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## “It Ain't Over Till It's Over”



A famous quote from Yankee Hall-of-Famer Yogi Berra sums up 2011 - “It ain't over till it's over.”

Well, 2012 is finally here, and with the beginning of a New Year, we face many challenges, many opportunities and a lot of uncertainty about the economy.

One of the great things about working with all the wonderful employees at Advanced Disposal is we are always ready and willing to tackle what's coming our way. Some of the best leaders throughout history are men and women who have risen to meet the unique demands put before them. It's the people who make this place special, because we never back down. We face challenges in sales, operations, safety, truck shops, landfills and communication. We will continue to look for ways to treat each other and our customers better in 2012.

### IT TAKES THREE

We must approach each challenge and solve it with the **utmost integrity**. We must have **passion** for our work, our customers and most of all, passion for our daily lives. We must show up each day with limitless **energy** and convey that energy to everyone around us. We must use our integrity, passion and energy to help make Advanced Disposal the company it can and will be, while making our customers feel good about doing business with us.



At Advanced Disposal, we all have opportunities! What we do with those opportunities and the decisions we make will shape our future as a company and as individuals. We must take advantage of every day and quickly correct the mistakes we are going to make.

We must all be on the same page. We will find a way to succeed. **Failure is not an option.**

### BIGGER AND BETTER IN 2012

Finally, as I look into my crystal ball about the economy in 2012 (although I think a Ouija board will work better), I...well, I really don't know what the economy is going to do. I will tell you I have been wrong the last three years, and I will likely be wrong again in 2012. We can hope and plan for a turnaround, but we must have a plan and execute that plan regardless of what the economy does or doesn't do.

What I do know is this – Advanced Disposal will get bigger and better in 2012.

- We will still have the best employees in the business.
- We will treat our customers with respect.
- We will treat each other with respect.
- We will continue to be the industry leader.

And furthermore,

- An SEC team will win the National Championship.
- Ole Miss fans will still want a Manning at quarterback.
- Charlie Gray will still “make a long story short.”
- Dave Lavender will have some type of surgery.
- And most of all, Advanced Disposal will succeed in 2012.

I hope you commit to attacking the opportunities in 2012 and become the person who meets challenges head-on with solutions, not excuses.

Wally Hall  
President and Chief Operating Officer

## 2011 DRIVER OF THE YEAR NOMINEES

Environmental Industry Associations (EIA) recently accepted nominations for its Annual Drivers of the Year Award Program. This program seeks to honor those drivers who have upheld the field of solid waste management as an honorable occupation and who have conducted themselves and operated their vehicles in a safe and responsible manner.

Advanced Disposal was proud to nominate the following Drivers for this honorable award:

Bill McGruder  
Dearl Harmon  
David Jacobs  
Gladstone Roberts  
Husnija "Husk" Omicevic  
Joey Bowes  
Nervin Flores  
Shawn Lewis  
Terrence Mosely  
Timothy Staats



Please see upcoming newsletter for information on winners.

## PARADING AROUND



*Hardee Horne, municipal marketing and governmental affairs manager for South Carolina, and Charles Roberts, route driver for Batesburg-Leesville, were on hand to extend holiday wishes on behalf of Advanced Disposal.*

It's quite possible that a shiny Advanced Disposal truck dressed up in holiday flare made an appearance at a parade in your area. An Advanced Disposal truck decked out in garland and a wreath was spotted in the Batesburg-Leesville, South Carolina, Annual Christmas parade sponsored by the Batesburg-Leesville Chamber of Commerce. This year's parade featured 75 floats and entries from businesses, civic and church groups.

The Columbia team also participated in the South Congaree, South Carolina, Christmas Parade and Holiday Festival by providing in-kind services and event boxes. About 3,000 area residents attended the event.



