COLE TAKES HIS TURN IN THE SPOTLIGHT

"My job is to go around the plants constantly looking at the issues causing problems and determine

I've always liked to make things work better. I truly do wake up excited to go to work every day."

where we can make improvements and design new systems," said Cole. "The technology has evolved

"Artie does so much for so many people," said Wheelabrator President Mark Weidman. "He's been a

best advocate because he cares so deeply and will always be the voice of everyone who works here."

"That's where I developed my mechanical aptitude and passion for fixing things," Cole said.

In 2008, Cole was honored by the Waste-To-Energy Research & Technology (WTERT) Council

Management's service awards program for 5-year milestones. Every employee who reaches the

25-year milestone is presented with the coveted "Garbage Man" statue, previously only awarded

employees' dedication and sense of innovation. Innovation made this company what it was then

at Columbia University with its 2008 Outstanding Contribution Award. He is a member of the

National Board of Boiler and Pressure Vessel Inspectors and Shriners of North America.

to retiring presidents and CEOs of Wheelabrator. Cole has presented 117 awards since the

"It started out very small, but that club is growing," said Cole. "The award signifies our

and what it is now, and they will continue to be the innovators of tomorrow."

Nearly a decade ago, Cole developed a recognition program that compliments Waste

Cole, who grew up working on his family's hog farm in Peabody, Mass., is a graduate of Essex

great friend, a great mentor and a great advisor to me. He constantly challenges us to think about things

differently, and if there's one thing he's passionate about, it's not the boilers, but the employees. He's the

and we're constantly designing new systems, and improving old patents, to keep up with the technology.



Agricultural and Technical Institute in Danvers, Mass.

"There's a lot of mechanics and engineering involved in agriculture."

inception of the program, and will give out another 37 next year.

ARTIE COLE

As one of the longest-serving pioneers of the company, Arthur "Artie" Cole, vice president of technical services for Wheelabrator, has worked for 35 years to invent and improve waste-to-energy systems.

Cole began working for Wheelabrator in 1977 when he joined the maintenance department in Saugus, during the plant's start-up. Eleven years later, he was promoted to New England regional manager for maintenance. In 1993, he was named director of plant engineering, then vice president of plant engineering in 1998; vice president of maintenance and plant services in 2001; and vice president of technical services in 2007.

"I would do all over again," said Cole. "I wouldn't even think twice about it. I love the challenges."

Today, as vice president of technical services, Cole oversees plant engineering for all of the plants. His duties include: overseeing troubleshooting tactics, equipment modifications and retrofits and managing multi-year R&M strategies to level spending while improving plant performance. In the past three decades with the company, Cole has been granted seven U.S. patents in the areas of refuse combustion and air pollution control systems.

James

James Brakewood remembers the earliest stages

of Wheelabrator Bridgeport's history, as a member of the construction crew.

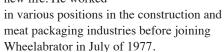
"At the time they were building the place, I helped out on construction," he said. "I had done mechanical work before, shipbuilding on the West Coast and was in the Navy before that, so it was something I was interested in. It's been great being here this long and seeing the improvements to the plant."

Brakewood was hired in November of 1987 and worked as a second-class mechanic before being promoted to lead mechanic.

FOUR EMPLOYEES, 110 YEARS

Jose Almeida Wheelabrator Saugus, 35 years

In 1972, Jose "Joe" Almeida emigrated to the U.S from Portugal, carving himself a new path, a new home and a new life. He worked



"It's very familiar, like a family," continued Almeida. "It's good to work with some of the same people for so long."

Hired as a laborer, Almeida now serves as a mobile equipment operator. Witnessing changes within the company in the last 35 years, he is impressed with the current state of operations.

"There have been a lot of changes, structurally and operationally, to improve this plant," he said. "And safety has certainly been improved. You can feel much more comfortable about going to work every day."

Ganeesh Siewrattan Wheelabrator **South Broward** 25 years

After 25 years at Wheelabrator, Ganeesh Siewrattan, operations manager at the South Broward

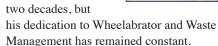
Originally from Trinidad, Siewrattan got his start at a refinery in Louisiana before he was hired as a control operator at Wheelabrator's Bridgeport plant. After three years in Bridgeport, he transferred to South Broward during the plant's construction in 1990. Siewrattan has worked as shift supervisor and operations superintendent and was promoted to operations manager five years ago. He prides himself on the fact that he never misses a work day.

plant, still continues to challenge himself every day.

"I've been working in plants since I was 19 years old," said Siewrattan. "It's not only my hobby, it's my home."

