



Republic Services Launches \$20 Million "Committed to Serve" Initiative to Help Employees, Customers and Communities

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PHOENIX, April 16, 2020 /PRNewswire/ -- Republic Services, Inc. (NYSE: RSG) today announced the launch of its "Committed to Serve" initiative to help its employees, customers and communities across the United States. The Company has committed \$20 million to support frontline employees and their families, as well as its small business customers that are the economic engines of local communities.

The innovative "Committed to Serve" initiative includes multiple benefits designed to support Republic Services' employees, customers and local communities. Key elements over the next two months include: a weekly meal for all frontline employees, weekly dinner for frontline employees and their families, and bi-weekly \$100 gift cards to all frontline employees (or \$400 per employee in total). All meals will be purchased from local, small businesses to help support the Company's customers and the communities it serves. Additionally, Republic Services will donate \$3 million to the Republic Services Charitable Foundation to fund its long-term nonprofit partners that operate locally and serve local communities and small businesses.

"Our frontline employees are doing an exceptional job taking care of our customers and communities. We're launching our \$20 million 'Committed to Serve' initiative to recognize our 28,000 frontline employees in the field serving our customers every day, while also helping to support our small business customers across the nation. This initiative is targeted economic stimulus at the local level, designed to benefit our small business customers as well as our employees, our company and our country," said Donald W. Slager, chief executive officer. "Republic Services has a stable, predictable and resilient business model, and through prudent planning and hard work we are well-positioned to manage through this crisis, including providing stability to our employees and customers."

"We are proud to be a leader in our industry, and that means leading by example. Our first steps included safeguarding the health and well-being of our people and expanding benefits for all our employees," said Jon Vander Ark, president. "We are now taking additional steps to honor the hard work and dedication of our frontline employees who are showing up day after day during this unprecedented time to serve our communities. We are excited to show our appreciation for our frontline team members while also helping to support our small business customers when they need it most."

The Company is taking enhanced measures to help ensure the well-being of its employees and communities in addition to closely following guidance from the CDC, and state and local public health agencies. The Company is also continuing to work closely with public health experts and other advisors and will continue to adhere to OSHA guidelines regarding the safe handling of waste and recycling.

For more information visit RepublicServices.com/CommittedToServe or join in the social conversation by using #CommittedToServe.

About Republic Services

Republic Services, Inc. is an industry leader in U.S. recycling and non-hazardous solid waste disposal. Through its subsidiaries, Republic's collection companies, transfer stations, recycling centers, landfills and environmental services provide effective solutions to make responsible recycling and waste disposal effortless for its customers across the country. Its 36,000 employees are committed to providing a superior experience while fostering a sustainable Blue Planet® for future generations to enjoy a cleaner, safer and healthier world. For more information, visit RepublicServices.com, or follow us at Facebook.com/RepublicServices, [@RepublicService](https://Twitter.com/RepublicService) on Twitter and [@republic_services](https://Instagram.com/republic_services) on Instagram.

Information Regarding Forward-Looking Statements

Certain statements and information included herein constitute "forward-looking statements," including statements with respect to our anticipated 2020 financial results, within the meaning of the Federal Private Securities Litigation Reform Act of 1995. Words such as "will," "expect," "anticipate," "estimate," "guidance" and similar words and phrases are used in this presentation to identify the forward-looking statements. These forward-looking statements, although based on assumptions that we consider reasonable, are subject to risks and uncertainties that could cause actual results, events or conditions to differ materially from those expressed or implied by the forward-looking statements. Although we believe that the expectations reflected in the forward-looking statements are reasonable, we can give no assurance that the expectations will prove to be correct. Other factors which could materially affect our forward-looking statements can be found in our periodic reports filed with the Securities and Exchange Commission. Stockholders, potential investors and other readers are urged to consider these factors carefully in evaluating our forward-looking statements and are cautioned not to place undue reliance on forward-looking statements. The forward-looking statements made herein are only made as of the date of this presentation, and except as required by law, we undertake no obligation to publicly update these forward-looking statements to reflect subsequent events or circumstances.

In particular, it is difficult to predict the duration of the COVID-19 pandemic and its impact on the economy, and this could have a more significant adverse effect on our operations, results and financial condition than we currently anticipate.

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