*Advanced Disposal-Atlanta North and Eagle Point Landfill employees renovated a truck into Santa's Sugar Shack for the Annual Cumming Forsyth County Chamber of Commerce Christmas Parade.*

Advanced Disposal – Atlanta North/Eagle Point Landfill again made an impressive showing at the Annual Cumming Forsyth County Chamber of Commerce Christmas Parade. This year's theme was Santa's Sugar Shack. Employees volunteered their time and creative efforts to construct the float. Wearing matching Advanced Disposal sweatshirts and Santa hats, volunteers gave out candy and necklaces. Advanced Disposal-Atlanta North and Eagle Point Landfill employees renovated a truck into Santa's Sugar Shack for the Annual Cumming Forsyth County Chamber of Commerce Christmas Parade. Thanks to Residential Customer Service Supervisor Brooke Burt, Residential Customer Service Representatives Kristy Pozanacski and William Epps for manning the Cumming Forsyth County Christmas Parade committee. Also thanks to Eddie Logan, who drove our float.



*Driver Tim Joseph stands next to his festive truck at the South Congaree Christmas Parade and Holiday Festival.*

## LIGHTING UP THE NIGHT

Advanced Disposal – Jacksonville's Philips Highway location proudly displayed their holiday spirit with a beautiful light exhibit.



*Thanks to Advanced Disposal Mechanic Jacob Rogers for his professional photography skills to showcase Jacksonville's Philips Highway location's festive light display!*



*Advanced Disposal's corporate office wishes everyone a happy holiday season and a cheerful new year!*

## SAFETY TRIVIA, HOLIDAY EDITION

The holidays mean Safety Trivia time for our Jacksonville, Florida, operations. Our Clay County, St. Johns County and Philips Highway teams competed for early holiday gifts by answering safety questions based on the [Loss Prevention and Safety Manual](#). The third annual event tests our Drivers' and Helpers' knowledge of safety topics that are routinely discussed throughout the year. Teams were lead by Team Leaders and competed Family Feud style. Gift cards were handed to each contestant who rang the bell first and answered the question correctly.

### Clay County Grand Prize Winners:

Wii Console (winner of team contest): Tim Turbeville

42-inch Flat-Screen Vizio (named Six Keys for a Safety First Mentality): Pablo Ramirez

### St. Johns County Grand Prize Winners:

Wii Console (winner of team contest): Thomas Stigall

### Philips Highway Grand Prize Winners:

#### Front-Load Drivers

Wii Console (winner of team contest): David Jacobs

XBox (named Six Keys for a Safety First Mentality): Joe Ragland

#### Roll-Off Drivers

Wii Console (winner of team contest): Gerry Russell

XBox Console (named Six Keys for a Safety First Mentality): Joey Bowes



The Clay County, Florida, team competes in the team competition as part of the Holiday Safety Trivia.



District Manager Tammy Wilson hands Recycle Driver Sandra Richardson a gift card for answering a safety question correctly.

## CAN YOU LIST THE SIX KEYS TO A SAFETY FIRST MENTALITY?



"This is who we are and this is what we do"

1. We always report unsafe conditions.
2. Always speak up when something is being done unsafely.
3. Everyone is accountable for their own safety.
4. We always look out for one another.
5. We always share our safety knowledge.
6. We always do the right things.



Pablo Ramirez, Garbage Team Leader, and Tim Turbeville, Recycle Team Leader, celebrate their Safety Trivia winnings at the Clay County, Florida, hauling facility. Pablo correctly listed all six items that make up a Safety First Mentality.

## WOMEN'S COUNCIL SCHOLARSHIP

The Environmental Industry Associations (EIA) is the trade association that represents the private-sector solid waste and recycling industry. The EIA's Women's Council fosters the professional development of women in the waste industry while striving to increase their business, financial and leadership skills through education, workshops, mentoring and networking. Three scholarships of \$5,000 will be awarded to deserving students in pursuit of undergraduate or graduate education related to a career in the environmental industry. The deadline to apply is February 15, 2012, for the 2012-2013 academic year. More information at [www.eiawomenscouncil.org](http://www.eiawomenscouncil.org).



# 4 VICE PRESIDENTS

## CHARLIE GRAY – REGIONAL VICE PRESIDENT – GEORGIA, NORTH CAROLINA & SOUTH CAROLINA



Community involvement is very important for our company. It shows our appreciation to our customers, helps us strengthen our relationships and encourages our team to do a little bit extra through volunteering their time. The fun is just the icing on the cake.

