

J. P. Mascaro & Sons

If it's service, it's us!

2650 Audubon Road • Audubon • PA • 19403

www.jpмасcaro.com

LETTER FROM THE PRESIDENT

Dear Prospective Employee,

Our company is privately owned and family operated. Our commitment is to our customers. They deserve the best services available from within our industry. Our business philosophy is simple: Excellent equipment, superior management and dependable employees. You, the employees, are our greatest asset. Your focus and commitment to your job each and every day will assure you individual success as well as success for the company.

We want your tenure at J. P. Mascaro & Sons to be an experience built upon mutual respect and mutual well-being. It is important that you understand your job, perform it to the best of your ability and be responsive to all supervisor and managerial direction provided to you. Always feel free to express yourself in any regard related to the company management should you have a question or a concern.

We are attaching some information which should provide additional insight into our company. We would welcome you to join our team.

Sincerely,

A handwritten signature in blue ink that reads "Pasquale N. Mascaro". The signature is written in a cursive, flowing style.

Pasquale N. Mascaro, Sr.

President

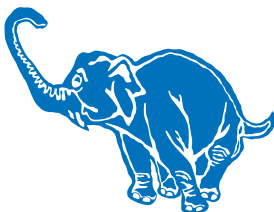


OPEN DOOR POLICY

J. P. Mascaro maintains an open door policy. The company welcomes any and all input from its employees related to opinions in how to improve its operations.

We ask that all input be provided in writing to your immediate supervisor.

The company must consider all input in context with applicable local, state and federal regulations as well as the declared stated goals and objectives of the company.



J. P. Mascaro & Sons

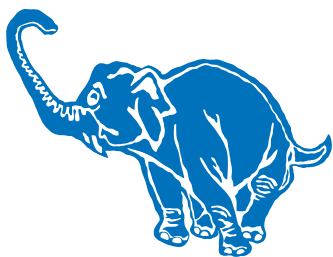
If it's service, it's us!

JOIN OUR FAMILY TEAM

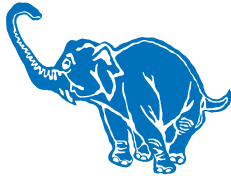
WORK FOR AN INDUSTRY LEADER

WHAT WE OFFER!

- Internal Company Advancement
- Excellent Facilities and Equipment
- Competitive Wages
- Excellent Benefit Package
- Flexible Hours
- Paid Vacation and Holiday Pay
- Excellent Retirement Program
- Annual Bonus
- Holiday Give Away Package
- Employee Family Educational Grants
- Employee Family Scholarships
via EITC, OSTC Programs



J. P. Mascaro & Sons
If it's service, it's us!



J. P. Mascaro & Sons

If it's service, it's us!

2650 Audubon Rd
Audubon, PA 19403
800-222-1818
484-398-6500
www.jpмасcaro.com

JOB OFFER

Position: _____

Job Description and Expectations: Attached

Wages: _____

*Benefits:

- Health Insurance
- Life Insurance
- Disability Insurance
- Holidays
- Vacation
- Sick Days
- 401K (Retirement)
- Uniforms

*Information is attached.

Other:

- Annual Bonus
- Holiday Giveaway Package
- Employee Family Educational Grants
- Employee Family Scholarships via EITC, OSTC Programs

The above applicant hereby acknowledges the following by his signature below:

1. I was given the opportunity to review a company binder which contained information about J. P. Mascaro & Sons.
2. I was given the option of viewing a video about the history of J. P. Mascaro & Sons.
3. I was given an option to review a video about the history of J. P. Mascaro & Sons on its website by contacting www.jpмасcaro.com.
4. I discussed the position in question and was interviewed by an authorized employee of J. P. Mascaro & Sons.
5. In my interview, it was stressed upon me how important the customers were to J. P. Mascaro & Sons and should I be successful in receiving an opportunity to work at Mascaro, I would be committed to its customers by providing excellent customer service as per my job description.

