

June 1, 2021

Like other industries, we are not immune to the ongoing nationwide driver and labor pool shortages that have been exacerbated by the COVID-19 pandemic. The demand for qualified drivers currently outpaces supply. In addition, recent and ongoing changes to unemployment benefits, combined with stimulus checks and other enhanced government assistance programs, have made it more attractive for many people to not work. We are optimistic that the Back to Work plan will assist our recruiting efforts to fill jobs at Waste Pro and other service-related industries.

Waste Pro values its relationship with the City and is committed to providing the best possible service to the residents of Palm Coast. We are continuing to work closely with the City and are actively engaged in the recruitment and training of new drivers and helpers to cover existing routes and manage the volume changes. Through the use of a corporate recruiter focused on the Palm Coast area, we have enhanced our recruiting efforts as well as increased our participation in local job fairs – we hosted three in the recent weeks. Retention and referral bonuses have also been implemented and a market rate adjustment was recently completed. We appreciate your patience and the support of our community as we continue to navigate through these unprecedented times.

- We are caught up with all services currently.
- All routes are covered for Tuesday June 1, 2021.
- Along with holding job fairs we are running local radio ad's for available positions.
- We have made arrangements with Flagler Technical College to speak with students enrolled in the truck driving school.
- We have purchased and received three brand new Rear-loader trucks.
- We have hired two additional Drivers and we have made offers to three more.
- We are utilizing additional Temporary Labor services and have obtained additional helpers.
- As stated in my email dated on April 1, 2021, we have given wage increases to all of our current drivers and helpers. We have increased pay to our temporary helpers. We have increased starting pay for new employees and we are offering sign-on bonuses.
- We are looking at other disposal options that may reduce disposal trip time.
- We have hired a 3rd party waste collector who will work with us beginning June 1 to assist us on any routes needing assistance. We will add additional 3rd party help as needed.
- We have promoted two addition supervisors and two more office staff employees.

Brian Wintjen
RVP
Waste Pro USA