

### Form C: Proposer Qualifications Questionnaire

Please describe the qualifications or expertise of your company and/or team of companies in each of the following categories: (use additional pages as needed)

#### **General Management**

Our local and area management teams have extensive industry experience in operating and managing solid waste companies and have substantial experience in your region. This allows us to quickly respond and meet your needs; all the while staying in touch with your city staff, as well as local businesses and residents. Our strong area management team allows us to effectively and efficiently drive initiatives that help ensure consistency across the organization. These teams have extensive authority, responsibility and autonomy for operations within their geographic markets.

#### **Principal Employees**

##### **Brandon Schuler, General Manager:**

Brandon leads the Eden Prairie and Delano Hauling Divisions. Brandon is a hands-on General Manager and will continue to oversee all service and contractual obligations for the City of St Paul.

##### **Drew Boyer, Operations Manager:**

Drew oversees all the hauling operations at the Eden Prairie Division. He works closely with his Operations leadership team to ensure that contractual service obligations are delivered, routes are efficient, and service is performed in a reliable, safe manner.

##### **Matt Herman, Municipal Services Manager:**

Matt will be the dedicated Municipal Sales Manager. He will continue to collaborate with the City of St Paul and oversee and/or execute on contractual obligations such as reporting, community education and events, Clean-up quotes & contract tasks and more. Matt's demonstrated commitment to customer zeal & support to Staff, during and outside of contractual service days & hours, will continue to bring added value to the City.

##### **Deb Gatz, Municipal Administrator:**

Deb will be the dedicated Municipal Administrator for the City of St Paul. Deb has over 25 years of experience in the industry and will be an incredible resource for staff and residents.

#### **Financial Stability and Strength**

Republic Services' financial stability allows us to guarantee our commitments and obligations presented to the City of St Paul in our proposal.

Republic Services does not use third party financing, meaning Republic Services owns all assets used to perform the duties of this agreement. the City of St Paul will not need to be concerned with the potential for adverse business or performance conditions affecting the ability of our company to perform or obtain financing.

Republic Services, Inc. provides audited financial statements on behalf of its subsidiaries. Republic Services, Inc. is a publicly traded (NYSE: RSG), Fortune 300 Company and will be the signatory for the corporate guarantee.

Our most recently completed audited financial statements can be found on our website at <https://www.republicservices.com>.

#### **Residential Municipal Collection Experience for the Service (s) Proposed**

##### **Description of Approach to Service Provision**

We exercise the utmost responsibility in our operations. This includes our fleet, our buildings, other technology, and the day-to-day activities we conduct in our communities. We are working hard to understand and measure our impact on air, land and water to minimize or eliminate any negative consequences.

Successful collection operations begin with a skillful operations supervisor who knows the business as well as your community. Your Republic Services local operations supervisor is responsible for the day-to-day collection operations, including development and evaluation of routing (in conjunction with the general manager), training and oversight of drivers, and implementation and enforcement of safety procedures.

We ensure our operations supervisors are not overloaded, nor tied to a desk. On average, we maintain a 15:1 ratio of routes to supervisors, which means that items needing attention are dealt with immediately and that the supervisor knows your community intimately.

In addition, our supervisors are out on the routes regularly. At least twice per week, they conduct ride-alongs with drivers on their routes. This creates great opportunities for driver mentoring, ensures quality control on the route, and keeps the supervisor directly aware and familiar with the nuances of the route and the community. Few, if any other companies in the industry, dedicate their operations staff to success in this manner.

#### **Staff and Equipment Resources to be Dedicated to the Agreement**

Specific vehicle and driver information will be made available after the work is awarded to Republic Services of Eden Prairie and total customer counts are better understood. Vehicles utilized will be a combination of equipment currently used in our local operations,

vehicles made available from other locations in the Midwest and new equipment that can only be ordered after the contract has been finalized.

### **Customer Service Standards and Training**

Our in-house training, personnel advancement, recruitment programs, and work force development are some of the most comprehensive in the industry, which enables us to attract and retain the most highly qualified, dedicated, and experienced professionals in the business today.

### **Transition Plan and Data Integration**

Describe your proposed transition plan from current operation to proposed operations. Include timelines for data integration and setting routing within the current established collection day. Timelines should align with the desired collection start date outlined in this RFP.

**Republic Services of Inver Grove Heights has significant experience with operations in the City of St Paul. Our Eden Prairie team would rely on the expertise and deliver services in a very similar manner. This would provide a smooth transition for all existing and new customers, essentially nothing will change.**

Describe the data integration option your company has selected from the City's list for Data Integration and identify key staff that will be responsible for the implementation. Provide your timeline to have the integration in place by the agreement start date, and any challenges which may affect that timeline.

More conversation is needed to determine which of the three strategies, or a combination of multiple strategies would best meet the City's expectations. We look forward to further discussion on this topic. Our most likely approach is to initially select option and create processes to manually transfer data to the Zuper system until options 1 and 3 can be better understood.

### **Sustainability Practices**

Describe the current or planned local (Saint Paul) environmental sustainability policies and practices of your company. Examples may include use of alternate fuel/powered vehicles, internal waste minimization practices, programs that encourage community and/or customer waste reduction and diversion, etc.

