



Athens Services

CITY OF FULLERTON

City of Fullerton Solid Waste Management Services (RFP No. 2526-RFP-003)

November 17, 2025

Prepared For:
Steve Avalos, Budget & Purchasing Manager
City of Fullerton
303 West Commonwealth Avenue
Fullerton, CA 92832

Prepared By:
Athens Services
14048 Valley Blvd.
City of Industry, CA 91746

B. TRANSMITTAL LETTER

Steve Avalos, Budget & Purchasing Manager
City of Fullerton
303 West Commonwealth Avenue, Fullerton, CA 92832



Dear Mr. Steve Avalos,


The City of Fullerton's commitment to environmental stewardship requires a waste and recycling services partner who shares its vision for a more sustainable community. More than that, the City needs a partner with proven local experience to help lead the Fullerton community towards its goals. Athens Services is that partner. With nearly 70 years of experience serving Southern California jurisdictions and a proven track record of helping municipalities meet and exceed their waste diversion goals, Athens is prepared to help the City achieve its vision for a sustainable Fullerton.


Family-owned and operated since 1957, Arakelian Enterprises, Inc., dba Athens Services, is a local and privately held California S corporation headquartered at 14048 Valley Boulevard in the City of Industry. We are pleased to present our proposal for Solid Waste Management Services to the City of Fullerton for consideration.

With a unique blend of residential, commercial, industrial, as well as a historic Downtown District, the City requires a community partner capable of providing an all-inclusive waste collection program that is optimized for Senate Bill (SB) 1383 compliance from the first day of service. Athens' proposal is fully committed to meeting the City's goals and expectations set forth by the RFP and offers a comprehensive service package that will provide maximum benefits for the Fullerton community. Most importantly, if awarded the Agreement, Athens can guarantee a seamless transition on day one, demonstrated by our most recently completed service transitions in the Cities of Whittier, Pomona and Riverside, as well as our SB 1383 implementation initiatives in the Cities of Downey, Cerritos, and Paramount.

Athens' Proposal Highlights

-  **The Athens Advantage** – As part of The Athens Advantage program, the City will experience a SB 1383-compliant waste and recycling program from the very first day of service. Immediate benefits include a tailored approach to outreach and education, company-owned and operated portfolio of state-of-the-art composting and Materials Recovery Facilities (MRFs), and robust reporting capabilities.
-  **Customer-First Approach** – When a customer calls in, they can confidently expect to speak with a local Athens team member expertly familiar with their community, available services, and contractual requirements. At Athens, we believe in being accessible. We have multiple communication channels, including online self-service, live chat, and direct email, for customers preferring alternative means of requesting services. No matter the situation, initiating a service request is only one call or click away.

 **Proposal Enhancements** – As part of Athens' commitment to Fullerton, we are including a dedicated Operations Supervisor team and Community Relations Manager to oversee beautification initiatives and constituent services throughout the City, with options to negotiate complimentary or discounted street sweeping services and enhanced porter services for the Downtown District and greater city beautification needs.

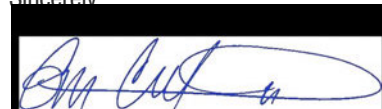
 **Community Benefit Fund** – Demonstrating our continued partnership with the City, Athens remains dedicated to supporting initiatives that reflect the priorities of both City staff and the City Council. Accordingly, our proposal includes an annual \$250,000 Community Benefit Fund, with \$50,000 allocated to each council district to support community-driven projects and programs.

Athens Representative	Steven Librenjak <i>Area Vice President</i>	Jonathan Hughes <i>VP of Government Affairs</i>
Address	14048 Valley Blvd, City of Industry, CA 91746	
Phone Direct	(626) 606-6099	(562) 448-4672
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As Senior Executive Vice President, I am authorized by Athens Services' Board of Directors to submit and sign this proposal, negotiate a contract, and execute any subsequently awarded Agreement. We have conducted a thorough review of the RFP, including Addendums No. 1, 2, and 3 issued on October 17, 2025, and attest that all information presented within the proposal is true and correct. Furthermore, Athens is committed to the contents of this proposal in its entirety for a period of one hundred twenty (120) days from the submittal deadline.

On behalf of the Athens family, we are excited about the opportunity to form a long-term partnership with the City of Fullerton. Together, we will advance the City's sustainability goals with innovative programs that create lasting environmental benefits for the community. Athens is available to answer any questions related to our proposal and is prepared to meet at the convenience of City staff to discuss any service alternatives or modifications that would best benefit the City. We are ready to exceed the City's expectations, bringing our local expertise, proven transition experience, and SB 1383-compliant programs to the Fullerton community.

Sincerely,



Gary Clifford, *Senior Executive Vice President*
14048 Valley Boulevard, City of Industry, CA 91746
Phone: (626) 934-4619 | Email: GClifford@AthensServices.com



C. INTRODUCTION

Athens Services has been a fixture throughout the greater Southern California community since 1957 and is a proud service provider to multiple Orange County and adjacent communities. We were founded on the simple principle of providing exceptional service, by hiring and developing great people, while fostering a safe, healthy, and sustainable environment—this is The Athens Way. With several Athens leadership team members residing in the City of Fullerton and familiar with the community’s service needs, our team brings both professional expertise and personal insight to this partnership.

This proposal highlights Athens’ proven capabilities in providing compliant and customer-first solid waste management services to a diverse and historic community like Fullerton. Our large-scale municipal transition experience, Service Implementation Model, technologically advanced fleet, state-of-the-art processing facilities, and innovative outreach programs position the City to achieve Senate Bill (SB) 1383 compliance from day one.

With Athens, the City will gain a long-term partner fully prepared to dedicate ample resources, including in-depth SB 1383 expertise and value-added enhancements, to ensure a flawless service transition for residents and businesses. This foundation will establish a strong partnership that serves Fullerton now and into the future.

FULL SB 1383 COMPLIANCE

As part of The Athens Advantage program, the City will receive a comprehensive SB 1383-compliant waste and recycling program. Athens brings a wealth of experience in the space and most recently led 3-stream service transitions across several nearby communities, including the Cities of Whittier, Norwalk, and Downey.

Our SB 1383 strategy encompasses a suite of services designed first and foremost to meet legislative requirements and equip residents and businesses with the tools and resources needed to maximize participation. Additionally, City-dedicated Recycling Coordinators (RCs) and Route Auditors (RAs) will be deployed throughout the community to provide organics recycling training and conduct route reviews aimed at minimizing contamination occurrences.

Combining our innovative public education programs, ample processing capacity at our local Materials Recovery Facilities (MRFs) and organics facilities, and operational expertise, the City will be well-positioned to meet CalRecycle’s compliance requirements.

Learn more about our approach to meeting the City’s diversion goals in the *SB 1383 Compliance* section of the proposal.

SERVICE GUARANTEE

At Athens, our municipal partnerships are an extension of our organization, we thrive when our partners succeed. In our more than 65-year history, Athens has never experienced a work stoppage. We provide uninterrupted collection services in the face of natural disasters, public health crises, and unforeseen emergencies. This is a testament to our operational capacity, extensive fleet, and robust infrastructure network.

In late 2024, the City of Riverside invoked an emergency declaration. Athens stepped up by providing collection vehicles from surrounding service areas to provide immediate relief services and bolster the City of Riverside's operations.

For Athens, we operate with a "Service Guarantee" mindset. No matter the obstacle, environmental conditions, or any other unforeseen circumstances, Athens can quickly mobilize its team and fleet to meet our service commitments.

In the event that Athens is awarded the Agreement and the current provider is not able to continue services, Athens is prepared to partner with the City on an emergency response plan to ensure service continuity throughout the Fullerton community.

Learn more about our operational resilience in the *Disaster Preparedness* section of the proposal.



ELEVATING THE CUSTOMER EXPERIENCE

Athens is a locally owned and operated company headquartered nearby in the City of Industry. Our teams are proudly rooted in Southern California, living in the same communities we serve, ensuring customers are supported by people who understand their neighborhoods firsthand. Athens' local presence and customer-first approach consistently elevate service quality and reinforce our reputation for providing an exceptional service experience.

Learn more about how we exceed customer expectations in the *Customer Service* section of the proposal.

SERVICE TRANSITION EXPERIENCE

At Athens, we are no strangers to large-scale municipal transitions. Throughout our history we have led several service implementations of varying scopes, from SB 1383 compliance initiatives to citywide hauler transitions.

Earlier this year, the City of Whittier awarded Athens the agreement to be the City's exclusive service provider, moving away from a dual-hauler service model where each provider serviced one half of the Whittier community. Our transition approach focused on incorporating non-Athens customers into a citywide service plan which included over 30,000 customers, immediately followed by implementing a standardized 3-stream collection program for all customers to meet SB 1383 compliance requirements. Additionally, Athens was also recently awarded a separate contract on behalf of Los Angeles County to provide SB 1383-compliant collection services for unincorporated residents of South and West Whittier.

In 2021, we expanded our presence in Ventura County when we began servicing the County's second-largest city, the City of Thousand Oaks. Our implementation centered on providing SB 1383 compliant services at the start of the agreement. As a result, Thousand Oaks and the City of Santa Paula, also serviced by Athens, became the first cities in Ventura County to provide citywide organics collection services.

In 2017, we completed a groundbreaking service implementation for the City of Los Angeles' recyclLA program, which involved an all-hands-on-deck approach to coordinating logistics among the City, customers, and dozens of haulers transitioning in and out of franchise zones. By the start of services, Athens onboarded thousands of new commercial and multifamily customers and held the largest combined total service area within the franchise system.

Our regional presence and local expertise enable Athens to design personalized transition plans. This tailored approach ensures the Fullerton community experiences zero service disruptions during a hauler transition.

ALTERNATIVE BILLING PLAN

As part of Athens' proposal, we are submitting an option to assume all residential billing services from the City. Athens oversees billing services for many of our municipal partners, providing a more unified service experience for residents. As part of our billing integration process, we conduct a citywide audit against parcel data. We then engage all residents to verify the information and update any incomplete or missing details, which ensures accurate billing and service levels. Our comprehensive approach to residential billing maintains detailed service profiles for each account, enabling us to address customer inquiries efficiently, provide standardized reporting, as well as support the setup and implementation of City tax liens.

Athens' proposed pricing on *Attachment 7 – Required Pricing Form* to perform all residential billing services will be submitted as a separate attachment via the City's OpenGov procurement portal.

SHARED ENCLOSURE EXPERIENCE

Athens understands the complexity and nuance required when managing multiple accounts sharing a City-owned enclosure. Our successful white-glove service in the Cities of Covina, Monrovia, and Pomona, as well as in Uptown Whittier, demonstrates Athens' expertise in providing personalized attention and care to customers sharing an enclosure.

To ensure a seamless service experience for all businesses involved, Athens will assign a Municipal Account Manager (MAM) for the Downtown District to coordinate directly with these customers on an equitable billing structure that considers waste generated per business. MAMs regularly work with businesses and their staff to encourage proper source separating habits and provide ongoing recycling training to mitigate potential overflow and contamination occurrences.

Along with an assigned MAM, these businesses will also receive quarterly reviews to discuss opportunities to further reduce waste and optimize service levels. We will work hand in hand with both large and small businesses, as well as any vacant and/or new business start-ups, to ensure the final billing solution is equitable.

VALUE-ADDED PROPOSAL ENHANCEMENTS

Athens is committed to going beyond traditional waste collection. We will serve as community stewards invested in Fullerton's well-being, committed to providing an exceptional service experience to each resident. In addition to the added proposal enhancements as outlined in the RFP, Athens will contribute a \$250,000 community enhancement fund annually to be distributed equally across the five districts at the City's discretion. The service enhancements in this proposal demonstrate our commitment to maximizing value for the City while building a strong, lasting partnership.

Learn more about our additional service enhancement options for downtown porter services and integrated citywide street sweeping services in the *Value Added Services, Programs, or Community Support* section of the proposal.



WHAT WE PROPOSE

Athens has conducted a thorough analysis of the RFP and has assembled a submission that will greatly benefit the Fullerton community. Our proposal provides immediate benefits, including SB 1383 compliance, local customer-first approach, service guarantee, residential billing services, substantial value-added benefits, and second-to-none outreach and education programs. Most importantly, Athens can guarantee a seamless transition with no disruption to customers.

As a family-owned, customer-centric waste and recycling service provider, Athens delivers environmentally sustainable operations supported by our renewable natural gas (RNG) fleet, a locally based team that knows the Fullerton community well, and a robust post-collections network anchored by our state-of-the-art American Organics composting facility and our newest, most technologically advanced Irwindale Materials Recovery Facility (MRF).

Athens is excited to submit this proposal and looks forward to meeting with City staff to determine the best overall service package that will directly contribute to a sustainable future for the Fullerton community. No other recycling and waste services provider is better equipped than Athens to meet and exceed the requirements described in the scope of services. We would be honored to be selected as the City of Fullerton's Solid Waste Management Services partner.



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D.

RELATED EXPERIENCE BY AREA

TECHNICAL PROPOSAL



COMMITMENT TO THE CITY'S GOALS AND OBJECTIVES

Athens takes a proactive, holistic, and tailored approach to providing Senate Bill (SB) 1383-compliant waste and recycling services. As part of our commitment to the City and responsibility to fulfilling the scope of work as described in the RFP, our services encompass the following:

- ▶ Athens will provide a cost-effective and environmentally sound waste collection program for all bin and cart-served residential and commercial customers, as well as those with temporary bins and roll-off services.
- ▶ Using our portfolio of state-of-the-art Materials Recovery Facilities (MRFs) and advanced sorting technology, Athens will maximize diversion opportunities for City-generated recyclables and organics waste.
- ▶ Athens will provide a 3-stream collection program for all customers that emphasizes organics waste diversion and is aligned with CalRecycle requirements, including, but not limited to, Assembly Bill (AB) 939, AB 341, AB 1826, and SB 1383.
- ▶ As a locally owned and operated organization based less than 15 miles from the City, Athens' team members live and work in the surrounding communities and will provide personalized support through each customer touchpoint.
- ▶ From our advanced on-board fleet AI technology to continued investments in the latest monitoring and reporting technologies, Athens will provide the City with comprehensive reports optimized for CalRecycle reporting.

Athens' Full Range of Services and Capabilities

Athens has grown into one of the region's most trusted and customer-focused waste haulers. From our beginnings as a local Southern California trash company, we've expanded by investing in the infrastructure needed to be a leader in diversion. Our focus remains on reducing waste and recovering valuable materials that would otherwise be landfilled.

Our partnership with more than 50 Southern California jurisdictions, several of which we provide services similar in scope to the City, underscores our expertise and ability to serve as a community's dedicated waste reduction partner. Athens proudly:



2+ MILLION
customers served across five Southern California counties



Employs **2,500+**
team members and growing



1,500+ VEHICLES
including collection, hauling, and various support vehicles



10+ FACILITIES
owns or manages for processing material across Los Angeles, Riverside, and San Bernardino counties

Our capabilities encompass a wide array of services including:

- ✓ Automated and Manual Residential Collection Services
- ✓ Commercial Collection Services
- ✓ Roll-Off (Temporary and Permanent) and Compactor Services
- ✓ Temporary Bin Services
- ✓ Construction and Demolition Diversion
- ✓ Special Waste Services
- ✓ Street Sweeping and Porter Services
- ✓ Diverse Post-Collection & Organics Processing Operations

QUALIFICATIONS

Athens is proud to have some of the longest tenured team members in the industry. This is a testament to our family-style culture of respect, safety, and professional development. Additionally, many members of our team live within the neighborhoods we serve, creating a personal sense of responsibility, pride, and connection to that community.

Learn more about Athens' team who will be supporting the City in the *Project Team and Resumes* section of the proposal.

DISCIPLINARY AND INVESTIGATIVE ACTIONS

Athens has not been involved in any disciplinary or investigative action, including audits, in the past five (5) years.

LITIGATION

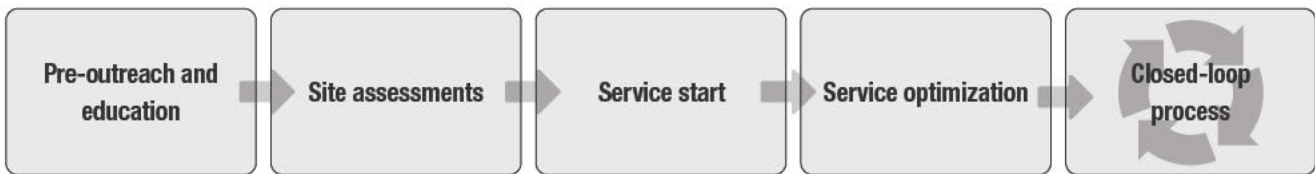
A litigation listing from the past five (5) years is included in the *Appendix* section of the proposal.



SCOPE OF SERVICES

General Requirements and Implementation Plan

As one of the largest waste and recycling services provider in the region, Athens has had the privilege of leading several hauler service transitions and municipal implementation plans. Our experience in this space has led to the development of a Service Implementation Model that accomplishes three major goals: gather detailed information about customers, deliver the correct containers, and most importantly, minimize service disruption throughout the transition period. Athens' Service Implementation Model consists of five phases:



Each phase is accompanied by specific tasks designed to build upon one another to reach a defined milestone. Each task consists of deliverables, timelines, and designated owners. Athens' Transition Team, comprised of leaders from Operations, Logistics, Government Affairs, and Outreach, will manage all aspects of the implementation plan, including equipment delivery, outreach material distribution, and staffing.

No material assistance is required from the City. However, the Transition Team will regularly meet with City staff throughout the transition period to share updates and coordinate citywide communication.

The following pages describe each phase of our Transition Plan and how our Service Implementation Model will lead to a seamless service transition for the Fullerton community.

PRE-OUTREACH AND EDUCATION: SIX MONTHS BEFORE SERVICE STARTS (JANUARY 1, 2027)

A successful transition period begins with engaging community members well before the start of services. The primary goal of the Pre-Outreach and Education phase is to educate customers on Athens’ services and communicate timelines.

TASK	DESCRIPTION	TIMELINE	OWNER
Launch Initial Education and Outreach Campaign	Design community-specific marketing collateral and submit to City for approval	Six months before start of services (January 1, 2027)	Marketing and Communications
Launch Dedicated Fullerton Webpage	Develop a Fullerton-specific webpage on Athens’ website	Six months before start of services (January 1, 2027)	Marketing and Communications
Host Town Hall Meetings	Engage the community during in-person and/or virtual events to review available services and timelines	Six months before start of services (January 1, 2027)	Outreach and Education
Distribute Subscription Order Form	Send first Subscription Order Form and visit all commercial properties to assess service needs	90 days before start of services (April 1, 2027)	Outreach and Education
Communicate Container Delivery Plan	Submit container delivery plan to City staff	90 days before start of services (April 1, 2027)	Operations and Government Affairs
Establish Community Partnerships	Form local partnerships to enhance community engagement	90 days before start of services (April 1, 2027)	Government Affairs and City Staff

Launch Initial Education and Outreach Campaign: Six Months Before Start of Services

Athens is renowned throughout the industry for its engaging education and outreach campaigns and extensive library of educational resources. Our in-house Marketing and Communications team will collaborate with the Government Affairs and the Outreach and Education teams to develop and launch a campaign focused on introducing Athens to the community. All informational and educational materials will be tailored to the specific needs and best interests of the City. Collateral will be submitted to the City for approval prior to distribution.

Launch Dedicated Fullerton Webpage: Six Months Before Start of Services

Athens will create and maintain a dedicated City-specific webpage on the Athens website (AthensServices.com). This page will serve as the central hub for all transition period information and a springboard to Athens’ library of educational resources. The City’s dedicated webpage will serve as a living resource and may be updated as needed.

Webpage content will include:

- ▶ Athens Customer Care Center Contact
- ▶ Collection Day Map
- ▶ Holiday Schedule
- ▶ What Goes in My Container? (includes links to downloadable outreach materials)
- ▶ Hazardous Waste
- ▶ Bulky Items
- ▶ Holiday Tree Recycling
- ▶ Community Events/News
- ▶ Self-Service Request Quick Links
- ▶ California Waste and Recycling Laws
- ▶ Any additional resources the City would like to include



Host Town Hall Meetings: Six Months Before Start of Services

To help engage the community and raise awareness for the upcoming service transition, Athens will deploy Recycling Coordinators (RCs) to host in-person and/or virtual town hall meetings. These events will not only educate new customers, but also provide a platform for questions and feedback, as well as an opportunity to engage with the Athens team.

Learn more about Recycling Coordinators in the *Public Education and Outreach* section of the proposal.

Distribute Subscription Order Form: 90 Days Before Start of Services

Athens will mail all customers a Subscription Order Form to help determine a customer’s desired service level. The form will be printed on a postage-paid return postcard and will also include a digital survey option that can be accessed through a quick response (QR) code. Both form options will detail service offerings, container sizing options and the associated rate structure, as well as recycling and organics compliance requirements.

Residential customers will have the opportunity to select their preferred trash, recycling, and organics container sizes and quantities. If no selection is made, or the customer is unresponsive, Athens will provide residents with the standard bundle selection.



In addition to receiving the Subscription Order Form in the mail, commercial customers, including multifamily properties, will receive a follow up visit for a waste assessment. RCs will conduct assessments within sixty (60) days of service start. Additional information on waste assessments will be detailed in the Site Assessments phase of the Service Implementation Model.

Communicate Container Delivery Plan: 90 Days Before Start of Services

Athens’ Operations team will coordinate with the incumbent hauler on the logistics of removing existing customer containers. Once identified, the Operations team will communicate the removal strategy and delivery plan to the City for approval.

Establish Community Partnerships: 90 Days Before Start of Services

Athens is more than a waste and recycling collection company—we are a community partner. Athens is committed to collaborating with key stakeholders and community organizations to help engage the Fullerton community and ensure residents are aware of important service transition dates. In the communities we serve, one can consistently see Athens Services participating with groups such as Boys and Girls Clubs, community foundations, community cleanup organizations, social services groups, service clubs, historic preservation societies, cultural centers, museums, civic groups, and more. We partner with these organizations as part of our commitment to creating sustainable communities and to share important messages related to service and diversion.

SITE ASSESSMENTS: 90 DAYS BEFORE SERVICE STARTS (APRIL 1, 2027)

Site assessments are necessary to ensure service transitions are completed with minimal disruption to customers. Athens will deploy a team of RCs and Route Auditors (RAs) to conduct a site and container audit before initiating our container delivery plan.

