

## A Message from Leadership

Welcome to our first issue of The Liberty Dispatch. This is a new way for us to connect and celebrate the great work being done across all our sites. The launch of Liberty Waste Solutions marks a new standard of service and teamwork, and I want to thank every team member for your dedication. I am excited for the road ahead.

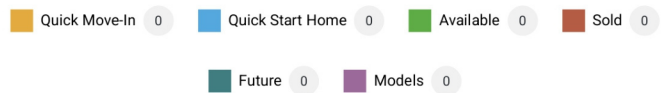
- Rick Prather, CEO

## Big Wins: Our Recent Accomplishments

### Fayetteville Lands 89-Home Mattamy Homes Account

A huge congratulations to the Fayetteville team for securing a new account with Mattamy Homes! Our team will be servicing a new 89-home development in Lillington, a fantastic win that showcases our growth and trusted reputation in the community.

#### SEAGRASS LANDING



### A High-Profile Win in Raleigh

Sometimes the biggest wins are the closest to home! A big thank you to Robert Mang for closing the sale on the property directly across from our corporate office in Raleigh. The old green container is gone, replaced by a clean, red Liberty Waste Solutions container. It's a fantastic daily reminder of our progress for the whole team.

# Employee Spotlight: The People Behind the Promise

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## Jeff Ikerd - Rockingham

With nearly 8 years of dedicated service, Jeff is praised for his outstanding work ethic, positive attitude, and willingness to always share his knowledge. He is a true role model, dedicated to his team.



## Oscar Cannas - Rowland

Oscar consistently tackles tasks with a smile and recently played a vital role in cleaning up the Rowland yard. His great attitude and willingness to pitch in make him a fantastic example of teamwork.



## Tyson Elliott - Fayetteville

Dependable, positive, and always smiling, Tyson is a valued member of the Fayetteville team. His sharp focus and attention while driving prevent potential head-on collisions, reinforcing professionalism for community safety.



## Nancy Morales - Ashe/GSO

Nancy is a much-needed smiling face for the Asheboro/Greensboro team. She is praised for always staying on top of any task, and her reliability and positivity make a huge difference every day.

## Safety First Corner

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### A Critical Battery Warning

A crucial reminder from our Wilmington team: Lithium-ion batteries (from phones, vapes, tools, etc.) are hazardous and should never be thrown in regular trash. They can cause fires in our truck hoppers. Please dispose of them properly.

### The Visibility Rule

A simple and life-saving rule from Rockingham: 'If you can't see the driver's or operator's face, they can't see you.' Always stay visible and aware around heavy equipment.

# Stronger Together: Welcoming the Peak Waste Team

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We are thrilled to officially welcome the talented and dedicated team from Peak Waste Solutions to the Liberty family. Their expertise in the Triad market and their commitment to outstanding customer service are a perfect match for our mission. As we integrate our operations, we know that our combined strength will allow us to provide even better and more reliable service to our communities. Please take a moment to introduce yourselves and welcome our new team members in Winston-Salem!

## On The Horizon: Recognizing Our Growing Team

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The future is bright at Liberty Waste! We're investing in our people and expanding our teams across the state. We are thrilled to welcome many new faces to the company, including Donna Hinson, our new Customer Care Rep in Wilmington. With over 25 years of experience, Donna is a fantastic example of the incredible talent joining our team. Please join us in giving a warm welcome to all our new hires and congratulating the following team members on their recent, well-deserved promotions!

Donna is one of many talented new members of our growing team. To see our full 'Welcome to the Team!' photo gallery featuring all our recent new hires from across the company, scan the QR code on the back page!

## Team Highlights & Community Presence

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### Celebrating Our Teams

Our teams are the heart of our company! To celebrate National Tech Appreciation Week from Sept 21-27, the Raleigh Shop held a fantastic luncheon to thank our talented technicians for all they do. We also want to give a big shout-out to the Rockingham crew for their recent cookout celebrating Josh's 22nd birthday and the Raleigh team for their driver appreciation breakfast. It's great to see our teams celebrating their hard work!



### Liberty Waste Takes Center Stage at the NC State Fair!

Mark your calendars! From October 16-26, Liberty Waste Solutions will be the sole and official waste service provider for the North Carolina State Fair. This is a massive opportunity to showcase our new brand and professional service to the entire state. Great work by the team that made this happen!



# Location Roundup: News from Across the State

## Rowland

The team in Rowland has the big box trailer officially painted and ready for its new Liberty Waste decals (Potential Look - see photo below). Look for it soon as a moving billboard on I-540!



## Franklinton

Big things are happening in Franklinton, with new equipment like a concrete crusher and a carbonizer on the way to improve our operational capabilities.

## Wilmington

The Wilmington office is looking forward to improving employee wellness with the delivery of their very first stand-up desk.

## Winston-Salem

The brand rollout continues! The Winston-Salem team is busy refreshing equipment, with another truck getting a fresh coat of Liberty Red.

## Investing in Our Team

### New Uniforms, New Look!

As part of our rebrand, teams are being outfitted with new, professional uniforms. A big thank you to our friends at UniFirst for providing a launch luncheon to get everyone set up with their new gear.



### Our Core Values

Liberty is more than our name; it is the foundation of our culture. These seven core values guide every decision we make and define what it means to be part of the team. They are our promise to our customers, our communities, and to each other.



### Continue the Story Online!

Scan the QR code with your phone's camera to visit our digital newsletter hub, where you'll find bonus content and more from this quarter's stories.