

August 20, 2021

Nicole I Barahinyura

[redacted]

Dear Nicole,

Congratulations! You have earned your place in the Emerald Circle in 2021! Reaching your goal is no easy task, and it requires a focused effort and excellence in everything you do. Your perseverance has made you an Elite Achiever and a brilliant example within our organization.

I want to thank you personally for your dedication to our customers, your team, and WM as a whole. Your continued practice of our Commitments and Values makes us who we are and contributes to our collective success.

Keep up the great work!

MICHAEL J. WATSON
Senior Vice President
Chief Customer Officer

WM