TASK	DESCRIPTION	TIMELINE	OWNER
Waste Assessments (First Attempt)	Visit sites to conduct an initial waste assessment	90 days before start of services (April 1, 2027)	Recycling Coordinators
Host Ongoing Town Hall Meetings	Conduct ongoing in-person and/or virtual events to communicate timeline updates	90 days before start of service (April 1, 2027)	Recycling Coordinators
Route Audits	Conduct route audits to ensure assumptions are correct and, if necessary, make adjustments	45 days before start of services (May 17, 2027)	Operations
Initiate Container Delivery and Removal Plan	Begin to deliver customer containers and coordinate removal of old equipment	30 days before start of services (June 1, 2027)	Operations and Third-Party Partner
Offer Employment to Displaced Employees	Extend employment opportunities to drivers and team members of the incumbent hauler	30 days before start of services (June 1, 2027)	Human Resources

Waste Assessments (First Attempt): 90 Days Before Start of Services

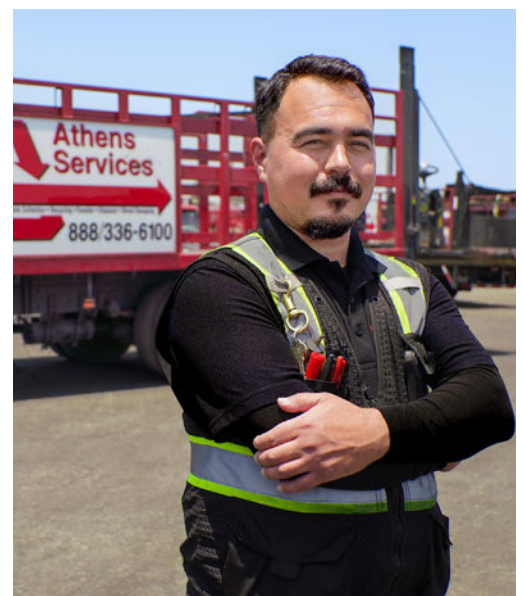
During the second phase of the Service Implementation Model, Athens will launch its “boots on the ground” approach by having the Outreach Team visit commercial customers to educate them on new service offerings. This approach allows Athens to meet customers at their locations and assure them of our full support throughout the transition and beyond. We will showcase The Athens Way and help customers select a service level that serves their best interests and meets legislative requirements. We will make multiple attempts to visit customers and conduct a waste assessment.

Host Ongoing Town Hall Meetings: 90 Days Before Start of Services

RCs will continue to host live and/or virtual town hall meetings to educate the community on important upcoming dates and provide waste sorting education.

Route Audits: 45 Days Before Start of Services

Athens’ Operations and Logistics teams will collaborate on route audits to ensure that our operational assumptions are correct and make adjustments if necessary. The team will run mock scenarios to ensure routes operate efficiently and effectively before the start of services.



Container Delivery Plan: 30 Days Before Start of Services

Athens will deploy an experienced logistics team to process the delivery and removal of residential containers. Deliveries will begin during the Site Assessment phase and may continue through the start of services. The removal and delivery schedule will be shared with residents in advance by direct mail, on the dedicated Fullerton webpage, and during town hall meetings to ensure customers are familiar with the timeline.

Residents will have their Athens branded containers delivered the day before their service day. They will also be instructed to place their old containers curbside for final collection. The old equipment will be serviced for one last time and removed from the premises. A secondary vehicle will take all old equipment to a pre-determined staging area for the incumbent hauler to retrieve.

Offer Employment to Displaced Employees: 30 Days Before Start of Services

Athens’ Human Resources team will work with employees of the incumbent hauler who will be affected by the service transition. Employment will be available to those interested and drivers will have an opportunity to retain their existing routes.



SERVICE START (JULY 1, 2027)

On July 1, 2027, if awarded the Solid Waste Management Services Agreement, Athens will begin providing collection services to residential and commercial customers. During the first week of services, route supervisors will be deployed to evaluate the efficiency of collection routes and ensure services are provided as designed. Athens will also begin daily check-ins with City staff to ensure any special requests or community concerns are received and addressed promptly.

TASK	DESCRIPTION	TIMELINE	OWNER
Waste Assessments (Second Attempt)	Continue waste assessments and quality checks	Two weeks before and after start of services (June 16, 2027)	Recycling Coordinators
Launch Education and Outreach Programs	Implement specialized education and outreach programs	Two weeks before start of services (June 16, 2027)	Outreach and Education
Adjust Service Levels	Customers will have additional opportunities to adjust container sizes and quantities	Ongoing	Customer Experience Representatives
Continue Route Audits	Conduct route audits to ensure assumptions are correct and, if necessary, make adjustments	Two weeks after start of services and continuous (July 19, 2027)	Operations
Conduct Quality Checks	Utilizing Mobile-Pak, Operations will ensure excellence in service	Start of services and continuous	Operations

Waste Assessments (Second Attempt): Two Weeks Before Start of Services

At this point, most customers will have completed their Subscription Order Form and/or have received a waste assessment. If not, we will continue our “boots on the ground” approach to ensure all customers have had a chance to select their optimal service level.

Learn more about waste assessments in the *Education and Outreach* section of the proposal.

Launch Education and Outreach Programs: Two Weeks Before Start of Services

Two weeks before the start of services, Athens will launch the second phase of its comprehensive Education and Outreach program. This program is geared towards educating customers on the importance of recycling and reducing waste, with a special emphasis on organics waste recycling.

Adjust Service Levels: Ongoing

Throughout the Agreement, customers will have the opportunity to connect with Athens to adjust their service level as needs ebb and flow. The Athens Customer Care Center hours of operations will be extended after hours for two (2) weeks after the start of services to provide community members ample opportunities to speak with an Athens representative. Athens will also extend other areas of its omnichannel support network, such as email and live chat, after hours to ensure customers have a resource available to turn to if necessary.



Continue Route Audits: Two Weeks Before Start of Services

At the start of services, a dedicated team of RAs will review operational data and follow collection vehicles while on route to ensure that routing is as efficient as possible. The auditors will review routes, work orders, tonnage reports, and driver-initiated service exceptions to identify areas where routes can be streamlined. Audits will continue as necessary to promote operational effectiveness, minimize environmental impact, and reduce unnecessary vehicle traffic.



Conduct Quality Checks: Start of Services and Beyond

At the start of services, the Operations team will begin conducting quality checks using vehicle-equipped monitoring software called Mobile-Pak to ensure proper services are being provided to all customers. The Mobile-Pak tracking system gives drivers the ability to document service exceptions with a geocoded image that can be reported back to customers via automated processes. Drivers can also communicate with the Customer Experience team to provide service verification with photos, as well as report service obstructions, overfilled containers, or contamination. Mobile-Pak provides the Operations team valuable insight into Athens' performance in the community, allowing them to adjust as needed and exceed expectations. Learn more about our fleet monitoring technology in the *Other Resources and Equipment* section of the proposal.

SERVICE OPTIMIZATION: 60 DAYS AFTER SERVICE STARTS (SEPTEMBER 1, 2027)

Athens will continue to engage the community to ensure services are optimized. We are passionate about delivering exceptional service throughout the service implementation process and the best way to do that is by actively and continuously engaging customers.

TASK	DESCRIPTION	TIMELINE	OWNER
Contamination Prevention	Identify contamination occurrences and provide solutions	Two weeks after start of services and continuous (July 19, 2027)	Recycling Coordinators
Service Implementation Community Report	Prepare a report to present to the City that describes opportunities for improvement	60 days after start of services (September 1, 2027)	Transition Team

Contamination Prevention: Two Weeks After Start of Services and Beyond

If a customer has been identified as having frequent contaminated containers, a Recycling Coordinator (RCs) will proactively reach out to review the occurrences and advise on actionable strategies to mitigate future instances. Our goal is to educate customers on proper sorting practices and encourage behaviors and solutions that will lead to sustained success. In many cases, an additional reminder or touchpoint is all it takes to help a customer build better waste sorting habits.

Service Implementation Community Report: 60 Days After Start of Services

Approximately sixty (60) days after the start of services, or at the City's discretion, Athens will prepare a comprehensive community report that will summarize key milestones, opportunities for improvement, and updates to the Service Implementation Model. The report will serve as a foundation for further discussions related to service optimization.

CLOSED-LOOP PROCESS: 90 DAYS AFTER SERVICE STARTS AND ONGOING (OCTOBER 1, 2027)

As the community acclimates to the new service offerings, Athens will proactively reach out to residents to further educate them on waste sorting best practices. Our team of sustainability experts will customize outreach and education programs specific to the City.

TASK	DESCRIPTION	TIMELINE	OWNER
Education on Edible Food Recovery Opportunities	Engage with local businesses on SB 1383 food donation requirements	90 days after start of services and continuous (October 1, 2027)	Outreach and Education
Launch Tailored Digital Marketing Campaigns	Create and publicize tailored educational content to further engage community members in recycling and organics best practices	90 days after start of services and continuous (October 1, 2027)	Marketing and Communications
Assess Communications Needs with the City	Identify recurring meeting schedule with City	Continuous through the life of the Agreement	Project Team and City Staff
Solicit Community Feedback	Request customer input on services and community benefits to enhance ongoing education and outreach strategy	90 days after service starts and continuous (October 1, 2027)	Marketing and Communications

Launch Tailored Digital Marketing Campaigns: 90 Days After Start of Services and Beyond

Athens' Marketing and Communications team will create engaging educational videos centered on waste sorting best practices, proper special waste disposal, and food scraps and food-soiled paper recycling. Data gathered from the Operations and the Outreach and Education teams will help inform which specialized educational content would most benefit the community. Campaigns will be featured across all of Athens' social media channels including LinkedIn, Facebook, Instagram, YouTube, and TikTok.

Assess Communications Needs with City: Ongoing

As the transition plan comes to a close and services throughout the City have found a consistent rhythm, Athens will consult with City staff on a preferred ongoing communications and check-in schedule.

Solicit Community Feedback: 90 Days After Start of Services and Beyond

To ensure the success of Athens' closed-loop process, Athens will proactively reach out to customers via quality-of-service surveys to request feedback on the new services and benefits available in the community. We will solicit feedback using digital surveys to gain insight into our services from a customer perspective. These surveys will be conducted periodically and the feedback will inform the ongoing education and outreach strategy. Responses from our community surveys will be analyzed and shared with City staff upon request.



Educate on Edible Food Recovery Opportunities

When working with local businesses, Athens utilizes data from operational reports and feedback from waste assessments to identify Tier 1 and Tier 2 edible food generators that are subject to SB 1383 food donation requirements.

Athens collaborates with several non-profit organizations and food recovery partners in the region. Once a candidate has been identified, Athens can coordinate and help cultivate a partnership between the Edible Food Generator (EFG) and Food Recovery Organization (FRO) to establish a food donation program.



Athens stands ready to put our expertise to work in the Fullerton community, ensuring a seamless transition and establishing a robust waste and recycling solution that will meet and exceed the City's expectations.



Residential Sector

Athens will provide all residential customers, including all single-family homes and multifamily properties with four (4) or less units, with a fully automated, 3-stream container collection bundle containing a 95-gallon cart for all three waste streams. Weekly collection services will take place between 7:00 a.m. to 7:00 p.m. and will be aligned with City-observed holidays.

Residential carts will adhere to CalRecycle specifications and color coding, including black for trash containers, blue for recycling, and green for organics waste. Smaller 65- and 35-gallon carts will be available for seniors and customers wishing to downsize from the standard bundle.

Carts will be labeled with our company name and telephone number on each side of the cart and include prominent hot stamp labelling to designate acceptable materials for that container. Additionally, each cart will feature a QR code hot stamped on the container lid that redirects to additional education resources. This approach ensures SB 1383 compliance by meeting CalRecycle container requirements for translation and listing acceptable and non-acceptable materials.

Learn more about our approach to contamination minimization in the *SB 1383 Compliance* section of the proposal.

Commercial Sector

Athens will provide all commercial customers, including multifamily units with five (5) or more units, with an SB 1383-compliant 3-stream container bundle with an array of cart and bin sizing options ranging from a 95-gallon cart to a 6-cubic yard bin. Collection services will take place between 6:00 a.m. to 9:00 p.m. and will be aligned with City-observed holidays.

Customers will have the option to select the appropriate container type and service frequency based on their unique circumstances and collection requirements. Like carts, Athens' bins will adhere to CalRecycle specifications and color coding, including black for trash, blue for recyclables, and green for organics. Additionally, industry standard safety decals will be affixed on the front face of the bin, along with detailed acceptable material signage and a QR code to direct customers to additional educational resources.

Although current commercial participation in recycling and organics collection is limited, Athens will work with each customer before the start of services to ensure they receive a service package compliant with SB 1383 requirements. For customers who qualify for a de minimis or have

space constraints, Athens will work with City staff on inspections and certification of waivers. Additionally, split bins will be offered as an option where appropriate.

Downtown District

From more frequent collections and rapid response times to enhanced porter services, Athens recognizes the elevated service standards required to maintain the City's historic Downtown District and support the needs of property managers and tenants. Athens will work with City staff to maintain an up-to-date listing of businesses within the Downtown District utilizing shared services. Additionally, as part of Athens' Beautification Program, all City-owned enclosures and surrounding areas will be kept free from debris, power washed weekly and steamed cleaned annually. Additionally, Athens' team of dedicated Operations Supervisors assigned to the City will provide day-to-day oversight on beautification services and will ensure any inquires or service requests are addressed immediately.

Learn more about our Beautification Program in the *Value Added Services, Programs, or Community Support* section of the proposal.

Industrial Sector

Athens will provide temporary bins and roll-off services for construction and demolition (C&D) projects in accordance with California Green Building Standards Code (CALGreen) requirements. Additionally, Athens will utilize the City-designated software for reporting and documentation of C&D projects.

Organics Waste Recycling Services

All City-generated organics waste, including green waste, food scraps, and food-soiled paper (100% fiber-based), will be taken to Athens' American Organics composting facility to be transformed into nutrient-rich compost. The compost and mulch produced from this facility meets SB 1383 standards and will be provided to the Fullerton community in support of the City's compost procurement credit. If needed, Athens' Organics Separation Press (OSP) at our City of Industry Materials Recovery Facility (MRF) and Crown Recycling Services facility can serve as secondary processing sites for the City's organics waste.

Learn more about American Organics and our comprehensive owned and operated organics processing network in the *Disposal and Processing Facility Capacity* section of the proposal.

City Facilities and Events

Athens will provide all City facilities and parks identified in the RFP with an SB 1383-compliant waste collection program at no additional cost. Monthly collection of abandoned items consolidated at the City yard will also be provided at no additional cost.

As a dedicated community partner, Athens will also provide complimentary collection services for annual City-sponsored events, including, but not limited to, the City's July 4th Celebration, Spring Eggstravaganza, and First Night. Other events throughout the year will be provided with event boxes as requested by City staff.



Public Education and Outreach

Athens has a proven record of designing and implementing outreach and education programs that drive measurable diversion, minimize contamination, and ensure compliance with state and local policy. Our approach for the City prioritizes customer understanding and proper container usage, equipping each customer with the knowledge and tools to reduce waste, and recycle and compost effectively. Additionally, our SB 1383 outreach highlights food waste prevention and methane reduction benefits of diverting organics waste from landfills, along with public health, safety, and environmental impacts.

All materials and communications will be developed in partnership with the City, tailored to identified community needs and subject to City approval prior to release. City-approved slogans and logos shall be used as directed by City staff.

Learn more about our comprehensive SB 1383 compliance approach in the *SB 1383 Compliance* section of the proposal.

Semiannual Newsletters

All residential and commercial customers will receive a biannual newsletter designed to keep the community informed and engaged. Each edition will feature upcoming events, holiday schedules, service updates, legislative highlights, recycling tips, and best practices, along with other timely information relevant to customers. Newsletters will be distributed electronically or by mail, according to each customer's billing preference.

Typical topics covered over the course of a calendar year include:

- ▶ SB 1383 requirements
- ▶ Legislative updates
- ▶ Proper sorting practices for recyclables and organics
- ▶ Safe disposal of batteries, e-waste, and household hazardous waste (HHW)
 - » *Athens will feature local Orange County Regional Collection Centers for HHW drop-off opportunities
- ▶ Contamination prevention and minimization
- ▶ Bulky item collection
- ▶ Holiday tree collection



Digital Content and Social Media

Athens leverages digital marketing to strengthen community engagement, with social media channels averaging an industry-leading 12% follower engagement, well above both industry and national averages. This high level of interaction allows Athens to effectively share service updates, important dates, and educational content that support contamination minimization and waste diversion.

To further support City-led efforts to educate the community on SB 1383-related topics, Athens developed an SB 1383 Toolkit designed to educate residents and community members on how to participate. On average, these toolkits include various educational videos, easy-to-use social media posts with prefilled captions, as well as a suggested content calendar for scheduled posting. The toolkit is regularly updated with the latest information and can be provided to City staff upon request.

Signage and Recycling Resources

Throughout the term of the Agreement, we will create and make available an array of educational materials and recycling resources.

The materials will be accessible via Athens' provided City-specific webpage and included with customer billing inserts.

Custom signage, flyers, and other resources may also be created as requested by the City to target specific diversion needs and/or address challenging materials that arise from within the community.



Recycling Coordinators

(RCs) are waste experts deployed into the community and tasked with supporting a city's waste reduction goals. They serve as ambassadors of sustainability, providing on-the-ground education, personalized training, and community engagement to increase participation and reduce contamination.

This direct engagement approach has been a proven driver of Athens' and our partner jurisdictions' diversion success.

As a value-added enhancement, more than two full-time Recycling Coordinators (RCs) will be solely dedicated to serving the City of Fullerton. In alignment with our commitment to local investment, Athens will prioritize hiring Fullerton-based RCs who know the community firsthand and understand its unique needs.



Special Wastes and Additional Programs

Construction and Demolition (C&D) Debris Recycling

In alignment with CALGreen requirements, all C&D collected from within the City will be taken to Athens' Crown Recycling Services for processing. Athens will utilize the City's preferred software for all reporting and documentation. Learn more about Crown Recycling Services in the *Disposal and Processing Facility Capacity* section of the proposal.

Bulky Item Pick-Up

Athens will provide all residential customers with four (4) bulky item collections per year. Each collection can include an unlimited number of items. For convenience, residents can use Athens' online self-service portal to initiate a bulky item collection. Requests can be filled out in minutes at AthensServices.com/Bulky and are immediately scheduled for the customer's next service day.

As part of Athens' Beautification Program, a dedicated vehicle and team will be actively monitoring City-identified "hot spots," including alleyways, streets, vacant lots, and other specified areas, on a weekly basis to remove abandoned bulky items left in the public right-of-way. Items reported by City-staff will be collected within twenty-four (24) hours.

Learn more about our Beautification Program in the *Value Added Services, Programs, or Community Support* section of the proposal.



Additional Programs

As part of our commitment to the City's environmental goals and enhancing the quality of life throughout the Fullerton community, Athens is proud to provide several value-added service enhancements for residents:

- ▶ Holiday Tree Collection – Holiday trees will be collected over a three (3) week period beginning the day after Christmas on December 26th.
- ▶ HHW Event – On an annual basis, Athens will host a community HHW collection event at a City-identified location. Acceptable materials include, but are not limited to, batteries, e-waste, and tires.
- ▶ Compost Giveaway – In support of the City's SB 1383 compost procurement credit, Athens will deliver a minimum of 250 tons of compost to a City-identified location(s) once per week for at least eight (8) consecutive weeks. Additionally, Athens will host a Drive-Thru compost giveaway once per year where 30-pound bags of compost will be available to residents (max 4 bags each) at no additional cost.
- ▶ Paper Shredding – Twice per year, Athens will host community shredding events at which residents can bring up to four (4) banker boxes of documents for shredding.

Disaster Preparedness

Athens recognizes that the ability to provide uninterrupted service during emergencies is as important as daily operational excellence. Athens has maintained uninterrupted service through proactive planning, strong labor relations, and a dedicated workforce committed to operational excellence.

We maintain a robust disaster preparedness and contingency planning framework that is designed to ensure waste, recycling, and organics collection services continue seamlessly in the face of natural disasters, public health crises, or unforeseen emergencies. We have developed, tested, and executed contingency strategies that reflect not only operational resilience but also a culture of empathy, accountability, and customer service.

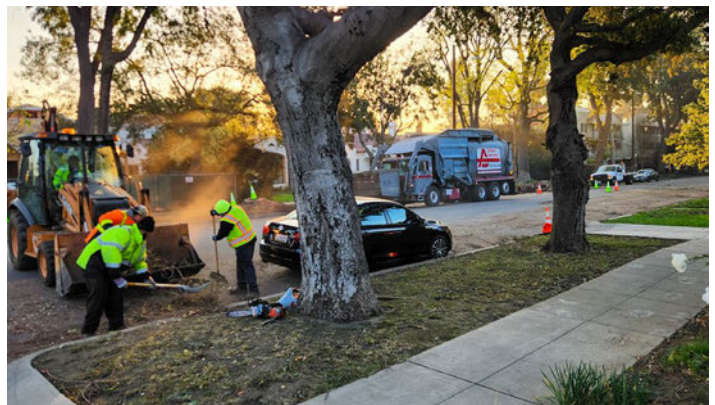
Leveraging our infrastructure redundancy and operational resilience, we will collaborate with City staff on the development of a waste mitigation emergency plan for the Fullerton community. Additionally, Athens' operation contingency plan can be provided to the City upon request.

Proven Experience in Emergency Response

Athens has consistently demonstrated its ability to respond effectively during real-world emergencies. Throughout the COVID-19 pandemic, we sustained full operational capacity by deploying contingency drivers and equipment, rigorously adhering to personal protection equipment (PPE) and sanitation protocols, and implementing emergency routing measures to ensure the continuous provision of essential waste and recycling services.

In the most recent years, Athens navigated major wildfires, widespread power outages, high-wind events, and regional fuel shortages. Specifically, during the Pacific Palisades fire, Athens put LA residents first. As a company, we immediately paused all billing to the impacted region. Athens collaborated closely with first responders to clear debris and worked diligently with impacted residents to promptly provide replacement containers and restore service as soon as evacuation orders were lifted.

As an active member of the community, Athens stepped up during this critical time taking on additional responsibilities. Athens deployed contingency resources, coordinated with municipal officials, and prioritized both public health and community well-being. These actions reflect more than operational capacity, they embody Athens' commitment to community support and partnership in times of crisis.



