



TO: WPA/WV/VA/MD Market Area Employees
FROM: Dave Balbierz, Area Vice President
DATE: March 15, 2018
RE: EnviroSolutions, Inc. (ESI) Acquisition

Today, Waste Management announced the acquisition of EnviroSolutions, Inc (ESI). Effective immediately, we will be acquiring the following ESI operations:

- Capital Hauling - Upper Marlboro, MD
- Baltimore Hauling - Baltimore, MD
- AmeriWaste Transfer Station - Elkridge, MD
- Curtis Creek Transfer Station - Baltimore, MD
- NOVA Hauling - Manassas, VA
- Dulles Hauling - Sterling, VA
- LLF Recycling - Sterling, VA
- Lorton Landfill - Lorton, VA

This is an exciting time for our market area and our entire company. We look forward to welcoming the ESI employees to the Waste Management team. Adding ESI to our company will increase WM's service offerings to residential, commercial, and industrial customers across Baltimore, DC and Northern Virginia. We want to create the best possible working environment and ensure that we work together to provide our customers and communities we serve with the excellent service we strive to provide each and every day.

As exciting as this is for our folks, keep in mind that there may be a feeling of uncertainty for the employees of ESI. As you see our new ESI teammates out on the streets and at the disposal sites, please welcome them to the team. This will go a long way toward easing any concerns that they may have.

As exciting and important as this acquisition is to all of us, it is critical to maintain focus at your current district, **it's business as usual!**

Safety continues to be our top priority and we cannot lose focus of this during this transition.

If you have specific questions regarding the acquisition, please reach out to your manager directly.