



October 20, 2008

Dear Republic and Allied Teams,

Today we are pleased to announce 32 Area Presidents - along with the regional staff - for the new Republic Services, Inc. These individuals will lead their areas and regions in combining the assets of two great companies. The people whose names appear below make up a strong team.

AREA PRESIDENTS

The following individuals will be Area Presidents at the new Republic Services, reporting directly to the respective Senior Vice President of Operations in each region. We feel very confident that they will position Republic for future growth and success through superior market planning and execution while assembling the best division operating team in the industry.

East Region Area Presidents Reporting to Ron Krall:

- Jamey Amick, Area President – South Carolina / Charlotte
- Jim Bowen, Area President – Western Pennsylvania
- Dean DiValerio, Area President – Eastern Pennsylvania
- Heath Eddleblute, Area President – Ohio
- Al Hemma, Area President – Chesapeake
- Drew Isenhour, Area President – North Carolina
- Tim Joyce, Area President – New England
- Rich Serio, Area President – New York / New Jersey

Midwest Region Area Presidents Reporting to Kevin Walbridge:

- John Drier, Area President – Central Indiana
- Roger Groen, Area President – Chicagoland
- John Lamanna, Area President – Kentucky / Southern Indiana
- *To be determined*, Area President – Eastern Missouri / Southern Illinois
- Jeff Kintzle, Area President – Western Missouri / Oklahoma
- Bill Meyer, Area President – Northern Indiana
- Mark Watson, Area President – Michigan
- Bryan Zimmerman, Area President – Minnesota / Wisconsin

South Region Area Presidents Reporting to Chris Synek:

- Brad Dugas, Area President – West Texas
- Bob Hely – Area President – South Florida / Puerto Rico
- Randy Jensen, Area President – Gulf Coast
- Jack Perko, Area President – Georgia / North Alabama
- Greg Rutherford, Area President – Tennessee
- Nick Stefkovich, Area President – North Texas
- Guy Thompson, Area President – North Florida / Southern Georgia
- Rusty Waldrup, Area President - Houston

West Region Area Presidents Reporting to Jeff Andrews:

- Jim Ambroso, Area President – Southern California
- Mike Caprio, Area President – Central California
- Kory Coleman, Area President – Mountain
- Russell Dix, Area President – Los Angeles
- Kevin Finn, Area President – Northern California
- Steve Meyer, Area President – Arizona
- Tom Miller, Area President – Las Vegas
- Tim Stuart, Area President - Northwest

REGIONAL STAFF

The field operations of the combined company will be divided into four regions. We are pleased to announce the Regional Staff who have been selected in each region and will work with the Area Presidents and local divisions in guiding and assisting with integrating best practices from both organizations. They will report to the respective Senior Vice President in each region:

Title	West	Midwest	South	East
VP – Region Controller	Mark Clatt	Doug Striebel	Kent Greening	Mark Graham
VP – Human Resources	Andy Martin	Debora Martinez	Bruce VanCleve	Jason Callaway
VP – Sales	Tony Pilkington	Jim Gamage	Marc Scott	Doug Murphy
VP – Operations Support	Joe Noorlag	Mike Davis	Joe Burkel	Mike Yelinek
Director – Safety	<i>To be determined</i>	Tony Bartemio	Mike Lambert	Chris Jobson
Director – Market Planning & Development	Don Gambelin	Doug Haan	Gary McCuistion	Don Neukam
Director – Engineering & Environmental Management	Tony Pelletier	Clarke Lundell	Marcos Elizondo	Angela Leonard


ADDITIONAL INFORMATION

We are pleased to announce that Tony Rosback has accepted the position of VP – Operations Support, reporting directly to Don Slager, President & Chief Operating Officer.

We will continue to keep you informed as this merger moves closer and closer to completion. You can obtain additional information by visiting your respective intranet sites and the special merger-related website at www.RepublicAllied.com for the most up-to-date information about the merger. If you have any questions, you may call our employee information line at 1-866-384-8644 or 1-866-753-9914 or send your question to employeeinfo@repsrv.com.

Thank you for all of your on-going efforts, which continue to drive the success of our companies. We ask that you remain focused on delivering the same level of high-quality customer service that our customers have come to expect.

Best wishes,



James E. O'Connor
Chairman and Chief Executive Officer
Republic Services



Donald W. Slager
President and Chief Operating Officer
Allied Waste

**Republic Services – Las Vegas
Management Team Statement**

In preparation for the proposed merger between Republic Services and Allied Waste, the two companies have begun development of a consolidation plan for administrative services. On Monday, Oct. 20, the two companies announced the formation of the regional and area management teams to take effect when the merger is complete.

Jeff Andrews, Allied Waste's current western region vice president, has been named the vice president of the new western region overseeing operations in California, Washington, Oregon, Montana, Utah, Colorado, Arizona and Nevada. Tom Miller, the current western region vice president for Republic Services, has been named area president for Nevada, southern Utah, and northern Arizona, managing the day-to-day operations of the local service areas. Bob Coyle, who has been serving as the area president for Las Vegas for the past four years, has been named vice president of communications and public affairs for the state of Nevada.

In making this announcement, Jim O'Connor, President of Republic Services, and Donald Slager, President of Allied Waste, noted that the team combines the best assets of two great companies, who "will position Republic for future growth and success through superior market planning and execution while assembling the best division operating team in the industry."