I _____ hereby acknowledge all of the stated above and I willing accept this position offered to me.

Name (Print)

Company Representative (Print)

Signature

Signature

Date

Date

Corporate Culture of

J. P. Mascaro & Sons

The motto of our founder J. P. Mascaro, Sr. is: *“If it’s service, it’s us!”* This has been the guiding principle of our organization for over 50 years. The customer is the most important person in our business. Our existence is dependent upon them. We cannot meet the goals of our company if we do not satisfy our customer’s needs first.

Our business mission is to provide our customers the highest level of service within our industry. This must be done in an efficient and cost effective manner in strict accordance with governing laws and regulations.

In order to accomplish our mission, we must employ a plan. This plan must be managed, evaluated and adjusted accordingly. There exists three principal ingredients to our business equation. They consist of superior management, excellent personnel and reliable machinery. We can attain our goals only if all three of these assets work in synchronization with each other. Two out of three does not equal success.

The employees are our greatest asset. They must be united and cohesive as a work force. To accomplish this goal, we must properly select the members of our team. They must be oriented with our expectations. They must be trained as necessary and given the proper tools to do their job. They must be supervised consistently and fairly. They must receive recognition when due and be disciplined when needed. A company that fails to differentiate quality work from inferior work cannot succeed.

Our company will focus first on servicing our customers, and second, on preserving our assets of people, machinery and equipment. This will all be done safely and productively in accordance with governing laws and the company’s goals. Adherence to the above will assure a satisfied customer base and a financially strong company over the long term.



J. P. Mascaro, Sr.
Founder, 1917-1981

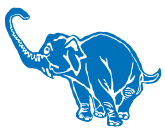
Expectations

What We Expect from Our Employees:

- Consistency is needed in attendance. Be on time; people are counting on you!
- You must be customer and service oriented. If it's service it's us!
- You must demonstrate good work habits. Keep your workspace and equipment clean.
- You must always be sensitive to safety and display safe work habits.
- You must fill out all daily-required paperwork properly.
- Communicate any difficulties to supervisors immediately. Go to the facility manager if necessary!
- Make suggestions to improve our operations. Be a part of the solution!
- Give your best effort, every day! You will make a difference!
- Be honest and straightforward in all aspects of your work.
- Be a team player; be courteous and cooperative with customers and fellow employees. Have a good attitude.
- Ask questions, if and when you need to.
- Focus on your job requirements and company policies.

What Our Employees Can Expect from Us:

- We offer the strength, resources and expertise of a major corporation, but with a family-owned sense of belonging.
- We offer hard but stable work.
- You will be part of a team environment and culture.
- We are a dependable company that will offer security to you and your family.
- You will share in the progress of the company (401K, etc.).
- We will establish and communicate clearly your job requirements and objectives.
- We have an Open Door Policy.
- We will train you in all areas of your job.
- We will supply you with the tools and resources that you need to perform your job.
- We will give safety and compliance our highest priority.
- We will not tolerate actions or practices that are unsafe or are against our service-oriented team approach.
- We will be clear and concise with our policies and procedures.
- We will enforce our rules and regulations across the board.
- We will reward success and discipline failure.
- We will provide feedback (evaluate), both formally and informally.
- We will be fair and consistent.
- We are an Equal Opportunity and Diverse Employer.
- We offer advancements from within; you can grow with the company!



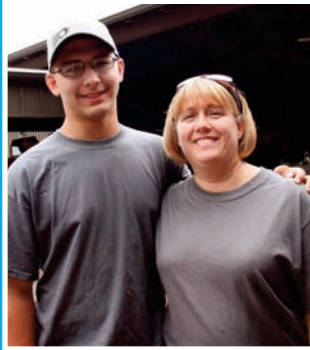
J. P. Mascaro & Sons

If it's service, it's us!



