



Hall of Fame

Nomination Form

Please enter your responses below and return electronically via email.

Part 1: Nominee Information

Full Name and Title: John Jones, President & CEO

Current/Most Recent Employer: RecycleThis Inc.

Address: 123 Main Street, 45th Floor, Anytown, US 67890

Telephone Number: 212-555-2368

Email Address: jjones@recyclethis.com

Time active in the waste industry -- from (year) 1983 to (year) current

Nominee is: Working Retired Deceased

Job Duties (Industry Employment History, including Titles and Years of Service):

President & Chief Executive Officer – RecycleThis Inc., November 1990 – Present

Chief Financial Officer – RecycleThis Inc., Inc., August 1988 – November 1990

General Manager – Sunset Beach Waste and Recycling, January 1988 – August 1988

Chief Financial Officer – Total Waste, Inc., 1983 – 1987

Part 2: Nominee's Qualifying Criteria

Hall of Fame Award nominations will be considered by the Association's Board of Trustees based upon the following criteria. Nominations should include specific examples of significant contributions by the Nominee in the following areas.

Section A: Explain how the Nominee is recognized within the industry as a founder, pioneer, visionary or icon.

RecycleThis, formerly known as Sunset Beach Waste and Recycling, traces its roots back to the railroad barons era. At that time, the original Anytown garbage men arrived in Anytown from Europe and made a living sorting through the city's refuse to find salvageable materials. They washed, repackaged, and sold bottles to breweries. They sorted rags and papers from other refuse, and recovered wood, and other reusable materials. From these practices, grew the robust industry of collection, processing, and repurposing materials that we now know as the waste and recycling industry.

Over past century, RecycleThis has reinvented itself several times to become the tenth largest waste and recycling company in the industry. John Jones has been leading the charge for over three decades as President and Chief Executive Officer of RecycleThis.

John's introduction to the industry came through his father, Stevie, an immigrant garbage collector who proudly served the customers of Anytown for 34 years. John's maternal grandfather and his dad's oldest brother also worked for the company when it was founded.

When John was 16, his dad took him to work on his route in Downtown Anytown. It was a big deal to accompany his dad, and at the end of the evening and a tiresome shift of work, John made the announcement he believes his father wanted to hear: "I'm going to college."

After four years at the Anytown University, a short stint in the military, seven years at a public accounting firm, where he learned the importance of financial discipline, and five years at a rice milling and grain trading company where he learned the importance of logistics, John began his career in the waste and recycling industry.

John learned first-hand of the important, and at times grueling work required to collect garbage in a city like Anytown. He leveraged this knowledge to lay a strong foundation for an innovative company providing vital services to the community.

In 1990, John became President and Chief Executive Officer of RecycleThis. He has since dedicated his personal and professional life to the company, motivating both the employee owners of RecycleThis and the industry to embrace the company vision of "a world without waste." It is this guiding vision that has attracted cities like Gotham, Metropolis, and Stubbsville to partner with RecycleThis, and implement recovery programs that have gained international attention for their success.

For a century, RecycleThis has been at the forefront of innovation, partnering with communities to transform traditional waste management into resource recovery. RecycleThis investments in innovation technology have positioned John as a leading voice on the national stage in developing robust recycling, composting, and recovery programs.

Under John's leadership, RecycleThis has expanded its operations from Anytown to include more than 75 operating companies and facilities across the region, increasing

the company's annual revenue from \$199 million in 1991 to \$1.1 billion in 2021. John has successfully navigated RecycleThis through opportunities and challenges, gaining the respect and reflecting the humility of a true visionary.

Section B: Detail the enduring legacy and impact of contributions by the Nominee to the industry, for a minimum of 25 years.

John has a legacy of contributions spanning his 38 years in the waste and recycling industry.

In 1990, John led the implementation of Anytown's first curbside recycling program. The first-generation recycling program utilized single person, two-chamber, non-compacting side loader trucks for recycling, while MSW collection employed two-person rear-loader trucks. To improve the efficiency and effectiveness of this process, John introduced a single-person, split body, semi-automated side-loader truck. These trucks were specifically designed for the company's use for both recycling and MSW collection.

As part of the curbside recycling implementation, RecycleThis added a third cart for the collection of organics. The fully carted program became known as the "Fantastic Three." It marked the nation's first large-scale curbside organics (compost) collection program and was a major success with Anytown residents. The program encouraged significantly greater levels of recycling and landfill diversion, and laid a foundation for future success using the three-cart system in Anytown and beyond. RecycleThis simultaneously developed the components of a processing system designed to make major progress toward its goal of zero waste.

Recycle Central at Pier 1, the flagship Material Recovery Facility (MRF) of RecycleThis, was the first large-scale single stream recycling system. The 200,000-square foot facility opened in 2002. An integrated material recovery facility was also constructed to handle Anytown's construction and demolition debris, and a compost facility was constructed to process Anytown's organic waste. Through John's leadership, every resident and business now had the opportunity to recycle and compost the waste they generated.

Over the life of RecycleThis recovery facilities, John has championed new and innovative technologies to help the company adapt to the ever-changing material stream and market conditions. Over the past several years, Recycle Central has adopted state-of-the-art paper sorting technology to allow RecycleThis to produce commodities that meet the new contamination standards set forth by global environmental policies. Additionally, RecycleThis is pioneering robotic technology to recover and recycle plastics. RecycleThis investments in innovative technology solutions are a testament to John's passion to advance the industry. In many ways, the Recycle Central facility serves as a testing ground for recycling solutions in other communities throughout the country.

Most recently, John challenged the plastics industry to find solutions to the contamination issues experienced by waste and recycling industry professionals across the globe. Single-use plastics often end up placed incorrectly at the curb, and impact operational efficiency and marketability of material in both recycling and compost streams.