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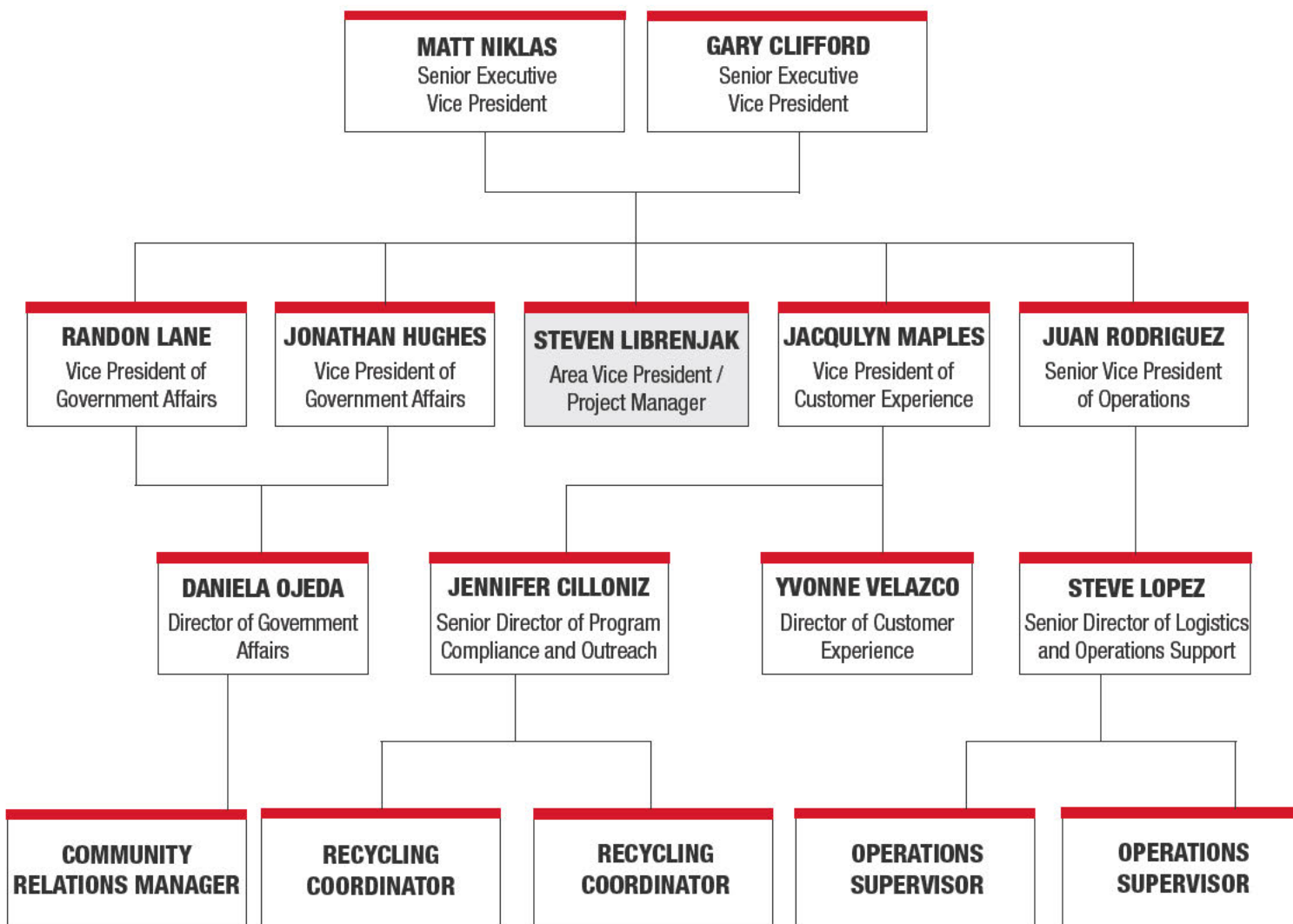
PROJECT TEAM AND RESUMES



Athens is proud to introduce the team members who will be working alongside the City on all aspects of the Agreement. This group brings together seasoned professionals who understand the personalized touch and level of responsiveness needed to execute a successful hauler transition.

Furthermore, Athens will establish and maintain a local office in the City's Downtown District where community members can visit and familiarize themselves with our organization.

Meet the Athens team



EXECUTIVE LEADERSHIP TEAM



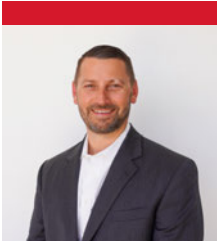
GARY CLIFFORD *Senior Executive Vice President*

Gary serves as Senior Executive Vice President at Athens Services where he focuses on municipal and strategic relationships. He leads the company's business strategies, development of new business opportunities, and oversees the compliance requirements of existing contracts and ventures. Gary has been with Athens for more than 15 years.

Gary's background includes extensive municipal leadership, public outreach, capital project management, negotiations, developing effective teams, and resolving complex managerial issues. His municipal, governmental, and business leadership experience is recognized throughout Southern California.

Gary has served as a local mayor and councilmember, as well as a public employee for many years. He earned graduate degrees from Azusa Pacific University, where he currently teaches future leaders in several diverse fields. Gary is currently the President of the Glendora Unified School District and sits on several local boards regarding business, law enforcement, and public policy.

With more than 35 years of experience working with state and local governments, Gary has helped shape public policy and procedures throughout numerous municipalities.



MATT NIKLAS *Senior Executive Vice President*

Matt joined Athens Services in 2018 as Division Vice President and has since held multiple leadership roles, culminating in his promotion to Senior Executive Vice President. As an integral member of the senior executive leadership team, Matthew is responsible for overseeing strategy development, business strategy implementation, and risk management, while providing exemplary leadership across the organization.

As a distinguished leader within the waste management and environmental services industry, Matt embodies the strategic acumen that helps guide Athens towards continued growth and long-term success. He has led several major new contract pursuits and franchise implementations, including the City of Riverside, the City of Pomona, and most recently, the Los Angeles County districts of South and West Whittier.

Prior to joining Athens, Matt served for more than four years as General Manager with Republic Services and six years in the U.S. Marine Corps, where he developed the discipline, leadership, and team-first mindset that continues to define his approach to business and organizational success today.



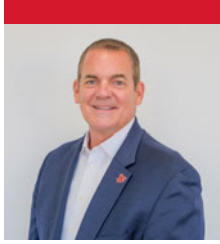
STEVEN LIBRENJAK *Area Vice President / Project Manager*

As Area Vice President and a member of Athens Services' executive leadership team, Steven Librenjak oversees hauling, collection, street sweeping, and porter service operations across Athens' major service areas. Since joining the organization in 2021, he has driven operational excellence, safety performance, and growth through hands-on leadership and strategic innovation.

Steven brings a broad background in global supply chain management, having previously led major logistics and distribution operations for Frito-Lay California, Amazon Fresh in the Greater Los Angeles area, and Walmart's North American consolidation network.

A proud Southern California native, Steven earned degrees in civil engineering and business from California State Polytechnic University, Pomona. In his spare time, he enjoys playing basketball and staying active in his community.

GOVERNMENT AFFAIRS TEAM



RANDON LANE *Vice President of Government Affairs*

Randon serves as Vice President of Government Affairs at Athens Services, where he leads government and public affairs, as well as community and civic engagement efforts across Riverside, San Bernardino, and Orange Counties.

Prior to joining Athens, Randon was Director of Government and Public Affairs at Brylan Strategies, where he led strategic initiatives in energy, transportation, and land-use development for a diverse range of federal, tribal, state, and regional clients. His federal service includes time in Washington, D.C., where he served at the U.S. Department of Transportation as Director of Government and Public Affairs and Special Assistant in the Office of the Secretary under Secretary Elaine Chao.

Randon's dedication to public service is also reflected in his local government experience. He is a former Mayor and City Council Member of Murrieta, California, and has held leadership roles in several key regional agencies, including the Riverside Transit Agency (RTA), the Southern California Association of Governments (SCAG), and the Western Riverside Council of Governments (WRCOG).

Randon will serve as a principal contact for the City.



JONATHAN HUGHES *Vice President of Government Affairs*

A proud resident of Fullerton since 2019, Jonathan joined Athens Services in 2025 as Vice President of Government Affairs, bringing more than 12 years of experience serving local governments and communities throughout Southern California. In this role, Jonathan oversees municipal waste contracts for various jurisdictions across the region and serves as the chief liaison and performance guarantor for Athens' municipal partners.

Jonathan works closely with elected officials, city staff, and community stakeholders to ensure Athens meets and exceeds all contractual obligations related to service reliability, reporting transparency, and environmental diversion goals. He is dedicated to fostering long-term, successful public-private partnerships and providing a high level of service that is responsive to community voices.

Through the broader Government Affairs team at Athens, Jonathan is engaged in statewide conversations regarding the future of solid waste processing and disposal, landfill avoidance, and sustainability best practices. His background includes valuable experience building coalitions and public trust around timely public policy topics from his time at Providence Health (including St. Jude Medical Center in Fullerton), the Southern California Association of Governments (SCAG), and other organizations.

Jonathan earned his master's in business administration from Azusa Pacific University and holds bachelor's degrees in political science and music.

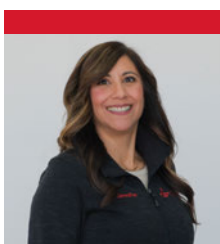


DANIELA OJEDA *Director of Government Affairs*

Daniela joined Athens Services in 2021, bringing extensive experience in government relations, public policy, and community engagement. As Director of Government Affairs, she serves as a strategic liaison between Athens and its municipal partners, facilitating collaboration and advancing public policy initiatives across Southern California. Daniela ensures Athens' services meet local government needs while delivering sustainable, community-centered waste management solutions.

Prior to Athens, Daniela was a Senior Policy Analyst at AltaMed Health Services, advising on legislative and regulatory issues impacting healthcare delivery in Los Angeles and Orange Counties. She also held advocacy and government affair roles at Molina Healthcare in Washington, D.C. Daniela holds a master's degree in social work from the University of Southern California and a bachelor's degree in child and adolescent development from California State University, Fullerton.

OUTREACH AND EDUCATION TEAM



JENNIFER CILLONIZ *Senior Director of Program Compliance and Outreach*

Jennifer serves as the Senior Director of Program Compliance and Outreach at Athens Services, bringing more than 25 years of experience in the waste and recycling industry. Since joining Athens in 2008, she has overseen CalRecycle reporting for various jurisdictions and managed the organization's SB 1383 compliance requirements, including contamination monitoring and implementation record keeping. Jennifer also leads outreach and education strategy across Riverside, San Bernardino, and Los Angeles Counties, while directing the Recycling Coordinators and Municipal Account Management team in providing community-focused support and tailored waste management solutions.

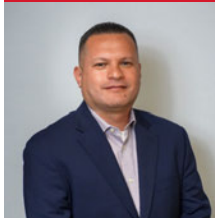
OPERATIONS TEAM



JUAN RODRIGUEZ *Senior Vice President of Operations*

Juan serves as Senior Vice President of Operations at Athens Services. He has more than 13 years of waste and recycling experience, as well as more than 19 years in the transportation industry. He earned his bachelor's degree in information science from the University of California, Irvine.

Juan provides oversight on the Logistics and Project Management departments and works closely with Athens' hauling yards to drive operational efficiency. The Logistics team manages all routing activities and data reporting, while the Project Management team oversees the execution of the organization's strategic priorities. Juan is responsible for designing the operations route plan, acquiring and assigning collection vehicles, validating data insights, and managing reporting dashboards.



STEVE LOPEZ *Senior Director of Logistics and Operations Support*

Steve Lopez serves as Athens Services' Senior Director of Logistics and Operations Support, providing oversight on the company's day-to-day collection, hauling, and disposal operations. He joined Athens in November 2021 and brings more than 27 years of waste and recycling industry experience.

Steve began his career as a commercial driver and has since held a range of leadership positions including Market Area Safety Manager, Environmental Health & Safety Compliance Manager, Senior Route Manager, Division Manager, District Manager, and Director of Operations. He holds a bachelor's degree in management and a master's in leadership and organizational studies.

CUSTOMER EXPERIENCE TEAM



JACQUE MAPLES *Vice President of Customer Experience, Sales, and Operations*

As Vice President of Customer Experience, Operations, and Sales, Jacque provides strategic oversight for Athens' customer-facing functions. She leads the transformation of Athens' call center into a world-class, white-glove service organization focused on delivering an exceptional experience to every customer, every time.

Jacque joined Athens Services in 2025, bringing more than 18 years of executive leadership experience across healthcare, manufacturing, distribution, and a variety of service industries. She has led large-scale transformations improving customer satisfaction, operational efficiency, and revenue growth for organizations with workforces ranging from 1,200 to more than 120,000 team members.

She holds a master's degree in organizational leadership and human resources and a bachelor's degree in business management and marketing, complemented by more than twenty professional certifications in Lean Six Sigma, customer experience, change management, and leadership development.

Jacque is committed to ensuring Athens exceeds expectations through reliable, transparent, and proactive service that builds lasting trust with both municipalities and customers.

Outside of work, Jacque enjoys hosting family gatherings, traveling, and watching football.



YVONNE VELAZCO *Director of Customer Experience*

Yvonne joined Athens Services in July 2023 as Director of Customer Experience. She leads the organization's call center operations and works closely with all departments to elevate the customer experience. Yvonne brings more than 20 years of sales and customer service experience from the financial industry and currently serves on the board of Proyecto Pastoral.



F. OTHER RESOURCES AND EQUIPMENT

FLEET OVERVIEW

Athens operates one of the most advanced and reliable vehicle and routing systems in the solid waste industry. Our philosophy is simple yet uncompromising, “No Trash Left Behind.” This commitment guides every aspect of our fleet management, routing strategies, and technology investments, ensuring that the City receives reliable and uninterrupted services.

All collection vehicles to be utilized throughout the Fullerton community will be new. Additionally, all vehicles will prominently display Athens’ branding and contact information for the Athens Customer Care Center and will be equipped with proper safety mechanisms that emit warning notifications to alert other drivers, pedestrians, and bikers in the vicinity.

Reduced Environmental Impact

Athens has made a commitment to use the cleanest transportation fuel possible. We have proactively sought out not just low carbon fuel, or even carbon neutral fuel, but entirely carbon negative fuel.

In 2009, Athens began retiring older diesel collection trucks and replacing them with near-zero emissions vehicles. Today, natural gas vehicles comprise more than 87% of our collection fleet.

As part of Athens’ commitment to environmental stewardship, 100% of our natural gas collection fleet is powered by carbon negative renewable natural gas (RNG). RNG is not a fossil fuel, but a sustainable and renewable fuel made from organics waste.

Athens sources its RNG from dairy farms, specifically manure. If left to decompose naturally, organics waste from farms would release methane into the atmosphere and further exacerbate global warming. To produce RNG, methane gas from dairy farms is captured and purified for use as transportation fuel.

Fleet Monitoring and On-Board Technology

Athens’ collection vehicles are equipped with advanced fleet management systems that integrate safety, service verification, and route optimization into a single platform. Each truck is installed with the 3rd Eye fleet management GPS system and Mobile-Pak on-board computers. These systems are designed to enhance safety and maneuverability in difficult-to-service areas, while also reducing the potential of overloaded and contaminated containers. Additionally, these monitoring tools feed directly into Tableau, where our Operations team can gather detailed insights into our service performance and efficiency.

Our technology suite includes:



3rd Eye Fleet Monitoring System

Athens uses 3rd Eye, both to reduce collisions and to highlight positive driving behaviors that contribute to safer streets. This system provides 360-degree video coverage, global positioning system (GPS) tracking, and telematics to monitor vehicle location, speed, driver behavior, and safety metrics. When requested by the City, Athens can provide vehicle location data that includes GPS-verified dates and timestamps.



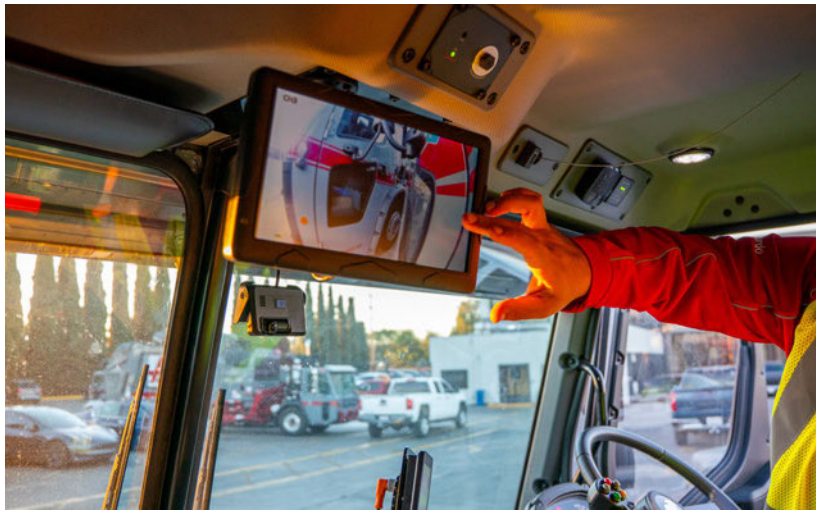
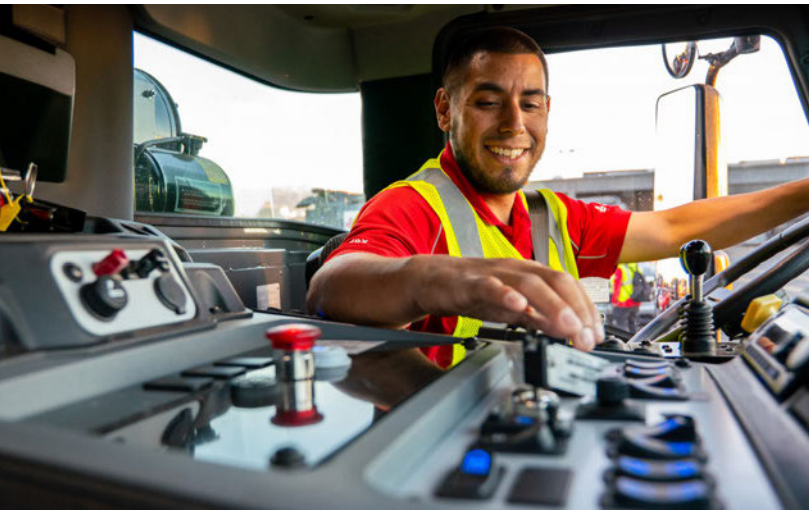
Mobile-Pak On-Board Computers

In-cab GPS tablets allow real-time route tracking, work order dispatching, service verification, and exception reporting (e.g., blocked access, contamination, or overfilled containers).



Integrated Tableau Dashboards

Tableau enables Athens to analyze performance trends, identify service issues proactively, and provide management with actionable insights. This system is used internally to monitor route completion, service verification, exception reporting, and vehicle telematics.



Expanded Technology Suite

Athens continues to expand its vehicle technology systems with the latest tools to further enhance service delivery and safety:

- ▶ **WasteVision** – A video analytics platform that enhances safety, verifies service, and detects contamination. The AI-driven system delivers automated insights on overfilled containers, blocked access points, and recycling contamination, helping both drivers and Recycling Coordinators (RCs) maintain cleaner, safer operations.
- ▶ **Samsara** – Advanced telematics and safety camera solution, combined with AI, that provides driver behavior analysis, incident footage, and real-time alerts. Samsara enhances safety training and accountability, while reducing risks on the road.
- ▶ **Fleetio** – A comprehensive fleet management and fleet maintenance platform that improves vehicle tracking, preventative maintenance scheduling, inventory management, and work order processing. By digitizing and automating maintenance workflows, Athens has improved efficiency, reduced vehicle downtime, and gained better visibility into fleet health. Fleetio provides the data-driven insights necessary to make proactive decisions that extend vehicle life cycles and optimize resources.
- ▶ **Verizon Connect** – GPS vehicle tracking and driver performance monitoring that supports improved routing and service reliability.



Vehicle Maintenance and Service Reliability

Athens' maintenance intervals exceed industry standards. Today, our collection vehicles receive preventative maintenance (PM) based on a 250-hour or 90-day schedule, whichever is sooner. Small-duty vehicles are serviced on a 5,000-mile or 45-day schedule, whichever is sooner. All maintenance performed meets or exceeds manufacturer requirements. Vehicles are washed weekly, and chassis are pressure washed at least once a month and more often in the rainy season.

In the event of a road hazard, the driver notifies the dispatch team of the issue. A Maintenance Supervisor immediately calls the driver to triage the issue. If repairs can be completed on the road, a mobile repair vehicle is dispatched to complete the repairs and get the vehicle back on the route.

To further safeguard reliability, Athens maintains adequate spare ratios across its fleet. If repairs cannot be completed on the road or if repairs will take longer than one hour, a replacement vehicle is dispatched to the driver. This strategic redundancy means that if a vehicle is taken out of service for maintenance, another is immediately available to complete the assigned route. The result is uninterrupted service delivery that meets customer expectations and avoids operational delays.

Athens has a collection fleet of more than 1,000 vehicles in the vicinity. As a contingency, these vehicles can provide support to ensure that maintenance or repairs will not affect customers.

Service Verification and Safety Technology

Athens deploys a suite of cutting-edge technologies that enhance both operational oversight and safety performance. Tableau reporting allows managers to track key metrics, analyze productivity using load sheets, and reduce unnecessary trips to disposal sites. Samsara enhances safety through in-cab monitoring and compliance tracking. Mobile-Pak technology captures photographic evidence of service completion, while 3rd Eye Fleet Monitoring tracks GPS data, service verification, and operator safety habits.

Additionally, onboard computers installed in every vehicle provide real-time data on stop completion, route progress, and GPS-verified service. This allows the operations team to pinpoint exact locations of trucks, confirm stop counts, and respond quickly to service requests or issues. Drivers are required to confirm completion of each stop in real time using their tablets, ensuring that data is accurate, current, and fully integrated into the broader service management system.

Looking ahead, Athens is installing WasteVision’s AI-driven analytics technology, which will catalog service and safety activity through enhanced video monitoring. Athens is also currently exploring the deployment of QR code technology (or similar platforms) to differentiate and validate multiple container services at the same location.

These innovations demonstrate Athens’ forward-looking approach to technology adoption, always seeking ways to improve efficiency, accountability, and transparency.

Container Specifications

Service containers are a critical component of the overall customer experience and play an essential role in maintaining safety, aesthetics, and compliance with Senate Bill (SB) 1383 requirements. All collection containers provided to residential and commercial customers will be new and include identification associating each container(s) to a specific customer.

We will collaborate with industry-leading equipment suppliers, Rehrig Pacific Company and Wastequip, to procure all containers needed throughout the City.

