

# Your tomorrow starts today!

Go back to school.  
WM pays for it



WM's new education benefit, Your Tomorrow, is our way of valuing our WM family's contributions. WM will pay 100% of benefits eligible employees' tuition, books and fees for 135+ education programs—including high school completion, college prep programs, and select undergraduate degrees and certificates in business, technology, science, and mathematics. We'll also contribute up to \$12,000/year for 40+ master's programs that often covers the entire program cost.

Plus, WM will extend this benefit to all eligible team members' dependents and spouses. They'll be able to start exploring programs later this year and begin classes in 2022!

[Click here to learn more! >](#)

At Waste Management, we know that benefits and compensation are each important pieces of every employment decision. This is why we are constantly working to give our employees an industry-leading perks package that encompasses a broad number of services, including many that are completely cost-free to the employee.

On our team, each eligible member receives a comprehensive benefits package that includes health, family, retirement and professional development.

## What are some special WM perks?

We asked Shelley, "What are some unique perks the company offers to its employees?" Click the video to see her response!



# CHOOSE WELL. USE WELL. BE WELL.



## COMPREHENSIVE BENEFITS

- Medical
- Dental
- Vision
- Flexible Spending Accounts
- Telehealth



## VALUE ADDED BENEFITS

- Your Tomorrow tuition coverage
- Bright Horizons- Back up child/elder care
- Adoption assistance
- Scholarships for children
- Employee discount program
- Recognition program



## FREE TO YOU

- Basic and dependent life insurance
- Short term disability
- Long term disability
- Critical illness coverage
- Employee Family Assistance Program



## PLAN FOR THE FUTURE

- Company-matched 401(k)
- Stock purchase plan
- Legal services
- Free financial planning services
- Student loan refinancing
- Career growth opportunities



## WORK/LIFE BALANCE

- Paid time off
- Paid holidays
- FMLA
- Bereavement leave
- Piloting Work From Home Program

SEE BENEFITS  
BREAKDOWN  
BELOW>

# WM'S INVESTMENT

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Boot Allowance*	\$200
Health	\$17,636
401(k)	\$2,850
Stock Purchase Plan	\$354
Potential Referral Bonus	\$500
All Other Benefits	\$2,216
<b>INVESTMENT VALUE</b>	<b>\$23,756*</b>

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\*The figures presented in this summary are hypothetical and presented for illustrative purposes only, and are based off of averages and the terms of WM's benefits as currently in effect. Your individual circumstances may vary, and WM's benefits offerings are subject to change and may vary by site. This summary is not an offer of employment or a guarantee of any specific term or condition of employment.

## WM annually invests \$10,000+ per employee in comprehensive benefits

WM pays the full cost to provide employees with short-term and long-term disability benefits, basic life and AD&D insurance for employees and their eligible dependents, legal services and critical illness coverage for employees, and an employee and family assistance program. The cost for optional coverages like medical and dental are shared with employees, with WM picking up a majority of the expense.







## 2ndMD SECOND OPINION SERVICES

Employees and their family members have free access to the world's best doctors. WM covers the cost for second opinion services when facing a new diagnosis, possible surgery, medication change, or a chronic condition.

## LEGAL SERVICES

Waste Management automatically provides employees and their eligible dependents assistance with a variety of legal, financial, tax and insurance matters through a network of independent attorneys with expertise in business and personal law.





## EMPLOYEE STOCK PURCHASE PLAN (ESPP)

WM employees have an opportunity to participate in the future success of WM by purchasing shares of Waste Management common stock at a reduced cost.

## THE WASTE MANAGEMENT SCHOLARSHIP PROGRAMS

Recognizing the value of education, Waste Management sponsors several scholarship programs for the dependent children of Waste Management employees. These opportunities are open to eligible WM employee dependents that meet academic, leadership and financial need requirements.





## BRIGHT HORIZONS BACKUP CHILD, ADULT, OR ELDER CARE

This program offers a nationwide network of care professionals who provide last minute, high quality back-up care for a sick child, an older relative, or aging parent. You can also sign up for additional services such as pet sitters or walkers, access to nannies, housekeepers, senior care and more.

## EMPLOYEE DISCOUNT PROGRAMS

In addition to the comprehensive benefits offered to each eligible employee, they can also save money on everyday expenses with many nationwide companies. WM has negotiated discount arrangements for many goods and services commonly used by our employees.



# JOIN OUR TALENT NETWORK

Learn about upcoming opportunities and learn more about us by joining our Talent Network.

[Join now>](#)



We're the leading provider of comprehensive waste management services in North America, providing services that range from collection and disposal to recycling and renewable energy generation.

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