

CRR

Yard Trash, Class III & Construction Demolition
Debris Disposal **Bid # 21-B-727**

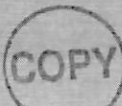
Opening Date: June 29, 2021 @ 3:00pm

Consolidated Resource Recovery, Inc.
3025 Whitfield Ave., Sarasota, FL 34243

Phone 941-756-0977

Sealed Bid Original

Consolidated Resource Recovery, Inc.



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consolidated resource recovery

3025 Whitfield Avenue, Sarasota, Florida 34243

Phone: (941) 756-0977 www.resourcerecovery.com Fax (941) 751-6942

June 28, 2021

City of Largo Office of Performance and Budget
Largo City Hall
201 Highland Avenue
Largo, FL 33770

RE: Bid No. 21-B-727

Yard Trash, Class III & Construction Demolition Debris Disposal

To: Whom it may concern

Consolidated Resource Recovery, Inc. (CRR) is pleased to offer our proposal for the above captioned yard waste contract. As such CRR has submitted all required documents per the RFP instructions; CRR is familiar with the County's facility and the scope and nature of the work having been the County's Contractor for this service for the last four years.

Whereas CRR is the largest provider of yard waste recycling services in the State and that our principal business has been recycling/processing and marketing green waste for over 25 years CRR has the depth of ability and experience that is unmatched in the industry. With our history of over 20,000,000 tons or 100,000,000 cubic yards processed and over 550,000 run hours logged on grinders/chippers alone CRR has far more experience than its closest competitor.

CRR is a private corporation with 50+ employees; its principal office is located in Sarasota, Florida. CRR owns the largest fleet of specialized wood waste processing equipment in the industry valued in excess of \$20,000,000 and as such has an extensive fleet maintenance operation making CRR uniquely qualified to maintain continuous services to its customers.

We have included an extensive reference list of similar County/Government contracts however if a list of our hundreds of Commercial Contractors/Private landfill operators are required we can supply if requested.

I am the responsible person to provide technical clarification regarding this proposal, as well as an officer of CRR, authorized to contractually obligate CRR to perform this contract. My contact information is below.

Sincerely;



Chris Snow, Vice President Corporate Affairs
Ph: (941)756-0977 x241 Fax: (941)751-6942
Email: csnow@resourcerecovery.com



**ADDENDUM #1
TO
#21-B-727**

TO: Potential Proposers

FROM: Joan Wheaton, Procurement Analyst

DATE: June 2, 2021

PLEASE NOTE THE FOLLOWING INFORMATION REGARDING BID #21-B-727

ATTACHED REVISED BID FORM

REMINDER: This bid is a cooperative bid for the listed municipalities included in the bid specifications

~~~~~  
~  
**Please return the signed original of this Addendum #1 with your BID package for Bid #21-B-727**  
**I have read and understand the Addendum to:**

Signature Chris Snow

Firm Consolidated Resource Recovery, Inc

Typed Name and Title Chris Snow, Vice President of Corporate Affairs

**IT IS BIDDERS RESPONSIBILITY TO CHECK [www.demandstar.com](http://www.demandstar.com) for  
ADDENDUMS BEFORE SUBMITTAL**



**ADDENDUM #2  
TO  
#21-B-727**

**TO: Potential Proposers**

**FROM: Joan Wheaton, Procurement Analyst**

**DATE: June 23, 2021**

**PLEASE NOTE THE FOLLOWING INFORMATION REGARDING BID #21-B-727**

**Escalation/De-escalation**

The initial term of this bid shall be for a period of three years, beginning October 1, 2021. Pricing for this bid will remain in effect for the three-year period. There is an option of renewal for an additional two-year period at which time pricing can be reviewed based upon the current Consumer Price Index (CPI). The increase/decrease in price would have to be agreed upon by all parties in order to renew the bid. Any proposed price increase must be requested by the vendor prior to June 1, 2024.

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**Please return the signed original of this Addendum #2 with your BID package for Bid #21-B-727  
I have read and understand the Addendum to:**

Signature \_\_\_\_\_

Firm Consolidated Resource Recovery, Inc

Typed Name and Title Chris Snow, Vice President of Corporate Affairs

**IT IS BIDDERS RESPONSIBILITY TO CHECK [www.demandstar.com](http://www.demandstar.com) for  
ADDENDUMS BEFORE SUBMITTAL**

**CITY OF LARGO, FLORIDA  
REVISED BID FORM  
FOR  
YARD TRASH, CLASS III & CONSTRUCTION DEMOLITION DEBRIS DISPOSAL  
BID #21-B-727**

|                                        | Price<br>Per Ton |
|----------------------------------------|------------------|
| Pure Construction-Demolition Debris    | \$ No Bid        |
| Yard Waste – Clean                     | \$ 34.75         |
| Yard Waste – Clean w/ material in bags | \$ No Bid        |
| Class III/Select Compactor Roll-offs   | \$ No Bid        |

Days and Hours of Operation: Monday-Friday 7am-5pm, Saturday 7am-12pm

List holidays when business is closed: January 1, Memorial Day, Independence Day,  
Labor Day, Thanksgiving Day, and Christmas Day

Round Trip Driving Distance from each Cities facility to the disposal facility:

*City of Largo:*

Public Works Complex, 1000 2<sup>nd</sup> Street SE, Largo, FL 33771 – To Bidders Disposal Site

16 Miles

*City of Dunedin:*

Solid Waste Yard, 1070 Virginia St., Dunedin, FL 34698 – To Bidders Disposal Site

28.4 Miles

*City of Clearwater:*

Solid Waste Department, 1701 N. Hercules Avenue, Clearwater, FL 33765 -To Bidders Disposal Site

21 Miles

*City of Treasure Island:*

Public Works, 108<sup>th</sup> Ave., Treasure Island, FL 33706 – To Bidders Disposal Site

24.4 Miles



**CITY OF LARGO, FLORIDA  
REVISED BID FORM  
FOR  
YARD TRASH, CLASS III & CONSTRUCTION DEMOLITION DEBRIS DISPOSAL  
BID #21-B-727  
PAGE 2**

Location of Disposal Site (address): 12101 40th Street North  
Clearwater, FL 33762  
(City of Pinellas Park)

The undersigned bidder does hereby agree to furnish the City of Largo, Florida, the items listed in accordance with the Specifications shown by the Invitation to Bid to be delivered to the specified site for the price indicated.

**IT IS BIDDERS RESPONSIBILITY TO CHECK [www.demandstar.com](http://www.demandstar.com)  
FOR FINAL DOCUMENTS AND ADDENDUMS BEFORE SUBMITTAL**

**THIS BID MUST BE SIGNED BY A PERSON AUTHORIZED TO ACT FOR THE COMPANY IN HIS/HER OWN NAME.**

BIDDER NAME: Consolidated Resource Recovery, Inc


ADDRESS: 3025 Whitfield Avenue, Sarasota, FL 34243

PURCHASE ORDER ADDRESS: AR@resourcerecovery.com

PHONE NUMBER: 941-756-0977 x241

COMPANY CONTACT (REP): Chris Snow

EMAIL ADDRESS(REP): csnow@resourcerecovery.com

SIGNATURE: 

TAX ID# SSN or EIN: 94-3154672



## DEBARMENT, SUSPENSION

### VENDOR RESPONSIBILITY CERTIFICATION FORM

The Vendor certifies that neither the Vendor nor any person associated with the Vendor in the capacity of owner, partner, director, officer, principal, investigator, project director, manager, auditor, or position involving the administration of public funds:

(a) is presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from government transactions by any federal, state or local governmental entity;

(b) is presently on the Scrutinized Companies that Boycott Israel List or that is engaged in a boycott of Israel;

(c) has within a three-year period preceding this certification been convicted of or had a civil judgment rendered against it for: commission of fraud or a criminal offense in connection with obtaining, attempting to obtain, or performing a federal, state, or local government transaction or public contract; violation of federal or state antitrust statutes; or commission of embezzlement, theft, forgery, bribery, falsification or destruction of records, making false statements, or receiving stolen property;

(d) is presently indicted for or otherwise criminally or civilly charged by a federal, state, or local governmental entity with commission of any of the offenses enumerated in paragraph (b) of this certification; or

(e) has within a three-year period preceding this certification had one or more federal, state, or local government public transactions terminated for cause or default.

The Bidder certifies that it shall not knowingly enter into any transaction with any subcontractor, material supplier, or vendor about which any of the foregoing paragraphs (a) through (d) are true.

Consolidated Resource Recovery, Inc

Vendor Name

By: \_\_\_\_\_

Signature

Chris Snow

Printed Name

As its: Vice President of Corporate Affairs



**CITY OF LARGO, FLORIDA  
REFERENCE INFORMATION FOR  
YARD TRASH, CLASS III & CONSTRUCTION DEMOLITION DEBRIS DISPOSAL  
BID #21-B-727**

Organization Manatee County Florida  
Contact Person Jeanne Detweiler  
Address 1112 Manatee Avenue West, Suite 803  
City Bradenton State FL Zip 34205 Phone Number ( 941 ) 748-5543  
Project Cost Excess of 1,000,000 tons to date Date Performed 1992 - Present  
~~~~~