Rehrig Pacific Company is the largest cart manufacturer in North America, and we have a proven partnership with them across dozens of Southern California municipalities. Rehrig Pacific’s carts are backed by a 10-year warranty and are manufactured using high-density polyethylene (HDPE) resin, which makes each cart 100% recyclable.

Cart Specifications			
Cart Size	Height	Width	Length
32-Gallon	38.5"	18.5"	24.1"
64-Gallon	43"	26.8"	26.8"
96-Gallon	45"	33"	29"

Bin Specifications			
Bin Size	Height	Width	Length
1 Cubic Yard	28"	24"	72"
1.5 Cubic Yard	34.5"	29.5"	72"
2 Cubic Yard	41.5"	34.5"	72"
3 Cubic Yard	50.5"	41.5"	72"
4 Cubic Yard	57"	50.5"	72"
6 Cubic Yard	84"	84"	72"

Cart Specifications

Athens will collaborate with Wastequip to manufacture all metal bins that will be utilized throughout the City. Wastequip is one of the largest manufacturers of waste handling and recycling equipment in the United States. Their proven reliability, scale, and familiarity with Athens’ bin specifications makes them the ideal partner for meeting our container deployment needs efficiently and on schedule.



Learn more about Athens’ transfer stations, Materials Recovery Facilities (MRFs), and diversion facilities in the *Disposal and Processing Facility Capacity* section of the proposal.

G.

SAFETY RECORD



At Athens, our approach is **Safety First, Always!** It is a core principle of our safety and training program that Athens team members are responsible for the health and safety of all persons and our communities. Our drivers undergo a comprehensive safety and training orientation upon hire that covers Athens’ policies and procedures, as well as safety programs mandated by the California Division of Occupational Safety and Health (Cal/OSHA).

These topics are further reinforced during weekly meetings and daily pre-route huddles. Topics reviewed include proper equipment operation, safety techniques and regulations, mock scenarios, and material(s) identification.

Details describing and documenting Athens’ safety record over the past five years in Southern California, including industrial and driving accidents, as well as workers’ compensation claims, are provided in the *Appendix* section of this proposal.

Comprehensive Driver Training

Athens has developed a training program designed not only to ensure compliance but also to instill a safety-first mindset, embed service excellence, and ensure operational readiness. The program begins with orientation, progresses through role-specific training, and culminates in rigorous performance testing and final validation. At every stage, the program reinforces Athens’ culture of accountability, customer service, and continuous improvement.



ORIENTATION

STAGE

1

New team members begin with a month-long orientation that introduces Athens’ mission, values, and culture of service. Orientation covers administrative processes, workplace policies, and compliance requirements while emphasizing why Athens prioritizes safety and customer service. For drivers, this includes an introduction to the Athens Shield program and the philosophy of proactive, defensive driving.

The Athens Shield program offers intensive defensive driving training based on the Smith System. Operators work one-on-one with expert-trained supervisors during six-hour in-cab sessions, where they receive detailed analysis and coaching on the five key strategies designed to reduce incidents.



JOB-SPECIFIC TRAINING

STAGE

2

Team members then transition into focused training specific to their roles. This stage covers:

- ▶ **Safety** – The Athens Shield program and Smith System defensive driving principles
- ▶ **Service** – The A-Factor, “No Trash Left Behind,” teaching drivers to deliver white-glove service with professionalism and care
- ▶ **Operations** – Training in vehicle and equipment operation, MRF and landfill protocols, and the broader connection among operations, sustainability, and customer satisfaction

Instruction is led by senior driver trainers and safety trainers, using classroom instruction, demonstrations, mock routes, and progressive on-the-job practice.



JOB PERFORMANCE TESTING

STAGE

3

After training, drivers undergo structured performance evaluations. They are assessed on defensive driving, adherence to the Athens Shield, vehicle operation, and service delivery. Evaluations occur through mock routes and live service runs, with continuous feedback provided. Each driver must pass a final evaluation specific to their line of business and vehicle type.



READINESS AND DEPLOYMENT

STAGE

4

In the final stage, Division Vice Presidents and General Managers conduct Quality Validation Assessments as an additional layer of accountability.

Drivers are not cleared for operational duty until they pass both trainer evaluations and executive leadership validation.



H. OWNERSHIP AND FINANCIAL RECORDS

Arakelian Enterprises, Inc., dba Athens Services, is one the largest privately owned solid waste hauling companies in Southern California. Members of the Arakelian family continue to be actively engaged in the day-to-day operations of the organization.

As a result of the company's prudent financial management and sustainable growth, Athens has top-tier, multi-bank credit facility reflecting its strong financial stability led by its 25+ year relationship with Wells Fargo. There are no bank-driven preconditions to immediately accessing this capital and we are well within our credit facility's compliance structure.

Upon contract award, the Chief Financial Officer of Athens can meet with designated City staff should they desire to review the company's fiscal health and financial statements.

Available in the *Appendix* section of the proposal is a reference letter from Wells Fargo as evidence of our supplemental capacity, as well as a letter from Hanover Insurance Company certifying Athens' bonding capacity.

As a family-owned and operated private corporation, Athens respectfully requests the City keep its financial information confidential.

I. INSURANCE

A copy of Athens' Certificate of Liability Insurance is available in the *Appendix* section of the proposal and details our compliance with the City's minimum insurance requirements.

J. REFERENCES

NAME	ADDRESS	CONTACT	PHONE	CONTRACT TERM
Altadena (LA County)	500 West Temple Street, Los Angeles, CA 90012	[REDACTED]	[REDACTED]	2011 - 2021
Azusa	213 East Foothill Boulevard, Azusa, CA 91702	[REDACTED]	[REDACTED]	1995 - Present
Avocado Heights (LA County)	500 West Temple Street, Los Angeles, CA 90012	[REDACTED]	[REDACTED]	2018 - Present
Bell Gardens	7100 Garfield Avenue, Bell Gardens, CA 90201	[REDACTED]	[REDACTED]	2007 - Present
Beverly Hills	345 Foothill Road, Beverly Hills, CA 90210	[REDACTED]	[REDACTED]	2017 - Present
Burbank	275 East Olive Avenue, Burbank, CA 91502	[REDACTED]	[REDACTED]	2005 - Present
Cerritos	18125 South Bloomfield Avenue, Cerritos, CA 90703	[REDACTED]	[REDACTED]	2022 - Present
Charter Oak (LA County)	500 West Temple Street, Los Angeles, CA 90012	[REDACTED]	[REDACTED]	2025 - Present
Commerce	2535 Commerce Way, Commerce, CA 90040	[REDACTED]	[REDACTED]	2022 - Present
Covina	125 East College Street, Covina, CA 91723	[REDACTED]	[REDACTED]	1985 - Present
Downey	11111 Brookshire Avenue, Downey, CA 90241	[REDACTED]	[REDACTED]	2022 - Present
El Segundo	350 Main St, El Segundo, CA 90245	[REDACTED]	[REDACTED]	2025 - Present
Glendale	613 East Broadway, Glendale, CA 91206	[REDACTED]	[REDACTED]	2021 - Present
Glendora	116 East Foothill Boulevard, Glendora, CA 91741	[REDACTED]	[REDACTED]	1991 - Present
Hermosa Beach	1315 Valley Drive, Hermosa Beach, CA 90254	[REDACTED]	[REDACTED]	2013 - Present
Irwindale	5050 North Irwindale Avenue, Irwindale, CA 91706	[REDACTED]	[REDACTED]	1995 - Present
La Cañada Flintridge	1 Civic Center Drive, La Cañada Flintridge, CA 91011	[REDACTED]	[REDACTED]	2006 - Present
Lomita	24300 Narbonne Avenue, Lomita, CA 90717	[REDACTED]	[REDACTED]	2022 - Present
Long Beach	2929 E Willow, Long Beach, CA 90806	[REDACTED]	[REDACTED]	2009 - Present
City of Los Angeles	200 North Spring Street, Los Angeles, CA 90012	[REDACTED]	[REDACTED]	2017 - Present
County of Los Angeles Commercial	500 West Temple Street, Los Angeles, CA 90012	[REDACTED]	[REDACTED]	2014 - Present
Monrovia	415 South Ivy Avenue, Monrovia, CA 91016	[REDACTED]	[REDACTED]	1998 - Present
Montebello	1600 West Beverly Boulevard, Montebello, CA 90640	[REDACTED]	[REDACTED]	1962 - Present
Monterey Park	320 West Newmark Avenue, Monterey Park, CA 91754	[REDACTED]	[REDACTED]	1970 - Present
Norwalk	12700 Norwalk Boulevard, Norwalk, CA 90650	[REDACTED]	[REDACTED]	2018 - Present
Paramount	16400 Colorado Avenue, Paramount, CA 90723	[REDACTED]	[REDACTED]	2022 - Present
Pasadena	100 North Garfield Avenue, Pasadena, CA 91101	[REDACTED]	[REDACTED]	1970 - Present
Palos Verdes Estates	340 Palos Verdes Dr W, Palos Verdes Estates, CA 90274	[REDACTED]	[REDACTED]	2007 - Present
Pomona	505 South Garey Avenue, Pomona, CA 91766	[REDACTED]	[REDACTED]	2023 - Present
Redondo Beach	415 Diamond St, Redondo Beach, CA 90277	[REDACTED]	[REDACTED]	2011 - Present
Riverside	3900 Main Street, Riverside, CA 92522	[REDACTED]	[REDACTED]	2001 - Present
Rowland Heights (LA County)	500 West Temple Street, Los Angeles, CA 90012	[REDACTED]	[REDACTED]	2014 - Present
San Gabriel	425 South Mission Drive, San Gabriel, CA 91776	[REDACTED]	[REDACTED]	1987 - Present
San Marino	2200 Huntington Drive, San Marino CA 91108	[REDACTED]	[REDACTED]	1979 - 2025
Santa Paula	970 Ventura Street, Santa Paula, CA 93060	[REDACTED]	[REDACTED]	2017 - Present
Sierra Madre	232 West Sierra Madre Boulevard, Sierra Madre, CA 91024	[REDACTED]	[REDACTED]	2003 - Present
South El Monte	1415 Santa Anita Avenue, South El Monte, CA 91733	[REDACTED]	[REDACTED]	1999 - Present
South Pasadena	1414 Mission Street, South Pasadena, CA 91030	[REDACTED]	[REDACTED]	1977 - Present
South/West Whittier (LA County)	500 West Temple Street, Los Angeles, CA 90012	[REDACTED]	[REDACTED]	2025 - Present
Temple City	9701 Las Tuna Drive, Temple City, CA 91780	[REDACTED]	[REDACTED]	1987 - Present
Thousand Oaks	2100 Thousand Oaks Boulevard, Thousand Oaks, CA 91362	[REDACTED]	[REDACTED]	2022 - Present
West Covina	1444 West Garvey Avenue South, West Covina, CA 91790	[REDACTED]	[REDACTED]	1992 - Present
West Hollywood	8300 Santa Monica Boulevard, West Hollywood, CA 90069	[REDACTED]	[REDACTED]	2004 - Present
Whittier	13230 Penn Street, Whittier, CA 90602	[REDACTED]	[REDACTED]	2017 - Present
County of Ventura	800 South Victoria Avenue, Ventura, CA 93009	[REDACTED]	[REDACTED]	2024 - Present
Vernon	4305 S. Santa Fe Ave., Vernon, CA 90058	[REDACTED]	[REDACTED]	2015 - Present

K.

DISPOSAL AND PROCESSING FACILITY CAPACITY

Athens operates a fully integrated network of post-collection facilities designed to meet the City’s disposal and processing requirements, as well as comply with Senate Bill (SB) 1383 requirements. Each of our Materials Recovery Facilities (MRFs) and organics processing facilities are equipped with certified scales, automated data collection systems, and advanced reporting platforms that enable accurate material tracking and regulatory compliance. As the City currently maintains a Waste Disposal Agreement (WDA) with the County of Orange, all City-generated solid waste will be disposed of at the Frank R. Bowerman Landfill in the City of Irvine.

Athens owns and operates a robust and diverse post-collections processing network across Southern California. This technologically advanced network and its facilities have ample capacity to process all of the City’s waste and maximize its diversion goals.

If Orange County landfill capacity constraints occur, the City and Athens may jointly trigger negotiated relief tied to verified disposal market increases to support alternative disposal outlets.

FACILITY	SWIS NUMBER	OWNER/OPERATOR	MATERIALS	PERMITTED TONS PER DAY (TPD)
Irwindale MRF 2200 Arrow Highway Irwindale, CA 91706	19-AA-1135	Athens Services	All Waste Streams	6,000 TPD
American Organics 20055 Shay Road Victorville, CA 92394	36-AA-0403	Athens Services	Organics	700 TPD
City of Industry MRF 14048 Valley Boulevard City of Industry, CA 91746	19-AA-0863	Athens Services	Organics	5,000 TPD
Crown Recycling Services 9189 De Garmo Avenue Sun Valley, CA 91353	19-AR-0303	Athens Services	Construction and Demolition (C&D)	6,700 TPD
Downey Area Recycling and Transfer Facility (D.A.R.T.) 9770 Washburn Road Downey, CA 90241	19-AA-0801	County of Los Angeles owned, Athens operated	Material Transfer	5,000 TPD
Puente Hills MRF 13130 Crossroads Parkway South City of Industry, CA 91746	19-AA-1043	County of Los Angeles owned, Processing line operated by Athens	Recyclables	400 TPD
Frank R. Bowerman Landfill 11002 Bee Canyon Access Road Irvine, CA 92602	30-AB-0360	County of Orange	Trash	11,500 TPD



Key Features

- ▶ 155,000 square foot facility, with additional 23,000 square foot capacity for office space and commodity storage
 - ▶ South Coast Air Quality Management District (AQMD) Rule 410 compliant air and emissions systems
 - ▶ 1.6 megawatt (MW) photovoltaic system offsetting utility consumption
 - ▶ Four electric vehicle (EV) charging stations for fleet and team member use
 - ▶ AI integrations for adaptive learning and contamination control
- ▶ Leadership in Energy and Environmental Design (LEED®) Silver certified for sustainable design and construction
 - ▶ 18 MSS optical sorters calibrated for fiber, polyethylene terephthalate (PET #1), high-density polyethylene (HDPE #2), polypropylene (PP #5), and mixed plastics
 - ▶ Fiber opticals have the ability to produce feedstock that can then be used as refuse derived fuel (RDF)

IRWINDALE MRF

The Irwindale MRF, commissioned in 2025, is wholly owned and operated by Athens and represents one of the most technologically advanced recovery facilities in the nation. The facility occupies a 17-acre industrial site in the City of Irwindale, with approximately 200,000 square feet of fully enclosed processing and storage areas.

The facility is permitted to accept up to 6,000 tons per day (TPD) and was engineered with a throughput of 70 tons per hour (TPH). The system incorporates advanced optical sorting and artificial intelligence (AI) to maximize capture efficiency while maintaining material purity. All processing occurs within a fully enclosed structure equipped with dust suppression, noise attenuation, and odor-neutralization systems.



AMERICAN ORGANICS

Athens-owned American Organics is a fully permitted, 50-acre composting facility in the City of Victorville. Acquired in 2009, American Organics is Athens' primary organics and green waste processing facility.

The 700 TPD composting facility is capable of diverting 85% of organics material. In 2020, major renovations were completed that included a 22,000-square-foot, fully enclosed processing center equipped with a fully automated processing line. The composting method was also converted from an open windrow system to a Covered Aerated Static Pile (CASP) system. Currently, Athens is undertaking efforts to increase American Organics' current capacity, with completion targeted for early 2027.

This facility produces compost and mulch that meet SB 1383 requirements and is also STA Certified by the U.S. Composting Council's Seal of Testing Assurance (STA) Program and Organics Materials Review Institute (OMRI) listed, allowing the material to be utilized across both certified organic and conventional farming operations.



Key Features

- ▶ 22,000 square foot facility
- ▶ 85% landfill diversion for inbound organics
- ▶ Compost is STA Certified by the U.S. Composting Council and OMRI listed



CITY OF INDUSTRY MRF

In response to evolving waste legislation and dwindling landfill capacity in the region, Athens opened its first processing facility in 1996—the City of Industry MRF. This facility was one of the largest mixed-waste facilities in Los Angeles County and paved the way for increased recycling in surrounding communities.

Innovation is a defining trait for Athens’ original MRF as it was also the first processing facility to install and operate an Organics Separation Press (OSP)—the first of its kind in Southern California.

Developed in partnership with Komar Industries, the OSP uses a large auger screw to separate and recover nutrient-rich organic liquid from waste. The liquid is then transported to a wastewater treatment facility to then be converted into renewable natural gas (RNG), and the organics fraction to a regional composting site, ensuring compliance with SB 1383 diversion mandates.

Key Features

- ▶ 102,000 square foot facility
- ▶ Next-generation OSP for maximum organics recovery



CROWN RECYCLING SERVICES

Crown Recycling Services has operated in Los Angeles for more than 50 years and was acquired by Athens in 2017. Following the acquisition, the facility underwent major renovations, which included fully enclosing the site, installing advanced dust and odor control, and deploying Athens’ second OSP.

The facility is permitted for up to 6,700 TPD, functioning both as a transfer station and processing/recovery hub for organics, C&D debris, and municipal solid waste.

Key Features

- ▶ Three buildings housing 251,000 total square feet of enclosed processing space
- ▶ Dust and odor-neutralizing ventilation systems
- ▶ Negative air pressure system and misters
- ▶ Next-generation OSP for maximum organics recovery
- ▶ Fire-resistant exterior coating
- ▶ All new electric grinder and trommel to process C&D wood material
- ▶ Three inbound scales and one outbound scale to reduce vehicle idle and wait times



DOWNEY AREA RECYCLING AND TRANSFER FACILITY (D.A.R.T.)

Athens leases and operates the Downey Area Recycling and Transfer Facility under a long-term agreement with the Los Angeles County Sanitation District. This facility is centrally located near the 605 and 105 freeways, providing regional accessibility. D.A.R.T. is fully enclosed, permitted for 5,000 TPD, and designed for 24/7 inbound acceptance.

PUEENTE HILLS MRF

Athens leases and operates the Puente Hills MRF processing line under a long-term agreement with the Los Angeles County Sanitation District. Located in the City of Industry, this facility adds an additional 400 TPD of recycling processing capacity to support regional transfer needs.

L. COMMUNITY INVOLVEMENT

Athens Services is more than a contracted waste hauler; we are a dependable and engaged community partner. In keeping with our tradition of service, Athens has begun establishing meaningful partnerships within the City of Fullerton. These include collaborations with the Boys & Girls Clubs, the OC United Pumpkin Run, the State of the City and the Rotary Club.

Athens also maintains active participation and sponsorship with regional and statewide organizations, including the League of California Cities, the Southern California Association of Governments (SCAG), and the Municipal Management Association of Southern California (MMASC). Through these partnerships, Athens stays connected with regional priorities and municipal best practices, ensuring our services and community involvement align with the City’s goals and values.

As part of our ongoing commitment to Fullerton, Athens will have a Community Relations Manager dedicated to resident inquiries and concerns. Additionally, we will work with City staff to support and sponsor signature community events such as First Night Fullerton, the Fourth of July Celebration, the Spring Eggstravaganza, and local farmers markets, among others. Athens will also continue to partner with local nonprofit organizations, including the Fullerton Collaborative, All the Arts for All the Kids, and the Fullerton Museum Center.



Whether through providing event boxes for recycling, organics, and disposal; supplying volunteers; Athens is committed to supporting City-sponsored and community-led initiatives that enhance the quality of life in Fullerton.

To further strengthen our long-term partnership, Athens is in the process of establishing a dedicated local office in Downtown Fullerton. Plans are underway to lease and renovate the space to serve as a community resource center and operational hub, a visible demonstration of our commitment to accessibility, transparency, and service excellence.

Athens has extensive experience developing strong relationships with municipal partners and community leaders during implementation and throughout the life of our contracts. Our collaborative approach ensures seamless communication, responsiveness to community needs, and alignment with the City’s sustainability and community vision.

M. CUSTOMER SERVICE

Exceptional service defines who we are at Athens. Since our founding, we have built our company culture around a simple principle, *put people first and provide exceptional service to every customer, every time*. This customer-first mindset guides everything we do and has remained the cornerstone of our organization.

Serving as the driving force behind this commitment are our Customer Experience Representatives (CXRs). They are the welcoming voice of Athens, greeting every customer with professionalism and warmth, listening carefully to understand each unique situation, and providing appropriate solutions tailored to our customers' specific needs.

Whether handling routine inquiries, processing service requests, or resolving concerns, our CXRs take a solutions-focused approach that keeps operations running smoothly and ensures we consistently exceed expectations.

Local Customer Service and Call Responsiveness

Athens is committed to providing an exceptional customer experience that is reflective of our community values and approach to service excellence. We are obsessive about first-call resolution, ensuring calls are answered by a live representative within 30 seconds. Customers are never routed to automated systems or distant call centers. Our standard is to resolve all inquiries on the same day if received before 2:00 p.m., or by 10:00 a.m. the following day for later requests.

Athens' primary call center in the City of Irwindale is staffed by more than 100 highly trained CXRs, many of whom are multilingual and live in the communities we serve. We provide assistance in more than 150 languages, including Spanish and Korean, ensuring each customer is heard, understood, and supported.

Our regular customer service hours are from Monday through Friday, from 7:00 a.m. to 5:00 p.m. and on Saturdays from 7:00 a.m. to 12:00 p.m., excluding holidays. Additionally, our extended service team is always available 24/7 to provide support. CXRs provide support across multiple channels, including phone, email, and live chat, where customers can inquire about their services and make payments.






Local Downtown District Office

For those who prefer in-person service, Athens will establish and maintain a local office within the City's Downtown District. This office will serve as the home base for Athens team members dedicated exclusively to the Fullerton community, including the Athens' Government Liaison who will oversee community outreach programs and regularly attend City meetings and functions.



Multi-Channel Support Options

Our hyper-focused approach to ensuring that we are available for support means that we offer multiple channels for customers to reach us. This allows customers to choose their preferred method of communication, ensuring flexibility, convenience, and overall satisfaction.

-  Toll Free Phone Number – Fullerton residents and businesses will be provided with a City-specific phone number for service inquiries that will connect seamlessly to Athens' customer experience team for personalized assistance and prompt resolution.
-  Email – For customers who prefer digital communication, Athens' CXRs can be reached via FullertonInquiries@AthensServices.com.
-  Live Web Chat – Available during regular business hours and accessible through the Athens website, live chat offers real-time assistance for those who prefer immediate online support.
-  Online Portal – A user-friendly self-service portal allows customers to submit non-urgent requests, such as bulky item pickups and service level adjustments, through an automated work queue system.
-  Social Media – Customers who are more active on social media also have the option to request customer service support through direct messaging on a variety of social media platforms, including Facebook and Instagram.