Republic Services is very proud that our industry-leading commitments to advancing circularity, reducing fleet emissions and to decarbonize operations are helping deliver on our vision to partner with customers to create a more sustainable world.

We are focused on delivering services and solutions for a more sustainable world. As part of that commitment, we are proud to be the first U.S. environmental services provider with a greenhouse gas (GHG) emissions reduction goal approved by the Science Based Targets initiative (SBTi). Our goal is to reduce absolute scope 1 and 2 GHG emissions by 35% by 2030, with an interim goal of 10% reduction by 2025. A science-based target is a clearly defined pathway to reduce greenhouse gas emissions in line with levels required to meet the goals of the Paris Agreement, an international treaty on climate change adopted in 2015. The agreement intends to limit global warming to prevent the worst impacts of climate change.

As part of our efforts to reduce greenhouse gas emissions, we have made the industry's largest commitment to fleet electrification. Zero-emissions electric vehicles will help us reach our 2030 Science Based Target. EVs will also help our customers – cities, major companies and small businesses – achieve their own climate action goals.

We are electrifying our fleet through a multi-supplier vendor strategy. In 2023, we introduced the industry's first fully integrated electric collection truck, manufactured by McNeilus and Oshkosh Corp. Our team provided insights to Oshkosh engineers regarding operational, safety and ergonomic features. It includes an enlarged windshield for improved visibility, 360-degree cameras, lane departure warnings with automated braking, and adjustable seating and controls for driver comfort.

We have been operating electric vehicles for several years from multiple manufacturers, including Mack and Peterbilt. That experience has given us important insights and the confidence to move forward, at scale, with electrification. By the end of 2023, we expect to have more than 20 EVs in operation.

Please see our 2022 Sustainability Report for a complete description of our goals, actions, and accomplishments.

[https://www.republicservices.com/cms/documents/sustainability\\_reports/2022-Republic-Services-Sustainability-Report.pdf](https://www.republicservices.com/cms/documents/sustainability_reports/2022-Republic-Services-Sustainability-Report.pdf)

### **Labor Management Practices**

Describe your local labor and workforce history, including recruitment in underserved communities, worker safety plan, workplace practices, benefits offered, and wage scales.

Republic Services offers a safe, respectful and rewarding workplace for our employees and provides the best training and safety programs in the industry. Republic Services focuses on maintaining a positive and professional relationship with its workforce through continuous training and consistent communication. We utilize this approach with both our represented and non-represented employees.

To recruit and hire a diverse range of candidates, we partner with a variety of external organizations including but not limited to:

- National Black MBA Association, Inc.
- National Diversity Council
- Forte Foundation
- HBCU Marketplace
- MBA Veterans
- Recruit Military

In addition to partnering with these external organizations, we host recruiting events at universities across the country to reach out to a variety of talented prospects.

### **Inclusive Benefits Package**

We know benefits look a little different for everyone, so our benefits package strives to be inclusive of our employees' needs. Our benefits include:

- Comprehensive health care benefits for employees and their families
- Paid parental leave, including for adoptive parents
- Mental & behavioral health
- Wellbeing programs
- Remote, hybrid and in-office positions available
- Flexible spending accounts and dependent care spending accounts available
- Access to our Employee Assistance Program for help with everyday life challenges
- Retirement programs including a 401(k) with a company match.

### **Our Diversity, Equity, and Inclusion Commitments**

Republic Services has made robust commitments to inclusion and diversity in the coming years – including increasing black representation in key roles, launching a veteran career development program, developing frontline employees to advance their careers into frontline leadership roles, and driving important increases in representation of women both in frontline positions and in leadership roles. We are dedicated to creating an inclusive environment where all can thrive.

### **Environmental and Community Benefits**

Describe the Environmental and Community Benefits your proposal will bring to the City of Saint Paul.

Strong community partnerships are essential to our work to create sustainable neighborhoods. Across the country, our teams are engaged with their communities daily through educational opportunities, facility tours, touch-a-truck events, cleanup days and more. The communities we serve are our homes, too, and we're committed to working alongside our neighbors to help keep them thriving.

Republic Services' commitment to inclusion and diversity is essential to our success and the success of the communities we serve. In 2021 we were proud to work with Rebuilding Together Twin Cities to support a critical project in the Rondo neighborhood. This is just one example of our commitment to the communities we serve.

## References

Please provide three (3) collection references. For each reference, please provide municipality, number of households per day, number of multi-unit households per day, agreement structure between the proposer and the municipality, type and frequency of service provided, etc.

Reference 1: City of Bloomington (weekly trash, EOW recycling, seasonal yard waste and weekly organics for 12,000 homes)- Laura Horner, [lhorner@bloomingtonmn.gov](mailto:lhorner@bloomingtonmn.gov)

Reference 2: City of Richfield (weekly trash, EOW recycling, seasonal yard waste and weekly organics for 5800 homes) - Rachel Lindholm, [rlindholm@richfieldmn.gov](mailto:rlindholm@richfieldmn.gov)

Reference 3: City of Golden Valley (EOW recycling and weekly organics for 6800 homes)- Eric Eckman, [eeckman@goldenvalleymn.gov](mailto:eeckman@goldenvalleymn.gov)

Reference 4: City of St Louis Park (weekly organics)- Kala Fisher, [kfisher@stlouisparkmn.gov](mailto:kfisher@stlouisparkmn.gov)