Recently, Advanced Disposal – Macon team participated in the Perry Chamber of Commerce Golf / Tennis Tournament and Chili Cook-off. This event brought the entire office together in one way or another. There was an internal chili cook-off, where each employee brought their best chili to be judged by our entire staff. There were several chili recipes from which to choose. After a close “taste off,” the winner was Customer Service Representative Dianna Smith. Dianna’s chili was chosen to be the “Advanced Disposal Trash Can Chili” for the Perry Chamber Chili Cook-off.

The event was a success for the Perry Chamber of Commerce and for Advanced Disposal. Congratulations to Advanced Disposal’s golf team, which consisted of General Manager Adam Cochran, Municipal Marketing and Government Affairs Manager Steve Edwards, District Manager Charles Merkle and Sales Manager Roberto Rodriguez. They took home first place! Sales Coordinator Audy Herndon and Dianna Smith, served our delicious chili to guests as well as to the tennis and golf tournament players. Our “Trash Can Chili” was a hit!



*Pictured left to right are: Advanced Disposal General Manager Adam Cochran, Sales Manager Roberto Rodriguez, Chairman City of Perry Chamber of Commerce Michael Chalmers, Municipal Marketing and Government Affairs Manager Steve Edwards and District Manager Charles Merkle are all smiles after the team won first place at the Perry Chamber of Commerce Golf Tournament.*



*Advanced Disposal employees from the Macon office stand proudly behind their “Trash Can Chili.”*

## DAVE LAVENDER – REGIONAL VICE PRESIDENT – ALABAMA, FLORIDA & MISSISSIPPI



Congratulations to Advanced Disposal – Gulf Coast! They were recently awarded the Wilcox County, Alabama, residential contract. Wilcox County is a three-year contract with a three-year renewal. There are approximately 4,000 homes that will be serviced once per week with new automated side-loader trucks. The new volume collected from Wilcox County will be disposed of at our Turkey Trot Landfill in Citronelle, Alabama. The contract started the first of January.

After long hours of hard work by all of the Advanced Disposal employees in Mobile, Alabama, the Mobile Transfer Station finally opened its doors last month. The transfer station is another way we will increase our volume at Turkey Trot Landfill.

I am pleased to report that we have purchased Lowndes Garbage Service of Lowndes County, Alabama. The Montgomery, Alabama, facility began servicing Lowndes Garbage Service’s 700 customers immediately. Those customers are located on the outskirts of Montgomery in the towns of Hayneville and Mosses.

Advanced Disposal – St. Johns County, participated in America Recycles Day by hosting a paper shredding event. Within four hours, our employees collected and recycled 22,000 pounds of paper and 1,500 pounds of cardboard. The event was held to reduce the possibility of identity theft for residents and businesses, and to show support for recycling.

I want to pass along a compliment that came to our Advanced Disposal – Nassau County facility from a customer who lives in the City of Fernandina Beach, Florida. This customer described how pleased she is with our service. She described the gentlemen on the recycle truck as “impressive” and said the yard debris crew “does an outstanding job.”

She went on to say, “Ya’ll are worth your weight in gold!”

Way to go team!

I want to personally thank the employees at Advanced Disposal for all the hard work everyone put in to make Advanced Disposal an even stronger company today than we were a year ago! Through all the tough situations we faced during the past year, each and every one of you continued to roll your sleeves up and take care of business every day.

BE SAFE!

**GREEN TIP:** Christmas trees can be recycled. Review your local recycling or yard waste disposal guidelines to see how you can start the year off right with your commitment to recycling.

# VICE PRESIDENTS



## GERALD ALLEN – VICE PRESIDENT – LANDFILLS



### Wolf Creek Landfill

Wolf Creek Landfill and Advanced Disposal were presenting sponsors for the Fifth Annual Holiday Chamber Banquet held last month. Sustainable Energy Solutions and Oconee Electric are working around the clock to bring both of Wolf Creek Landfill's waste-to-energy engines online to the electric grid, which will provide electricity for more than 1,600 homes. We are very proud to be a part of such an important renewable energy project. We saw an increase in traffic flow of construction and demolition material early in December as much of the old Macon Mall demolition project was brought to us by our Macon hauling operation and direct hauled from Total Demolition Services.