Dedicated Phone System

The NICE InContact call management platform has been integral to Athens' customer experience operations for several years, which has allowed us to maintain strong service performance, have high visibility into call metrics, and optimize our customer service protocols.

As part of our continued commitment to operational excellence and innovation, Athens is now in the process of transitioning to the next generation customer engagement platform – Genesys Cloud CX.

Genesys will further streamline operations by reducing call handling times, increasing efficiency, and ensuring that customers are immediately connected with a specialized CXR. The platform's AI-powered capabilities will enhance the overall customer experience through intelligent routing, predictive engagement, and real-time performance analytics.

Expected call center performance enhancements:

- ✓ Intelligent Call Routing – Incoming calls will be triaged through Genesys' advanced routing algorithms, directing customers to the appropriate representative based on inquiry type, language preference, and service history. This ensures faster resolutions and more personalized support.
- ✓ Omnichannel Communication – Customers will be able to engage through multiple channels, including phone, web chat, text messaging, and email, with seamless integration across all touchpoints for a unified experience.
- ✓ Real-Time Monitoring and Analytics – Supervisors will have live visibility into call queues, performance dashboards, and quality monitoring tools to ensure service-level adherence and proactively identify coaching opportunities.
- ✓ Scalability and Reliability – Genesys Cloud CX supports both local and Irwindale call center operations, allowing Athens to dynamically balance workloads and ensure uninterrupted service for the City.

The move from InContact to Genesys in 2026 reflects Athens' ongoing dedication to innovation, responsiveness, and continuous improvement, ensuring customers receive faster, smarter, and more personalized support with every interaction.

Service Complaints and Disputes

As part of our first-call resolution commitment, Athens responds to any service complaints or inquiries within 24 hours and tracks these reports in our Soft-Pak system.

Detailed descriptions of complaints and inquiries are documented in Soft-Pak as a permanent note, which can be accessed to generate monthly, quarterly, or yearly reports and can be provided to the City upon request.



N. RATES AND COST

Athens' proposed pricing on *Attachment 7 – Required Pricing Form* for residential, commercial, and industrial services, as well as the bid alternate proposal for providing residential billing, will be submitted as a separate attachment via the City's OpenGov procurement portal.

O. OPERATION

For more than six decades, Athens has built its reputation on a simple but powerful promise—deliver reliable service with integrity, accountability, and care for the communities we serve. Performance standards are not just goals for Athens, they are the foundation of our daily operations. From our drivers out in the field to our Customer Experience Representatives (CXRs) on the phones, every member of the Athens team understands that our work is a direct reflection of the trust our customers and municipal partners place in us.

Our approach to performance standards begins with accountability. We have created a framework in which service reliability is measured in real time, issues are quickly addressed, and success is documented through clear, verifiable data. Most importantly, Athens is committed to maintaining consistent services schedules for Fullerton residents and businesses.



Athens’ operational systems are supported by a combination of technology, reporting tools, and responsive staffing. This allows us not only to measure performance but also ensure customers see immediate results when they reach out with questions or concerns.

These systems include:

- ▶ Daily dashboards that give managers and supervisors a live snapshot of operational performance
- ▶ Operator productivity tracking, which highlights both efficiency and service quality
- ▶ 3rd Eye monitoring technology, which uses video, GPS breadcrumbs, and photos to document every service completion with precision
- ▶ Service completion reporting, ensuring every stop is logged geographically and time-stamped
- ▶ Athens leverages multiple technologies to ensure its fleet is properly maintained and trucks remain consistently available for service. Fleetio serves as the primary platform for managing maintenance, ensuring all preventative services are completed on schedule.
- ▶ We take great pride in maintaining open lines of communication between our drivers and fleet professionals. Each day, electronic pre-trip and post-trip inspections are completed to identify and report any equipment issues, ensuring every vehicle returns to service in optimal operating condition.

Material Commingling

Athens is committed to providing exclusive waste collection services for the City and will not commingle any materials collected from the Fullerton community with any other municipality.

P. EXCEPTIONS

Athens’ identified exceptions will be submitted as a separate attachment via the City’s OpenGov procurement portal.

Q. SB 1383 COMPLIANCE

The Athens Advantage

Assembly Bill (AB) 341, AB 1826, and Senate Bill (SB) 1383 have revolutionized the way municipalities approach diversion and engage their communities about organics waste. Athens’ experience in the space, most recently leading SB 1383 transition programs in the nearby Cities of Downey, Cerritos, and Paramount, has delivered measurable results, using proven practices that maximize participation, improve compliance, and reduce landfill disposal.

Throughout these and other communities, we launched The Athens Advantage—our comprehensive SB 1383 compliance program packed with an array of services and reporting capabilities designed to help municipalities meet statewide legislative requirements.

The Athens Advantage Features

- ▶ SB 1383 Dashboard and Record Keeping
- ▶ Full Compliance Reporting
- ▶ Route Reviews
- ▶ Multifamily Targeted Outreach
- ▶ Contamination Reduction Strategies
- ▶ Waste Characterizations
- ▶ Support for City’s Edible Food Recovery Initiatives

Contamination Reduction Strategy

Athens' contamination reduction strategy consists of five elements that will enable the City to reach its diversion goals. We have found there is not just one single way to address contamination—there must be a multi-pronged approach. Our methods reinforce one another, forming a feedback loop that identifies and minimizes contamination opportunities. Athens will begin implementing its contamination reduction strategy approximately 60 days after services begin, on or around September 1, 2027, as part of the Service Optimization phase of the Service Implementation Model.

Educational Material and Community Outreach

Contamination reduction begins first and foremost with engaging, relevant, and informative educational material. We will coordinate closely with the City to develop materials tailored to the Fullerton community's needs, including Spanish and other languages, and work with City staff to ensure these resources contain easily identifiable visuals and practical implementation strategies. Examples of Athens' educational material can be found by visiting AthensServices.com/Outreach-Materials.

To increase the reach of our recycling education, we often participate in a variety of community and City-sponsored events. Our presence during these events allows us to get to know members of the community and is an opportunity to provide valuable recycling education.



We can support an event with a full-scale tabling set-up and can also host a waste sorting workshop. Our recycling ambassador, "Rocky the Raccoon," can even make an appearance at the City's request.

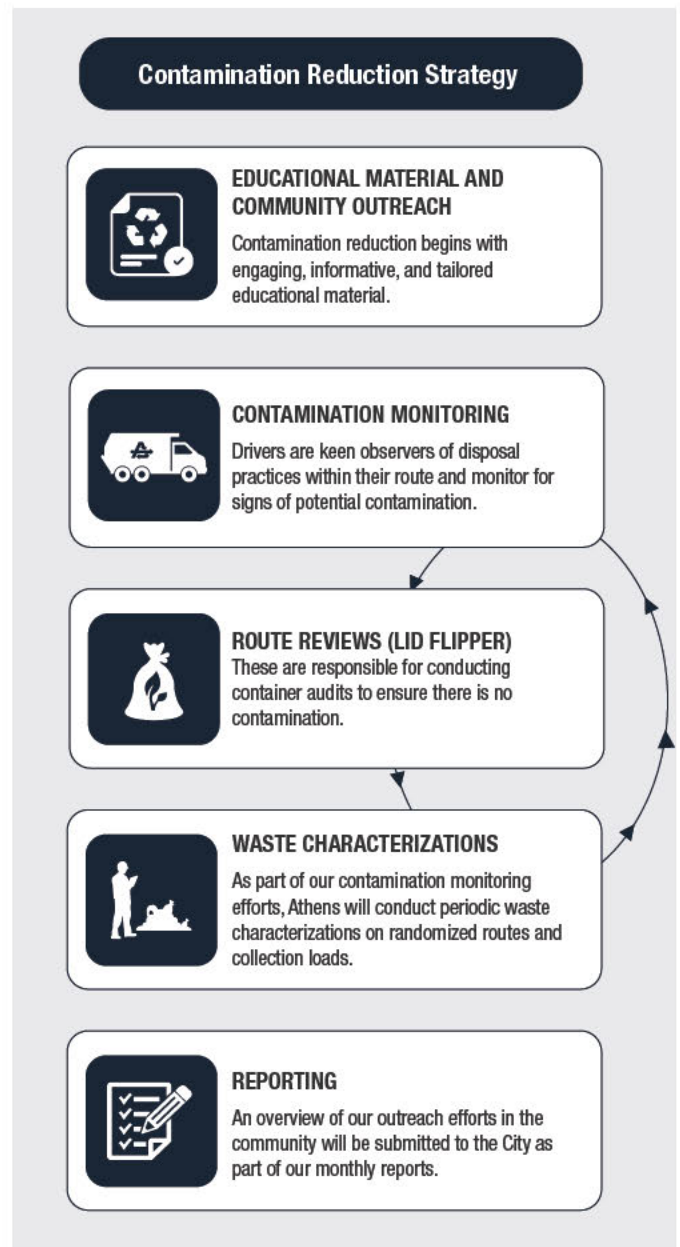
Contamination Monitoring

In addition to our drivers serving the community day in and day out, they also act as our first line of defense against contamination. Drivers are keen observers of disposal practices within their routes and monitor for signs of potential contamination.

For instances when a customer sets out unacceptable materials for collection, we utilize a corrective action notification, otherwise known as a "Red Tag."

The notice will provide instant feedback by identifying what item(s) were tagged as contaminants and also include information on the proper disposal method. When a driver places a Red Tag on a container, our Customer Care Center is notified, and details of the incident are notated on the customer's account.

If a customer contaminates their organics container three times within a specified timeframe, our outreach team will attempt to reach out to the customer to inform them of the recent occurrences. We will provide educational resources, best practices, and recommendations for how to avoid container contamination in the future.





Route Reviews (Lid Flipper)

Athens is leading the charge toward SB 1383 compliance with a new type of vehicle we fittingly refer to as “Lid Flippers.” These custom right-hand-drive Jeeps are the latest addition to Athens’ fleet and are responsible for conducting container audits to ensure customers are properly separating their green waste, food scraps, and food-soiled paper (100% fiber-based).

Lid Flipper drivers manually open each container to inspect the contents. If contamination is found, the driver photographs, reports, and tags the container to notify the customer of the contamination occurrence and provides educational and actionable solutions to prevent future occurrences.

Contamination of an organics container includes adding any material that is not green waste, food scraps, or food-soiled paper. Containers found to contain unacceptable materials may have service temporarily withheld to prevent contamination of the collection vehicle’s load. Annual Route Reviews will be conducted for an adequate number of customers on each route to establish a representative sample of contamination occurrences.

As a value-added enhancement, a full-time Route Auditor will be solely dedicated to the Fullerton community.



Waste Characterizations

As part of our contamination monitoring efforts, Athens will conduct annual waste characterizations on randomized routes and collection loads. The selected waste streams will be categorized and analyzed to determine how much recoverable recyclables and organics material is not being captured.

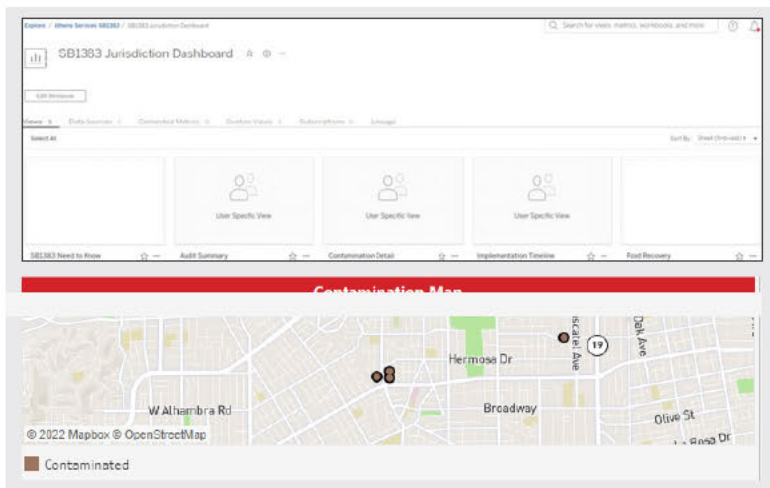
The waste characterization process will allow us to identify contamination hot spots, which will provide insights as to where additional outreach and education are needed.



Compliance Reporting

The results of our contamination reduction strategy are all tracked within Athens’ data management system, Soft-Pak. An overview of our outreach efforts in the community will be submitted to the City as part of our regular monthly, quarterly, and annual reporting cadence.

For SB 1383 compliance, Athens will provide the City with a user-friendly SB 1383 Dashboard that contains an overview of completed Route Reviews and materials distribution tracker. Additionally, a CalRecycle-ready SB 1383 Jurisdiction Dashboard is included with data readily available to submit for annual reporting.



Multifamily Outreach and Contamination Minimization

Multifamily properties present unique challenges due to frequent tenant turnover, varied levels of interest and participation, difficulty engaging tenants directly, diverse language needs, and shared collection areas.

To address these challenges, Athens has developed a comprehensive, multi-level outreach and contamination minimization plan that combines resources, training, and tenant engagement strategies.

Central to this effort is Athens' Multifamily Organics Waste & Recycling Manual, which provides property managers with practical tools including:



- ▶ A step-by-step program participation checklist
- ▶ SB 1383 compliance requirements
- ▶ Management/tenant communication templates (including move-in and annual tenant reminder language)
- ▶ Residential Food Scrap Collection flyer and other educational material
- ▶ Participation surveys

Complementing the manual, Athens' multifamily approach also includes:

- ▶ In-person, door-to-door outreach and on-site tenant trainings led by Recycling Coordinators (RCs)
- ▶ Direct mail outreach to tenants at least once annually, recognizing that newsletters and billing inserts are typically received by property managers rather than tenants, making direct communication essential
- ▶ Additional tenant signage covering proper HHW and e-waste disposal, breaking down and placing cardboard, bringing recyclables and organics to their proper location, and reminders to keep container lids closed
- ▶ Education on community composting, food scrap drop-off locations, and engagement opportunities

Through this layered approach, property managers receive guidance and resources to implement SB 1383 effectively, while tenants receive the tools and hands-on support needed to participate successfully.



VALUE ADDED SERVICES, PROGRAMS, OR COMMUNITY SUPPORT

Athens' proposal includes value-added services and benefits for the City that go beyond the requirements of the RFP. These additional services will provide a comprehensive and enhanced experience for the Fullerton community.

COMMUNITY BENEFIT FUND

In alignment with the City Council's vision and local priorities, Athens will establish a \$50,000 annual discretionary fund for each Council district, totaling \$250,000 annually, empowering Councilmembers and staff to implement targeted initiatives that advance sustainability, enhance community beautification, and address district-specific needs.

Over the course of a ten (10) year agreement, our commitment would represent an additional \$2,500,000 in support to the community, and an additional \$2,500,000 if the agreement were extended for two (2) additional) five (5) year periods.

DEDICATED FULLERTON OPERATIONS, OUTREACH, AND GOVERNMENT AFFAIRS TEAM

Part of Athens' philosophy is delivering white-glove service to every community we serve. This commitment is embodied through The Athens Way and the A-Factor – principles that guide our daily operations and define our standard of excellence. To uphold this commitment, Athens is proud to provide not just one person, but a dedicated team of Operations Supervisors, supported by our Outreach and Government Affairs teams, all working together to ensure seamless day-to-day service delivery and proactive community engagement.

Keeping up with evolving state and local legislation is a tall order, but Athens' integrated approach ensures every aspect of our service, from field operations to customer education, is aligned with the latest regulatory requirements and sustainability goals. This coordinated effort allows Athens to deliver world-class service while maintaining full compliance and supporting the City's long-term vision.

INVESTING IN YOUR COMMUNITY

Athens is committed to investing in the City of Fullerton by prioritizing local hiring whenever possible. As we staff for open positions, including Recycling Coordinators, porters, street sweepers, and other support roles, Fullerton-based applicants will receive priority consideration.

Our goal is to create meaningful employment opportunities for residents who live in and care about the Fullerton community, ensuring that the City's solid waste program is supported by people who take pride in serving their own neighborhoods.



OPTIONAL SERVICE ENHANCEMENTS

Enhanced Weekend Porter Services

Athens can provide enhanced porter services Friday through Sunday evening or at a service level to be discussed with the City to address immediate cleanliness and maintenance needs throughout the Downtown District or greater citywide.

Miniature Sweeper Support

Athens can assign a small footprint sweeper to provide supplemental weekly sweeping of the Downtown District, especially in alleyways and hard-to-reach areas that are often overlooked.

Citywide Street Sweeping Services

As the City looks toward the future of its environmental services approach, Athens is poised to present an option to integrate citywide street sweeping services under one vendor partnership. Athens has more than 30 years of municipal street sweeping experience in Southern California, both as a standalone city service and as part of a larger, comprehensive service package.

Our unmatched experience in this space is centered on our operational motto, “*Leave It Better Than You Found It.*” This approach ensures we meet the City’s and community’s expectations in keeping streets and parking lots debris free, while also preventing contamination of local waterways.

With our dedicated fleet of more than 60 sweeper vehicles and local Orange County experience, Athens is ready to be the City’s street sweeping services partner.



APPENDIX - LITIGATIONS

PENDING OR THREATENED LITIGATIONS AND JUDGMENTS - PAST 5 YEARS
ATHENS SERVICES
10/20/2025

CONFIDENTIAL AND TRADE SECRET

History of all current litigation, pending or final, against Proposer that is related or similar to the services being solicited within the last five (5) years as of the date of proposal submission

Name	Case No.	Description / Causes of Action	Disposition
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]



Safety Results 2020 -2025



2020 -2025 Results By:

- ↳ Combined
- ↳ Accidents
- ↳ Injuries
- ↳ Damages
- ↳ CSA DOT Score
- ↳ Employee Safety Engagement



Combined

Safety Results	Accidents		Injuries		Damages		Total	
	Claims	Freq. Rate	Claims	Freq. Rate	Claims	Freq. Rate	Claims	Freq. Rate
2020	15	0.74	16	0.79	13	0.64	44	2.16
2021	21	1.03	15	0.73	17	0.83	53	2.59
2022	26	1.07	13	0.53	23	0.95	62	2.55
2023	18	0.71	17	0.67	25	0.99	60	2.37
2024	27	0.94	18	0.63	41	1.43	86	3.00
2025	24	1.08	8	0.36	41	1.84	73	3.28



Accidents

Accidents	2020		2021		2022		2023		2024		2025 - Sep	
	Claims	Freq. Rate	Claims	Freq. Rate	Claims	Freq. Rate	Claims	Freq. Rate	Claims	Freq. Rate	Claims	Freq. Rate
200 Salt Lake	13	4.95	20	7.10	17	5.91	12	4.27	20	6.04	19	7.71
400 Valley MRF	2	1.40	1	0.71	5	3.42	4	2.83	6	3.82	3	2.39
410 MRF Irwindale	0	-	0	-	0	-	0	-	0	-	0	0.00
430 MRF Puente Hills	0	-	0	-	0	0.00	0	0.00	0	0.00	0	0.00
440 MRF CROWN	0	0.00	0	0.00	4	3.09	1	0.77	1	0.63	1	0.89
445 MRF Paramount	0	-	0	-	0	0.00	1	6.44	0	0.00	1	6.98
435 DART	0	-	0	-	0	0.00	0	0.00	0	0.00	0	0.00
490 American Organics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Totals	15	0.74	21	1.03	26	1.07	18	0.71	27	0.94	24	1.08



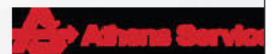
Injuries

Injuries	2020		2021		2022		2023		2024		2025	
	Claims	Freq. Rate	Claims	Freq. Rate	Claims	Freq. Rate	Claims	Freq. Rate	Claims	Freq. Rate	Claims	Freq. Rate
200 Salt Lake	6	2.28	11	3.91	4	1.39	4	1.42	8	2.41	3	1.22
400 Valley MRF	2	1.40	1	0.71	5	3.42	6	4.25	2	1.27	3	2.39
410 MRF Irwindale	0	-	0	-	0	-	0	-	0	-	1	3.90
430 MRF Puente Hills	0	-	0	-	0	0.00	1	3.83	5	19.97	0	0.00
440 MRF CROWN	7	5.55	2	1.64	4	3.09	6	4.63	2	1.25	1	0.89
445 MRF Paramount	0	-	0	-	0	0.00	0	0.00	0	0.00	0	0.00
435 DART	0	-	0	-	0	0.00	0	0.00	0	0.00	0	0.00
490 American Organics	1	5.58	1	5.58	0	0.00	0	0.00	1	5.08	0	0.00
Totals	16	0.79	15	0.73	13	0.53	17	0.67	18	0.63	8	0.36



Damages

Damages	2020		2021		2022		2023		2024		2025	
	Claims	Freq. Rate	Claims	Freq. Rate	Claims	Freq. Rate	Claims	Freq. Rate	Claims	Freq. Rate	Claims	Freq. Rate
200 Salt Lake	10	3.81	14	4.97	18	6.25	23	8.19	36	10.87	36	14.60
400 Valley MRF	0	0.00	1	0.71	1	0.68	1	0.71	0	0.00	4	3.19
410 MRF Irwindale	0	-	0	-	0	-	0	-	0	-	0	0.00
430 MRF Puente Hills	0	-	0	-	1	10.34	1	3.83	0	0.00	0	0.00
440 MRF CROWN	3	2.38	2	1.64	1	0.77	0	0.00	4	2.51	0	0.00
445 MRF Paramount	0	-	0	-	0	0.00	0	0.00	0	0.00	0	0.00
435 DART	0	-	0	-	1	16.39	0	0.00	0	0.00	0	0.00
490 American Organics	0	0.00	0	0.00	1	5.79	0	0.00	1	5.08	1	6.24
Totals	13	0.64	17	0.83	23	0.95	25	0.99	41	1.43	41	1.84



CSA DOT Score



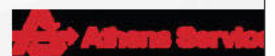
BASIC Trends

Arakelian Enterprises (DOT# 1385969)
Avg Power Units: 947.73 - Hazmat Carrier: No - Passenger Carrier: No
Drivers (MCS150): 1,038 - Drivers (Reported On): 191

