



WASTE MANAGEMENT, INC  
1001 Fannin, Suite 4000  
Houston, TX 77002  
(713) 512-6200

January, 2009

TO EMPLOYEES AND APPLICANTS WHO HAVE  
RECEIVED OFFERS OF EMPLOYMENT:

Waste Management, Inc. is a government contractor subject to Section 503 of the Rehabilitation Act of 1973, as amended, Section 402 of the Vietnam Era Veteran's Readjustment Assistance Act of 1974 and Section 7 of the Veterans Employment Opportunities Act of 1998, which require federal government contractors to take affirmative action to employ and advance in employment qualified disabled individuals, disabled veterans, veterans of the Vietnam era and other covered veterans. If you are a disabled person, a disabled veteran, a veteran of the Vietnam era, or other covered veteran, please advise us if you would like to be considered under the Company's affirmative action program. You may inform us of your request to be considered under this program at this time or at any time in the future. Submission of this information is voluntary, and refusal or failure to provide it will not subject you to discharge, discipline, or any other adverse treatment.

This information shall be kept confidential, except that (1) supervisors and managers may be informed regarding any restrictions in the work or duties and any necessary job accommodations, (2) safety and health personnel may be informed, when and to the extent necessary, if the condition might require emergency treatment, and (3) government officials investigating compliance with these Acts shall be informed.

Any employee who believes that he or she is being discriminated against because of mental or physical disability, or because he or she is a disabled veteran, veteran of the Vietnam era or other covered veteran, should discuss this matter with his or her immediate supervisor, with his or her Human Resources Manager, the Integrity Help Line or myself.

The affirmative action program for disabled individuals and veterans is available for inspection in the People Department, on the 43<sup>rd</sup> Floor at 1001 Fannin, Houston Texas, during the hours of 10 a.m. to 2 p.m. Monday through Friday.

A handwritten signature in black ink that reads 'Jay Romans'. The signature is written in a cursive style with a large, looping 'J' and 'R'.

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Jay Romans  
Senior Vice President  
Waste Management, Inc.