



## **Executive and Senior Leadership Team**

Sept. 2017

### **Richard Burke – Chief Executive Officer**

Richard serves as Chief Executive Officer of Advanced Disposal and is a member of the Board of Directors. Prior to serving as CEO, he served as President of the company and was responsible for mergers and acquisitions, purchasing, risk management, human resources and strategic planning. He joined Advanced Disposal following the acquisition of Veolia Environmental Services Solid Waste in November 2012, where he was President and CEO of Veolia Environmental Services North America since 2007.

Richard began his employment with Veolia in 1999 as Area Manager for the Southeast Wisconsin area and served as Regional Vice President for the Eastern and Southern markets until he was appointed Chief Executive Officer. As CEO, Richard was responsible for leading Veolia Environmental Services in the U.S. and Canada, which included annual revenue of \$2 billion, more than 200 locations and a team of 10,000 employees. Prior to joining Veolia, he spent 12 years with Waste Management in a variety of leadership positions. He is past Chairman of the Board for the Environmental Research and Education Foundation and continues to support the foundation as a Board of Director. Richard holds a bachelor's degree from Randolph Macon College.

### **John Spegal – Chief Operating Officer**

As Chief Operating Officer of Advanced Disposal, John Spegal is responsible for companywide operations for Advanced Disposal's footprint, in particular he oversees collection, recycling and landfill operations, safety, sales and acquisitions. He also oversees fleet maintenance and employee training and development. Prior to stepping in to the role of COO, John served the company as Vice President of Business Development when he joined Advanced Disposal in 2013.

Prior to joining Advanced Disposal, John spent more than six years with AIR-serv Group LLC as Regional Vice President and was responsible for their East coast operations. Prior to that, he was at Allied Waste Industries/Browning Ferris Industries for more than 20 years serving in various management roles throughout the Mid-Atlantic, Southeast and Southern regions, including Puerto Rico. John holds a bachelor's degree from the University of South Carolina.

### **Steve Carn – Chief Financial Officer**

Steve Carn is the Chief Financial Officer, Treasurer, and a member of the Board of Directors of Advanced Disposal. He joined Advanced Disposal in April 2001 and served as Chief Accounting Officer until August 2006 when he was promoted to Chief Financial Officer. Prior to joining Advanced Disposal, Steve served for three years as Chief Financial Officer of Town Star Food Stores, LLC, a convenience store business with over \$30 million in annual revenues. Prior to his service with Town Star, he served as Senior Consultant with CFO Services, Inc., a company engaged primarily in providing temporary chief financial officer services to emerging companies in the Jacksonville, Florida area. He began his career as an accountant with Ernst & Young in 1987. Steve graduated from The Ohio State University with a bachelor's degree in Business Administration in 1987 and is a certified public accountant in Ohio.



### **Michael Slattery – Senior Vice President and General Counsel**

Michael Slattery is Senior Vice President, General Counsel and Secretary of Advanced Disposal and has served in these roles since July 2014. He also serves as a member of the executive committee and as corporate secretary. Prior to joining Advanced Disposal, Michael most recently served as Senior Vice President and General Counsel for Veolia Environmental Services North America and its subsidiary, Veolia ES Solid Waste, Inc. for eight years (2004-2012) with responsibility for the management of the law department and all legal affairs in North America. Prior to joining Veolia, Michael served as Vice President & Deputy General Counsel for Fruit of the Loom, Inc. with responsibility for the management of legal affairs throughout North America, Canada, Europe, North Africa and Latin America. Prior to Fruit of the Loom, he served as Vice President and General Counsel for Wheelabrator Technologies, Inc. and as General Counsel for several major North and Latin American operating divisions for Waste Management, Inc. Michael is a graduate of the John Marshall Law School in Chicago, where he was an assistant editor of the John Marshall Law Review and earned his bachelor's degree in economics from St. Josephs College in Rensselaer, Indiana.

### **Matt Gunnelson – Chief Accounting Officer**

Matthew Gunnelson is Chief Accounting Officer and Assistant Treasurer of Advanced Disposal. He served as Corporate Controller and Assistant Secretary of Veolia Environmental Services Solid Waste, Inc. since 2005. Prior to joining Veolia, Matthew served as Division Controller for Tecumseh Products - Engine and Transmission Group from 1999 through April 2005. Prior to his service with Tecumseh, Matthew held various finance positions with Giddings & Lewis, Inc. He began his career as an auditor with Ernst & Young in 1986. Matthew is a Certified Public Accountant and holds a Bachelor of Business Administration in accounting and finance from the University of Wisconsin-Madison.