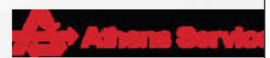
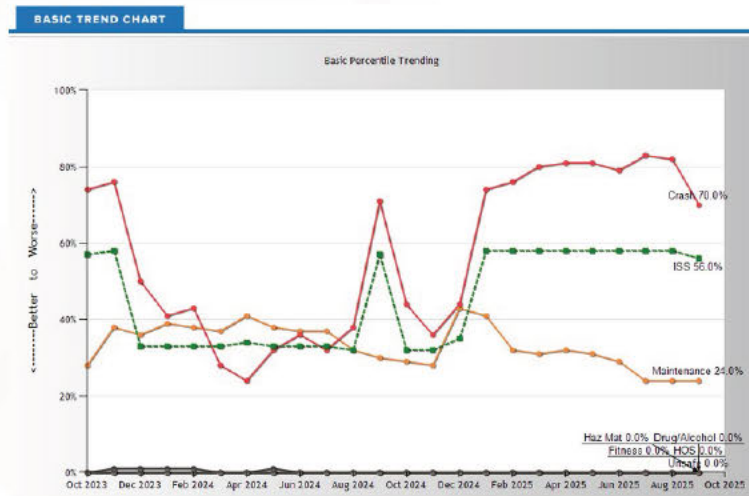
Snapshot date: 8/26/2025
FMCSA data last checked: 10/26/2025

BASIC TREND SUMMARY

Change From Last Month	Unsafe	HCS Compliance	Fitness	Drug/Alcohol	Maintenance	HazMat	Crash
	No Change 0.0%	No Change 0.0%	No Change 0.0%	No Change 0.0%	No Change 0.0%	No Change 0.0%	BETTER BY 12.0%



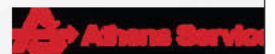
CSA DOT Score



CSA DOT Score

24 -25

BASIC TREND DETAIL												
BASIC Category	Unsafe	HOS Compliance	Fitness	Drug/Alcohol	Maintenance	HazMat	Crash					
Data Point Date	Percentile	Change	Percentile	Change	Percentile	Change	Percentile	Change	Percentile	Change	Percentile	Change
September, 2025	0.0%	0.0	0.0%	0.0	0.0%	0.0	24.0%	0.0	0.0%	0.0	70.0%	-12.0
August, 2025	0.0%	0.0	0.0%	0.0	0.0%	0.0	24.0%	0.0	0.0%	0.0	82.0%	-1.0
July, 2025	0.0%	0.0	0.0%	0.0	0.0%	0.0	24.0%	-5.0	0.0%	0.0	83.0%	+4.0
June, 2025	0.0%	0.0	0.0%	0.0	0.0%	0.0	29.0%	-2.0	0.0%	0.0	79.0%	-2.0
May, 2025	0.0%	0.0	0.0%	0.0	0.0%	0.0	31.0%	-1.0	0.0%	0.0	81.0%	0.0
April, 2025	0.0%	0.0	0.0%	0.0	0.0%	0.0	32.0%	+1.0	0.0%	0.0	81.0%	+1.0
March, 2025	0.0%	0.0	0.0%	0.0	0.0%	0.0	31.0%	-1.0	0.0%	0.0	80.0%	+4.0
February, 2025	0.0%	0.0	0.0%	0.0	0.0%	0.0	32.0%	-9.0	0.0%	0.0	76.0%	+2.0
January, 2025	0.0%	0.0	0.0%	0.0	0.0%	0.0	41.0%	-2.0	0.0%	0.0	74.0%	+30.0
December, 2024	0.0%	0.0	0.0%	0.0	0.0%	0.0	43.0%	-15.0	0.0%	0.0	44.0%	+8.0
November, 2024	0.0%	0.0	0.0%	0.0	0.0%	0.0	28.0%	-1.0	0.0%	0.0	36.0%	-8.0
October, 2024	0.0%	0.0	0.0%	0.0	0.0%	0.0	29.0%	-1.0	0.0%	0.0	44.0%	-27.0
September, 2024	0.0%	0.0	0.0%	0.0	0.0%	0.0	30.0%	-2.0	0.0%	0.0	71.0%	+33.0
August, 2024	0.0%	0.0	0.0%	0.0	0.0%	0.0	32.0%	-5.0	0.0%	0.0	38.0%	+8.0
July, 2024	0.0%	0.0	0.0%	0.0	0.0%	0.0	37.0%	0.0	0.0%	0.0	32.0%	-4.0
June, 2024	0.0%	-1.0	0.0%	0.0	0.0%	0.0	37.0%	-1.0	0.0%	0.0	36.0%	+4.0
May, 2024	1.0%	+1.0	0.0%	0.0	0.0%	0.0	38.0%	-3.0	0.0%	0.0	32.0%	+8.0
April, 2024	0.0%	0.0	0.0%	0.0	0.0%	0.0	41.0%	+4.0	0.0%	0.0	24.0%	-4.0
March, 2024	0.0%	-1.0	0.0%	0.0	0.0%	0.0	37.0%	-1.0	0.0%	0.0	28.0%	-15.0
February, 2024	1.0%	0.0	0.0%	0.0	0.0%	0.0	38.0%	-1.0	0.0%	0.0	43.0%	+2.0
January, 2024	1.0%	0.0	0.0%	0.0	0.0%	0.0	39.0%	+3.0	0.0%	0.0	41.0%	-9.0



CSA DOT Score

22 -23

BASIC TREND DETAIL												
BASIC Category	Unsafe	HOS Compliance	Fitness	Drug/Alcohol	Maintenance	HM/Mist	Crash					
Data Point Date	Percentile	Change	Percentile	Change	Percentile	Change	Percentile	Change	Percentile	Change		
December, 2023	1.0%	0.0	0.0%	0.0	0.0%	0.0	36.0%	-2.0	0.0%	0.0	50.0%	-26.0
November, 2023	1.0%	+1.0	0.0%	0.0	0.0%	0.0	36.0%	-10.0	0.0%	0.0	76.0%	+2.0
October, 2023	0.0%	0.0	0.0%	0.0	0.0%	0.0	28.0%	-12.0	0.0%	0.0	74.0%	0.0
September, 2023	0.0%	0.0	0.0%	0.0	0.0%	0.0	40.0%	+7.0	0.0%	0.0	74.0%	-29.0
August, 2023	0.0%	0.0	0.0%	0.0	0.0%	0.0	33.0%	+5.0	0.0%	0.0	45.0%	+2.0
July, 2023	0.0%	0.0	0.0%	0.0	0.0%	0.0	28.0%	0.0	0.0%	0.0	43.0%	+2.0
June, 2023	0.0%	0.0	0.0%	0.0	0.0%	0.0	28.0%	-1.0	0.0%	0.0	41.0%	-4.0
May, 2023	0.0%	0.0	0.0%	0.0	0.0%	0.0	29.0%	0.0	0.0%	0.0	46.0%	+3.0
April, 2023	0.0%	0.0	0.0%	0.0	0.0%	0.0	29.0%	+1.0	0.0%	0.0	42.0%	-3.0
March, 2023	0.0%	0.0	0.0%	0.0	0.0%	0.0	28.0%	-1.0	0.0%	0.0	45.0%	+3.0
February, 2023	0.0%	0.0	0.0%	0.0	0.0%	0.0	29.0%	+3.0	0.0%	0.0	42.0%	+2.0
January, 2023	0.0%	0.0	0.0%	0.0	0.0%	0.0	26.0%	-4.0	0.0%	0.0	40.0%	-4.0
December, 2022	0.0%	0.0	0.0%	0.0	0.0%	0.0	30.0%	+6.0	0.0%	0.0	44.0%	-12.0
November, 2022	0.0%	0.0	0.0%	0.0	0.0%	0.0	24.0%	-2.0	0.0%	0.0	58.0%	+5.0
October, 2022	0.0%	0.0	0.0%	0.0	0.0%	0.0	26.0%	-3.0	0.0%	0.0	51.0%	-2.0
September, 2022	0.0%	0.0	0.0%	0.0	0.0%	0.0	29.0%	0.0	0.0%	0.0	53.0%	+1.0
August, 2022	0.0%	0.0	0.0%	0.0	0.0%	0.0	29.0%	-3.0	0.0%	0.0	52.0%	-3.0
July, 2022	0.0%	0.0	0.0%	0.0	0.0%	0.0	32.0%	-10.0	0.0%	0.0	55.0%	0.0
June, 2022	0.0%	0.0	0.0%	0.0	0.0%	0.0	42.0%	+3.0	0.0%	0.0	55.0%	-1.0
May, 2022	0.0%	0.0	0.0%	0.0	0.0%	0.0	39.0%	-2.0	0.0%	0.0	56.0%	+5.0
April, 2022	0.0%	0.0	0.0%	0.0	0.0%	0.0	41.0%	-4.0	0.0%	0.0	51.0%	+2.0
March, 2022	0.0%	0.0	0.0%	0.0	0.0%	0.0	45.0%	0.0	0.0%	0.0	49.0%	+2.0
February, 2022	0.0%	0.0	0.0%	0.0	0.0%	0.0	45.0%	+1.0	0.0%	0.0	47.0%	+5.0
January, 2022	0.0%	0.0	0.0%	0.0	0.0%	0.0	44.0%	-3.0	0.0%	0.0	42.0%	+5.0



CSA DOT Score 20-21

BASIC TREND DETAIL														
BASIC Category	Unsafe		HOS Compliance		Fitness		Drug/Alcohol		Maintenance		HazMat		Cash	
Data Point Date	Percentile	Change	Percentile	Change	Percentile	Change	Percentile	Change	Percentile	Change	Percentile	Change	Percentile	Change
December 2021	0.0%	0.0	0.0%	0.0	0.0%	0.0	0.0%	0.0	47.0%	+2.0	0.0%	0.0	33.0%	-3.0
November 2021	0.0%	0.0	0.0%	0.0	0.0%	0.0	0.0%	0.0	45.0%	+1.0	0.0%	0.0	36.0%	-4.0
October 2021	0.0%	0.0	0.0%	0.0	0.0%	0.0	0.0%	0.0	44.0%	+6.0	0.0%	0.0	40.0%	+7.0
September 2021	0.0%	0.0	0.0%	0.0	0.0%	0.0	0.0%	0.0	36.0%	0.0	0.0%	0.0	33.0%	-4.0
August 2021	0.0%	0.0	0.0%	0.0	0.0%	0.0	0.0%	0.0	36.0%	-3.0	0.0%	0.0	37.0%	+7.0
July 2021	0.0%	0.0	0.0%	0.0	0.0%	0.0	0.0%	0.0	39.0%	0.0	0.0%	0.0	30.0%	-6.0
June 2021	0.0%	0.0	0.0%	0.0	0.0%	0.0	0.0%	0.0	39.0%	+1.0	0.0%	0.0	36.0%	0.0
May 2021	0.0%	0.0	0.0%	0.0	0.0%	0.0	0.0%	0.0	38.0%	+1.0	0.0%	0.0	36.0%	-4.0
April 2021	0.0%	0.0	0.0%	0.0	0.0%	0.0	0.0%	0.0	37.0%	-4.0	0.0%	0.0	40.0%	-9.0
March 2021	0.0%	0.0	0.0%	0.0	0.0%	0.0	0.0%	0.0	41.0%	+1.0	0.0%	0.0	48.0%	-1.0
February 2021	0.0%	0.0	0.0%	0.0	0.0%	0.0	0.0%	0.0	40.0%	-3.0	0.0%	0.0	50.0%	+7.0
January 2021	0.0%	0.0	0.0%	0.0	0.0%	0.0	0.0%	0.0	43.0%	+1.0	0.0%	0.0	43.0%	+16.0
December 2020	0.0%	0.0	0.0%	0.0	0.0%	0.0	0.0%	0.0	42.0%	0.0	0.0%	0.0	24.0%	+11.0
November 2020	0.0%	0.0	0.0%	0.0	0.0%	0.0	0.0%	0.0	42.0%	-2.0	0.0%	0.0	13.0%	-5.0
October 2020	0.0%	0.0	0.0%	0.0	0.0%	0.0	0.0%	0.0	44.0%	+3.0	0.0%	0.0	18.0%	-9.0
September 2020	0.0%	0.0	0.0%	0.0	0.0%	0.0	0.0%	0.0	41.0%	0.0	0.0%	0.0	27.0%	+3.0
August 2020	0.0%	0.0	0.0%	0.0	0.0%	0.0	0.0%	0.0	41.0%	+4.0	0.0%	0.0	24.0%	-8.0
July 2020	0.0%	0.0	0.0%	0.0	0.0%	0.0	0.0%	0.0	37.0%	0.0	0.0%	0.0	32.0%	-4.0
June 2020	0.0%	0.0	0.0%	0.0	0.0%	0.0	0.0%	0.0	37.0%	-3.0	0.0%	0.0	36.0%	+3.0
May 2020	0.0%	0.0	0.0%	0.0	0.0%	0.0	0.0%	0.0	40.0%	-4.0	0.0%	0.0	33.0%	-5.0
April 2020	0.0%	0.0	0.0%	0.0	0.0%	0.0	0.0%	0.0	44.0%	-1.0	0.0%	0.0	42.0%	-17.0
March 2020	0.0%	0.0	0.0%	0.0	0.0%	0.0	0.0%	0.0	45.0%	+11.0	0.0%	0.0	59.0%	+2.0
February 2020	0.0%	0.0	0.0%	0.0	0.0%	0.0	0.0%	0.0	34.0%	-4.0	0.0%	0.0	57.0%	-6.0
January 2020	0.0%	0.0	0.0%	0.0	0.0%	0.0	0.0%	0.0	38.0%	+1.0	0.0%	0.0	63.0%	+3.0



Athens
Services
Employee
Safety
Engagements



APPENDIX - SAFETY RECORD



Athens Service is the only Waste Collection company to participate in National TRUCK DRIVER CHAMPIONSHIPS



Southern Regional: Saturday, April 12th, 2025
Santa Anita Park
85 W. Huntington Dr., Lot B
Arcadia, CA 91007



AthensServices.com

101 DAYS OF SUMMER



Athens Service



101 DAYS OF SUMMER SAFETY



101 100 99 98 97 96 95 94 93 92 91 90 89 88 87
86 85 84 83 82 81 80 79 78 77 76 75 74 73 72
71 70 69 68 67 66 65 64 63 62 61 60 59
58 57 56 55 54 53 52 51 50 49 48 47 46
45 44 43 42 41 40 39 38 37 36 35 34
33 32 31 30 29 28 27 26 25 24
23 22 21 20 19 18 17 16 15
14 13 12 11 10 9 8
7 6 5 4 3 2 1

DRINK PLENTY OF WATER.
WATCH FOR CHILDREN.
ALWAYS USE YOUR HELPER WHEN BACKING.
ALWAYS DRIVE DEFENSIVELY.
ALWAYS WEAR YOUR SEATBELT.
DO NOT USE YOUR CELL PHONE WHILE DRIVING.
SAFETY FIRST, ALWAYS!



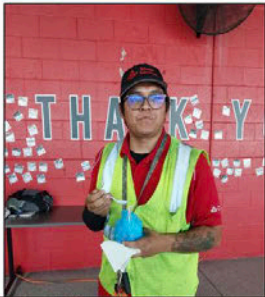
AthensServices.com

APPENDIX - SAFETY RECORD

101 DAYS OF SUMMER



Athens Serv



AthensServices.com

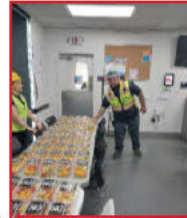


101 DAYS OF SUMMER Competition Winners



Sun Valley MRF

- **Kick Off Event**
- **Fruit Bar Day**
- **Fruit Friday**
- **Hydration Station**
- **Ice Pop Day**
- **Raspado Day**
- **Canister Day**
- **Ice Cream Social**
- **Cool Towel Day**
- **Hydration Day**
- **EOS Celebration**



Professional Driver Engagements

Wednesday Yard Blitz / Shield Rides

Completed

- ▲ SBC 8/6
- ▲ Salt Lake 8/13
- ▲ LANO 8/20
- ▲ LASO 8/27
- ▲ Paramount 9/3
- ▲ Vincent 9/10
- ▲ LANO 9/17
- ▲ Riverside 9/24
- ▲ COI 10/8
- ▲ Thousand Oaks 10/15
- ▲ LANO/COI 10/22
- ▲ LANO 10/29

Athens Services

ATHENS SHIELD / CUPS SEW C612

• Clearing Intersections

- Keep You Alive at Intersection (CAI)

ATHENS SHIELD / 5 SEEING HABITS

Athens Services

1. **Aim High in Steering**
 - Imaginary Target
 - Baseball/Dashboard
 - Centers car in traffic lane
 - Safe path on turns
 - FIND A SAFE PATH WELL AHEAD
2. **Get the Big Picture**
 - How wide & deep
 - Objects and ground
 - Keep you away from billboards (posting doesn't see or miss, you, person or message)
 - Smooth Stops and turns
 - Buy's time
 - STAY BACK & SEE IT ALL
3. **Keep Your Eyes Moving**
 - Move eyes: Front 2 seconds, Rear 3 to 8 seconds
 - Keeps you alive at intersections
 - Keeps eye ahead of car
 - SCAN - DON'T STARE
4. **Leave Yourself an Out**
 - Have an escape route
 - Take path of least resistance
 - Space on all 5 sides, but always
 - BE PREPARED, EXPECT
5. **Make Sure They See You**
 - Communicate in traffic: horns, lights
 - Establish eye to eye contact
 - DON'T GAMBL - USE



Athens Services

Athens After Action Analysis / Opening Statement

The purpose of this Athens After Action Analysis (AAAA) is to examine the incident in a constructive and collaborative manner with the goal of preventing future occurrences. All participants in the review are committed to fostering a culture of continuous improvement, learning, and accountability. The process is grounded in the principles of Kaizen, emphasizing small, incremental changes that collectively lead to significant performance and safety enhancements over time.

This analysis is not about placing blame, but about understanding what happened, why it happened, and how we can improve our systems, training, and communication to reduce the likelihood of recurrence. The AAAA process follows clearly defined organizational policies, adheres to established guidelines, and remains within the scope of operational safety, risk management and human performance improvement.

The findings from this review will be used to guide corrective actions, refine safety protocols, and enhance both individual and team performance. We value the contributions of all involved and recognize that every insight shared here plays a vital role in building a safer and more resilient organization.

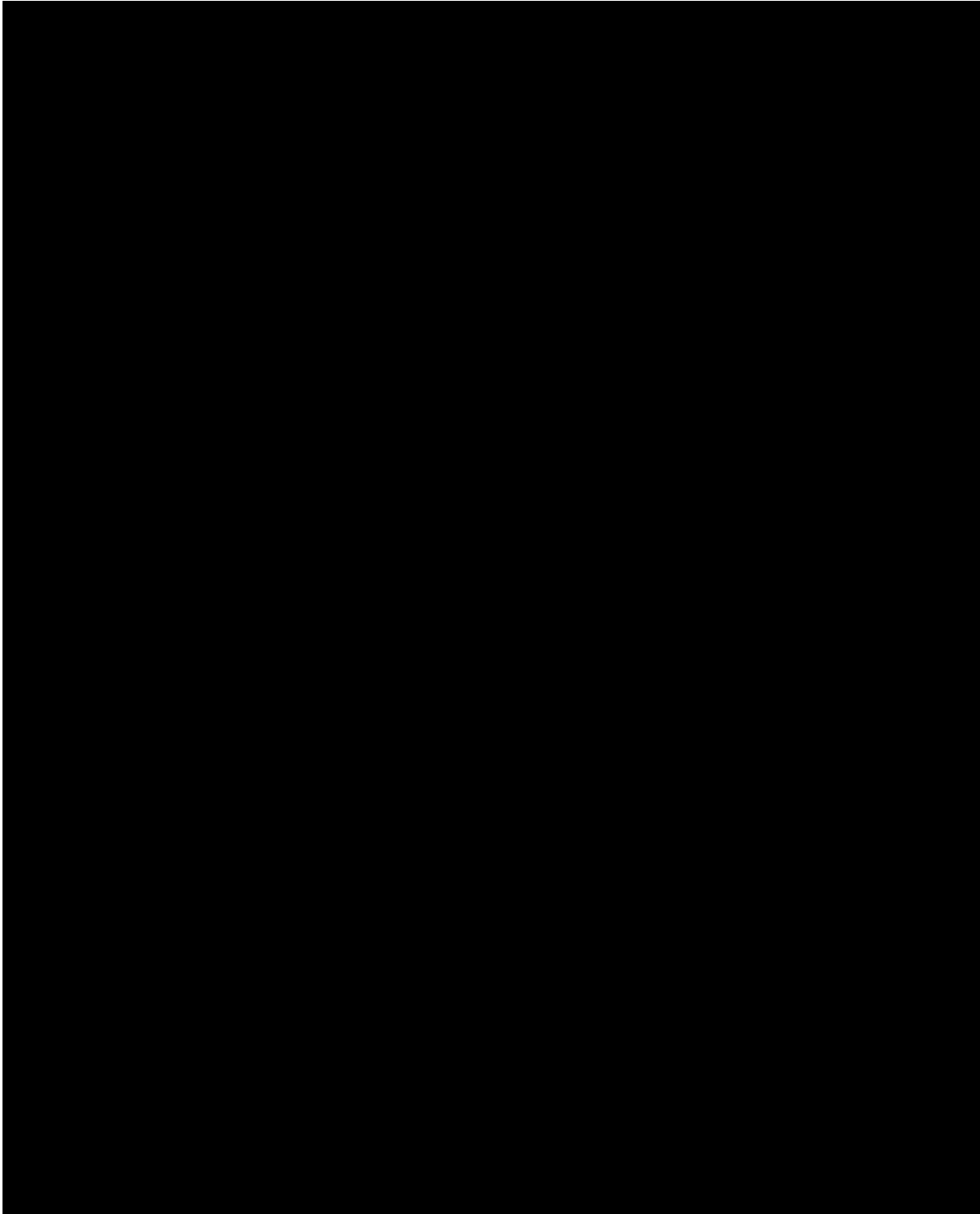
AAAA Team:

Employee:	
Division Vice President:	
General Manager:	