Organization Brevard County Florida
Contact Person Richard Dees
Address 2250 Adamson Rd
City Cocoa State FL Zip 32926 Phone Number (321) 633-1888
Project Cost Excess of 950,000 tons to date Date Performed 96-02, 2011-13, 2015 to present
~~~~~

Organization Volusia County Florida  
Contact Person Jennie Weber  
Address 3151 E State Road 44  
City Deland State FL Zip 32724 Phone Number ( 386 ) 943-4905  
Project Cost Process, transport, dispose excess 645,000 tons Date Performed 2012 - Present  
~~~~~

Organization Hernando County Florida
Contact Person Scott Harper
Address 14450 Landfill Rd
City Brooksville State FL Zip 34614 Phone Number (352) 754-4112
Project Cost Processed and hauled in excess of 60,000 tons Date Performed 2010 - Present
~~~~~

Organization Osceola County Florida  
Contact Person Danny Shaeffer  
Address 750 South Bass Road  
City Kissimmee State FL Zip 34746 Phone Number ( 407 ) 962-1102  
Project Cost Processed and hauled in excess of 450,000 tons Date Performed 1998 - Present  
~~~~~

Representative Typed Name/Title Chris Snow, Vice President of Corporate Affairs
Representative Signature  Firm Consolidated Resource Recovery, Inc



3025 Whitfield Avenue, Sarasota, Florida 34243

Phone: (941) 756-0977 www.resourcerecovery.com Fax (941) 751-6942

Company Background and Organization

City of Largo City Commissioners

RE: Bid No. 21-B-727

Yard Trash, Class III & Construction Demolition Debris Disposal

Consolidated Resource Recovery, Inc. (CRR) is the largest wood waste recycler in the State with 3 Facilities and over 10 current municipal long term contracts processing in excess of 500,000 tons per year in Florida. CRR owns the largest fleet of specialized wood waste processing equipment in the industry valued at more than \$22,000,000.00 and as such has the unequaled ability to service this contract for Pasco County. CRR has performed this wood waste recycling and processing in the past for numerous municipalities throughout the State of Florida and is very familiar with the requirements of this bid as the current service provider.

In addition to CRR's substantial abilities in mulch hauling and municipal yard waste recycling CRR is also the wood waste and storm debris processing contractor to numerous disaster cleanup contractors having processed in excess of 9,500,000 cubic yards of storm debris from 2001 to present in Puerto Rico, Bahamas, Virginia, Georgia and Florida. CRR is a large supplier of biomass in Florida having marketed on contracts over 300,000 tons annually.

CRR has a management staff with vast experience in yard waste processing. Our management staff includes:

Douglas Halward, President
Chris Snow, Vice President of Corporate Affairs and Safety Manager
Glenn Purvis, Operations Manager
Alex Addison, Field Operations Supervisor
Robert Gomez, Marketing director
Edward "Gator" Purvis, Shop Manager
Lauren Ortnier, Director of Human Resources
Jane Warrelmann, Controller

Their resumes and CRR's Organization Chart are attached for further details.

CRR has a Safety and Training program for all employees including CPR/First Aid, Personal protective equipment, weekly tailgate safety meetings, Drug testing, and specific equipment training programs.

CRR has provided an extensive list (see attached) of our municipal contracts experience for your consideration. A list of CRR's other customers including FDOT, Contractors, Landfill Operators and Private Companies totaling over 200 are available upon request.

CRR's Operations Manager; Mr. Glenn Purvis will be responsible for any site activities and he will be assisted by Alex Addison, his Field Operations Supervisor.

We believe the above clearly illustrates how CRR will ensure that we meet and continue to provide the needs of the County in all facets of the Scope of Services.



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Phone: (941) 756-0977 www.resourcerecovery.com Fax (941) 751-6942

EQUIPMENT LIST

City of Largo Bid #21-B-727
Yard Trash, Class III & Construction Demolition Debris Disposal

TYPE	MANUFACTURER	SERIES
Tub Grinder	Vermeer	TG 9000 1000 HP
Horizontal Feed Grinder	Morbark	6600 1000 HP
Loader	Caterpillar	950 H
Trommel Screen	Powerscreen	830

CRR currently has the largest fleet of specialized wood grinders and support equipment, in the industry, valued in excess of \$22,000,000.00.

CRR owns:

- 10 Grinders – Vermeer TG 9000 – Various dates between 2006-2020
- 4 Trommel Screens – Powerscreen 830 – Between 2006-2007
- 25 950, 972, 938 Cat Loaders – Various dates between 2003-2019
- 16 320, 322, 325, Cat Excavators – Various dates between 2011-2015
- And numerous other trucks, tractors, trailers, dozers, specialized land clearing equipment, service trucks, as well as fleet maintenance shop.

References

- CRR owns (3) three permitted and registered yard waste facilities
 1. Pinellas County 1998 to Present 688,000 tons
 2. Manatee County 1999 to Present 948,000 tons
 3. Hillsborough County 2012 to Present 293,500 tons

Manatee County – RFP 10-245FL Yard Waste Processing at Lena Rd Landfill
with loader and operator

Jeanne Detweiler or Sarah Metcalfe – 941-748-5543

1112 Manatee Ave West, Suite 803, Bradenton, FL 34205

1992 to Present

Processing, transporting, and disposal of wood and yard waste.

Processed in excess of 1,000,000 tons to date.

Email: jeanne.detweiler@mymanatee.org; sarah.metcalfe@mymanatee.org

Brevard County – RFP #P-5-19-18

Richard Dees -

1996 to 2002 and 2011 to 2013 and 2015 to present

Processed in excess of 950,000 tons to date.

Email: Richard.Dees@brevardfl.gov

Hernando County – 18-T00142/DK Yard Waste Mulching Services

Scott Harper 352-754-4112

2010 to Present

Processed and hauled in excess of 60,000 tons to date

Email: Sharper@co.hernando.fl.us

Volusia County – 17-B-144AK 5039 Process Yard Trash/Hauling

Jennie Weber – 386-943-4905

3151 E State Road 44, Deland, FL 32724

2012 to Present

Processing, transporting, and disposal of wood and yard waste in excess of
645,000 tons.

Email: jweber@volusia.org

Citrus County – ITB 18-057 Processing/Screening Yard Waste at Landfill and removal of mulch

Owen Carney - 352-527-7670

230 W Gulf-to-Lake Hwy, Lecanto, FL 34461

2001 to 2015 and 2018 to Present

Processed in excess of 225,000 tons to date.

Email: owen.carney@citrusbocc.com

Osceola County – RFP189910VJ Mulching & Disposal Yard Trash/Vegetative Waste

Danny Sheaffer - 407-742-7752

1998 to Present

Processed and hauled in excess of 450,000 tons to date.

Email: Danny.Sheaffer@osceola.org

Charlotte County

Jim Pontbriand – 941-639-0987

18500 Murdock Circle, Port Charlotte, FL 33948

1993 to 2014

Processed in excess of 650,000 tons to date.