### **Randy Arnold – Senior Vice President – Operations and Landfills**

Randy Arnold serves as Senior Vice President – Operations and Landfills and has broad multi department involvement to develop and implement operational initiatives and practices for all lines of business and has oversight of the company's landfill operations, fleet logistics, and statistical metrics programs. He joined Advanced Disposal in 2007 as a result of Advanced Disposal's acquisition of Urrutia, Inc. (dba Arrow Disposal Service) where he served as Senior Vice President of Operations. Prior to that time, he served in leadership roles for Allied Waste Industries (dba Browning Ferris Industries) including interim Assistant Region Vice President, District Manager and Area Operations Manager. Randy's experience includes tenure with Waste Management, Inc. performing duties as a Division President and Region Director of Operations. He began his career in the solid waste industry in 1991 following his graduation from the University of Alabama.



### **William Soffera – Senior Vice President – Special Projects**

William Soffera is Senior Vice President – Special Projects for Advanced Disposal and joined the company in 2015. He oversees company initiatives and projects in the Southeast across multiple lines of business. William has 25 years of industry experience and most recently served as the Central Region Vice President of Operations with Republic Services where he was responsible for hauling, landfill, recycling and maintenance operations across 14 states in the Midwestern United States. Prior to that time, he held various managerial positions in operations, sales and finance with Republic Services, Allied Waste and Browning Ferris Industries. He holds a bachelor's degree from the College of Charleston.

### **Tammy Wilson – Senior Vice President – Sales and Marketing**

Tammy Wilson joined Advanced Disposal in 2001 and has been serving as Vice President – Sales since January 2013. With more than 22 years of industry experience, she has worked in both operations and sales roles. Prior to assuming her current role, Tammy worked as District Manager for the Jacksonville, Florida market hauling operations. Tammy served in the Florida Army National Guard and has a bachelor's degree in Business Administration from Florida State University. In 2012, she was recognized in Waste & Recycling News as a Rosie Award Winner for her leadership, inspiration, creativity and work ethic.

### **Dan DeWaard – Region Vice President – Midwest**

Dan DeWaard has more than 33 years of experience in the environmental services industry and serves as Region Vice President. His career began as a shop laborer, parts runner, tire man, relief driver and container delivery driver at the age of 16. After earning his Bachelor of Arts in Economics from Colorado State University, he worked as a dispatcher for Waste Management and based on his work ethic, was promoted within the Waste Management structure. Dan served as Senior District Manager (North Denver and Northeast Colorado), Director of Operations (Northern Colorado, Northeast Colorado and the Western Slope), and Division Vice President (Northeast Colorado and Southwest Nebraska) with Waste Management, and District Manager for Stericycle (Colorado, Utah, Wyoming) before he joined Advanced Disposal in March 2014 as the Region Manager for Northwest Wisconsin and Missouri.

### **Charlie Gray – Region Vice President – South**

Charlie Gray joined Advanced Disposal in March 2001 and serves as Region Vice President. Prior to joining the Company, he was in the environmental services business for more than eight years and held managerial positions in both Georgia and Florida with Republic Services Group and Browning Ferris Industries. Charlie received a Master of Science degree in School Administration from Nicholls State University and Bachelor of Science degree in Health and Physical Education from the University of Arkansas - Monticello.



**Melissa Bachhuber – Vice President and Associate General Counsel**

Melissa A. Bachhuber is Vice President and Associate General Counsel of Advanced Disposal. She focuses on acquisitions, divestitures, real estate transactions and working with third parties and governmental agencies. Prior to joining Advanced Disposal, she worked for Veolia Environmental Services North America as Assistant General Counsel where she facilitated various project work including landfill expansion, community relations, negotiating Superfund issues including PRP responsibilities and site remedies with state and federal authorities. Melissa holds a B.A. from University of Wisconsin – Whitewater and a J.D. from Marquette University Law School.

**Brian Beaudrie – Vice President – Corporate Maintenance**

Brian Beaudrie is Vice President – Corporate Maintenance and has been in the field of heavy duty truck maintenance and repair for 35 years. He joined Advanced Disposal in February 2014. Prior to joining Advanced Disposal, Brian was with Republic Services, Inc. for 18 years, serving most recently as the West Region Maintenance Manager. He has more than 13 years of experience with integrating alternative fuel vehicles into the waste collection fleet.

**Marti Dickman – Vice President – Risk Management**

Marti Dickman joined Advanced Disposal in 2006 and serves as Vice President – Risk Management and has more than 22 years of risk management experience. Prior to joining the company, she worked as Assistant Vice President at Hilb, Rogal, & Hobbs in Norfolk, Virginia and Risk Manager for Dollar Tree Stores, Inc. She holds a Bachelor of Computer Sciences from the University of Maryland.

**Jeffrey Everett – Vice President and Associate General Counsel**

Jeffrey C. Everett is Vice President and Associate General Counsel of Advanced Disposal. He focuses on general corporate, securities and finance matters, litigation management and merger and acquisition transactions. Jeffrey has more than 14 years of waste industry experience with prior positions at Waste Management Inc. and Veolia Environmental Services North America. He also served as a partner at a large multi-national law firm. His career has focused on corporate governance, securities and transactional matters for both private law firms and public companies. Jeffrey holds a B.A. from Kalamazoo College and a J.D. from Indiana University School of Law.

