

# NEWS BRIEF

COMPANY NEWSLETTER

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February 21, 2024

5 min read



TOP STORY

## Employee Appreciation Week

WM employees are our greatest asset, and our success is all thanks to YOU. **Employee Appreciation Week at WM is March 1 – 8.** During the week, take time to participate in the daily activities, send a recognition card, and celebrate your peers for all they do for you, your team, and our customers.

[+ Get Involved](#)



STAY UP TO DATE

## Key Dates & Events

### Today

#### W-2s Now Available in MyHR

Forms W-2 are available in [MyHR](#). For assistance, use [Review My Tax Documents](#) guided learning. Employees who receive Form 1095-C can access it [here](#). For Canada: T4 and RL-1 slips will be available in MyHR and mailed by Feb. 29.

### Today

#### Black History Month

February is [Black History Month](#), a time to celebrate and recognize the significant contributions made by Black Americans and Canadians in our communities, families, and workplaces. It's also a great time to join [Unified](#), one of WM's Employee Resource Groups.

### Mar 07

#### Q1 2024 Town Hall

Join us at the Q1 2024 Town Hall on March 7 at 11:00 a.m. CT, to watch the live announcement of the 2023 Area of the Year winners and other updates. [Submit your questions](#) before Friday, Feb. 23 and help drive the conversation.

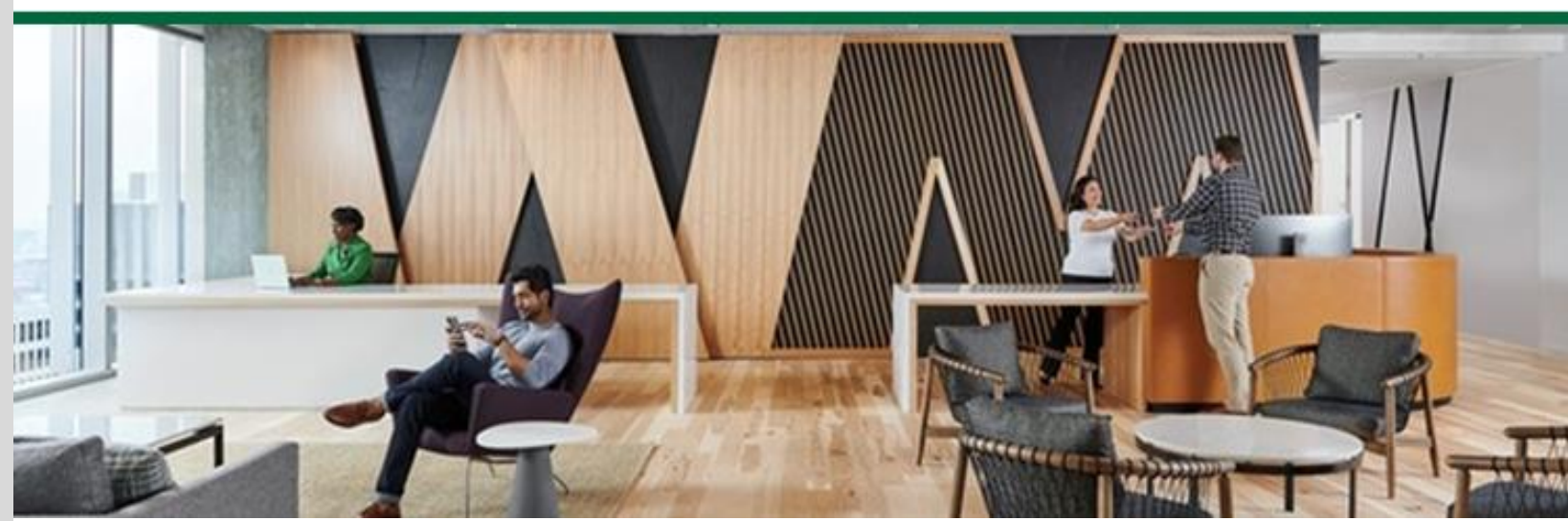
🕒 11:00 a.m. CT | [Submit Your Questions](#)

### Mar 18

#### WM Scholarship Application Deadline

The [WM Scholarship Program](#) is now accepting applications. Dependent children of U.S. and Canadian employees are eligible. Visit [MyWM Total Rewards](#) to apply.

🕒 Deadline 3:00 p.m. CT



KEEPING YOU IN THE KNOW

## News Nuggets



WeAreWM

### Meet Zach Bernstein

Getting through tough times takes guts, inner strength, and the courage to pick yourself up. No one knows this more than Zach Bernstein, a WM Recycle America Logistics representative. After a severe injury, Zach lost his foot, but he didn't let that stop him from running in WM's Couch-to-5K.

[+ Read Zach's Story](#)



WM Career Day

### Earn \$500 or More

WM Career Day, our annual on-site hiring event is on March 8-9—get your referrals ready! This year, there are 200+ open frontline positions including CDL drivers and technicians. You could earn \$500 or more for every new hire you refer through WM's [Employee Referral Program](#).

[+ Learn more](#)



CyberSmart Tip

### What is Quishing?

Quishing is a form of cyberattack involving QR codes. QR codes are generally safe to use, but they can be exploited. To protect yourself, always verify the sender's email, double-check URLs for authenticity, and remain vigilant for signs of phishing scams.



Q4 2023

### Earnings Overview

WM accelerated [earnings growth](#) in Q4 to deliver a strong FY 2023. Our operating and financial results in the second half of 2023 surpassed expectations, driven by the strong execution of our pricing and operating excellence programs.

[See more news on Visor!](#)

RECENT EVENTS

## In the News



CBS SPORTS

### Inside the WM Phoenix Open

Behind the scenes of the WM Phoenix Open may be just as impressive as the main act itself. For a glimpse into some of the inner workings of the operations, check out this article from Patrick McDonald with CBS Sports.

[+ Read the article](#)

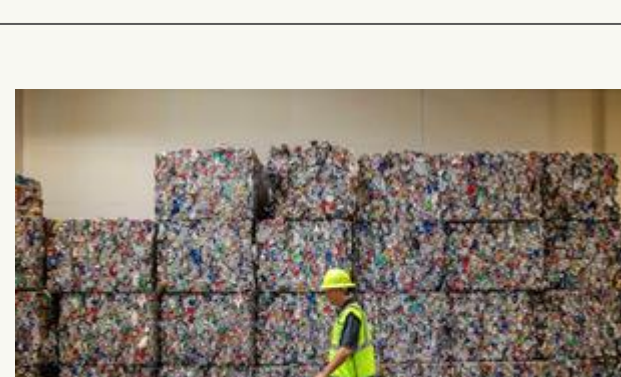


GOLF CHANNEL

### Residential Smart Truck

Mike Watson, Chief Customer Officer, speaks to the Golf Channel about WM's Residential Smart Truck and all the technology on board that helps us improve safety, protect the environment, and meet our sustainability goals.

[+ Watch the video](#)



PACKAGING WORLD

### WM Doubles Down on Recycling: A Conversation with VP Brent Bell

WM recently announced a billion-dollar investment in recycling infrastructure. Matt Reynolds with Packaging World sat down with Brent Bell, vice president of recycling, to see how the money will be spent.

[+ Read the article](#)

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