Seminole County

Greg Regan - 407-349-5539 ext. 221

1101 East First Street, Sanford, FL 32771

1993 to 2018

Processed in excess of 750,000 tons to date.

Email: gregan@seminolecountyfl.gov

Hillsborough County

Nate Johnson – 813-272-5977

P.O. Box 1110, Tampa, FL 33601

1996 to 2014

Processed and hauled in excess of 2,200,000 tons to date.

Email: evansj@hillsboroughcounty.org

Desoto County

2008 to Present

Processed in excess of 15,000 tons to date.

Email: h.grimes@desotobocc.com

Hardee County

2000 to Present

Processed in excess of 95,000 tons to date.

Email: ken.wheeler@hardeecounty.net

Highlands County

2000 to 2006 and 2007 to 2018

Processed in excess of 120,000 tons to date.

Email: oLonsdal@hcbcc.org

City of St Cloud
1998 to 2014
Processed in excess of 95,000 tons to date.

Wheelabrator Ridge Energy, Waste Management, Inc.
Phil Tuohy – 863-665-2255
3131 K-Ville Ave, Auburndale, FL
1995 to 2013 - Processed in excess of 750,000 tons to date.

City of Sebring
1997 to 2006 and 2010 to Present
Processed in excess of 60,000 tons to date.

City of Clearwater
2000 to Present

City of Dunedin
2000 to Present

City of Gulfport
2008 to Present

City of Indian Rocks Beach
2008 to Present

City of Largo
2000 to Present

City of Madeira Beach
2008 to Present

City of Treasure Island
2008 to Present

City of Indian Rocks Beach
2008 to Present

Pinellas County Forestry
2016 to Present

City of Sarasota
2010 to Present

City of Bradenton
2008 to Present

City of Palmetto
2010 to Present

Manatee County Public Works
2007 to Present

**Manatee County Property Management
2010 to Present**

**City of Stuart
10-1-08 to 2012
37,000 tons per year**

**Lake County
2003 to 2008, 2013 to 2015
Processed and hauled in excess of 50,000 tons to date.**

**Marion County
1993 to 1999 and 2006 and 2009 to 2013
Processed in excess of 300,000 tons to date.**

**Flagler County
2001 to 2007
Processed in excess of 100,000 tons to date.**

**City of Tarpon Springs
1998 to 2009
Processed in excess of 200,000 tons to date.**

**Pasco County
2006 to Present
Processed in excess of 78,000 tons to date.**

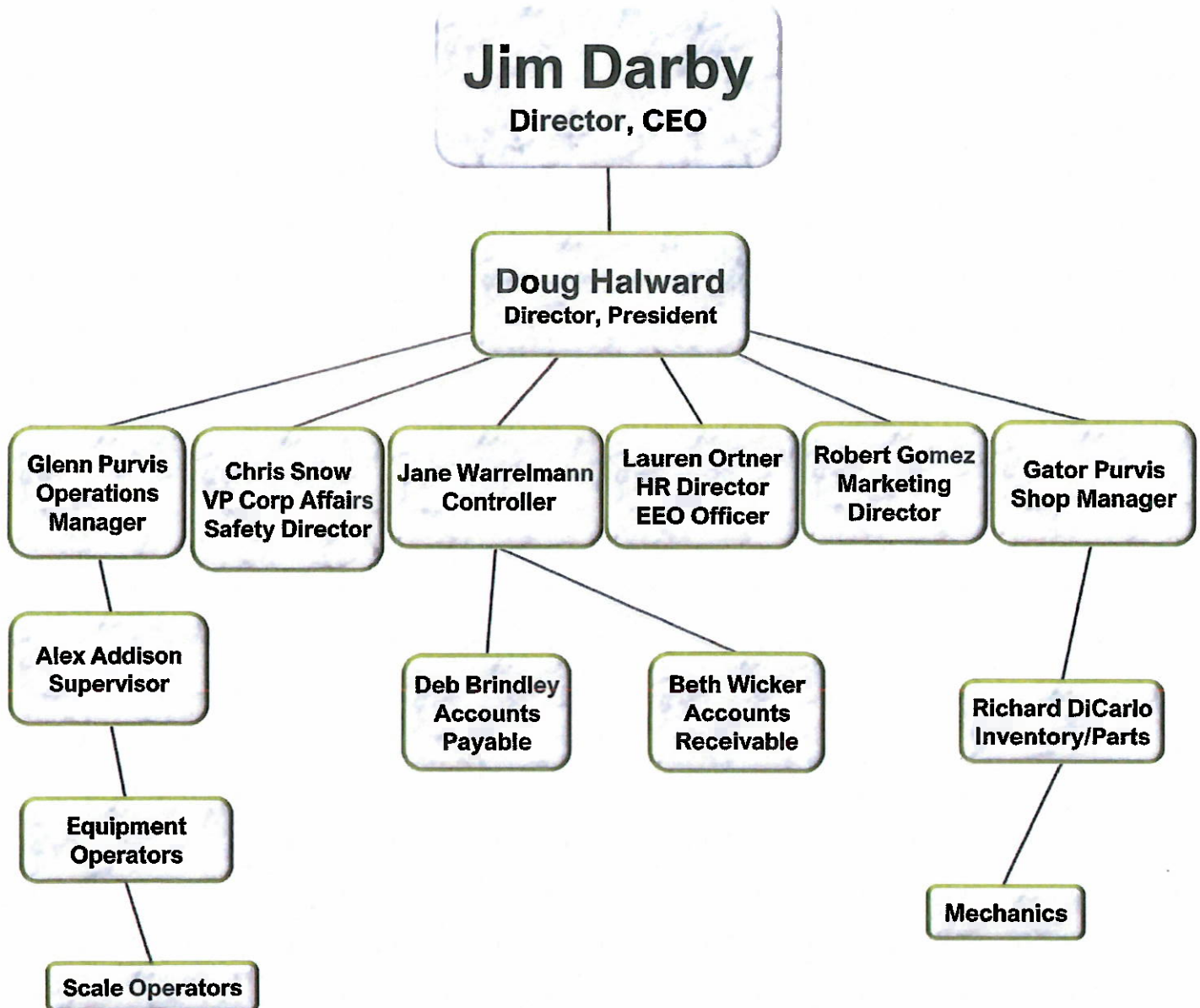
**Nassau County
2003 to 2005
Processed in excess of 4,000 tons to date.**

**Palm Beach County
Pat Beyers
1993 to 2001 and 2007 to 2015
Processed in excess of 800,000 tons to date.**

**St Lucie County
1995 to 2016
Processed and hauled in excess of 300,000 tons to date.**

**Orange County
2011 to 2019
40,000 tons per year**

consolidated resource recovery



RESUMES OF KEY PERSONNEL AND MANAGEMENT STAFF

Consolidated Resource Recovery, Inc.

DOUG HALWARD - PRESIDENT

Since 1986, Mr. Halward has been actively involved in both the financing and operation of Consolidated Envirowaste Industries, Inc. as a developer and operator of organic waste recycling facilities that produce a saleable product from a variety of organic wastes. In addition to his position as President and Director of Envirowaste, Mr. Halward also is President and Director of *the Answer Garden Products Ltd.*, producer of soil products and amendments. In December 1995, Envirowaste acquired Red River Soils (1991) Ltd. Of Winnipeg, Manitoba, and in June 1996, Kenetech Resource Recovery, Inc. of Florida. Mr. Halward's strategy of growth through acquisition has continued with the addition of Eagle Sanitation Inc., another Florida based business, in November 1996 and Green Cycle of Georgia; Inc. located in Atlanta, Georgia, January 1998. Consolidated Resource Recovery is the name used for the companies located in the southeastern United States. Before forming Envirowaste, Doug Halward enjoyed a 14-year career as a professional hockey player in the National Hockey League.