In late 2018, John wrote a letter to the President of the American Chemistry Council, asking plastics manufacturers to come to the table to find solutions for these materials. Since then, John has spoken at national waste and recycling conferences on this topic. In late 2019, alongside two other signatories, John put forth a state level ballot measure that, among other goals, seeks to create a funding mechanism for recycling infrastructure. John's advocacy stands to benefit the entire industry and set new precedents for manufacturer responsibility in the disposal and recovery process.

Section C: Characterize the steadfast values exhibited by the Nominee, such as integrity, respect, courage, mentorship, volunteerism, and inclusiveness.

John provides leadership over a variety of programs at RecycleThis aimed at creating a truly empowered workforce. He is heavily involved in the RecycleThis Academy, a nine-month program intended to develop new managers to gain a better understanding of the company, our customers, and the industry at-large. John is also involved in the RecycleThis Internship Program, designed to attract new talent who have an interest in the environment and waste-related issues.

In 2008, John introduced the RecycleThis Volunteer Program, a company-wide effort to serve the communities where RecycleThis employee owners work and live. Since inception, RecycleThis has organized more than 30 volunteer events, gathering nearly 3,800 volunteers to plant trees, spread mulch, provide food services to those in need, and provide landscaping services. John leads by example as he has attended, worked, and supported every single event since the program's inception.

John's history of integrity and inclusiveness can be further characterized through the development and cultivation of the RecycleThis Employee Stock Ownership Plan (ESOP). In 1986, John was instrumental to the implementation of this employee ownership model, whereby RecycleThis employees became the true owners of the company. This decision established RecycleThis as one of the largest 100% employee-owned companies in the United States.

In fact, no employee (including John) owns more than 0.4% of the company. This level of inclusivity has benefited RecycleThis by fostering a culture of individual and collective hard work and dedication that directly benefits employee owners, and affects the long-term success of the company. As owners, each employee shares in the company's success. The immediacy of that relationship motivates employees to invest in their work, resulting in greater customer satisfaction as well as quality products and services.

Changing the image of the industry, John was instrumental in the introduction of the RecycleThis Artist in Residence Program. This program also started in 1990 and provides artists with the space, resources, and opportunity to create artwork out of discarded materials. Since then, John has launched similar programs in Palm City and Dunesville. These artist programs vary slightly based on community requests and facility access, but work toward the same goal: to provide local artists with access to materials discarded by society, so that they may explore their findings, and educate the public, using art as a vehicle for communication. The RecycleThis Artist in Residence Programs are internationally recognized, and showcase John's success in implementing a non-traditional approach to education and outreach within the waste and recycling industry.

Outside of RecycleThis, John has been actively involved in a variety of non-profit boards including:

- Board of the Anytown Make-A-Wish Foundation for six years with five years as Finance Committee Chair (1994-1999)
- Board of the Anytown Chamber of Commerce for six years, including Chair in 2002 (1998-2003)
- Anytown Historical Society Board of Trustees (2014-2019), Chair (2016 – 2019)
- East Southshore Neighborhood Development Corporation Board (1997-1999)
- Recognized by the Anytown Business Times as the Most Admired CEO (2008)
- Recognized by the Anytown Culture Center for Lifetime Achievement in Community Building (2016)

Section D: Describe how the Nominee has demonstrated inspirational leadership at an NWRA service provider or supplier and on issues important to NWRA at the national, state and/or local level.

John has worked alongside waste and recycling professionals throughout his career to support innovation and growth within the industry. Recently, RecycleThis partnered with long-time vendor Bobbs Trucks and European manufacturer Sterns to build two first-of-their-kind rear load electric collection vehicles for our Palm City operation. John's leadership and willingness to pilot new vehicle technology speaks to his dedication to the industry, the environment, and the communities served by RecycleThis.

Internally, John provides inspirational leadership to RecycleThis employees through our annual Employee Owner meetings, held at each RecycleThis facility. John spends over 30 days traveling throughout the region, providing a state of the company address and sharing a meal with employees. These meetings are widely appreciated by the employees and provide a unique opportunity to cultivate relationships across the company.

Section E: Specify active NWRA engagement and service by the Nominee as an Ambassador of the industry through involvement with the association and/or NWRA's chapters.

In 2014, John joined the association Board of Governors of NWRA. He has served as a speaker at numerous industry events over the years, including Waste Expo, the NWRA Industry Conference, and countless others. In 2019 alone, John spoke at three regional industry conferences as well as a national industry conference in Stubbsville.

He encourages RecycleThis employees to participate in local chapters of industry organizations to share best practices, including Martin Stephens, RecycleThis Vice President & Sr. Director of Strategic Affairs who serves on NWRA's Government Affairs Committee, and Murray Williams, RecycleThis Vice President & Sr. Director of Risk, Safety, and Environmental Compliance, who serves on the NWRA Safety Committee.

List up to five individuals whom you expect to submit a recommendation on behalf of the Nominee.

Richard Moran

Paul Weaver

Dan Hudson

Ernest Ruddles

Frank Harrison

Please attach at least one hi-resolution headshot photograph of the nominee (no group shots please).

Part 3: Your Information

Your Name and Title: Raymond Parker, Jr., Vice President, Equipment Procurement & Maintenance and Facilities Development

Your Company: RecycleThis, Inc.

Address: 123 Main Street, 45th Floor, Anytown, US 67890

Telephone Number: 212-555-2368

Your Email Address: rparker@recyclethis.com

Your Relationship to nominee: Colleague

Your Time active in the waste industry -- from (year) 1984 to (year) current

Submit via email to:

Jim Riley
NWRA Chief Counsel &
Senior Vice President, Government Affairs

jriley@wasterecycling.org

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