### Eagle Point Landfill

Eagle Point Landfill was the successful bidder for the Cobb County Sludge contract that began on the first of last month. The contract is for a three-year period with revenue slightly more than \$1 million yearly. Thanks to Municipal Marketing and Government Affairs Manager Steve Edwards



*The City of Cumming, Georgia holds an Annual Christmas Parade, and once again, Advanced Disposal and Eagle Point Landfill went all out to wish the city of Cumming a happy holiday season. Susan Gray, wife of Regional Vice President Charlie Gray, passed out necklaces during the parade.*

for a job well done in securing that contract. In addition, Sustainable Energy Solutions recently began construction of an electrical generation complex at Eagle Point Landfill. We hope to be generating electricity late next year.

### Caruthers Mill Landfill

Over the holidays, Caruthers Mill Landfill and its employees made a significant contribution to Mt. Enon Baptist Church's Feed The Hungry program. Below is a letter of appreciation for our help.

*Thanks in large part to your tremendous financial donation, this year's Mt. Enon Baptist Church Feed the Hungry was an overwhelming success. We were able to prepare a hot Thanksgiving meal of grilled chicken, potato salad, collard greens, cornbread, and various cakes and desserts for approximately 1,600 needy members of the Walton County community. We also provided free haircuts to elderly men and young children. Your generous clothing donation also opened the door for us to provide literally hundreds of residents with coats, sweaters and other items of clothing as the cold winter months approach.*

*It was a tremendously rewarding experience to see the smiles on the faces of all the people impacted. Because of the support of community-minded individuals and companies like Advanced Disposal, many people experienced a wonderful Thanksgiving season, some of whom otherwise may not have. Thank you for your outpouring of love to the community. Your company is a tremendous asset to the area, and we are glad to have you as our neighbors. If there is anything the Mt. Enon Baptist Church can ever do for you in the future, please do not hesitate to give us a call. Again, thank you very much. We hope you have a wonderful holiday season and a happy upcoming new year.*

—Rev. Adrian S. Niles, Pastor

## KUDOS FROM THE FIELD

I have, on several occasions, commented to others how impressed I am with the employees who pick up our trash. It occurred to me that I really should say that to you, too.

I live on Barlow Street in Americus, Georgia, and I can count on your truck to arrive like clockwork. It's always clean, as are the employees (Driver Roosevelt Merritt and Helper William Warren) – which I realize is not so easy when you're in the trash business. The guys are hustling (often running back to the truck). They are polite and helpful and seem to enjoy their work. Just this morning, I went out to roll the container back and said "thank you" as I took it from your employee. I got what seemed like a genuine, "You're welcome, sir" from him.

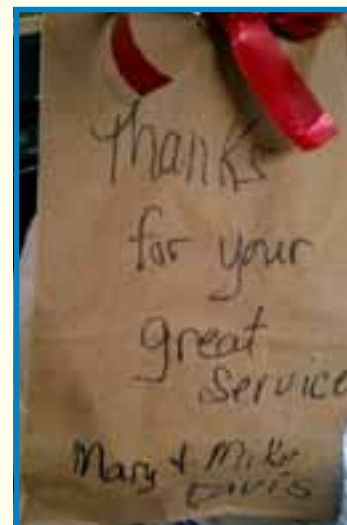
All of these might seem like small things, but they impress me. I'm fairly certain your company must be paying attention to detail and training employees to be pleasant and courteous.

I just wanted you to know it's noticed and appreciated. I hope you will pass on to the employees who serve my neighborhood that I'm noticing and bragging on them. They represent you well!

Thanks,

Keith Wishum  
Americus, Georgia

Michael Jackson said it best when he sang, "I always feel like somebody's watching me." Whether you are on the clock or off the clock, someone is always watching you. We recently received a compliment about one of our convenience center workers, who would pick up trash along the roadway as he walked to and from work. Although this may be a small gesture, this compliment was brought to our attention during a meeting with the Putnam County Commissioners Office. This proves that no matter how big or small, we all play an important part in not only making our environment a cleaner place but also making Advanced Disposal the top service provider in the waste industry.



