Each June, the National Safety Council encourages everyone to participate in National Safety Month, an annual observance to educate and influence behaviors around the leading causes of preventable injuries and deaths. Each week carries a theme that brings attention to critical safety issues.

Improving workplace safety is a goal that should be on everyone’s mind. Employers are required to provide a safe workplace, but ultimately your safety at work is your own responsibility. You can help to create an atmosphere of safety awareness among your coworkers and supervisors. Be proactive when it comes to workplace safety. Don’t wait for others to pick up the ball. While you’re waiting, you may wind up getting injured. So take it upon yourself to do what you can to improve your own workplace safety.

2014 Weekly Themes
Week 1: Summer safety
Heat illnesses, especially in the summer, are the consequence of not recognizing the warning signs on the job. Hot conditions don’t have to be dangerous if you watch for the warning signs and get cooperation from workers to prevent heat-related illness.

Week 2: Stop slips, trips and falls
Most falls are preventable. Many people attribute falls to being clumsy or not paying attention, but many risk factors exist. Risk factors include physical hazards in the environment, age-related issues and health conditions. Reduce your risk and find fall hazards in your workplace and at home to prevent injuries and keep others safe around the clock.

Week 3: Be aware of your surroundings at the office
An incident in an office can be just as painful and costly as an incident in a shop or on a route. Broken bones are painful and cost as much to treat whether they’re sustained during a fall in the office or a fall in the shop.

Week 4: Put an end to distracted driving
Cell phone use while driving has become an unfortunate part of our culture, and it is a very dangerous activity that shouldn’t be considered a necessity – business or otherwise. Put down the phone when you are behind the wheel, and break the habit for good.

Submit a Safety Action Report (SAR) if you see a hazard. SARs are meant to be a proactive, rather than reactive, approach to safety. Page 10 of Advanced Disposal’s Loss Prevention and Safety Manual provides details on SARs. Employees are encouraged to look out for safety issues and hazards. If you are unable to eliminate or control the safety issue yourself, you are expected to report them by completing the SAR form, which are available in every location. Employees may also email issues to Safety@AdvancedDisposal.com.

SERVICE FIRST. SAFETY ALWAYS.
Working to Leave the World Cleaner...One Street at a Time

Advanced Disposal – Macon, Missouri, sponsored a cleanup of Old Highway 36 between Macon and Bevier in celebration of Earth Day. Office Manager Lesley Lampkin, Customer Service Manager Cassia Reynolds, Municipal Marketing & Government Affairs Manager Amber Burnam, and Amber's children, Alize and Natalie, helped by collecting nine bags of trash.

Kids’ Day of Lexington

General Manager Matt Parker, Municipal Marketing & Government Affairs Manager Hardee Horne, Residential Driver Tim Joseph and Office Manager John Wyatt represented Advanced Disposal – Columbia, South Carolina, at the Kids’ Day of Lexington. More than 2,300 kids and parents stopped by the Advanced Disposal booth, where they were able to check out a garbage truck and received a Frisbee.

Reduce, Reuse, Recycle

Advanced Disposal – St. Charles, Illinois, General Manager Steven Rooney spoke to more than 200 sixth-grade students at Thompson Middle School. After showing a video introducing them to the recycling process, he talked about single-stream recycling, beneficial reuse of products that are difficult to recycle and ways young people can help reduce waste. The enthusiastic group eagerly asked and answered questions for prizes such as Frisbees made of recycled material.

Blue Ridge Landfill Has Gas!

The gas-to-energy facility at Advanced Disposal’s Blue Ridge Landfill in Irvine, Kentucky, is up and running. A special ribbon-cutting ceremony was held to celebrate the opening of the new facility. The event was attended by county, state and city officials as well as local vendors and businesses. Construction for this project began in April 2013.

National Waste & Recycling Association Honors Three Advanced Disposal Employees

National Waste & Recycling Association honored CEO Charlie Appleby and Region Marketing Managers Gentry Shows (South Region) and Bob Pfister (Midwest Region) at the 46th annual WasteExpo Conference and Exhibition in Atlanta, Georgia. Charlie was inducted into the National Waste & Recycling Hall of Fame for his contributions and influence in the waste and recycling industry. Bob and Gentry were each presented with Special Advisory Board Awards for their services to the industry. Bob has chaired the Waste & Recycling Illinois Chapter since 2011 and represents the Chapter on the association’s Advisory Board. Gentry was honored for his efforts in establishing Waste & Recycling’s Alabama Chapter – the association’s first new chapter in 13 years.