Kevin Travis Wheelabrator **North Broward** 25 years

The course of mechanic Kevin Travis' career has spanned two coastlines over



Travis, hired by WM in 1987, originally worked for WM Recycle America in California before transferring to Broward County, where he started out at Southern Sanitation, a WM facility in Pompano Beach. In 1993, Travis was hired by Wheelabrator North Broward during the plant's infancy stage. He started as a fourth-class mechanic and has since worked his way up to become a first-class mechanic.

"I've seen this facility evolve and get better all the time," said Travis. "It feels good to be here for a while. It's like being the historian."



Inside Wheelahrator

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FOCUS ON VETERAN EMPLOYEES



Joe Braga of Saugus, left, is thanked by Regional Manager Jairaj Gosine, far right, and Wheelabrator President Mark Weidman.

Long-time employees honored

As Wheelabrator approaches 40 years in business, the senior leadership team is celebrating the employees who have made the company the success it is today.

Of the approximately 1,000 workers employed by Wheelabrator, 50 have been or will be honored this year for reaching exceptional milestones—20, 25, 30 and 35 years of service. Another six were honored for their 36–37 years of service.

"Everyone at Wheelabrator can take pride in the fact that we have been a pioneer in the waste-toenergy industry for more than 35 years, and we continue to grow our business as we expand to new markets, both here and abroad. The only reason we've been able to thrive and grow is because of the job you do," said Wheelabrator President Mark Weidman, while visiting the Saugus plant for a recognition ceremony. "All of you are working to make this plant better tomorrow than we were today and better next year than we were this year. I'm so happy with the work you do and the continuous improvements you're making."

Because the Saugus plant was the first of

Wheelabrator's 17 waste-to-energy facilities to open, a majority of the honorees began their careers together in Saugus. Construction of the plant began in the spring of 1973, and the first boiler fire was lit on Oct. 22, 1975, making the plant a landmark as the first commercially successful waste-to-energy facility in the nation.

"The vision and tenacity needed to overcome a seemingly endless series of obstacles to launch the waste-to-energy industry in North America serves as the foundation of the Wheelabrator culture," said Weidman. "Your refusal to quit and your extraordinary ability to adapt, share and teach your knowledge from lessons learned have set the stage for the success we've had over the years."

"More than any other group, you understand what it took to build this company," said Artie Cole, vice president of technical services. "The founders of this company believed in it and they believed in us, and you understand the pride that comes from working for one of the leading companies in the waste-to-energy industry."





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Howard "Bruce" Manning, far right, and Warren Manning, third from left, have dedicated 37 years of service to Wheelabrator Technologies.

Brothers are Wheelabrator originals

In 1975, Howard "Bruce" and Warren Manning broke new ground as part of the founding team of Wheelabrator Saugus, rolling out a new form of renewable energy production in Massachusetts, the country and the world.

"I see a lot of faces from 30 to 35 years ago," said Bruce, who was hired as an assistant plant operator in Saugus and was later promoted to regional vice president. "It was a lot of work, but it's quite a company, and I'm very glad for the experience.'

Warren, who now serves as maintenance planner at Wheelabrator Saugus, was hired as an ash truck driver. He took the position at the suggestion of his brother.

"We had the opportunity to work with the people who built this place," said Warren. "The company got to where it is today in big part because of the people here at this plant, people like Dan Madigan (who served as chief engineer and plant manager). We learned a lot."

Outside of their family ties, the Mannings have created strong bonds with the many other employees who have remained dedicated to Wheelabrator.

"When you're here this long, you work with a lot of great people," said Warren. "A lot of guys have been here since the beginning, and it looks like the new guys coming in are here to stay, too."

37 years

Howard Manning Warren Manning

36 years

Manuel Bairos Jose Braga Steven Cacciola Richard Zwicker

35 years

Jose Almeida Roger Anderson Arthur Cole Jose Moura

34 years

Jeffrey Bushek Gary Rafeal Raymond Soulard

33 years

Roger Murray

32 years

Paul Allen

31 years

James Alderson David Cole Robert Soulard

30 years

Thomas Kelly

29 years

Alfred Confalone John Huntoon Frederick Lodini Kenneth Phillips

Gary Aguinaga

Robert Baker

James Batten

Jay Berry

Allen Cunningham

Raymond Delfing

Steven Dietz

Frank Ehler

Scott Emerson

Charles Faller

Patrick Hesson

Gary Hodges

Edward Jones

Gregory Krause

Christopher Leyen

Mark Lyons

Bobby McAdoo

28 years

Bruno Campea Victor Johnson Donald Kowalewski Harry Rectanus Susan Schwartz Timothy Shay Michael Shepherd Andre Smith