**Glenn Guest – Vice President – Corporate Human Resources**

Glenn Guest joined Advanced Disposal in 2006 and serves as Vice President – Corporate Human Resources and has more than 23 years of human resources experience. Prior to joining the company, Glenn worked as Director, Corporate Human Resources for Arnold Transportation Services in Jacksonville, Florida. He holds a Bachelor of Business Administration from the University of Georgia and an Executive Master of Business Administration from Jacksonville University. He obtained Senior Professional in Human Resources (SPHR) certification in 2005. In 2013, Glenn was named the 2013 Ultimate HR Executive in Jacksonville by the Jacksonville Business Journal. In 2014, he was awarded the CEO Award by Advanced Disposal for his overall efforts and for specifically keeping employees' health care costs the same.



## **Doug Saunders – Vice President – Information Technology/CIO**

### **Alan Lovett – Vice President – Internal Audit**

Alan Lovett is Vice President – Internal Audit for Advanced Disposal and joined the company in 2015. He oversees the services provided by the internal audit department and works closely with management to assess and enhance the company's processes and internal controls for managing business risk, regulatory compliance and delivering organizational effectiveness and efficiency. Alan has provided audit and risk consulting services for more than 24 years for companies such as KPMG LLP, The Walt Disney Company, Lockheed Martin and Wells Real Estate Funds. He most recently served as Chief Audit Executive/Vice President of Internal Audit Services for Interline Brands, Inc. Alan holds a master's degree in business administration degree from Webster University and earned his bachelor's degree in accounting and finance from Spring Hill College in Mobile, Alabama. Alan is a certified public accountant, certified internal auditor, and certified information systems auditor, with additional certifications in risk management assurance and information technology governance. Alan is also President of the Northeast Florida Chapter of the Institute of Internal Auditors and the Finance Committee Chairman for Ponte Vedra United Methodist Church.

### **Chad Mark – Vice President – Procurement & Technology**

As Vice President of Procurement & Technology for Advanced Disposal, Chad Mark is responsible for procurement initiatives and policies as well as operational technology development. Chad joined Advanced Disposal through the acquisition of Veolia Environmental Services Solid Waste in November 2012, where he was Director of Business Improvement. Prior to joining Veolia in 2008, he held supply chain leadership and design engineering roles within the semiconductor, consumer products and automotive industries. Chad holds a bachelor's degree in Mechanical Engineering Technology from Purdue University.

### **Matthew Nelson – Vice President – Finance and Investor Relations**

Matthew Nelson is Vice President – Finance and Investor Relations and joined the company in 2015. He is responsible for financial planning and analysis, treasury and investor relations. Prior to joining Advanced Disposal, Matthew spent 10 years with CSX Corporation in various roles with a concentration in treasury, financial planning and analysis and external reporting. Prior to CSX, he was a senior auditor for KPMG. He holds bachelors' degrees in accounting and economics from the University of North Florida and a master's of business administration from the University of Florida and is a certified public accountant, chartered financial analyst charter holder and certified treasury professional.

### **Don Neukam – Vice President of Business Development and Strategic Planning**

As Vice President of Business Development and Strategic Planning of Advanced Disposal, Don Neukam is responsible for mergers, acquisitions and strategic growth initiatives for the company. Prior to joining Advanced Disposal, Don served as president of CDN Associates, LLC in Fairfax, Va. He also has 34 years of solid waste experience working for other national companies. Don is a CPA and holds a master's degree in business administration from Johns Hopkins University as well as a bachelor's degree from the University of Baltimore.





**Mark Nighbor – Vice President – Marketing and Communications**

Since joining the corporate team as the Director of Sales and Marketing in 2012, Mark has led the marketing and sales efforts around sales automation systems, website development, and tools for the salesforce. Mark joined Veolia Environmental Services in December 2003 as the Regional Sales Director. Prior to Veolia, Mark held several B2B marketing and sales management positions with AT&T and Comdisco where he was responsible for branding, communications, advertising, channel management and customer service. Mark oversees corporate communications in addition to managing marketing and sales strategies and reports to Tammy Wilson, Senior Vice President of Sales and Marketing. Mark has a Bachelor's Degree in Business Administration from the University of Wisconsin and has a Graduate Certificate in Data-Driven Marketing from Cornell University's Johnson Graduate School of Management.

**Megan Ouzts – Vice President and Associate General Counsel**

Megan Ouzts is Vice President and Associate General Counsel of Advanced Disposal, responsible for all labor and employment legal matters on behalf of the Company. Prior to joining Advanced Disposal, Megan was in private practice for 8 years with the law firms of Baker Donelson and Paul Hastings, where she focused her practice on employment-related litigation and day-to-day counseling for her corporate clients, which included Advanced Disposal. Megan is a graduate of the University of Georgia School of Law, where she graduated *Cum Laude* and was the Executive Chair of the Mock Trial Program. She earned her bachelor's degree, First Honor Graduate, in Business Management also from The University of Georgia.