*A Huntersville, North Carolina customer was thankful and wanted to spread the holiday cheer! Recycle Driver Eric Boner found this surprise bag filled with sodas, candy and chex mix while on route before Christmas last month.*

## CONTRACT NEWS

### Municipal Customers

Congratulations to Advanced Disposal – Gulf Coast for recently winning the **Wilcox County, Alabama, residential contract** after a competitive RFP process. The three-year contract is for service to about 4,000 homes and worth an estimated \$623,000 in annual revenue.

We were also successful in renewing the **Roanoke, Alabama, residential contract** for an additional three-year term with service to 2,280 homes for an annual revenue of \$570,000.

The Georgia team has also racked up some big wins recently!

We will now service the **Oconee County and White County, Georgia, convenience centers** for a combined annual revenue of \$190,000.

Advanced Disposal – Atlanta North was successful in securing the **Cobb County, Georgia, sludge contract** worth about \$1 million. The contract is for three years.

### Commercial Customers

We'd like to extend a welcome to the following customers, who signed on with Advanced Disposal during November. We look forward to servicing you!

#### Alabama

Alabama Environmental  
BAMA Auto Parts  
Baptist Logistics  
Ben Atkinson Motors  
Bodner Enterprises  
Camin Cargo Control  
Cash Register Services  
Catfish Shack  
China Chef  
Citronelle Chevron  
Classic Homes  
Coaches Corner  
Coastal Installation  
Cock of the Walk  
D&A Quick Stop  
DCNR/Lands  
Delaware Baptist Church  
Department of Corrections  
Dot Herndon Apartments  
Dow Corning Alabama, Inc.  
Eagle Landing Apartments  
Futrol Duct Company  
Gaines Farm  
Hidden Creek  
Hillwood Apartments  
Hwy 45 First Stop  
Line X of Montgomery  
Meadowview Christian  
Memes Café  
Mid American Machine –  
Maint Shop  
Mobile Public Library  
One Stop Inc.  
Ron's Diesel Service  
Rowlen Metal Works  
Samuel Chapel Church  
Scotts Farm  
Shuck's Bar & Grill  
Steven Swedenburg  
Subway  
Sunshine Village  
Tucker Family Dentistry  
Turrene Pharmaco Inc.

#### Florida

Anatolia Restaurant  
Antlers Apartments  
A Ray of Sunshine Thrift  
Shop  
Automotive Computer  
Buddy's Rentals (2)  
Crobin's Custom Fixtures  
Di-Jon-Kashae  
Dunkin Donuts  
Eatman Self Storage

Fence Masters of North  
Florida Inc..  
Fluid Power Components  
Golden Cabinet Shop  
Golden Crab House  
Golden Nugget Cyber Café  
Harris Crane Services  
Inwood Terrace Apartments  
Iron Mountain Records  
Management  
J&M Properties  
Kidz n Kidz Academy  
Little Caesars (2)  
Mt Zion Baptist Church  
My Thrift Shop  
Outreach Financial Services  
LLC  
PrInc.e  
Queens Harbor Yacht &  
Country Club Clubhouse  
Revere Supply Co., Inc..  
Rexel  
Rivers Bus & RV Sales  
Romeos Auto Sport Inc.  
Royal Time Sweepstakes  
Sand Bay Sandblasting Inc..  
Screen Process  
Synovus Bank  
The Arlington Apartments  
Thirsty Iguana  
Transit Plus  
Turner Ace Hardware  
Vivid Nightclub  
Wendy's  
Westland Park  
World Auto Salon

#### Georgia

Bojangles  
Candler Park  
Citgo Fast Mart  
Efacec USA  
Ellenwood Dialysis  
Global Power  
Grace Fellowship  
Greenworld Automotive  
Hamilton State Bank  
IHOP  
John Knight  
Joy Burns  
Lighting Detail Salon  
M&M Waste  
Palmetto Automatic  
Peachford BHA  
Sergios Pizza  
Southern Buffet

Sun Garden Chinese  
Sweetwater Creek Nursery  
Union City Waffle House  
Wendy's (6)  
Wireless Time – Metro  
PCS (3)