Wolf Creek Landfill Celebrates Earth Day

Advanced Disposal’s Wolf Creek Landfill in Dry Branch, Georgia, celebrated Earth Day during the month of April with several events. The celebration started with the donation of two cherry blossom trees to Twiggs Academy, which the Garden Club helped plant, and students were given goody bags that included coloring books, crayons and seeds. Two cherry blossom trees were also donated to a local senior center, where Wolf Creek Pack #962 helped plant the trees. The seventh annual Advanced Disposal-sponsored Earth Day competition was held at Jeffersonville Elementary School. Students were invited to participate in coloring and writing contests. Students were also given goody bags, and two cherry blossom trees were donated and planted.
KUDOS FROM THE FIELD

“We brought some construction trash to the Bethany, Missouri, facility. As soon as we pulled up, two young men came to assist my husband, and soon after, a driver of one of the garbage trucks came to assist as well. We have always been treated kindly by employees at Advanced Disposal, from the ladies on the phone when we have called about one matter or another to the employees at the Bethany facility. Your efforts do not go unnoticed or unappreciated. Wes Wineinger, Clifford McCary and Rusty Ungles were courteous and offered their help quickly and without being asked and with such kindness and thoughtfulness. At a time when people are not often so kind, such efforts as those your employees displayed are noted and appreciated. Thank you.”

– Judith Sepulveda, Hamilton, Missouri

“I want to let you know that Customer Service Representative Kandi Kernan is excellent. She is polite, knowledgeable and downright fun to work with. I believe in giving praise when it is due.”

– Linda Dunning, Charleston, Illinois

“Driver John McGrath is very helpful and patient. He came to do an off-day pickup of cardboard and allowed us to refill our container three times and helped us with any needs. He really went above and beyond our expectations. Thank you!”

– Joe, McAfee Inc., St. Paul, Minnesota

“Thank you to Site Manager Tracy Rivers from your Shippenville, Pennsylvania, site for her customer focus. After a missed trash pickup, she handled the situation quickly and professionally. She insisted the situation be corrected immediately and had a special pickup done that day. She also offered her personal contact information for future communication. I was considering other alternatives for my trash needs but after talking with Tracy, I have changed my mind.”

– Jim Montgomery, Franklin, Pennsylvania

“I took a load of rubble to the landfill, paid and went on my way. I couldn’t find my wallet later that day, but was sure I did not leave it at the landfill since I did not go into any buildings and was searching desperately all over town. Later that afternoon, Transfer Station Operator Jay Norusewicz, who had been on duty in the pay trailer, knocked on my front door and hand delivered my wallet to me on his way home. What a guy and what service!”

– John Proctor, St. Paul, Minnesota

“We received a call from one of our customers regarding a lost necklace. She explained her daughter was helping her in the yard and at some point her necklace must have fallen off. The family looked all over but was unable to find it. Driver Brian Beasley was walking up to get their trash can, saw the necklace and returned it to her. She called to tell me the necklace had been found and how impressed she was that Brian returned it. Brian went above and beyond, and we wanted you to be aware of his exceptional performance. We really appreciate him.”

– Phil Rhoden, City Manager, Macclenny, Florida

PROMOTIONS & NEW Hires

Promotions
Congratulations to the below Advanced Disposal team members on their recent promotions.

Champane Fitzpatrick – Customer Service Manager, Northampton, Pennsylvania
Emilye Turner – Lead Collections Specialist, Northampton, Pennsylvania
Jaclyn Cumpston – Collections Specialist, McClellandtown, Pennsylvania
Kristy Slinkosky – Accounting Clerk, Brockway, Pennsylvania
Lisa Gasper – Collections Specialist, McClellandtown, Pennsylvania
Mark Odekirk – General Manager, Augusta, Georgia
Randy Arnold – Senior Vice President of Operations and Landfills

New Hires
Welcome aboard to those who recently joined the best team of environmental professionals in the business!

