care services.

Dependent Day Care Flexible Spending Account

The Dependent Day Care Flexible Spending Account provides an annual allowance for day care expenses for dependent children. The account is funded by you and your employer. The account can be used to pay for day care expenses for dependent children. The account also covers the cost of certain day care services, such as day care checkups, cleanings, and other day care services.

Critical Illness

WM provides a critical illness benefit for you and your family. The benefit provides a lump sum payment if you or a family member is diagnosed with a critical illness. The benefit also covers the cost of certain critical illness services, such as hospital inpatient care, surgery, and other critical illness services.

Short-Term Disability (STD)

This **company-paid** benefit provides a temporary replacement of income if you are unable to work due to a short-term disability. The benefit also covers the cost of certain short-term disability services, such as hospital inpatient care, surgery, and other short-term disability services.

Long-Term Disability (LTD)

WM provides a long-term disability benefit for you and your family. The benefit provides a long-term replacement of income if you are unable to work due to a long-term disability. The benefit also covers the cost of certain long-term disability services, such as hospital inpatient care, surgery, and other long-term disability services.

Life and Accidental Death & Dismemberment (AD&D) Insurance

WM provides a life and accidental death & dismemberment (AD&D) insurance benefit for you and your family. The benefit provides a lump sum payment if you or a family member dies or becomes permanently disabled. The benefit also covers the cost of certain AD&D insurance services, such as hospital inpatient care, surgery, and other AD&D insurance services.

401(k) Retirement Savings Plan

WM offers a 401(k) retirement savings plan for you and your family. The plan allows you to save for retirement. The plan also covers the cost of certain 401(k) retirement savings services, such as hospital inpatient care, surgery, and other 401(k) retirement savings services.

Employee Stock Purchase Plan (ESPP)

WM employees may participate in the future sale of WM stock, **purchasing stock at a discount**. Employees may contribute up to 10% of eligible post-tax income to this plan. There are two offering periods a year: one from January 1 to the end of March.

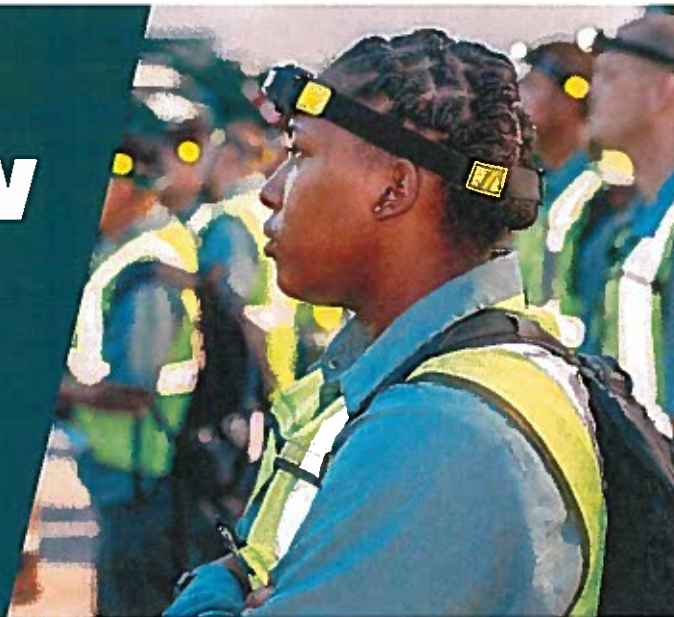
LegalZoom LifePlan

This **company-paid** benefit provides WM employees **coverage for certain personal legal services**. The plan offers legal services, including wills, legal advice, and other legal services. The plan also covers the cost of certain legal services, such as hospital inpatient care, surgery, and other legal services.



Your Tomorrow Starts Today

Go Back To School For Free With Your New Education Benefit



When you imagine Your Tomorrow, what do you need to make it real today?

You work hard to support our customers and neighbors. Now you can get the support you need to focus on your career, growth and success. WM will pay 100% of your tuition upfront for select programs.

That means no out-of-pocket tuition costs to you! See what's possible with the new *Your Tomorrow* education benefit in partnership with Guild Education.

FULLY-FUNDED DEGREES

- **Earn a bachelor's degree** in business, technology, science or mathematics from a broad network of accredited, non-profit universities.
- **Take charge of your future** with a high school diploma, college prep classes or learn new skills with a certificate.

ADDITIONAL PROGRAMS & PERKS

- **Flexible start dates and online classes** from accredited, non-profit institutions mean you can go back to school at your own pace and on your own time.
- Get **1:1 coaching every step of the way**, from finding the right program to application to graduation—at no cost to you.
- Let our partner, **Guild Education**, facilitate tuition payments on your behalf. Plus they'll reimburse books and non tuition related fees!



135+ Education Programs available completely debt-free!



40+ Master's Programs with \$12,000/year to often cover the entire cost.



What will you do next? We can't wait to see!

Visit the **MY WM** page on **WM Now** and select the **Your Tomorrow** tile or visit **WM.GUILDEDUCATION.COM** to get started.

You must be a U.S.-based, regular, full-time benefits-eligible team member employed at WM for 90 days to participate. Eligibility also depends on the terms of any applicable collective bargaining agreement. Questions? Contact the WM Benefits Center.

GUILD

COMING SOON

Through Your Tomorrow, dependents will be able to start exploring programs later this year and begin classes in 2022!

WM

Ruoff, Val

From: Grant, Corrigan (Corey)
Sent: Friday, May 28, 2021 12:11 PM
To: Ruoff, Val
Subject: Temp Agency

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32 Spencerport Rd, Rochester 14606
585-254-1360
Contact: Karen Morse

Corey Grant 585-309-6697

Tom Grossman 585-261-3577

Corrigan Grant
Residential Route Manager
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