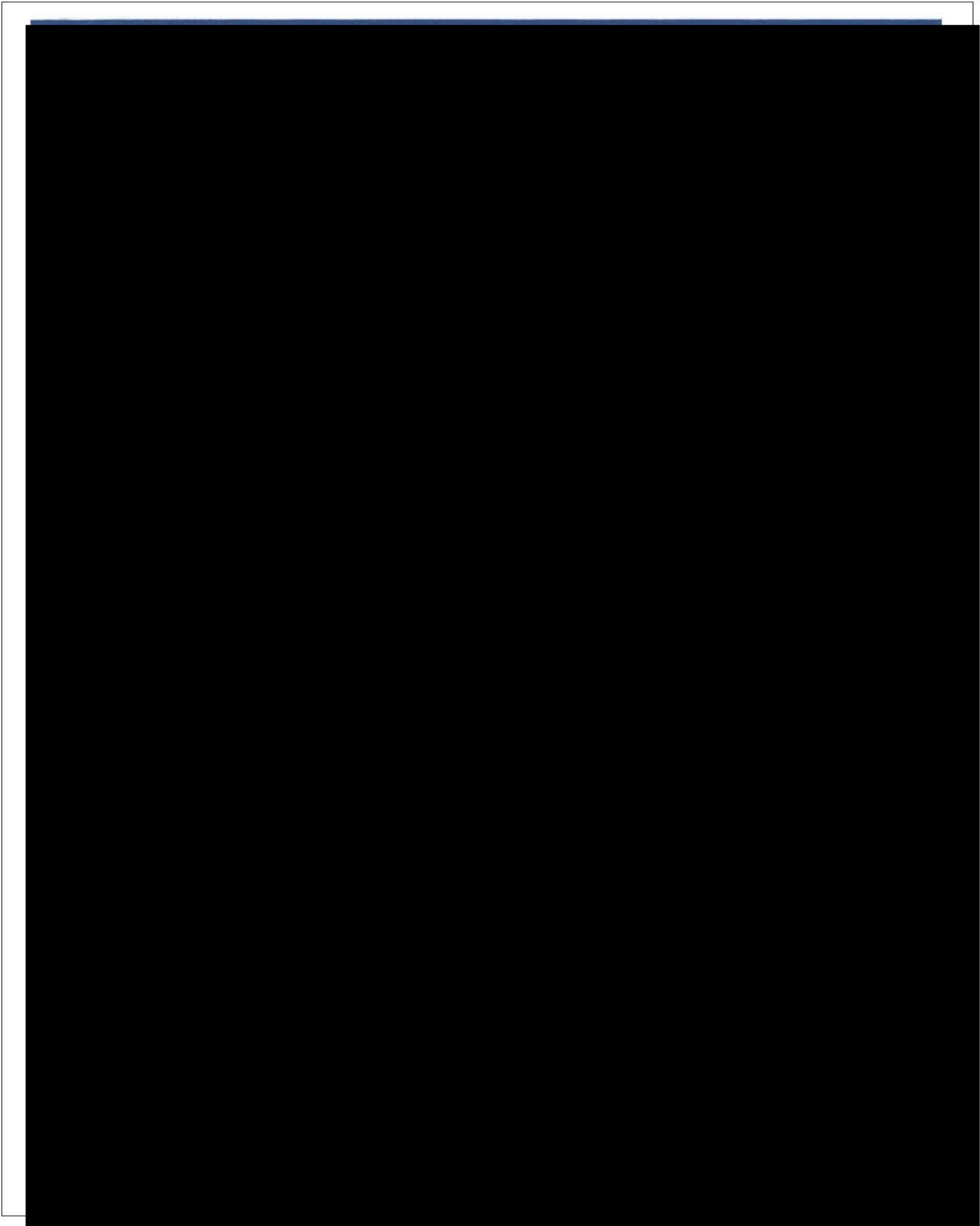
Athens After Action Analysis (AAAA) Execution



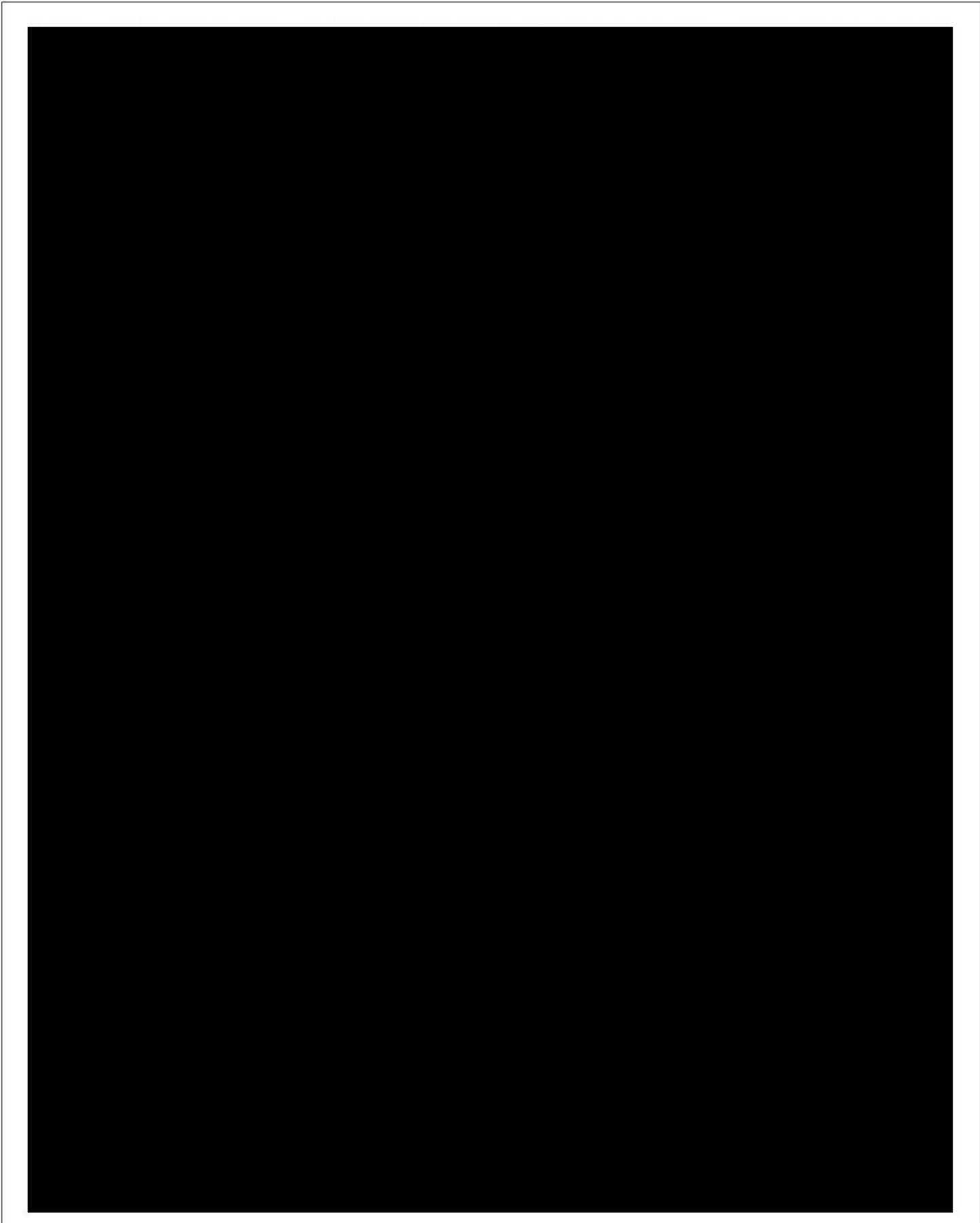
APPENDIX - WELLS FARGO LETTER



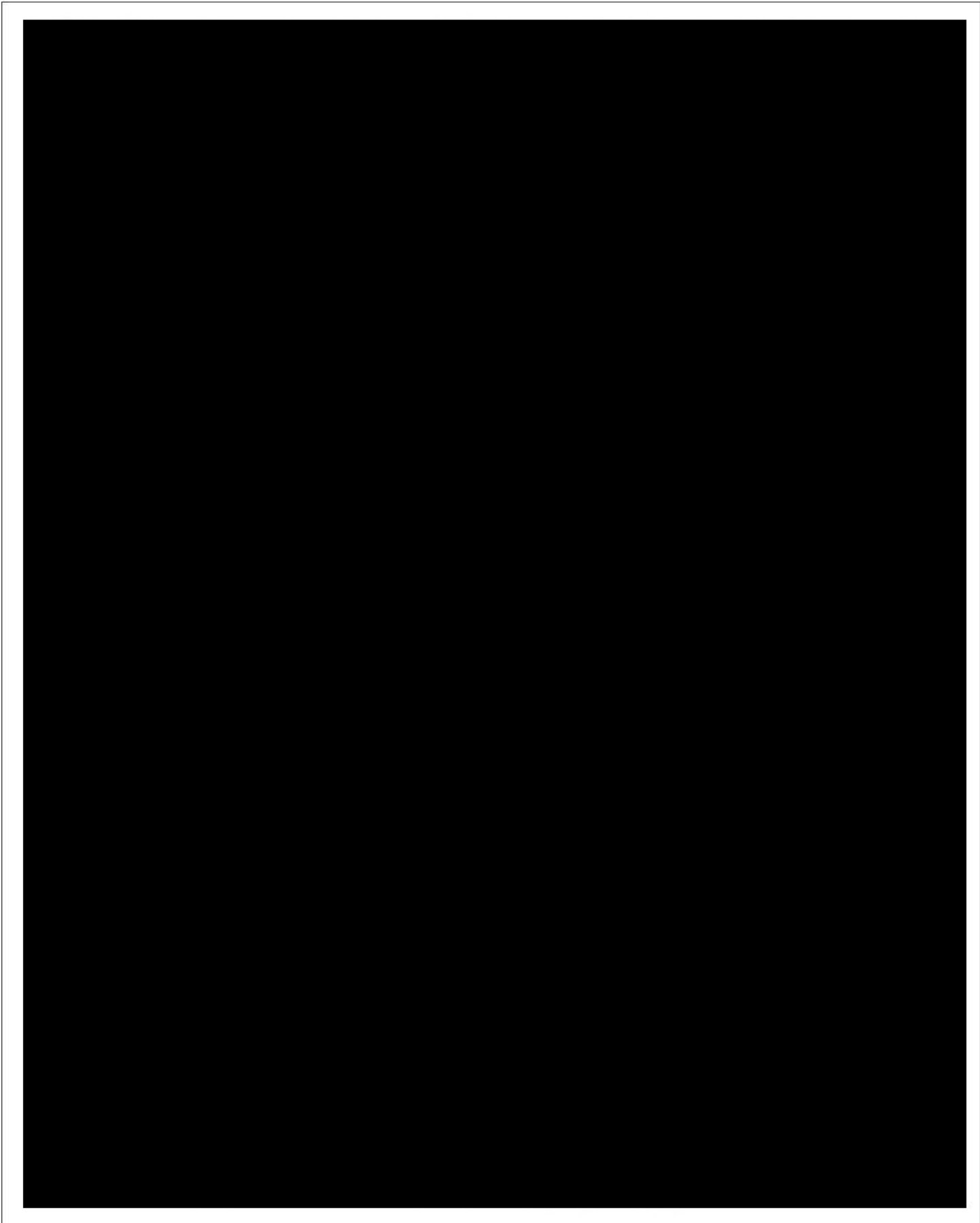
APPENDIX - HANOVER BONDING LETTER



APPENDIX - HANOVER BONDING LETTER



APPENDIX - HANOVER BONDING LETTER



APPENDIX - CERTIFICATE OF LIABILITY



CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)

10/3/2025

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER Marsh & McLennan Agency LLC Marsh & McLennan Ins. Agency LLC 1 Polaris Way #300 Aliso Viejo CA 92656	CONTACT NAME: Matthew McNab
	PHONE (A/C, No, Ext): 949-362-6317 FAX (A/C, No):
E-MAIL ADDRESS: matthew.mcnaab@marshmma.com	INSURER(S) AFFORDING COVERAGE
License#: 0H18131 ATHENENVIR	INSURER A: AIG Specialty Insurance Company NAIC # 26883
INSURED Arakelian Enterprises, Inc. Athens Services, Inc. 14048 Valley Boulevard City of Industry CA 91746	INSURER B: Greenwich Insurance Company NAIC # 22322
	INSURER C: National Fire & Marine Insurance NAIC # 20079
	INSURER D: XL Insurance America, Inc. NAIC # 24554
	INSURER E:
	INSURER F:

COVERAGES CERTIFICATE NUMBER: 1300686208 REVISION NUMBER:

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDL INSD	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS
A	<input checked="" type="checkbox"/> COMMERCIAL GENERAL LIABILITY <input type="checkbox"/> CLAIMS-MADE <input checked="" type="checkbox"/> OCCUR GEN'L AGGREGATE LIMIT APPLIES PER: <input type="checkbox"/> POLICY <input checked="" type="checkbox"/> PROJECT <input type="checkbox"/> LOC OTHER:	Y	N	[REDACTED]	3/1/2025	3/1/2026	EACH OCCURRENCE \$ 1,000,000 DAMAGE TO RENTED PREMISES (Ea occurrence) \$ 300,000 MED EXP (Any one person) \$ 25,000 PERSONAL & ADV INJURY \$ 1,000,000 GENERAL AGGREGATE \$ 2,000,000 PRODUCTS - COMP/OP AGG \$ 2,000,000 \$
B	<input checked="" type="checkbox"/> AUTOMOBILE LIABILITY <input checked="" type="checkbox"/> ANY AUTO OWNED AUTOS ONLY <input checked="" type="checkbox"/> HIRED AUTOS ONLY <input checked="" type="checkbox"/> SCHEDULED AUTOS NON-OWNED AUTOS ONLY	N	N	[REDACTED]	3/1/2025	3/1/2026	COMBINED SINGLE LIMIT (Ea accident) \$ 1,000,000 BODILY INJURY (Per person) \$ BODILY INJURY (Per accident) \$ PROPERTY DAMAGE (Per accident) \$ \$
C	<input checked="" type="checkbox"/> UMBRELLA LIAB <input checked="" type="checkbox"/> OCCUR <input type="checkbox"/> EXCESS LIAB <input type="checkbox"/> CLAIMS-MADE DED <input checked="" type="checkbox"/> RETENTION \$ 25,000	N	N	[REDACTED]	3/1/2025	3/1/2026	EACH OCCURRENCE \$ 5,000,000 AGGREGATE \$ 5,000,000 \$
D	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below	Y/N N	N/A	[REDACTED]	3/1/2025	3/1/2026	<input checked="" type="checkbox"/> PER STATUTE <input type="checkbox"/> OTH-ER E.L. EACH ACCIDENT \$ 1,000,000 E.L. DISEASE - EA EMPLOYEE \$ 1,000,000 E.L. DISEASE - POLICY LIMIT \$ 1,000,000
A	Pollution Legal Liability	N	N	[REDACTED]	3/1/2025	3/1/2026	Per Claim \$10,00,000 Aggregate \$10,000,000

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)
 City of Fullerton, its elected or appointed officials, its employees, representatives, officers, Volunteers and agents are included as an Additional insured for General Liability but only with respect to the operations of the named insured. Insurance is Primary & Non-Contributory with respects to General Liability, where required by written contract, per the attached endorsement. Waiver of Subrogation applies with respects to Workers Compensation, where required by written contract, per the attached endorsement. Umbrella coverage is follow form of General Liability.

CERTIFICATE HOLDER City of Fullerton 303 W. Commonwealth Avenue Fullerton, CA 92832	CANCELLATION SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS. AUTHORIZED REPRESENTATIVE
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ACORD 25 (2016/03)

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APPENDIX - CERTIFICATE OF LIABILITY

ENDORSEMENT

This endorsement, effective 12:01 AM: **03/01/2025**
 Forms a part of Policy No.: [REDACTED]
 Issued to: **Arakelian Enterprises, Inc.**
 By: **National Fire & Marine Insurance Company**

SCHEDULE OF UNDERLYING

THIS ENDORSEMENT CHANGES THE POLICY. PLEASE READ IT CAREFULLY.

This endorsement modifies insurance provided under the following:

COMMERCIAL UMBRELLA LIABILITY POLICY

Coverage Description	Insurer Policy Period Policy Number	Limits of Insurance Retentions Defense Treatment
General Liability US - United States	AIG Specialty Insurance Company 03/01/2025 to 03/01/2026 Policy #EG 6439324	\$1,000,000 Per Occurrence \$1,000,000 Personal and Advertising Injury Limit \$2,000,000 General Aggregate \$2,000,000 Products-Completed Operations Aggregate \$25,000 Deductible Defense Treatment: Outside the Limit
Auto Liability US - United States	Greenwich Insurance Company 03/01/2025 to 03/01/2026 Policy #RAD500042711	\$5,000,000 CSL \$500,000 Deductible Defense Treatment: Outside the Limit
Auto Liability US - United States PPV	Greenwich Insurance Company 03/01/2025 to 03/01/2026 Policy #RAD500061504	\$2,000,000 CSL \$150,000 Deductible Defense Treatment: Outside the Limit
Employer's Liability US - United States	XL Insurance America, Inc. 03/01/2025 to 03/01/2026 Policy #RWD500042611	\$1,000,000 Each Accident \$1,000,000 Each Employee \$1,000,000 Policy Limit Defense Treatment: Outside the Limit
Auto Liability US - United States Personal Auto	Federal Insurance Company 03/01/2025 to 03/01/2026 Policy #15530919-02	\$2,000,000 CSL Defense Treatment: Outside the Limit
Auto Liability US - United States Personal Auto	Federal Insurance Company 03/01/2025 to 03/01/2026 Policy #15530919-03	\$2,000,000 CSL Defense Treatment: Outside the Limit

APPENDIX - CERTIFICATE OF LIABILITY

INSURED: Arakelian Enterprises, Inc.
POLICY #: [REDACTED]

Policy Period: 03/01/2025

TO: 03/01/2026

THIS ENDORSEMENT CHANGES THE POLICY. PLEASE READ IT CAREFULLY.

**COVERAGES A, B AND E ADDITIONAL INSURED -
DESIGNATED PERSON(S) OR ORGANIZATION(S) ENDORSEMENT**

This endorsement modifies insurance provided under the following:

**COMMERCIAL GENERAL LIABILITY AND
POLLUTION LEGAL LIABILITY COVERAGE FORM**

Solely as respects Coverages A, B and E, SECTION II - WHO IS AN INSURED is amended to include as an insured the person(s) or organization(s) shown in the Schedule below, but only with respect to bodily injury, property damage, personal and advertising injury, environmental damage or emergency response costs caused in whole or in part, by your acts or omissions or the acts or omissions of those acting on your behalf:

- A. In the performance of your work; or
- B. In connection with your premises owned by or rented to you.

SCHEDULE

Name of Additional Insured Person(s) or Organization(s):
Blanket where required by written contract,
provided that such contract was executed prior to
Loss or Claim.

All other terms, conditions, and exclusions shall remain the same.



AUTHORIZED REPRESENTATIVE
or countersignature (in states where
applicable)

103366 (9/11)
CI5034

PAGE 1 OF 1

APPENDIX - CERTIFICATE OF LIABILITY

INSURED: Arakelian Enterprises, Inc.

POLICY#: [REDACTED]

POLICY PERIOD: 03/01/2025

TO: 03/01/2026

ENDORSEMENT NO. 8

This endorsement, effective 12:01 AM,

Forms a part of Policy No:

Issued to:

By: AIG SPECIALTY INSURANCE COMPANY

THIS ENDORSEMENT CHANGES THE POLICY. PLEASE READ IT CAREFULLY.

ADDITIONAL INSURED PRIMARY AND NON-CONTRIBUTORY ENDORSEMENT - OWNERS, LESSEES OR CONTRACTORS - YOUR WORK

This endorsement modifies insurance provided under the following:

COMMERCIAL GENERAL LIABILITY AND POLLUTION LEGAL LIABILITY POLICY

SCHEDULE

Name of Additional Insured Person(s) or Organization(s):

BLANKET WHERE REQUIRED BY WRITTEN CONTRACT EXECUTED PRIOR TO CLAIM OR LOSS.

Location(s) of Covered Operation(s):

ALL LOCATIONS OF THE NAMED INSURED

- I. Solely as respects **COVERAGE A - BODILY INJURY AND PROPERTY DAMAGE LIABILITY, COVERAGE B - PERSONAL AND ADVERTISING INJURY LIABILITY, and COVERAGE E - ADDITIONAL POLLUTION LEGAL LIABILITY, SECTION II - WHO IS AN INSURED** is amended to include as an additional insured the person(s) or organization(s) shown in the Schedule, but only with respect to liability for **bodily injury, property damage, personal and advertising injury, or environmental damage** arising out of **your work** for the additional insured(s) by or for you at the location(s) designated above.
- II. As respects the coverage afforded the additional insured(s) scheduled above, this insurance is primary and non-contributory, and our obligations are not affected by any other insurance carried by such additional insured(s) whether primary, excess, contingent, or on any other basis.

All other terms, conditions and exclusions shall remain the same.



AUTHORIZED REPRESENTATIVE
or countersignature (in states where applicable)

107427 (12/10)
CI4835

PAGE 1 OF 1

APPENDIX - CERTIFICATE OF LIABILITY

INSURED: Arakelian Enterprises, Inc.

POLICY #: [REDACTED]

EFFECTIVE: 03/01/2025

TO: 03/01/2026

ENDORSEMENT NO.

This endorsement, effective 12:01 AM:

Forms a part of policy no.:

Issued to:

By: AIG SPECIALTY INSURANCE COMPANY

THIS ENDORSEMENT CHANGES THE POLICY. PLEASE READ IT CAREFULLY.

**ADDITIONAL INSURED - OWNERS, LESSEES OR CONTRACTORS -
COMPLETED OPERATIONS ENDORSEMENT**

This endorsement modifies insurance provided under the following:

**COMMERCIAL GENERAL LIABILITY AND
POLLUTION LEGAL LIABILITY POLICY**

Solely as respects **COVERAGE A - BODILY INJURY AND PROPERTY DAMAGE LIABILITY, COVERAGE B - PERSONAL AND ADVERTISING INJURY LIABILITY** and **COVERAGE E - ADDITIONAL POLLUTION LEGAL LIABILITY**, it is hereby agreed that **SECTION II - WHO IS AN INSURED** is amended to include as an additional insured(s) the person(s) or organization(s) shown in the Schedule below, but only with respect to liability arising out of **your work** at the location designated and described in the Schedule below performed for that additional insured(s) and included in the **products-completed operations hazard**.

SCHEDULE

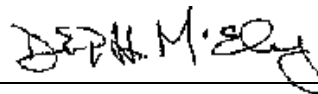
Name of Additional Insured person(s) or Organization(s):

Blanket where required by written contract, provided that such contract was executed prior to Loss or Claim.

Location and Description of Completed Operations:

All Locations of the Named Insured

All other terms, conditions and exclusions remain the same.



**Authorized Representative
or countersignature (where required by law)**

APPENDIX - CERTIFICATE OF LIABILITY

INSURED: Arakelian Enterprises, Inc.