Employee & Family Appreciation Day

On August 17 we held the annual J.P. Mascaro & Sons Employee Appreciation Day party at Mermaid Lake. We would like to thank everyone involved in planning this successful event. This is our way of saying "Thank You" to all of the people out there working hard to get the work done. We wanted to share some fun photos of the days events. We look forward to it next year. We hope everyone had a fun day. Thank you for coming.





The Times Herald

J.P. Mascaro & Sons Celebrates 50 Years in Business

By Gary Puleo, *The Times Herald*



Celebrating J.P. Mascaro & Sons' 50th anniversary recently at the company headquarters in Lower Providence are, from left, Julie Lick, Michael Mascaro, Joseph Mascaro III, Katie Mascaro, Christina Macelak and Lindsay Mascaro Ptaszewski. On the wall behind them are portraits of company founders Joe and Ida Mascaro.

LOWER PROVIDENCE >> Collecting trash will probably never be a glamorous business, but few companies have made it as widely charismatic as J.P. Mascaro & Sons.

It wasn't always that way, of course. The multimillion-dollar jobs, impressive headquarters on Audubon Road, acres of prime real estate and the inexhaustible philanthropy the company is known for were all half a century away when Joe Mascaro Sr. opened for business in 1964 with a minimalist approach: one pickup truck and one client — the old General Electric plant in King of Prussia.

Since then, his five sons Louis, Frank, Mike, Joe and Pat Mascaro Sr. have taken solid waste and recycling to heights unforeseen the year the Beatles claimed America.

But to Pat Mascaro Sr., now president, it's all been just a matter of building on his late father's motto: "If it's service, it's us."

"If you asked me why J.P. Mascaro has achieved the success it has I would say it's due to the incredible work ethic from our parents ... some real true, lead-by-example core values, things that really help you in making good decisions, being ethical in your dealings and being good, caring people," said Mascaro, sitting in his handsomely appointed office, with walls lined with family photos and memorabilia.

Down the winding hall is the Mascaro Legacy room, featuring framed photos of parents Joe and Ida Mascaro and numerous articles from publications such as *The Times Herald*, a sister paper to *The Phoenix*.

"We literally worked when we were in high

school, at night. My brothers are all older than me and worked from about 5 o'clock to midnight on the truck serving the General Electric contract. The only time I would get off is if I had an away basketball or baseball game to play," noted the Methacton High School graduate.

"I think we remained true to ourselves; we didn't try to be something we weren't and knew what it would take to reach our goals. We knew if we want to keep this business successful we need to keep the trucks clean, put the trash can back on the curb properly and do the right thing."

The measure of success in the Mascaro world hinges on three touchstones, Mascaro said.

"We're committed to our customers, employees and the community. If we don't achieve three out of three, it's not a good year for the business. If it's a good year for the Mascaros but not for the community, then that means we failed. And vice versa.

"Our operating approach is very simple also — we put a huge emphasis on service; there's no such thing as poor service. It doesn't matter if they pay us \$25 or \$25 million, every customer deserves the same level of service," added Mascaro, who cited people as the company's most valuable asset.

"Regardless of our infrastructure, our financial capability, our trucks, our landfills, our compost and recycling centers ... if we don't have a unified work force, it's never going to work."

"Share the well-being" could well be another motto that's evolved over the years.

"This is a company that recognizes its people

very well," said Mascaro, who seems just as proud of the blood drive orchestrated by son Pat Jr. in honor of his late uncle, Frank Mascaro, earlier this year, as he is of the new \$11 million Pioneer Crossing Recycling Center in Exeter, Berks County.

The company's generosity is legendary. Through programs like the annual RESPECT contest, which encourages artistic expression at elementary schools throughout the area, J.P. Mascaro donates millions of dollars to education each year.

"You get rewards when you give," Mascaro said. "That's what I'm most thankful for in this business, that we're able to share our success with people in need. That's really important to us. We don't participate in philanthropy to make the business better. We shouldn't give a million dollars to this one or that one to make the business better."