#### Mississippi

Advance America  
Belmont Apartment Homes  
Buds Mobile Home  
Domino# 5985  
Lil Italy  
Long Beach Villas  
Medi Gulfport  
Moore Bike Shop  
Panda  
Rainbow South, LLC  
Rent City  
Shark Bait Grill  
Starvision  
St. Johns Lighting  
Sullivan Motors  
Tapps Body Shop  
Taylor Hoover  
The Salvation Army  
Tony Nelson King of Philly

#### North Carolina

Breakaway Sports  
Colony Professional Center  
KWC Worldwide  
Lunayet Inc.  
M&J of Carolina  
Office Supply Services  
Sonitro

#### South Carolina

Auto Masters  
B&B Seafood Mart  
Boatwright's Paint and Body  
Bradford Village  
Brown Motor Works  
Golden Panda  
Hay Hill Garden Center  
Hunter Ridge Apartments  
Ikon Office Solutions  
Lexington Medical Center  
Palmetto Pro Tint, LLC  
Quick Store  
Regency Alpine Inc..  
Regent Park  
Southern Connection Tours

## PREVENTATIVE CARE FOR A HEALTHY 2012

Advanced Disposal spent approximately \$8.7 million in health benefits for its employees in 2011! That's approximately \$7,558 per employee this year. Everyone should take advantage of our generous health benefits and use them to maintain a healthy mind and body.



Prevention is the key to staying healthy and fit. Exercising every day and eating a balanced diet goes a long way to keeping you well and strong. Equally important is seeing your doctor for annual exams and screenings. Remember, Advanced Disposal offers a highly inclusive preventive benefits package to its employees. Every employee and family member enrolled is eligible for medical, dental and vision exams, which cost approximately \$40 for medical, \$25 for routine dental exams and \$10 for vision exams. That is a small investment for a lifetime of good health for you and your family! These screenings can also catch medical issues in the beginning stages when they are more treatable.

Advanced Disposal's benefits plan allows you to take charge of your health. So don't forget to eat right, exercise, and make your appointment for a health screening today!

### Tips to keeping that New Year's resolution past January

1. Choose a Specific, Realistic Goal.
2. Pick Just One Resolution.
3. Don't Wait Until New Year's Eve.
4. Start with Small Steps.
5. Avoid Repeating Past Failures.
6. Remember That Change Is a Process.
7. Don't Let Small Stumbles Bring You Down.
8. Get Support from Your Friends and Family.
9. Renew Your Motivation.
10. Keep Working on Your Goals.

Read full article here: <http://psychology.about.com/od/psychologytopics/tp/keep-your-new-years-resolutions.htm>



# EMPLOYEES OF THE MONTH



## LYDIA SUTTON – ALABAMA, FLORIDA & MISSISSIPPI REGION



Lydia “Rosie” Sutton works as a Scale House Operator at Old Kings Road Landfill. She has worked for Advanced Disposal for more than two years. Lydia has an outstanding attendance record, is always on time and greets customers with a big smile.

When she is not working, Lydia enjoys watching her son grow, cooking and hanging out with family. We are thankful to have Lydia and all the other frontline women, who make Advanced Disposal a great company.

## RICKY FOSTER – GEORGIA, SOUTH CAROLINA & NORTH CAROLINA REGION



Ricky Foster has worked with Advanced Disposal for two years and has been accident- and injury-free since joining the team. He is a Material Recovery/Skid Steer Operator at the Cobb County Transfer Station. Ricky was selected as employee of the month for his hard work, initiative and leadership.

Ricky and wife, April, have two boys, Will and Zachery. When he is not working, Ricky enjoys going fishing and spending time with his family. Supervisor Kyle Jones said, “I can always count on Ricky to tackle any task he is assigned. Ricky has become an excellent employee and equipment operator. He is a real asset to the daily operations of this facility.”

Way to go, Ricky!



## TRASH TALKERS OF THE MONTH

Below are our “Trash Talkers of the Month.” The first chart lists the top 10 sales representatives based on net sales for the month of November. The second chart lists the top five sales representatives based on renewals for the month of November.