Brian Hamilton – Outside Sales Representative, Columbia, South Carolina
Carlo Cisney – Residential Driver, State College, Pennsylvania
Cheryl Burke – Division Controller, Shippensburg, Pennsylvania
Chris Walburn – Roll-Off Driver, DuBois, Pennsylvania
Craig Cousins – Residential Rear Load Driver, Shippenville, Pennsylvania
David Sorensen – Medical Waste Driver, DuBois, Pennsylvania
Don Berkley – Outside Sales Representative, Waukegan, Illinois
Doug Murphy – District Sales Manager, Eastern Pennsylvania
Edward Voyzey – Residential Driver, State College, Pennsylvania
Holly Tylda – Lead Collections Specialist, McClellandtown, Pennsylvania
Joe Menconi – Outside Sales Representative, Melrose Park, Illinois
Katie Musurlian – Outside Sales Representative, Waukegan, Illinois
Lee Hopkins – Maintenance Manager, Shippenville, Pennsylvania
Paul Harriger – Roll-Off Driver, DuBois, Pennsylvania
Rob Wilkie – Outside Sales Representative, St. Paul, Minnesota
Robert Barkley – Maintenance, DuBois, Pennsylvania
Sandra Edwards – Outside Sales Representative, Horicon, Wisconsin
Tamaria Love – Staff Accountant, Norristown, Pennsylvania
Tammie O’Brien – Staff Accountant, Shippensburg, Pennsylvania
Tasha Barnes – Controller, Charlotte, North Carolina
Timothy Driscoll – Division Controller, Norristown, Pennsylvania
Timothy Schrank – Outside Sales Representative, Fort Atkinson, Wisconsin
Tom Dison – Outside Sales Representative, Rochester, Minnesota
Vanessa Loftin-Barnebey – Customer Service Lead, Columbia, South Carolina

What’s Bin Happening?
JAY ROONEY – REGIONAL VICE PRESIDENT – MIDWEST REGION

Region-wide Observations Celebrate Safe Behaviors

Managers from all Advanced Disposal Midwest Region locations committed part of their day to conducting safety observations as part of a region-wide observation day. These comprehensive reviews, which involve observing driver behavior in relation to safe vehicle operation, distractions while driving, adherence to laws and corporate policies, use of PPE and more, are conducted regularly by operations, route and general managers. But several times a year, we ask all of our managers to participate in the process. Leading up to these observation days, our area safety managers and area safety trainers prep those who don’t normally perform observations so they better understand goals and can complete quality observations. Managers are partnered with experienced operations individuals to improve industry awareness and effectiveness of the observations.

Associates across the Midwest’s four-state region participated with folks on the street, at our landfills, transfer stations and MRFs. At the end of the day, hundreds of observations were completed. The region-wide observation day turned into a day to celebrate safe behaviors and presented a chance for our management team to let our drivers and others know they are appreciated and their safety is valued.

Thanks to everyone who took time to participate in the observation day as well as the region safety team, led by Midwest Region Safety Manager Christina Logan, and the division management teams who helped organize the effort and made it successful.

CHARLIE GRAY – REGIONAL VICE PRESIDENT – SOUTH REGION

Safety Snapshot

At the beginning of the year, Advanced Disposal rolled out the Safety Snapshot program. Our safety personnel came up with a great program, and the results for the South Region speak for themselves. The program is very simple: Our dedicated safety personnel, along with our managers, get together at each location and complete a checklist. This list includes, but is not limited to, facility inspections, route observations, shop procedures and speaking with employees. Afterward, each facility is scored, and then the checklist and score are reviewed in detail.

Snapshots will take place at each facility once a quarter. If your facility score has not been posted or shared with you, please ask your manager to see it. It is very encouraging to see many of our location’s scores improving each quarter.

A special thanks to South Region Safety Manager Ken Arms and his team for their dedication to this program.

CONTRACT NEWS

MIDWEST REGION
Columbia Heights, Minnesota, residential renewal
Foley, Minnesota, residential renewal
Sherry-Milladore Recycling, Wisconsin, convenience center win
North Hudson, Wisconsin, residential renewal

SOUTH REGION
Marietta, Georgia, disposal renewal
Keystone Heights, Florida, residential and commercial renewal
Pike County, Alabama, schools renewal
Roanoke, Alabama, residential renewal
Roanoke, Alabama, commercial renewal
Tallassee, Alabama, residential renewal
Atlantic Beach, Florida, residential renewal

EAST REGION
Detroit, Michigan, residential win
Scott County, Virginia, disposal win
Freemansburg, Pennsylvania, residential win

SERVICE FIRST. SAFETY ALWAYS.
The Legendary Ultimate Challenge Mudrun

The Legendary Ultimate Challenge Mudrun was established in 1993 and has attracted enlists from across the United States, Canada and other locations around the world. Teams sign up to compete in either the 5k, featuring mud holes and obstacles, or the Leatherneck, a 10k with 36 obstacles that requires teamwork and dedication.