In its 50th anniversary year, the brothers, who are not huge fans of accepting awards, were happy to receive a Lifetime Achievement Award in Entrepreneurship from the National Italian-American Political Action Committee (NIAPAC).

And what better time is there than reaching a 50-year milestone to reflect on the challenges the company has faced, Mascaro said.

"When I reflect on what we had to contend with through the years I shake my head and wonder how we got past all the hurdles. This industry is extremely political, extremely bureaucratic, regulatory-oriented, dominated by multi-national corporations ... and quite frankly," Mascaro added, "I feel those corporations are just a compilation of inferior Mascaros. I truly believe that we have one of the most premier — if not the premier — waste removal companies in the country. How this company does business is at the forefront of so many different things. We're self-insured, we have our own in house legal department, in house engineers, we build our own buildings, our own environmental compliance department, we really operate outside the box. But all this would not be achievable if not for the loyalty of our customers. And we never forgot that."

Mascaro was only 28 when his father passed away, in 1981, moving him to forefront.

"My father died young. As far as I'm concerned, this business is still my father's. Me and my brothers are just carrying forward my father's dream of his boys working together. We're probably 75 times bigger now but my father knew we were on our way."

Montgomery County's J.P. Mascaro & Sons Pledges \$10 Million for Area Education Programs



The renovation of the baseball field at Methacton High School has been financed by J.P. Mascaro and Sons of Audubon. The company pledged \$10 million Thursday for educational programs in their service area. Thursday, September 25, 2014. Adrianna Hoff—The Times Herald

NORRISTOWN >> J. P. Mascaro and Sons, a solid waste removal company with headquarters in Audubon, announced Wednesday a pledge of \$10 million to fund educational programs, scholarships, and grants for students and teachers in area schools over the next five years.

"My father and company founder, Joseph P. Mascaro, a man of limited education himself, was a strong proponent of education in others. He firmly believed a well-rounded education to be the key to individual and societal development," said company President Pat Mascaro in a release. "Our company has been actively involved in this segment of the community for many years, and we are happy to be in a position to increase our level of participation."

The \$10 million pledge will almost double the \$6 million the company has already donated to schools in recent years. The programs range from environmental education tours of the company's waste treatment plant to the Respect Program, which offers interac-

tive assemblies to students focusing on respect of parents, teachers, the community, and the environment.

Bill Fox, an attorney for Mascaro, said the environmental tours have become so popular that Mascaro purchased a school bus to accommodate the 3,000 to 4,000 students who visit the plant each year. The tours not only serve as environmental field trips for elementary schools, but also as a destination for Montgomery County Community College students looking for research opportunities.

Respect for the environment, Fox said, is also one of the valuable payoffs of the Respect Program, which has reached more than 300,000 students in public, private, and parochial schools. Schools in Mascaro service areas can apply to have the program visit their schools with fun activities designed to impress upon students the importance of respect for a thriving community.

"It's fun and the kids like it," Fox said. "It's not a boring assembly. The children

participate in contests where they draw environmental posters to win prizes. It ends with kids having a greater respect for the environment and an understanding of the importance of recycling and reusing waste."

Recently the program has expanded to Morris County, N.J., after Mascaro won a contract to service the area.

Lindsay Mascaro Ptaszenski, director of education and community relations for Mascaro, cited the programs as wins for the community and the company.

"Nothing but good comes from such initiatives, whether at the school or community level, and my job is to make sure our company maximizes its support of beneficial educational initiatives," said Ptaszenski in a release.

"Our company's continuing commitment to the educational sector has also had a positive business benefit as well," Ptaszenski continued, "with Mascaro now providing waste-related services to a growing number of schools and educational institutions."

In addition to educational initiatives that impact the classroom directly, the company has funded several capital improvement projects for local schools, including donations to Visitation BVM in Lower Providence and the complete renovation of Methacton High School's baseball field into Robert Childress Memorial Field.

For students, parents and teachers interested in finding out more about Mascaro's educational programming, visit the "Education" section of the company's website, www.jpmascaro.com.