CHRIS SNOW - VICE PRESIDENT CORPORATE AFFAIRS SAFETY MANAGER

Mr. Snow joined CRR after serving over 25 years in the public sector working in the area of municipal solid waste management. Mr. Snow has extensive experience in the areas of yard waste management, collection contract administration, capital program and construction project management, recycling program management, federal and state rules and regulations, commodities and services procurements, disaster debris management and management of personnel. His responsibilities for CRR include management of administrative operations and staff, oversight of municipal contracts, customer relations, strategic planning and special projects. Mr. Snow has a Masters in Urban Planning from the University of Wisconsin - Milwaukee, and currently serves on the Board of Recycle Florida Today, and chair of its Organics Recycling Committee. Additional responsibilities include our OSHA reporting and compliance, CPR training, the development, maintenance and facilitation of our weekly safety meetings in addition to ensuring the company safety policies are followed.

GLENN PURVIS - OPERATIONS MANAGER

Mr. Purvis has over 20 years of experience in the construction industry and managing CRR's Municipal Yard Waste Division. His responsibilities include overseeing all of CRR's municipal contracts and sites, and direct field supervision of crews for municipal and public contracts in west central Florida. He is responsible for a multi-million dollar investment in specialized equipment, on-site safety briefings and inspections, quality control and field training of personnel. Mr. Purvis' extensive knowledge of yard waste management allows him to be a tremendous resource to our many municipal clients in meeting their yard waste recycling goals in a cost effective manner.

ALEX ADDISON - FIELD OPERATIONS SUPERVISOR

Mr. Addison has been with the Company for 17 years and has been involved in multiple aspects of the company including equipment operations and supervision leading teams on our private land clearing jobs. With many years of experience as a heavy equipment operator, excellent mechanical repairs and supervision focusing on time management and work quality, Mr. Addison can fully utilize his skills. Currently, he directly supervises employees and operations at several sites located on the East and West Coast of Florida. He is responsible for a multi-million dollar investment in specialized equipment, on-site inspections for proper clean-up and completions, quality control, and field training of personnel.

ROBERT GOMEZ - MARKETING DIRECTOR

Mr. Gomez brings 20 years of experience in the operation of transfer stations and yard waste and wood waste recycling to CRR. He is certified in Landfill Gas and Leachate Systems from the University of Florida. Before arriving at CRR he has extensive experience in contract bidding, corporate marketing and landfill management. At CRR, he oversees the marketing and product sales department. This position includes municipal contract bidding and administration; corporate marketing activities, development of new business opportunities; and the development of utilization markets for a wide range of soil, mulch and biomass products derived from processing over one million tons of yard and wood waste per year. He has extensive experience with drywall processing and recovery.

Lauren Ortner – DIRECTOR OF HUMAN RESOURCES

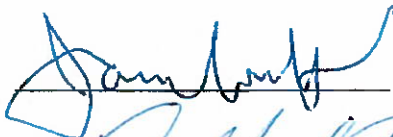
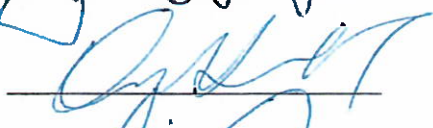

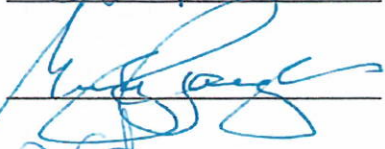
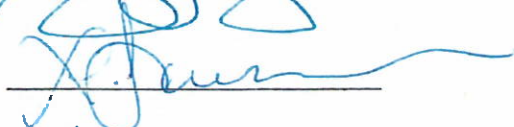
Ms. Ortner recently joined CRR after working as both an Accountant and Human Resources Director for the past 20 years in the Internet Technology and Retail Sales Industries. Ms. Ortner is currently seeking her master's degree in Accounting from the University of South Florida. Ms. Ortner oversees all the daily activities in the Human Resources and Payroll Departments.

JANE WARRELMANN - CONTROLLER

Ms. Warrelmann recently joined CRR and brings over 20 years of experience as a Chief Financial Officer for privately-held agricultural and distribution companies. Previously, she served as a Chief Internal Auditor for financial services companies and received the Certified Internal Auditor (CIA) certification. Ms. Warrelmann manages the financial and accounting functions and staff for CRR. She has a Bachelor of Science degree in Accounting and a Diploma of Graduation from the Graduate School of Banking at Colorado.

**CONSOLIDATED RESOURCE RECOVERY, INC.
INCUMBENCY CERTIFICATE
(2017)**

I, Gregory J. Porges, in my capacity as Secretary of the Corporation and not in my personal capacity, hereby certify that I am the duly appointed Secretary of Consolidated Resource Recovery, Inc., a Delaware corporation, authorized to do business in Florida (the "Corporation"), and that each person named below has been duly appointed as the respective officers or positions of the Corporation set out opposite their respective names and has been authorized to execute and deliver on behalf of the Corporation any instrument requiring the signature of an officer of the Corporation. and the signatures set forth opposite their names are true specimens of their signatures:

<u>Name</u>	<u>Office or Position</u>	<u>Signature</u>
James E. H. Darby	Chairman & Chief Executive Officer	
Douglas R. Halward	President	
Christopher J. Snow	Vice President of Corporate Affairs	
Gregory J. Porges	Secretary	
Lael Todesco	Assistant Secretary	

Dated this 19th day of May, 2017.


Gregory J. Porges, Secretary

The undersigned, Douglas R. Halward, President of the Corporation, does hereby certify that Gregory J. Porges is the duly appointed Secretary of the Corporation on and as of the date hereof and the signature set forth opposite his name above is a true specimen of his signature.

Dated this 19th day of May, 2017


Douglas R. Halward, President

State of Florida

Department of State

I certify from the records of this office that CONSOLIDATED RESOURCE RECOVERY, INC. is a Delaware corporation authorized to transact business in the State of Florida, qualified on August 13, 1992.

The document number of this corporation is P40035.

I further certify that said corporation has paid all fees due this office through December 31, 2021, that its most recent annual report/uniform business report was filed on February 15, 2021, and that its status is active.

I further certify that said corporation has not filed a Certificate of Withdrawal.

*Given under my hand and the
Great Seal of the State of Florida
at Tallahassee, the Capital, this
the Fifteenth day of February,
2021*



Randy R. ...
Secretary of State

Tracking Number: 5670736143CC

To authenticate this certificate, visit the following site, enter this number, and then follow the instructions displayed.

<https://services.sunbiz.org/Filings/CertificateOfStatus/CertificateAuthentication>

Form

W-9(Rev. October 2018)
Department of the Treasury
Internal Revenue Service**Request for Taxpayer
Identification Number and Certification**► Go to www.irs.gov/FormW9 for instructions and the latest information.**Give Form to the
requester. Do not
send to the IRS.**Print or type.
See Specific Instructions on page 3.**1** Name (as shown on your income tax return). Name is required on this line; do not leave this line blank.**Consolidated Resource Recovery Inc****2** Business name/disregarded entity name, if different from above**3** Check appropriate box for federal tax classification of the person whose name is entered on line 1. Check only one of the following seven boxes.☐ Individual/sole proprietor or single-member LLC ☒ C Corporation ☐ S Corporation ☐ Partnership ☐ Trust/estate☐ Limited liability company. Enter the tax classification (C=C corporation, S=S corporation, P=Partnership) ►**Note:** Check the appropriate box in the line above for the tax classification of the single-member owner. Do not check LLC if the LLC is classified as a single-member LLC that is disregarded from the owner unless the owner of the LLC is another LLC that is not disregarded from the owner for U.S. federal tax purposes. Otherwise, a single-member LLC that is disregarded from the owner should check the appropriate box for the tax classification of its owner.☐ Other (see instructions) ►**4** Exemptions (codes apply only to certain entities, not individuals; see instructions on page 3):

Exempt payee code (if any) _____

Exemption from FATCA reporting code (if any) _____

(Applies to accounts maintained outside the U.S.)