The Advanced Disposal – Columbia, South Carolina, location sponsored two teams competing in the event and also donated services. Outside Sales Representative Billy Foshee, General Manager Matt Parker, Site Operations Manager Michael Deal and the local operations team went the extra mile to contribute to local Fort Jackson’s Ultimate Challenge Mudrun by delivering containers and providing services for the event. The Mudrun is held twice a year to honor the sacrifices of our Marines and veterans by donating all proceeds from the events to charities that support service members wounded in the line of duty and the families of our fallen.

FOR MOTHER EARTH

Prescription Drug and Sharps Safety

Prescription Drugs

Medicines play an important role in treating many conditions and diseases, but when they are no longer needed it is important to dispose of them properly to avoid harm to others. Prescription drugs are the major source of unintentional poisonings in children and are the primary source of diversion for misuse and abuse.

Most city or county governments offer free prescription drug take-back programs. Check with your local government, law enforcement office or pharmacy for options in your community. If there are no drug take-back programs, the Federal Drug Administration (FDA) recommends disposal of most drugs using the following process:
1. Take drugs out of their original container.
2. Mix with undesirable substance such as coffee grounds or cat litter.
3. Place in sealable bag or other container.
4. Dispose in household trash (NOT RECYCLING CONTAINER).

Certain high-risk medications and transdermal patches carry greater risks and require special handling. Check out the FDA website for a list of specific medications requiring extra precautions:
http://www.fda.gov/forconsumers/consumerupdates/ucm101653.htm

Sharps

Used needles and other sharps can cause injuries and spread infections that cause serious conditions. Those who work in the solid waste and recycling industry are some of the most vulnerable to needle-stick and sharps injuries because of improper disposal. The FDA recommends four options for disposal of used sharps:
1. Drop boxes and supervised collection sites.
2. Household hazardous waste collection sites.
3. Mail-back programs.
4. Residential special waste pickup services.

Do not place needles, lancets or finger-stick devices in your recycling bin even if placed in a container. Sharps should NEVER go to a recycling facility or be placed loose in trash cans. Call your local health department to find out about sharps disposal programs in your community.

HELPFUL TIP: Read the handling instructions on the prescription label or documentation from the pharmacy. The FDA and drug manufacturers provide specific guidance for certain types of medicine.

QUOTE OF THE MONTH

“Always be a first-rate version of yourself and not a second-rate version of someone else.” – Judy Garland, Actress
EMPLOYEES OF THE MONTH

MELISSA STEFFENHAGEN – MIDWEST REGION – ADMINISTRATIVE/CLERICAL

Melissa Steffenhagen is a Customer Care Representative/Accounts Payable Representative for Advanced Disposal – Madison, Wisconsin and has been an Advanced Disposal employee for three years. She has been accident-, injury- and property damage-free for the past two years. Melissa was selected for Employee of the Month because she always has a great attitude and is willing to help in any way she can. Melissa also has scored 100 percent on her Toothy calls. “Melissa is a very dependable employee. She can always make us smile and is a great asset to our team,” said her supervisor. Melissa has two daughters, Isabelle and Addison. When she isn’t working, she loves spending time with her daughters, taking them to gymnastics, karate or soccer.

BOBBY JONES – SOUTH REGION – OPERATIONS

Bobby Jones is an Equipment Operator for Advanced Disposal – Bridgeway Acres Landfill in St. Petersburg, Florida, and has been an Advanced Disposal employee for 12 years. He has also remained accident-, injury- and property damage-free during this time. Bobby was selected for Employee of the Month because “Bobby’s attitude and leadership skills help other’s attitudes around him. He is always willing to go above and beyond to help out,” said his supervisor. Bobby has three daughters: Taylor, Kaylynn and Amber. He enjoys spending time with them, volunteering at their school and maintaining his fish tanks when he isn’t working.

