

We value **REAL**
Teamwork

Genuine teamwork grows out of respect for and responsibility to one's colleagues. We work side-by-side with the most talented individuals in the industry. Each employee at Waste Management brings a unique set of talents to our organization—helping us better relate to our customers, and ultimately ensuring our overall success.



"I sensed that the people at WM were team players and thrived on working together to meet goals, just like in the military."

Ruben Bonales
E6/Tech Sergeant/U.S. Air Force
WM Director, Customer Optimization



"WM values are very similar to those of the military; we value teamwork and believe in stepping up to help before we are asked."

Calvin Taylor
E-4/Corporal/U.S. Marine Corps Reserves
WM Talent Acquisition Recruiter



"As a Drill Sergeant in the Army, I learned the importance of enforcing the rules for my team, and now I do the same thing at Waste Management. WM's values of accountability and empowerment reinforce what I learned in the Army."

Susan Sam
U.S. Army E7/Drill Sergeant
WMRA Financial Specialist



"I felt comfortable right away at WM because our values of honesty, accountability, safety, professionalism, respect, inclusion, diversity, and empowerment align so well with the values of the Army."

David Lynch
First Sergeant, U.S. Army, Retired
WM Manager of Fleet Operations Improvement

We value **REAL**
Integrity

Integrity is one of our basic fundamentals. And, it begins with each of us. In every aspect of our business, we uphold the highest ethical standards and continually promote diversity and inclusion. While the world around us changes daily, our values remain constant.

Waste Management is a Fortune 200 company and the leading provider of comprehensive waste and environmental services in North America. We are built on a foundation of financial strength, operational excellence, and integrity.

At Waste Management, we seek the best and the brightest. We are proud to have earned the distinction as one of G.I. Jobs top 100 military-friendly employers. In fact, we hire at least one military person every day, and 1 in 12 of our employees is a military veteran or currently serving in the Reserves. Our company is also proud to employ many military spouses.

Visit www.wmcareers.com to see our open positions. We recruit in these areas:

- » Corporate/Professional
- » Customer Service
- » Frontline/Operations

Waste Management
Talent Acquisition
1001 Fannin Street, Suite 4000
Houston, Texas 77002
www.wm.com

♻️ 15% post-consumer



Ethics
Leadership
Teamwork
Values
Integrity



Real Jobs. Real Green. Real Opportunities.

Join our ranks
and continue
to move up.

www.wmcareers.com

We have **REAL** Opportunities worthy of your service



We value **REAL** Leadership

2020 Sustainability Goals

Your service helped you become an expert in your field, a strong leader, and a strategic thinker. You deserve a civilian career where your talents and skills will be used for good.

At Waste Management, we have **REAL** opportunities worthy of your service. Every action we take is aimed at recovering and restoring the natural beauty around us, so that we can pass on our planet to the next generation in better shape than we inherited it. It's a commitment that requires people who possess **REAL** leadership, **REAL** teamwork, and **REAL** integrity.

We hope you will consider joining our ranks—where you can continue to move up while you help us change the world for the better.

We envision a world...

- » with so many clean, alternative ways to produce power that the threat of exhausting our natural resources is forever put to rest.
- » where “reduce, reuse, and recycle” become the watchwords of every family and company in North America and beyond.
- » where companies take a leadership position by investing in cleaner technologies so that air pollution becomes a thing of the past.
- » where Waste Management uses its knowledge and expertise to educate customers on the entire life cycle of a product and encourages new, sustainable solutions while working with every link in the supply chain.
- » where Waste Management’s commitment to excellence and leadership positions us to deliver lasting solutions to the environmental challenges our planet will face in the 21st century.



Waste Management, Inc. is the leading provider of comprehensive waste management and environmental services in North America.

Our network of **367** collection operations, **355** transfer stations, **273** active landfill disposal sites, **16** waste-to-energy plants, **104** recycling plants, and **111** beneficial-use landfill gas projects are shown on the map.

Achieving greatness requires purpose and the willingness to innovate always. The goals we set and achieve today determine the future sustainability of our environment. That is why we never compromise the resources we need to perform to the highest standard—we have the best people, the best technology, and the best assets in our industry.



“Great companies are admired for their products, services, **people**, and integrity.”
David Steiner, CEO

- » Preserve and restore wildlife habitats across North America. By 2020, we plan to increase our facilities certified by the Wildlife Habitat Council from 24 to 100. We also plan to increase the number of acres for conservation and wildlife habitats to approximately 25,000.
- » Increase waste-based energy production. Today, we create enough energy to power 1 million homes each year. By 2020, we expect to double that output—producing enough energy for the equivalent of more than 2 million homes.
- » Increase the volume of recyclable materials processed. We currently manage 8 million tons of recyclables; by 2020 we plan to manage more than 20 million tons.
- » Direct capital spending of up to \$500 million per year over a 10-year period to increase the fuel efficiency of our fleet by 15 percent and reduce fleet emissions by 15 percent by 2020. We also expect to invest in technologies to enhance the sustainability of our basic waste services.



Waste Management is proud to have earned a place on The G.I. Jobs Military Friendly Employers list.

Our Military Partners



www.wmcareers.com