5 Address (number, street, and apt. or suite no.) See instructions.**3025 Whitfield Avenue**

Requester's name and address (optional)

6 City, state, and ZIP code**Sarasota, FL 34243****7** List account number(s) here (optional)**Part I Taxpayer Identification Number (TIN)**Enter your TIN in the appropriate box. The TIN provided must match the name given on line 1 to avoid backup withholding. For individuals, this is generally your social security number (SSN). However, for a resident alien, sole proprietor, or disregarded entity, see the instructions for Part I, later. For other entities, it is your employer identification number (EIN). If you do not have a number, see *How to get a TIN*, later.**Note:** If the account is in more than one name, see the instructions for line 1. Also see *What Name and Number To Give the Requester* for guidelines on whose number to enter.**Social security number**

			-			-			
--	--	--	---	--	--	---	--	--	--

or

Employer identification number

9	4	-	3	1	5	4	6	7	2
---	---	---	---	---	---	---	---	---	---

Part II Certification

Under penalties of perjury, I certify that:

- The number shown on this form is my correct taxpayer identification number (or I am waiting for a number to be issued to me); and
- I am not subject to backup withholding because: (a) I am exempt from backup withholding, or (b) I have not been notified by the Internal Revenue Service (IRS) that I am subject to backup withholding as a result of a failure to report all interest or dividends, or (c) the IRS has notified me that I am no longer subject to backup withholding; and
- I am a U.S. citizen or other U.S. person (defined below); and
- The FATCA code(s) entered on this form (if any) indicating that I am exempt from FATCA reporting is correct.

Certification instructions. You must cross out item 2 above if you have been notified by the IRS that you are currently subject to backup withholding because you have failed to report all interest and dividends on your tax return. For real estate transactions, item 2 does not apply. For mortgage interest paid, acquisition or abandonment of secured property, cancellation of debt, contributions to an individual retirement arrangement (IRA), and generally, payments other than interest and dividends, you are not required to sign the certification, but you must provide your correct TIN. See the instructions for Part II, later.**Sign
Here**Signature of
U.S. person ►

Date ►

4/24/2020**General Instructions**

Section references are to the Internal Revenue Code unless otherwise noted.

Future developments. For the latest information about developments related to Form W-9 and its instructions, such as legislation enacted after they were published, go to www.irs.gov/FormW9.**Purpose of Form**

An individual or entity (Form W-9 requester) who is required to file an information return with the IRS must obtain your correct taxpayer identification number (TIN) which may be your social security number (SSN), individual taxpayer identification number (ITIN), adoption taxpayer identification number (ATIN), or employer identification number (EIN), to report on an information return the amount paid to you, or other amount reportable on an information return. Examples of information returns include, but are not limited to, the following.

- Form 1099-INT (interest earned or paid)

- Form 1099-DIV (dividends, including those from stocks or mutual funds)
- Form 1099-MISC (various types of income, prizes, awards, or gross proceeds)
- Form 1099-B (stock or mutual fund sales and certain other transactions by brokers)
- Form 1099-S (proceeds from real estate transactions)
- Form 1099-K (merchant card and third party network transactions)
- Form 1098 (home mortgage interest), 1098-E (student loan interest), 1098-T (tuition)
- Form 1099-C (canceled debt)
- Form 1099-A (acquisition or abandonment of secured property)

Use Form W-9 only if you are a U.S. person (including a resident alien), to provide your correct TIN.

If you do not return Form W-9 to the requester with a TIN, you might be subject to backup withholding. See What is backup withholding, later.



CONSRCL-01

VTRENT

CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)

9/1/2020

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 Des Champs & Gregory, Inc. 1812 Manatee Ave W Bradenton, FL 34205	CONTACT NAME:	
	PHONE (A/C, No, Ext): (941) 748-1812	FAX (A/C, No): (941) 750-0307
INSURED Consolidated Resource Recovery 3025 Whitfield Ave Sarasota, FL 34243	E-MAIL ADDRESS:	
	INSURER(S) AFFORDING COVERAGE	
	INSURER A: Admiral Insurance Co	NAIC # 24856
	INSURER B: Everest Danali Insurance Company	16044
	INSURER C: Markel Insurance Company	38970
	INSURER D:	
	INSURER E:	
INSURER F:		

COVERAGES

CERTIFICATE NUMBER:

REVISION NUMBER:

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 INSD	SUBR 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 OTHER:	X		FEI-EIL-27783-00	9/1/2020	9/1/2021	EACH OCCURRENCE \$ 1,000,000 DAMAGE TO RENTED PREMISES (Ea occurrence) \$ 50,000 MED EXP (Any one person) \$ 5,000 PERSONAL & ADV INJURY \$ 1,000,000 GENERAL AGGREGATE \$ 2,000,000 PRODUCTS - COM/OP AGG \$ 2,000,000 POLLUTION \$ 1,000,000
B	AUTOMOBILE LIABILITY <input checked="" type="checkbox"/> ANY AUTO OWNED AUTOS ONLY <input type="checkbox"/> SCHEDULED AUTOS <input checked="" type="checkbox"/> HIRED AUTOS ONLY <input checked="" type="checkbox"/> NON-OWNED AUTOS ONLY <input checked="" type="checkbox"/> PIP- \$10,000			CF4CA01491-201	9/1/2020	9/1/2021	COMBINED SINGLE LIMIT (Ea accident) \$ 1,000,000 BODILY INJURY (Per person) \$ BODILY INJURY (Per accident) \$ PROPERTY DAMAGE (Per accident) \$ PIP \$ 10,000
A	<input type="checkbox"/> UMBRELLA LIAB <input checked="" type="checkbox"/> OCCUR <input checked="" type="checkbox"/> EXCESS LIAB <input type="checkbox"/> CLAIMS-MADE DED <input checked="" type="checkbox"/> RETENTION \$ 0			FEI-EXS-27784-00	9/1/2020	9/1/2021	EACH OCCURRENCE \$ 6,000,000 AGGREGATE \$ 6,000,000
	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in FL) If yes, describe under DESCRIPTION OF OPERATIONS below	Y/N	N/A				PER STATUTE <input type="checkbox"/> OTH-ER <input type="checkbox"/> E.L. EACH ACCIDENT \$ E.L. DISEASE - EA EMPLOYEE \$ E.L. DISEASE - POLICY LIMIT \$
C	Equipment Floater			MKLM3IM0050347	6/1/2020	6/1/2021	Limit 7,101,109

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)
GL Broadening endorsement Yard Trash, Class III & Construction Demolition Debris Disposal

CERTIFICATE HOLDER

CANCELLATION

CITY OF LARGO OFFICE OF MANAGEMENT & BUDGET
LARGO CITY HALL
201 HIGHLAND AVE
LARGO, FL 33770

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



CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)

1/1/2021

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 Nexus Partners Insurance 5745 North Scottsdale Road, Suite B120 Scottsdale, AZ 85250	CONTACT NAME: Tiffany Meyer	FAX (A/C, No):	
	PHONE (A/C, No, Ext): 800-409-8958	E-MAIL ADDRESS: Tiffany.meyer@vensure.com	
INSURED National Employer Services, LLC L/C/F CONSOLIDATED RESOURCE RECOVERY, INC. 2600 W. Geronimo Place Suite 100 Chandler AZ 85224	INSURER(S) AFFORDING COVERAGE		NAIC #
	INSURER A: StarStone National Insurance Company		25496
	INSURER B:		
	INSURER C:		
	INSURER D:		
	INSURER E:		
INSURER F:			

COVERAGES**CERTIFICATE NUMBER:** 59479990**REVISION NUMBER:**

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
	COMMERCIAL GENERAL LIABILITY <input type="checkbox"/> CLAIMS-MADE <input type="checkbox"/> OCCUR GEN'L AGGREGATE LIMIT APPLIES PER: <input type="checkbox"/> POLICY <input type="checkbox"/> PRO-JECT <input type="checkbox"/> LOC OTHER:					EACH OCCURRENCE DAMAGE TO RENTED PREMISES (Ea occurrence) \$ MED EXP (Any one person) \$ PERSONAL & ADV INJURY \$ GENERAL AGGREGATE \$ PRODUCTS - COMP/OP AGG \$ \$
	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 RETENTION \$					EACH OCCURRENCE \$ AGGREGATE \$ \$
A	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below	Y/N <input checked="" type="checkbox"/> N	T80210001-838	1/1/2021	1/1/2022	<input checked="" type="checkbox"/> PER STATUTE <input type="checkbox"/> OTH-ER E.L. EACH ACCIDENT \$100,000 E.L. DISEASE - EA EMPLOYEE \$100,000 E.L. DISEASE - POLICY LIMIT \$500,000