POLICY#: [REDACTED]

POLICY PERIOD: 03/01/2025

TO: 03/01/2026

WORKERS COMPENSATION AND EMPLOYERS LIABILITY INSURANCE POLICY

**WC 04 03 06
(Ed. 04-84)**

WAIVER OF OUR RIGHT TO RECOVER FROM OTHERS ENDORSEMENT - CALIFORNIA

We have the right to recover our payments from anyone liable for an injury covered by this policy. We will not enforce our right against the person or organization named in the Schedule. (This agreement applies only to the extent that you perform work under a written contract that requires you to obtain this agreement from us.)

You must maintain payroll records accurately segregating the remuneration of your employees while engaged in the work described in the Schedule.

The additional premium for this endorsement shall be _____ % of the California workers' compensation premium otherwise due on such remuneration.

SCHEDULE

PERSON OR ORGANIZATION

JOB DESCRIPTION

ANY PERSON OR ORGANIZATION FOR WHOM THE NAMED INSURED HAS AGREED BY WRITTEN CONTRACT TO FURNISH THIS WAIVER PRIOR TO A LOSS

This endorsement changes the policy to which it is attached and is effective on the date issued unless otherwise stated. **(The information below is required only when this endorsement is issued subsequent to preparation of the policy.)**

Endorsement Effective 03/01/2025

Policy No. RWD500042611

Endorsement No.

Insured Arakelian Enterprises, Inc.

Premium \$ **INCL.**

Insurance Company

Countersigned By _____

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INSURED

CITY OF FULLERTON
Exceptions to Agreement

The RFP asks proposers to “clearly identify any exceptions” to City requirements or the Draft Franchise Agreement. See RFP at Sec. 3.2.1(P); 3.3.10. *See also* RFP at Sec. 5.2(8) (stating in relevant part “You must list and briefly explain any exceptions”). Athens provides the following exceptions to the Draft Agreement, with brief explanations. Suggested alternative language is available upon request.

Responsive Exception Category	Art./Sec.	Title Summary	Summary of Exception
D	2.23	Definitions; Gross Receipts	Processing revenue should also be excluded from Gross Receipts, in accordance with industry standard.
D	8.6.1(a)	AB 939 Obligations	Contractor should comply with AB 939 as of the effective date of agreement; amendments due to changes in law should be addressed subject to a change in law provision.
D	21	Emergency Rights	Temporary property transfer to City is unsuitable during emergencies; recommend a process for City-directed changes on an expedited basis and/or temporary exceptions to exclusivity.
D	26.1	City’s Flow Control	Flow control should not be effective until rate adjustments are agreed upon or disputes relating thereto are resolved.
C	27	Indemnification	Indemnification should exclude claims from City’s negligence, breach, violation of law, and for City/third-party actions outside Contractor’s control; revise indemnity defense requirements for Agreement definitions, requirements, and enforcement to the extent not Contractor-controlled; revise hazardous substances indemnification to align with industry standard.
E	N/A	SB 1383 Enforcement	Contractor should not be liable for non-compliance if City does not mandate three-container service; City should adopt a model SB 1383 ordinance.

January 27, 2026

Steve Avalos, Public Works Director
Jose Alfredo Gonzalez, Purchasing Supervisor
303 W. Commonwealth Ave.
Fullerton, CA 92832

Subject: Athens Services Pricing Response to Updated WISE Agreement Disposal Rates

Dear Mr. Avalos and Mr. Gonzalez,

Athens Services is pleased to submit revised pricing in connection with the City of Fullerton's Solid Waste Management Services RFP (No. 2526-RFP-003), following a review of the updated OC WISE Agreement disposal rates. Additionally, this submittal also summarizes the value-added elements Athens is including as part of its proposed agreement with the City.

As an act of **good faith and responsiveness** to the ongoing evaluation process, Athens re-evaluated its pricing to account for the updated OC WISE disposal assumptions. The revised pricing treats the disposal rate increases as a **direct pass-through** with the disposal increase. This approach reflects Athens' commitment to delivering competitive pricing while preserving the operational and financial stability required to support long-term, high-quality service for the City of Fullerton.

In addition, Athens is **reaffirming and enhancing the value-added components** included in its original proposal. As part of the January 27 submission, Athens is **increasing** the originally proposed \$250,000 annual Community Benefit Fund to a **total of \$1,000,000**, available for use by the City at its discretion to include the potential of **lowering the submitted monthly residential rates by up to \$2.90** as an example.

Original Proposal

✓ (2) Dedicated Operations Supervisors	\$340,000 Value
✓ Dedicated Community Relations Manager	\$165,000 Value
✓ Dedicated Municipal Account Manager	\$105,000 Value
✓ Community Benefit Fund	<u>\$250,000 Value</u>
TOTAL	\$860,000 Value

Enhancement for January 27 Submission (In Addition to Above)

✓ Enhanced Community Benefit Fund	<u>\$750,000 Value</u>
NEW TOTAL	\$1,610,000 Value

Athens appreciated the opportunity to participate in the January 22 interview and the constructive, thoughtful dialogue with City staff.

As the evaluation process continues, Athens remains **fully committed** to engaging at the final negotiating table to align on a mutually beneficial agreement that supports the City's long-term objectives. We are amenable to discussions on how the City **can reduce rates even further** than proposed above through long term contracts like we have with many of our cities. We welcome and encourage those discussions.

Thank you for your time and consideration. Please do not hesitate to contact me at your convenience should you have any questions or wish to continue the discussion.

Sincerely,



Gary Clifford
Sr. Executive Vice President

City of Fullerton RFP - Pricing Form

Submitted by: Athens Services

Residential Service

Rate Type	Service Component	Disposal / Facility Component	All-Inclusive Rate
Standard 3-cart (96gal-96gal-96gal)	\$22.35	\$19.97	\$42.32
Senior 3-cart (35gal-35gal-35gal)	\$17.88	\$15.97	\$33.85
Senior 3-cart (upsized 1 to 3 carts to 65 gal)	\$2.24	\$2.00	\$4.23
Other Cart size/configuration	\$22.35	\$19.97	\$42.32
Residential Manure Bin (2 YD)	\$225.00	\$135.34	\$360.34
Extra Trash Cart	\$9.31	\$8.30	\$17.61
Extra Recycle Cart	\$7.45	\$5.77	\$13.22
Extra Organics Cart	\$11.18	\$8.66	\$19.84
Overloaded Cart Fee*	\$25.35	\$19.65	\$45.00
Contaminated Cart Fee*	\$25.35	\$19.65	\$45.00
Reactivation Fee	\$25.00	\$ -	\$25.00
Extra Dump - service day	\$11.18	\$9.96	\$21.14
Extra Dump - non service day	\$22.35	\$19.97	\$42.32

*After 3rd offense only. First and second offense will be warnings.

Additional City Events & Services (Not Defined As "No Cost" in RFP)

Service Cost Additional Detail		
Porter Services	\$250 / Hour	4 Hour Minimum
Bulky Item Event	\$58,000.00	1 Day Event
HHW Event	\$90,000.00	1 Day Event
Curbside HHW	\$125,000.00	1 Day Event
Other?		

Temporary & Industrial Service

Rate Type	Service Charge	Per-Ton Charge	All-Inclusive Rate
Commercial Trash (Black or Grey Container) - Included Tonnage: Up to 1 ton for 3/4-yd bins; up to 4 tons for 10-yd and larger bin/com			
Temporary Bin (3-yard)	\$310.00	\$132.00	\$442.00
Temporary Bin (4-yard)	\$310.00	\$132.00	\$442.00
Temporary Bin (10-yard)	\$455.00	\$132.00	\$983.00
Temporary Bin (20-yard)	\$455.00	\$132.00	\$983.00
Temporary Bin (30-yard)	\$455.00	\$132.00	\$983.00
Temporary Bin (40-yard)	\$455.00	\$132.00	\$983.00
Permanent Bin (10-yard)	\$350.00	\$132.00	\$878.00
Permanent Bin (20-yard)	\$350.00	\$132.00	\$878.00
Permanent Bin (30-yard)	\$350.00	\$132.00	\$878.00
Permanent Bin (40-yard)	\$350.00	\$132.00	\$878.00
Compactor Bin (Any Size)	\$490.00	\$132.00	\$1,018.00

*Every add'l ton over 4 tons is assessed with per ton charge.

Temporary & Industrial Service

Rate Type	Service Charge	Per-Ton Charge	All-Inclusive Rate
Commercial Organics (Green or Brown Container) - Included Tonnage: Up to 1 ton for 3/4-yd bins; up to 4 tons for 10-yd and larger b			
Temporary Bin (3-yard)	\$310.00	\$198.42	\$508.42
Temporary Bin (4-yard)	\$310.00	\$198.42	\$508.42
Temporary Bin (10-yard)	\$455.00	\$198.42	\$1,248.70
Temporary Bin (20-yard)	\$455.00	\$198.42	\$1,248.70
Temporary Bin (30-yard)	\$455.00	\$198.42	\$1,248.70
Temporary Bin (40-yard)	\$455.00	\$198.42	\$1,248.70
Permanent Bin (10-yard)	\$350.00	\$198.42	\$1,143.70
Permanent Bin (20-yard)	\$350.00	\$198.42	\$1,143.70
Permanent Bin (30-yard)	\$350.00	\$198.42	\$1,143.70
Permanent Bin (40-yard)	\$350.00	\$198.42	\$1,143.70
Compactor Bin (Any Size)	\$490.00	\$198.42	\$1,283.70

*Every add'l ton over 4 tons is assessed with per ton charge.

Residential Service

BID ALTERNATE	Per-Unit Charge to Perform All Residential Billing Services.	\$0.75
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Commercial - Downtown District (DD) & Other City Facility Services

Rate Type	Service	Disposal / Facility Component	All-Inclusive Rate
DD - Organics Generators	\$206.68	\$53.35	\$260.03
DD - All Other Businesses	\$194.22	\$50.81	\$245.03
Power-wash (over quarterly)	\$250 / Hour	n/a	4 Hour Minimum
Gate/Restricted Access (Per mth)	\$65.00	n/a	\$72.22
Resume Fee/Collection	\$50.00	n/a	\$55.56
Damaged Cart (negligence)	\$125.00	n/a	\$138.89
Damaged Bin (negligence)	\$900.00	n/a	\$1,000.00
Damaged Lid (negligence)	\$250.00	n/a	\$277.78
Extra Dump - service day	\$250.00	n/a	\$277.78
Extra Dump - non service day	\$375.00	n/a	\$416.67
Commercial Manure Bin (2YD)	\$225.00	n/a	\$250.00
Extra Dump - non service day	\$375.00	n/a	\$416.67

Temporary & Industrial Service

Rate Type	Service Charge	Per-Ton Charge	All-Inclusive Rate
Commercial Recycling (Blue Container) - Included Tonnage: Up to 1 ton for 3/4-yd bins; up to 4 tons for 10-yd and larger bin/c			
Temporary Bin (3-yard)	\$310.00	\$136.60	\$446.60
Temporary Bin (4-yard)	\$310.00	\$136.60	\$446.60
Temporary Bin (10-yard)	\$455.00	\$136.60	\$1,001.40
Temporary Bin (20-yard)	\$455.00	\$136.60	\$1,001.40
Temporary Bin (30-yard)	\$455.00	\$136.60	\$1,001.40
Temporary Bin (40-yard)	\$455.00	\$136.60	\$1,001.40
Permanent Bin (10-yard)	\$350.00	\$136.60	\$896.40
Permanent Bin (20-yard)	\$350.00	\$136.60	\$896.40
Permanent Bin (30-yard)	\$350.00	\$136.60	\$896.40
Permanent Bin (40-yard)	\$350.00	\$136.60	\$896.40
Compactor Bin (Any Size)	\$490.00	\$136.60	\$1,036.40

*Every add'l ton over 4 tons is assessed with per ton charge.

Temporary & Industrial Service

Rate Type	Service Charge	Per-Ton Charge	All-Inclusive Rate
Commercial C&D - Included Tonnage: Up to 1 ton for 3/4-yd bins; up to 4 tons for 10-yd and larger bin/compactor			
Temporary Bin (3-yard)	\$310.00	\$151.00	\$461.00
Temporary Bin (4-yard)	\$310.00	\$151.00	\$461.00
Temporary Bin (10-yard)	\$455.00	\$151.00	\$1,059.00
Temporary Bin (20-yard)	\$455.00	\$151.00	\$1,059.00
Temporary Bin (30-yard)	\$455.00	\$151.00	\$1,059.00
Temporary Bin (40-yard)	\$455.00	\$151.00	\$1,059.00
Permanent Bin (10-yard)	\$350.00	\$151.00	\$954.00
Permanent Bin (20-yard)	\$350.00	\$151.00	\$954.00
Permanent Bin (30-yard)	\$350.00	\$151.00	\$954.00
Permanent Bin (40-yard)	\$350.00	\$151.00	\$954.00
Compactor Bin (Any Size)	\$490.00	\$151.00	\$1,094.00

*Every add'l ton over 4 tons is assessed with per ton charge.

Commercial Service

Rate Type	Service Component	Disposal / Facility Component	All-Inclusive Rate
Commercial Trash (Black or Grey Container)			
96-gallon 1x week	\$124.23	\$34.65	\$158.88
96-gallon 2x week	\$246.03	\$68.64	\$314.67
96-gallon 3x week	\$367.83	\$102.63	\$470.46
96-gallon 4x week	\$489.64	\$136.61	\$626.25
96-gallon 5x week	\$611.44	\$170.59	\$782.03
96-gallon 6x week	\$733.25	\$204.57	\$937.82
1 yard bin 1x week	\$156.87	\$43.76	\$200.63
1 yard bin 2x week	\$300.48	\$83.84	\$384.32
1 yard bin 3x week	\$444.10	\$123.90	\$568.00
1 yard bin 4x week	\$587.72	\$163.97	\$751.69
1 yard bin 5x week	\$731.33	\$204.05	\$935.38
1 yard bin 6x week	\$874.95	\$244.11	\$1,119.06
1.5 yard bin 1x week			
1.5 yard bin 2x week			
1.5 yard bin 3x week			
1.5 yard bin 4x week			
1.5 yard bin 5x week			
1.5 yard bin 6x week			
2 yard bin 1x week	\$202.95	\$56.62	\$259.57
2 yard bin 2x week	\$390.19	\$108.87	\$499.06
2 yard bin 3x week	\$577.43	\$161.11	\$738.54
2 yard bin 4x week	\$764.68	\$213.34	\$978.02
2 yard bin 5x week	\$951.92	\$265.59	\$1,217.51
2 yard bin 6x week	\$1,139.16	\$317.83	\$1,456.99
3 yard bin 1x week	\$248.92	\$69.45	\$318.37
3 yard bin 2x week	\$479.79	\$133.86	\$613.65
3 yard bin 3x week	\$710.66	\$198.27	\$908.93
3 yard bin 4x week	\$941.53	\$262.68	\$1,204.21
3 yard bin 5x week	\$1,172.40	\$327.09	\$1,499.49
3 yard bin 6x week	\$1,403.26	\$391.52	\$1,794.78
4 yard bin 1x week	\$295.90	\$82.55	\$378.45
4 yard bin 2x week	\$570.39	\$159.14	\$729.53
4 yard bin 3x week	\$844.89	\$235.72	\$1,080.61
4 yard bin 4x week	\$1,119.38	\$312.31	\$1,431.69
4 yard bin 5x week	\$1,393.88	\$388.89	\$1,782.77
4 yard bin 6x week	\$1,668.37	\$465.48	\$2,133.85
5 yard bin 1x week			
5 yard bin 2x week			
5 yard bin 3x week			
5 yard bin 4x week			
5 yard bin 5x week			
5 yard bin 6x week			
6 yard bin 1x week	\$391.30	\$109.18	\$500.48
6 yard bin 2x week	\$753.05	\$210.10	\$963.15
6 yard bin 3x week	\$1,114.80	\$311.03	\$1,425.83
6 yard bin 4x week	\$1,476.54	\$411.96	\$1,888.50
6 yard bin 5x week	\$1,838.29	\$512.88	\$2,351.17
6 yard bin 6x week	\$2,200.04	\$613.81	\$2,813.85
4 yard split bin 1x week (Trash + Recycle)	\$ 361.98	\$94.17	\$456.15
4 yard split bin 2x week (Trash + Recycle)	\$ 693.47	\$180.50	\$873.97
4 yard split bin 3x week (Trash + Recycle)	\$ 1,024.95	\$266.84	\$1,291.79
4 yard split bin 4x week (Trash + Recycle)	\$ 1,356.43	\$353.18	\$1,709.61
4 yard split bin 5x week (Trash + Recycle)	\$ 1,687.92	\$439.51	\$2,127.43
4 yard split bin 6x week (Trash + Recycle)	\$ 2,019.41	\$525.84	\$2,545.25

Commercial Service

Rate Type	Service Component	Disposal / Facility Component	All-Inclusive Rate
Commercial Recycling (Blue Container)			
96-gallon 1x week	\$75.45	\$16.70	\$92.15
96-gallon 2x week	\$149.39	\$33.08	\$182.47
96-gallon 3x week	\$223.34	\$49.45	\$272.79
96-gallon 4x week	\$297.29	\$65.83	\$363.12
96-gallon 5x week	\$371.24	\$82.20	\$453.44
96-gallon 6x week	\$445.19	\$98.57	\$543.76
1 yard bin 1x week	\$87.15	\$19.30	\$106.45
1 yard bin 2x week	\$166.12	\$36.78	\$202.90
1 yard bin 3x week	\$245.08	\$54.26	\$299.34
1 yard bin 4x week	\$324.04	\$71.75	\$395.79
1 yard bin 5x week	\$403.01	\$89.23	\$492.24
1 yard bin 6x week	\$481.97	\$106.72	\$588.69
1.5 yard bin 1x week			
1.5 yard bin 2x week			
1.5 yard bin 3x week			
1.5 yard bin 4x week			
1.5 yard bin 5x week			
1.5 yard bin 6x week			
2 yard bin 1x week	\$98.70	\$21.86	\$120.56
2 yard bin 2x week	\$187.70	\$41.55	\$229.25
2 yard bin 3x week	\$276.69	\$61.26	\$337.95
2 yard bin 4x week	\$365.68	\$80.97	\$446.65
2 yard bin 5x week	\$454.68	\$100.67	\$555.35
2 yard bin 6x week	\$543.67	\$120.38	\$664.05
3 yard bin 1x week	\$110.18	\$24.40	\$134.58
3 yard bin 2x week	\$209.21	\$46.32	\$255.53
3 yard bin 3x week	\$308.23	\$68.25	\$376.48
3 yard bin 4x week	\$407.25	\$90.18	\$497.43
3 yard bin 5x week	\$506.28	\$112.10	\$618.38
3 yard bin 6x week	\$605.30	\$134.03	\$739.33
4 yard bin 1x week	\$122.28	\$27.08	\$149.36
4 yard bin 2x week	\$231.34	\$51.22	\$282.56
4 yard bin 3x week	\$340.39	\$75.37	\$415.76
4 yard bin 4x week	\$449.45	\$99.51	\$548.96
4 yard bin 5x week	\$558.50	\$123.66	\$682.16
4 yard bin 6x week	\$667.56	\$147.80	\$815.36
5 yard bin 1x week			
5 yard bin 2x week			
5 yard bin 3x week			
5 yard bin 4x week			
5 yard bin 5x week			
5 yard bin 6x week			
6 yard bin 1x week	\$147.38	\$32.64	\$180.02
6 yard bin 2x week	\$276.50	\$61.22	\$337.72
6 yard bin 3x week	\$405.61	\$89.81	\$495.42
6 yard bin 4x week	\$534.73	\$118.40	\$653.13
6 yard bin 5x week	\$663.84	\$146.99	\$810.83
6 yard bin 6x week	\$792.96	\$175.57	\$968.53

Rate Type	Service Component	Disposal / Facility Component	All-Inclusive Rate
Commercial Organics (Green or Brown Container)			
32-gallon 1x week	\$72.67	\$16.40	\$89.07
32-gallon 2x week	\$144.56	\$32.63	\$177.19
32-gallon 3x week	\$216.45	\$48.85	\$265.30
32-gallon 4x week	\$288.35	\$65.07	\$353.42
32-gallon 5x week	\$360.24	\$81.29	\$441.53
32-gallon 6x week	\$432.13	\$97.52	\$529.65
64-gallon 1x week	\$85.68	\$19.33	\$105.01
64-gallon 2x week	\$170.37	\$38.44	\$208.81
64-gallon 3x week	\$255.05	\$57.56	\$312.61
64-gallon 4x week	\$339.73	\$76.67	\$416.40
64-gallon 5x week	\$424.42	\$95.77	\$520.19
64-gallon 6x week	\$509.10	\$114.89	\$623.99
96-gallon 1x week			
96-gallon 2x week			
96-gallon 3x week			
96-gallon 4x week			
96-gallon 5x week			
96-gallon 6x week			
1 yard bin 1x week	\$144.56	\$32.63	\$177.19
1 yard bin 2x week	\$282.88	\$63.83	\$346.71
1 yard bin 3x week	\$420.41	\$94.87	\$515.28
1 yard bin 4x week	\$558.72	\$126.09	\$684.81
1 yard bin 5x week	\$697.03	\$157.30	\$854.33
1 yard bin 6x week	\$835.34	\$188.52	\$1,023.86
1.5 yard bin 1x week			
1.5 yard bin 2x week			
1.5 yard bin 3x week			
1.5 yard bin 4x week			
1.5 yard bin 5x week			
1.5 yard bin 6x week			
2 yard bin 1x week	\$225.05	\$50.79	\$275.84
2 yard bin 2x week	\$443.07	\$99.99	\$543.06
2 yard bin 3x week	\$661.87	\$149.36	\$811.23
2 yard bin 4x week	\$879.88	\$198.57	\$1,078.45
2 yard bin 5x week	\$1,097.90	\$247.77	\$1,345.67
2 yard bin 6x week	\$1,315.92	\$296.97	\$1,612.89
3 yard bin 1x week			
3 yard bin 2x week			
3 yard bin 3x week			
3 yard bin 4x week			
3 yard bin 5x week			
3 yard bin 6x week			
4 yard bin 1x week			
4 yard bin 2x week			
4 yard bin 3x week			
4 yard bin 4x week			
4 yard bin 5x week			
4 yard bin 6x week			
5 yard bin 1x week			
5 yard bin 2x week			
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5 yard bin 4x week			
5 yard bin 5x week			
5 yard bin 6x week			
6 yard bin 1x week			
6 yard bin 2x week			
6 yard bin 3x week			
6 yard bin 4x week			
6 yard bin 5x week			
6 yard bin 6x week			

5. Bid Alternate Proposals – Collection Services

Athens Services will not be submitting an alternate proposal for collection services in addition to the standard three-container pricing required.