JANIE SMITHSON – SOUTH REGION – ADMINISTRATIVE/CLERICAL

Janie Smithson is a Weigh Master/Scale Clerk for Advanced Disposal – Eagle Bluff Landfill in Holt, Alabama. She has been an Advanced Disposal employee for two years and has also been accident-, injury- and property damage-free during this time. She was selected for Employee of the Month because she is a dedicated and knowledgeable employee and brings a wealth of knowledge to Advanced Disposal. “Janie’s devotion to her work helps enrich our work environment. She is a valuable asset to our team,” said her supervisor. Janie enjoys spending time with loved ones, watching sports, gardening and participating in outdoor activities.

KEVIN KUDASIK – EAST REGION – OPERATIONS

Kevin Kudasik is a Driver for Advanced Disposal – Somerset, Pennsylvania. He has been an Advanced Disposal Employee for four years and is accident-, injury- and property damage-free. Kevin was nominated for Employee of the Month because he is a great example of our “Service First. Safety Always.” motto. He is always early for his shift and has the company’s best interest in mind. Kevin’s supervisor said, “Kevin is the type of employee we all want on our team. He takes pride in servicing our customers and his safety record speaks for itself.” Kevin is married to wife, Penny. He has a son and two dogs. When he isn’t spending time with his family and friends, Kevin enjoys riding his Harley and watching Pittsburgh sports teams.

SUE GRIGGS – EAST REGION – ADMINISTRATIVE/CLERICAL

Sue Griggs is a Residential Dispatcher for Advanced Disposal – Columbia, South Carolina. She has been an Advanced Disposal Employee for eight years and has remained accident-, injury- and property damage-free during this time. She was selected for Employee of the Month because she is a reliable employee and provides consistent, exceptional results. She is a leader in the office, and her peers frequently turn to her for guidance. “Sue is the most dedicated employee I have had the pleasure of working with. Whether it be to her job, her family or company, there is no one more dependable,” said her supervisor. Sue has two sons, Daniel and Michael. When she isn’t working, Sue enjoys spending time with her family.

MICH KERRY – MIDWEST REGION – OPERATIONS

Mitch Kerry is a Swing Driver for Advanced Disposal – Omro, Wisconsin. He has been an Advanced Disposal employee for a year and eight months and has been accident-, injury- and property damage-free during this time. Mitch was nominated for Employee of the Month because he comes to work every morning with a great attitude toward his work. As a swing driver, Mitch is frequently asked to take on a different route than he planned or help another driver, and he always does so without any complaints. “I remember Mitch’s review and how impressed I was with him. I view the swing driver as the most challenging driver position, and for a first-year driver to maintain a spotless safety record and have the positive attitude that Mitch has, it is spectacular,” said his supervisor. Mitch and wife, Sheila, have four children: Jacob, Taylor, McKenzie and Cori. When he isn’t working, Mitch enjoys woodworking and completing home improvement projects, watching college football and fishing.

KEVIN KUDASIK – EAST REGION – OPERATIONS

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SUE GRIGGS – EAST REGION – ADMINISTRATIVE/CLERICAL

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TRASH TALKERS

Trash Talkers are top sales performers – one from each region – who have been selected based on net revenue sales, retention, closing margins and other qualifications determined by their supervisors. Congratulations to April’s Trash Talkers!

GOOD SAMARITAN NOMINEES

BILL NEY and MIKE KUHFUSS
Driver Bill Ney and Helper Mike Kuhfuss work a residential recycling route in Trappe Borough, Pennsylvania. While they were on their route, they saw an elderly woman lose her balance and fall on the sidewalk. They observed she hit her head, and they called 9-1-1 and stayed with her until the ambulance arrived. Later, Bill and Mike sent the woman flowers with a note that read, “We hope you are feeling better.” The woman was so grateful for what Bill and Mike did and says she plans to pass on the good deed.

KERRY MUNGIN, KENNETH ALLEN and COREY CARROLL
Advanced Disposal – Jacksonville North’s Shop Manager Kerry Mungin, Shop Clerk Kenneth Allen and Shop Mechanic Corey Carroll acted heroically to help save a construction worker’s life. Two workers were on-site working in the Normandy Boulevard electrical closet, which is located through a doorway in Kenneth’s office. Kenneth, Kerry and Corey were in Kenneth’s office when they heard a loud boom. The men said they saw a fireball and then heard screaming. Then their safety training kicked in – Kenneth tried to call 9-1-1, but realized all power was out. Kerry quickly grabbed his cell phone and was able to place the call. The two workers were brought out of the electrical closet, and Kenneth took the burning shirt off of one of the workers. Corey came in with the fire extinguisher and put the rest of the fire out. The worker was severely burned on the upper extremities of his body and has a long road to recovery, but thanks to the swift response of Kenneth, Kerry and Corey he is still alive. Thank you Kenneth, Kerry and Corey for your quick thinking and heroic actions!