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

Coverage provided for all leased employees but not subcontractors of:
National Employer Services, LLC. and CONSOLIDATED RESOURCE RECOVERY, INC. Eff Date: 1/1/2021

CERTIFICATE HOLDER**CANCELLATION**

City Of Largo
201 Highland Ave
Largo FL 33770

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

Jodie R. Kramer Cole

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ACORD 25 (2016/03)

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Please detach and return this section
2021



Business Tax No. 143792

DATE 8/20/2020

Postmarked or Paid by 9/30/2020

CONSOLIDATED RESOURCE RECOVERY
3025 WHITFIELD AVE
SARASOTA, FL 34243

Amount Due	Amount Enclosed
\$67.50	67.50

Paid after 9/30/2020 See Below

PLEASE PROVIDE YOUR E-MAIL ADDRESS CSNOW@resourcerecovery.com

Renew On-Line at www.pinellas-park.com

Go to Online Services

Cut Here >X<



CITY OF PINELLAS PARK
BUSINESS TAX RECEIPT RENEWAL

RECEIVED

AUG 24 2020

Business Tax No. 143792

CONSOLIDATED RESOURCE RECOVERY

2021

8/20/2020

Description

Manufacturing License Fee

Amount

\$75.00

10% LOYALTY DISCOUNT (10+ YEARS)

\$7.50CR

Total

\$67.50

POSTMARKED OR PAID BETWEEN

1/1 - 1/31 2021	2/1 - 2/28 2021	3/1 - 3/31 2021	AFTER 3/31 2021
\$74.25	\$77.63	\$81.00	\$334.38

IF NO LONGER IN BUSINESS - PLEASE SIGN, DATE, AND RETURN NOTICE

Sign

I am no longer in business

Print

Date

IF YOU SHOULD HAVE ANY FURTHER QUESTIONS
PLEASE CALL 727-369-5632 OR FAX 727-369-5839

City of Pinellas Park, 6051 78th Avenue North, Pinellas Park, FL 33781
Technical Services Building
Monday through Friday 8:00 a.m. - 4:30 p.m.



**FLORIDA DEPARTMENT OF
Environmental Protection**

Bob Martinez Center
2600 Blair Stone Road
Tallahassee, Florida 32399-2400

Ron DeSantis
Governor

Jeanette Nuñez
Lt. Governor

Noah Valenstein
Secretary

Payment Receipt

Remittance ID:	1390742
Remittance Date:	06/11/2020 02:49:56 PM
Name:	Christopher Snow
Address:	13627 7th Avenue Circle Northeast Bradenton, FL 34212
Payment Type:	FDEP SOPF Registration ID#95252
Amount:	\$35.00



**NOTICE OF INTENT
TO USE
MULTI-SECTOR GENERIC PERMIT FOR
STORMWATER DISCHARGE
ASSOCIATED WITH INDUSTRIAL
ACTIVITY**

(RULE 62-621.300(5), F.A.C.)

This form is to be completed and submitted to the Department before use of the Multi-Sector Generic Permit for Stormwater Discharge Associated with Industrial Activity (MSGP) provided in subsection 62-621.300(5), F.A.C. The type of facility or activity that qualifies for use of this generic permit, the conditions of the permit and additional requirements to request coverage are specified in paragraph 62-621.300(5)(a), F.A.C. Note that additional requirements for requesting coverage include submittal of the applicable generic permit fee pursuant to Rule 62-4.050, F.A.C. Familiarize yourself with the generic permit and the attached instructions before completing this form. Please print or type information in the appropriate areas below.

I. IDENTIFICATION NUMBER:

Facility ID FLR05G102

II. APPLICANT INFORMATION:

A. Operator Name: Consolidated Resource Recovery, Inc.		B. Operator Status: P	
C. Address: 3025 Whitfield Avenue			
D. City: Sarasota		E. State: FL	F. Zip Code: 34243
G. Responsible Authority: Christopher Snow			
H. Responsible Authority's Phone No.: 941-756-0977			
I. Responsible Authority's Fax No.: 941-751-6942			
J. Responsible Authority's E-mail Address: CSnow@resourcerecovery.com			

III. FACILITY LOCATION INFORMATION:

A. Facility Name: Consolidated Resource Recovery, Inc.			
B. Street Address: 12101 40 th Street			
C. City: Clearwater		D. State: FL	E. Zip Code: 33762
F. County: Pinellas	G. Latitude: 27 ° 53 '17 "	Longitude: : 82 ° 41 '16 "	
H. Is the facility located on Indian Country Lands? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		I. Water Management District: SWFWMD	
J. Facility Contact: Christopher Snow		K. Phone No.: 941-756-0977	
L. Fax No.: 941-751-6942		M. E-mail Address: CSnow@resourcerecovery.com	

IV. FACILITY ACTIVITY INFORMATION:

A. SIC or Designated Activity Code (SP-2)		Primary: 2409	Secondary:
B. Monitoring code (1, 2, 3, or 4): 2		C. Will construction be conducted for stormwater controls? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
D. Other Licensing Permits	ERP No.:	Wastewater Permit No.:	Other (specify):


V. DISCHARGE INFORMATION

A. MS4 Operator Name:							
B. Discharge Location(s)							
Outfall No.	Latitude			Longitude			Receiving Water Name
	Deg.	Min.	Sec.	Deg.	Min.	Sec.	
MS4	27	53	22	82	41	23	Wetlands West of 40 th Street North

VI. CERTIFICATION¹:

I certify under penalty of law that this document and all attachments were prepared under my direction or supervision in accordance with a system designed to assure that qualified personnel properly gather and evaluate the information submitted. Based on my inquiry of the person or persons who manage the system or those persons directly responsible for gathering the information, the information submitted is, to the best of my knowledge and belief, true, accurate and complete. I am aware that there are significant penalties for submitting false information, including the possibility of fine and imprisonment for knowing violations.

Responsible Authority Name and Official Title (Type or Print)
Christopher Snow / Vice President of Corporate Affairs


Responsible Authority Signature:

11/5/2020
Date Signed:

¹ Signatory requirements are contained in Rule 62-620.305, F.A.C.



Company ID Number:

Approved by:

Employer ENVIROWASTE INTERNATIONAL, INC.	
Name (Please Type or Print) Lauren Ortner	Title HR Director
Signature Electronically Signed	Date 06/28/2021
Department of Homeland Security – Verification Division	
Name (Please Type or Print) USCIS Verification Department	Title
Signature Electronically Signed	Date 06/28/2021

Company ID Number:

Information Required for the E-Verify Program	
Information relating to your Company:	
Company Name	Envirowaste International, Inc.
Company Facility Address	3025 Whitfield Ave. Sarasota, FL 34243
Company Alternate Address	
County or Parish	Manatee
Employer Identification Number	943154672
North American Industry Classification Systems Code	562
Parent Company	Consolidated Resource Recovery, Inc.
Number of Employees	20 to 99
Number of Sites Verified for	1



Company ID Number:

Are you verifying for more than 1 site? If yes, please provide the number of sites verified for in each State:

Safety in the Workplace

Safety is everybody's business. Safety is to be given primary importance in every aspect of planning and performing all company activities. Safety violations will be taken seriously, and employees who violate safety rules will be disciplined up to and including termination of employment. We want to protect you against industrial injury and illness, as well as minimize the potential loss of production. You are expected to report safety hazards or dangerous conditions to your Manager immediately. Below are some general safety rules that you are expected to follow. Your Manager or department head may post other safety procedures in your department or work area.