27 years

James Blankenship Peter Brazeau Kenneth Davis James Doherty Barbara Dombrowski William Fournier Hope Freeman Jerry Haight

Arthur Campbell Allan Trout

Ruben Allen

Patrick Hayes Clarence Hickey Wendell Jackson

Melvin Lastinger

Kenneth Leatherwood John Lee Howard McKnight George Mulhorn Robert Richardson Jose Seco

Manuel Seco James Smith **David Tooley** Robert Venuto David Waldrep

26 years

John Williams

Brett Baker John Butts Richard Falk Charles Ferguson John Garrett



Wheelabrator North Andover recipients of the coveted Garbageman Award for 25 years of service: Jose Resendes, Manuel Andrade, Luis Medeiros and John Peltonovich.

Debra Gerber Maureen Harrington Fred Ludwig Michael Macedo Antonio Moreira Sandra Nickerson Suzanne Nydam Stephen Pawelski Timothy Porter **Arthur Posey**

25 years

Manuel Andrade Ray Ante William Barker Richard Bennett Christopher Bishop Jose Braga James Brakewood Charles Conklin

William Cooper Frank Daniels David Duvall Thomas Ellis John Horgan Luis Medeiros John Peltonovich Anthony Philippino Jose Resendes

Charles Reynolds

William Roberts Roger Sabourin Linda Sapienza Ganeesh Siewrattan Stanley Silun Mike Strait **Kevin Travis Edward White** Greg Winter

24 years

Douglas Andres Stanley Bartlett **Edward Bertges** Jose Bolarinho Steven Brown Michael Burt Michael Connor Manuel Dacosta John Duke Fred Greenwood Karen Hanks Joseph Hardy Todd Hasty Roma Hays Jeremiah Laing Charles Lefler Joseph Linko William McLaughlin Barbary Meaney

Mark Minarchick

Lawrence Adams Donald Nipper Timothy Armitage Stanley Nunes Elaine Arrington Frank Onorato **David Beavens** Douglas Reed Curtis Blackmore John Robertson **Edward Burrus** Jaime Rodriguez Tony Clark Ronald Rose Mitchell Clifford Luis Rullan Carl Clingenpeel Andrew Salva Michael Daneau Mark Schwartz Connie Dewitt David Slack Mark Frasca Lucia Sousa Robert Jacques Walter Sweet Matthew Killeen Michael Tomasko John LaRiviere Carl Wagner Adam Levine **Thomas Wells** Christopher Lill Willie Williams Roy McCormick

23 years

Anthony Morzello David Parker **Daniel Parkinson** Daniel Rivera Mark Santella Glenn Vanleer Robert Waldo Georgann Weir Thomas Wilkes Kenneth Yurkonis Bruce Zinck

22 years

Devon Morgan Ludwig Saenz Carl Smith **David Smith** Jessie Fuller-Vaughan Floyd Stanley Iohn Warischalk

Joseph Motley Peter Murphy Thomas O'Connor **Daniel Robertson Darnell Robinson** Kenneth Sparrow **Bruce Squires** Mark Weidman Raymond Wesley

Dennis Barnes Boyd Barney David Belk Robert Brynes Dale Bulman David Bussiere Thomas Byrd Jorge Cabral Andres Cuesta Rudolph Daley **Dwight Davey** Michael Detwiler Ronald Gould David Harrell Frank Harris Terrance Harrison

Riki Hashimoto

Morrison Bahaw

Maurice Holcomb Michael Huntington Sharon Hutsell Adrian Johnson Bobby Johnson Gregg LeClair Raymond Lewis Ricardo Lim Glenn Lockhart Scott Matthews Daniel McDonald James McRae Robert Miller Davide Moody Michael O'Friel Reinaldo Pena Robert Rossi Winfield Schmitt

21 years

Stephen Sibinich Larry Simpson **Duane Slonaker** William Sohosky Clifton Stoddart **Thomas Toole** Mary Vangile Steven Voigt Scott Waddleton George Wyatt lamie Ybarra

Mark Berlin **Gregory Berry** Ralph Bovee

20 years

Charles Brown Christopher Carey Wanda Cristiano Gerald Dangelico Daniel Dubinski Roger Durkin Gary Kennedy Lisa Kowalski Jerry Perkins Richard Petty Christopher Stallard Jose Tirado Tien Tran Michelle Turcotte Donald Weldon