**Top 10 sales representatives based on net sales**

Rank	Name	Location	Area/Region	Position	Combined Renewals	Combined Renewals Revenue	Combined Accounts Sold	Combined Net Sales
1	M. Atkins	Augusta	GA	Territory Rep	0		13	\$3,980.93
2	M. Hughes	Biloxi	GC	Territory Rep	0		16	\$3,586.98
3	R. Blackmon	Columbia	SC	Territory Rep	7	\$1,269.76	16	\$1,923.10
4	R. Rose	Jacksonville North	FL	Territory Rep	0		0	\$1,678.00
5	E. West	Jacksonville North	FL	Territory Rep	0		10	\$1,341.00
6	D. Zorn	Montgomery	AL	Territory Rep	9	\$20,228.96	10	\$1,073.56
7	A. Rae	Jacksonville North	FL	Territory Rep	0		8	\$847.00
8	B. Long	Jacksonville South	FL	Territory Rep	0		8	\$833.00
9	S. Currie	Charlotte	NC	Territory Rep	3	\$290.00	10	\$767.47
10	R. Rahner	Macon	GA	Territory Rep	4	\$255.00	10	\$706.95

**Top 5 sales representatives based on renewals**

Rank	Name	Location	Area/Region	Position	Combined Renewals	Combined Renewals Revenue
1	D. Zorn	Montgomery	AL	Territory Rep	9	\$20,228.96
2	J. Schmidt	Atlanta South	GA	Retention Rep	20	\$5,206.00
3	K. Morse	Montgomery	AL	Territory Rep	32	\$5,204.00
4	D. Baker	Jacksonville South	FL	Retention Rep	10	\$4,405.00
5	A. Downs	Jacksonville North	FL	Retention Rep	15	\$3,902.00



## Advanced Disposal

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## QUOTE OF THE MONTH

“Be always at war with your vices, at peace with your neighbors and let each new year find you a better man.”  
– Benjamin Franklin (1706-1790) Politician, Scientist, Writer

Follow us! 

## KIDS' CORNER: Snow Globe

### WHAT YOU WILL NEED:

- Baby food jars (*medium or large*) or any other type of jar with a lid
- Florist clay (*can be found at any craft supply store*)
- Small figurine (*see “Choose your figurine wisely” under “Tips,” refer to link at the bottom of page.*)

### HOW TO MAKE IT:

1. Wash and dry your jar completely, including the lid.
2. Attach figurine to inside of jar lid using florist clay. If you are using a small object, it's a good idea to build up the clay so the object will appear taller. To preview, simply place empty jar over the top of your figurine to see if you have the height where you want it. Attach any optional items with the clay (greenery, berries, etc.). Important: Use your imagination, but make sure whatever you use is waterproof and won't dissolve.
3. Fill jar with water to within ½ inch (1 cm) of top. Use cold water; warm water tends to cloud. Sprinkle ½ teaspoon of glitter, or “snow,” into water. This measurement is based on a medium to large baby food jar. Adjust glitter amount according to your size jar.
4. Using hot glue gun, line inside of lid with glue. Insert figurine in water and screw on lid.
5. Dab lid dry if any water dripped or spilled. Apply a layer of hot glue around the rim of the lid to seal shut.



- White and/or silver glitter or fake snow
  - Hot glue gun or aquarium sealing glue (*hot glue is less expensive*)
  - Ribbon or felt (*optional*)
  - Garland plastic greenery (*see “Easy-to-find greenery” under “Tips,” refer to link at the bottom of page.*)
6. Let stand and dry overnight — lid side up.
  7. Decorating the lid rim is optional, and there are several ways to do it. Attach decorative ribbon with glue, use plastic holly berries for a holiday feel or use colored felt as we have. This can be as simple or as elaborate as you like. Use white or craft glue to run a squiggly line around the felt then sprinkle with glitter and let dry. Glue on buttons, use stickers or personalize your globe by writing your name in glue and sprinkling with glitter. You may also paint the lid rather than use ribbon or other embellishments. The possibilities are endless, so have fun!

### TIPS:

Keep your globe secure. Choose your figurine wisely. Find easy-to-find greenery. Add color and pizzazz. And Choose a theme.

More tips and photos here: <http://crafts.kaboose.com/snglobe.html>