- Ask for assistance when lifting heavy objects or moving heavy furniture. Do not assume that you are expected to do such things alone.
- Avoid "horseplay" or practical jokes.
- Avoid overloading electrical outlets with too many appliances or machines.
- Do not drink alcohol during working hours or report to work under the influence of alcohol.
- Do not use illegal drugs at work or report to work under the influence of illegal drugs.
- Keep cabinet doors and file and desk drawers closed when not in use.
- Keep your work area clean and orderly, and the aisles clear.
- Never empty an ashtray into a wastebasket or open receptacle.
- Operate motorized equipment only if authorized by your immediate Manager.
- Report to your Manager if you or a co-worker becomes ill or is injured.
- Smoke only in designated smoking areas.
- Stack materials only to safe heights.
- Start work on any machine only after safety procedures and requirements have been explained (and you understand them).
- Use flammable items, such as cleaning fluids, with caution.
- Use the right tool for the job and use it correctly.
- Use stairs one at a time.
- Walk – do not run.
- Watch out for the safety of fellow employees.
- Wear appropriate personal protective equipment, e.g., steel toe shoes, hard hats, gloves, goggles, safety glasses, and hearing protectors etc., in designated areas or when working on an operation that requires their use.
- Wear or use appropriate safety equipment as required in your work.

Remember, failure to adhere to these rules will be considered serious infractions of safety rules and may result in disciplinary action.

General Company Safety

The Company will comply with appropriate safety and security laws and regulations such as those established by:

- The Occupational Safety and Health Act (OSHA)
- The EPA (Environmental Protection Agency)
- The DOT (Department of Transportation)
- All other applicable federal, state, and local safety and health regulations.

All employees at every level are responsible for knowing and following the safety practices described in the written safety plans. Off the job, all employees should be similarly safe and demonstrate awareness of potential hazards.

Employee Responsibilities

This section lists responsibilities of employees. These responsibilities are to be taken seriously at all times.

All employees have a responsibility to themselves and to the Company for their safety and the safety of the coworkers. All employees are required to:

1. Comply with all federal, state, and local rules and regulations relevant to their work.
2. Observe all company rules and regulations related to the efficient and safe performance of their work.
3. Integrate safety into each job function and live by this philosophy in the performance of job duties.
4. Report or correct unsafe equipment and practices.
5. Report any accidents that occur while on the job.

Disciplinary Policy

All safety rules, procedures, and plans in effect at the Company are to be followed. Upon violation of any Company safety rule, the violating employee will be penalized. The list of possible disciplinary actions includes:

1. Written reprimand: Corrective Action Notice
2. Time off with-out pay
3. Dismissal/termination of employment

NOTE: Upon violation of any company safety rule, the violating employee will be penalized. The severity of the penalty will be in direct correlation to the severity of the safety violation. The Company reserves the right to terminate an employee without prior disciplinary action.

Violence in the Workplace

It is Company's policy to provide a workplace that is safe and free from all threatening and intimidating conduct. Therefore, the Company will not tolerate violence or threats of violence of any form in the workplace, at work-related functions or outside of work if it affects the workplace. This policy applies to Company employees, clients, customers, guests, vendors and persons doing business with the Company.

It is a violation of this policy for any individual to engage in any conduct, verbal or physical, that intimidates, endangers or creates the perception of intent to harm persons or property. Examples include but are not limited to:

- Physical assaults or threats of physical assault, whether made in person or by other means (i.e., in writing, by phone, fax or email).
- Verbal conduct that is intimidating and has the purpose or effect of threatening the health or safety of a co-worker.
- Any other conduct or acts that management believes represent an imminent or potential danger to work place safety or security.

Anyone with questions or complaints about workplace behaviors that fall under this policy may discuss them with a supervisor or a human resources representative. The Company will promptly and thoroughly investigate any reported occurrences or threats of violence. Violations of this policy will result in disciplinary action, up to and including immediate termination of employment. Where such actions involve nonemployees, the Company will take action appropriate for the circumstances. Where appropriate and/or necessary, the Company will also take whatever legal actions are available and necessary to stop the conduct and protect Company employees and property.

Equal Employment Opportunity

The Company provides equal employment opportunities (EEO) in all our employment practices to all employees and applicants for employment without regard to actual or perceived race, color, religion, religious creed, national origin, ancestry, citizenship status, gender, age, sexual orientation, gender identity, disability, genetic information, marital status, military status, or any other category protected by federal, state, or local laws. This includes prohibiting unlawful discrimination against those associated with or perceived to belong to a protected class, whether an employee falls into such class. Company's EEO practices are upheld in every location that it operates and in all aspects of the employment relationship, including hiring, recruiting, placement, transfer, promotion, compensation, discipline, termination, layoff, recall, training, and leaves of absence.

The Company will endeavor to make a reasonable accommodation to the known physical or mental limitations of qualified employees with disabilities unless the accommodation would impose an undue hardship on the operation of our business. If you need assistance to perform your job duties because of a physical or mental condition, please contact human resources.

The Company will endeavor to accommodate the sincere religious beliefs of its employees to the extent such accommodation does not pose an undue hardship on the Company's operations. If you wish to request such an accommodation, please contact human resources.

EEO violations must be taken seriously, and all employees must make every effort to uphold and support Company's EEO policy. This includes reporting all instances of discrimination or harassment to a Company manager. It is Company's policy to promptly investigate any reported instance in a thorough manner. Any employees with questions or concerns about equal employment opportunities in the workplace are encouraged to bring these issues to the attention of their supervisor or human resources. The Company will not allow any form of retaliation against individuals who raise issues of equal employment opportunity. All employees must cooperate with all investigations. To ensure our workplace is free of artificial barriers, violation of this policy will lead to discipline, up to and including discharge.

Drug Free Workplace Policy, Procedures and Substance Abuse Program

The Company has a strong commitment to provide a safe, healthy and productive drug-free workplace. The use of drugs may create a variety of workplace problems, including increased injuries on the job, increased absenteeism, increased financial burden on health and benefit programs, decreased employee morale, decrease productivity and a decline in the quality of service we provide our customers.

This program and its policies apply to all employees of the Company. It applies to all employees who are required to operate a commercial motor vehicle requiring a commercial driver's license, and it also applies to all other employees of the Company.

The written policy shall be distributed to all employees and be made available for review by prospective employees.

Legal Drug Use:

This includes the use of legally prescribed and over-the-counter drugs. NOTE: Many legal drugs may impair safety and/or job performance. If an employee is taking any drug, it is the employee's responsibility to advise his/her supervisor if there is any question about its effects on safety and performance.

Illegal Drug Use:

This includes the use of:

- Drugs which are illegal under all circumstances.
- Prescription drugs which have not been legally prescribed or are not being used pursuant to the physician's orders.
- Sharing prescription drugs, either sharing your own with another or taking another's prescription drug.

The Company prohibits the following:

- Employees using, possessing or selling, manufacturing or distributing illegal drugs while on "Company time," while performing Company business, while in a Company owned vehicle or piece of equipment or while on Company owned property.
- Employees using, selling, manufacturing or distributing alcohol or products containing alcohol while on "Company time," while performing Company business or while on Company owned property.

Substance Abuse:

The Company is a drug-free environment. Specifically, the Company is committed to having a workplace free from the improper use of narcotics and other controlled substances (commonly referred to as illegal drugs), the abuse of alcohol, and the misuse of legal or prescription drugs. Their sale, use, and abuse, when connected to the work environment threaten the safety, morale, and public image of both you and the Company.

The following practices will be used to ensure a drug free environment:

To enforce these rules, we reserve the right to require employees to submit at any time to urinalysis, blood, breath, or other tests to determine the presence of prohibited substances. We will utilize

confirmation tests and careful collection and testing procedures to ensure that we obtain an accurate result.

The Company also reserves the right to search desks, cabinets, toolboxes, vehicles, bags or any other property at the Company or in its vehicles. Searches of employee's personal property will take place only in the employee's presence. All searches under this policy will occur with the utmost discretion and consideration of the employees involved. Refusal to cooperate with the Company in any investigation will result in disciplinary action up to and including termination of employment.

The Company's drug testing policy is designed to conform with the drug-free workplace program requirements set forth in Section 440.102, Florida Statutes, and Rule 38F-9 of the Department of Labor and Employment Security, Division of Workers' Compensation.