ROBERTA RISLEY
Advanced Disposal – Rochester, Minnesota, Customer Care Representative Roberta Risley heard of a friend who was hit by a bicyclist while he was walking. Bob was injured and suffered cuts to his head. Bob is a 78-year-old who walks around 10 miles a day. Roberta was concerned for his safety, so she gave him her hi-vis vest so he could be seen while walking.

CHRIS ROONEY
Not long ago, Advanced Disposal – Batavia, Illinois, received emails and calls from a mother whose son’s “Doggie” was accidentally placed in a box that was picked up with the recycling. Stacey wrote about how Doggie was her son’s stuffed animal that he took with him everywhere. Stacey’s son was sure the garbage men were taking good care of Doggie and would bring him back soon. After contacting everyone she could think of at Advanced Disposal, she received some emails back stating there was little to no hope of having Doggie returned. Area Manager Chris Rooney and his wife, Amanda, heard this story and came to the rescue. Chris and Amanda made a plan to get a new Doggie for the little boy and left it with a business card on the family’s front porch. Stacey’s son was thrilled and immediately took his new Doggie out to play.

Stacey wrote in her letter: “I couldn’t be more grateful to Chris and Amanda. They helped to heal a five-year-old boy’s heart and the hearts of those who love him! Thank you so much for having caring employees like Chris.”

KATHLEEN GALANDO
Kathleen Galando is an Inside Retention Sales Representative for Advanced Disposal – Fort Atkinson, Wisconsin. She was selected for Trash Talker of the Month because she ended the month of April with 227 percent of her new net business goal.

BILL FRATTO
Bill Fratto is Outside Sales Representative for Advanced Disposal – Melrose Park, Illinois. He was selected for Trash Talker of the Month because he secured more than $14,000 in new net business during April.

CAMILLE JOHNSON
Camille Johnson is a Retention Representative for Advanced Disposal – Ball Ground, Georgia, and was nominated for Trash Talker of the Month because she achieved 350 percent of her goal for the month of April.

CINDY GRANT
Cindy Grant is a Sales Representative for Advanced Disposal – Warren, Pennsylvania. She was selected for Trash Talker of the Month because she consistently provides great results in securing new business, customer retention, medical waste disposal and construction projects. She secured a permanent roll-off increase in April worth $20,000 a month.

SOARING CUSTOMER SERVICE SCORES

Congratulations to the following Customer Care Representatives for being chosen by Advanced Disposal to receive the Customer Service Excellence Award for April 2014:

Midwest Region: Jessica Herek, Muskego, Wisconsin
South Region: Ruby Register, Orlando, Florida
East Region: Theresa Harzfeld, DuBois, Pennsylvania
ECO MAN and SAM SAFETY’S SPEECH

TODAY IS TRASH DAY!

YAY! GARBAGE TRUCKS ARE SUPER COOL!

IT MUST BE SO FUN TO RIDE ON THE BACK!

I HAVE A GREAT IDEA! YOU ALL SHOULD CLIMB ON THE BACK OF THE GARBAGE TRUCK AND GO FOR A RIDE! IT’LL BE FUN!

OH NO! JOHN, TRENT AND MOLLY ARE IN DANGER. THIS LOOKS LIKE THE WORK OF ODIOUS; HE’S FULL OF BAD IDEAS.

I DON’T KNOW THAT SOUNDS DANGEROUS.

THAT’S RIGHT KIDS, DON’T LET ODIOUS’S BAD IDEAS INFLUENCE YOU. WHEN IT COMES TO SAFETY AROUND TRUCKS, KEEPING YOUR DISTANCE IS IMPORTANT.

AND DON’T EVER CLIMB ON THE TRUCK. WHEN YOU SEE THE TRUCK PULL UP, STAND BACK AND LET THE GARBAGE GUYS DO THEIR JOB. GIVE A FRIENDLY WAVE, THEY’LL APPRECIATE THAT!

SCREAM ODIOUS, THESE KIDS ARE TOO SMART FOR YOUR BAD IDEAS.

ART BY ALE GARZA