- Use, presence in the body, sale, solicitation, distribution or possession of illegal drugs by employees, while present on Company premises or during scheduled working hours, including break or meal periods, is strictly prohibited and is grounds for discharge.
- An employee who is taking prescription medication or other legal drugs that might impair their physical or mental faculties should provide prompt notice of this fact to his/her supervisor. Employees should not report to work under the influence of any drug that creates an impairment or a safety risk.
- The use or possession of alcoholic beverages on Company premises, except for authorized events, is also prohibited. Reporting to work or working under the influence of alcohol is cause for discharge.
- Any current employee who recognizes his/her own need for counseling or medical assistance due to dependence upon drugs or alcohol may voluntarily contact their supervisor or human resources to receive confidential assistance in determining what options are available and ways in which the Company may support his/her recovery.
- An employee will not avoid dismissal or discipline by self-reporting if, shortly prior to or at the time of making the report, the employee has: (a) been convicted of or pleads guilty or no contest to any crime for which dismissal is appropriate under this policy; (b) been arrested or charged with a crime involving alcohol or illegal drugs; (c) been directed to submit to or undergone an alcohol or illegal drug test; (d) tested positive for alcohol or the use of illegal drugs; (e) been directed to submit to or undergone an alcohol or illegal drug search; (f) been the subject of any investigation or inquiry by the Company as to whether he/she has engaged in any prohibited acts as outlined in this policy; or (g) violated other Company policies or engaged in any other acts that are the basis for discipline, up to and including dismissal.

Drug Testing:

A urinalysis will be conducted to detect the presence of the following substances:

- Amphetamines
- Opiates
- Cocaine
- Marijuana

- Opiates
- Phencyclidine (PCP)

Evidentiary Breath Testing (EBT) will be conducted to detect the presence of the following substance:

- Alcohol

Reasons for Testing:

Post-Offer

All employment offers are made on the condition that the applicant must pass a urine drug test. No individual will be put to work before a negative drug test result is received by Company.

Reasonable Suspicion

When there is a reasonable suspicion to believe that an employee is under the influence of illegal drugs or alcohol. As used and applied in this program, the term "reasonable suspicion" means drug testing based on a belief that an employee is using or has used (or is abusing or has abused) drugs in violation of the Company's rules and program drawn from specific objective and articulable facts and reasonable inferences drawn from those facts in light of experience. Reasonable suspicion may include, but not necessarily be limited to: (a) observable abnormal behavior of the employee such as drowsiness or sleepiness, slurred or incoherent speech, unusually aggressive behavior, severe mood swings, lack of coordination and the like; (b) frequent unexplained absences from work, or (c) when there is any mishap or accident involving the employee in which injury to persons or damage to property has occurred.

Post-Accident

The following circumstances may result in both a urine drug and breath alcohol test:

- All on-road motor vehicle accidents involving a Company owned or leased vehicle, the driver will be tested. This testing will be conducted regardless of perceived dollar amount of damages.
- A personal injury that results in medical attention either away from or at the scene of the accident, the employee(s) involved will be tested.
- Property damage to a Company owned vehicle or piece of equipment may result in the employee(s) involved being tested.
- Property damage to a third-party's property, motor vehicle or piece of equipment may result in the employee(s) involved being tested.
- In the event of a fatality, all employees working on site may be required to take a urine drug and breath alcohol test immediately following the accident.
- After any vehicle accident requiring testing as required by the Federal and/or State DOT, the driver will be tested.

Return to Duty:

A program of unannounced testing will be implemented for each employee who returns to work after treatment for substance abuse. The testing may be continued for up to five (5) years.

Random:

Only those employees who possess a valid CDL, are actively driving a commercial motor vehicle (CMV) on behalf of the Company and are required to be tested by the Federal DOT found in 49 CFR Part 382 will be subject to this testing.

For those mentioned employees, a random drug and alcohol testing program is applicable. Under this portion of the program, employees will be randomly selected and sent for a drug and/or alcohol test. The employee is required to proceed immediately to the testing facility upon notification that they have been selected.

- **Refusal to Submit to Testing:** Any employee who refuses to submit to a drug and/or alcohol test will be considered to have tested positive and will be treated accordingly.
- **Expenses:** The Company shall pay all costs of drug testing, except for any repeat tests requested by an employee, which shall be paid for by the employee. The Company shall pay all costs of alcohol testing.

Urine Collection Procedure:

Urine collection shall conform to Department of Health and Human Services (DHHS) specifications, which include:

- Using trained collectors.
- Keeping specimens in sight of the donor and collection site person until sealed and ready for shipment.
- Privacy when providing a specimen except when (as outlined by the Federal DOT Regulations 49 CFR Part 382):
 - The donor presents a specimen that is outside the temperature range and/or the donor refuses an oral body temperature measurement or if the body temperature measurement varies by more than one degree Celsius from the specimen temperature.
 - The collector observes the donor attempting to adulterate or substitute the specimen.
 - The donor previously provided a diluted specimen determined to be "not suitable" for testing by the laboratory.
- A well-documented chain of custody form.

Laboratory Analysis of Urine:

Laboratory analysis shall conform to DHHS specifications and be performed by a DHHS certified lab.

- All lab results will be reported in writing or electronic means, not telephone, to the Company's Director of Human Resources.

Breath Alcohol Testing:

- A certified Breath Alcohol Technician (BAT) will conduct testing in accordance with Federal DOT regulations as outlined in 49 CFR Part 40.

- A screening test is conducted using an alcohol screening device approved by the National Highway Traffic Safety Administration. If the result is less than 0.02 it is considered **NEGATIVE** and no further testing is required. If the result of the screening is 0.02 or greater, a second confirmation test must be performed after a waiting period not to exceed 20 minutes.
- The confirmation-screening test will be conducted using an evidential breath testing (EBT) device approved by the National Highway Safety Administration that prints the result, date and time of the test, a sequential test number and the serial number of the EBT. Employees will be instructed not to eat, drink or place objects or substances in his/her mouth and, to the extent possible, not belch during the waiting period before the confirmation test.
- If the result of the confirmation test is 0.02 or greater, the result will be considered **POSITIVE**.
- The BAT and employee shall complete an alcohol testing form to ensure results are recorded properly.

Medical Review Officer (MRO):

The Company has contracted Employee Health Programs (EHP) and their panel of MROs to service our employees in this area. The MRO shall conduct a final review of all drug test results. The MRO shall be a licensed physician with knowledge of substance abuse disorders and appropriate regulations.

It is important to note that a positive test result does not automatically identify the donor as an illegal drug user. The MRO's primary responsibility is to review and assess test results to determine whether some medical reason exists for a positive test result. The MRO will look for and evaluate alternative medical explanations or system errors that could account for a positive test result.

If after conversation with the donor, the MRO's process results in determining that the employee has in fact tested positive, that result will be reported to the designated Company Director of Human Resources. If after five (5) calendar days of being notified to do so, the employee does not contact the MRO, the MRO shall report the result as positive to the designated Company Director of Human Resources.

Company Action:

- **Applicants:** Those individuals who test positive will be refused employment and may not re-apply for 12 months.
- **Employees:** Those employees who test positive will be terminated.

The Company reserves the right to suspend any employee pending the confirmed result of a drug and/or alcohol test that has been given for any reason. If the test result is confirmed negative, the employee will be returned to work and paid for the time they were suspended. If the confirmed result is positive, the employee will be terminated and will not be paid for the time they were suspended. The suspension may last as long as it takes to receive a confirmed test result.

Post-Positive Procedure:

"Test Positive / Positive Test": this term applies to both alcohol and drug tests. In a drug test situation, the term means a confirmed positive result as reported by the MRO. In an alcohol test situation, this term means a confirmation test resulting in a confirmed level of 0.02 or greater as reported by the BAT.

Any employee, who tests positive on a drug and/or alcohol test, will be terminated. For the purposes of this policy, "terminated" is defined as: end of employment, no longer an employee of, fired.

Any questions regarding this policy and program are to be directed to:

**Consolidated Resource Recovery
Human Resources Department
3025 Whitfield Avenue
Sarasota, FL 34243-4128
(941) 756-0977**