

Proudly Operated By



Appendix B

Part 2: Veolia – Employee Manual (Excerpt)



Employee Handbook

Veolia North America

About the Handbook

This handbook is designed to acquaint you with Veolia North America (VNA) and to answer questions regarding employment. However, the contents of this handbook constitute only a summary of the benefits, human resources and operational policies, practices and procedures in effect at the time of publication.

Our business and culture are dynamic and do not lend themselves to a static policy for every issue or concern that might arise. Of course, continue to feel free to ask your supervisor and/or Human Resources representative any questions regarding your employment.

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Veolia's values and principles

Responsibility, Teamwork, Respect, Customer Focus, and Innovation. These five fundamental values underpin the Group's economic, social and environmental performance.

Responsibility

Employees take responsibility for improving quality-of-life in the regions where they operate. Internally, VNA is accountable for developing its employees' skills and improving workplace health and safety conditions.

Teamwork

Teamwork builds relationships between employees, customers and the communities where we operate. VNA actively seeks to bring our services to new customers and communities, while complying with policies and procedures.

Respect

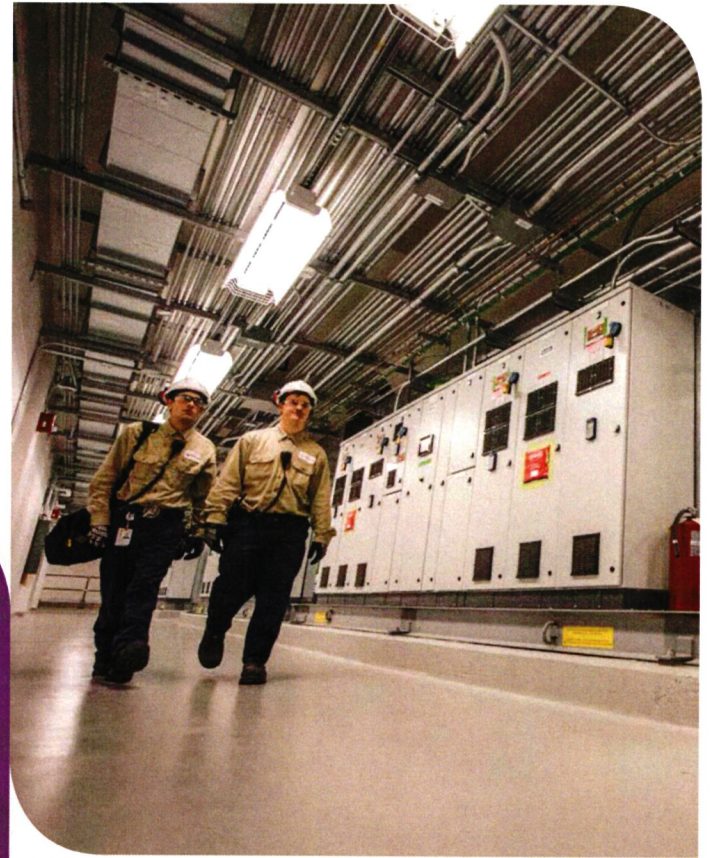
This value shapes the individual behavior of each and every employee and is embodied through compliance with the law, the Company's policies and code of conduct, and respect of others.

Innovation

VNA needs to be imaginative, creative and daring to build environmental services for the future. Research and innovation is at the center of Veolia's strategy to deliver sustainable solutions that serve our clients and the general public.

Customer focus

VNA must strive to enhance the efficiency and quality of its services. VNA has to be attentive to customers, to be able to meet their technical, economic, environmental and societal expectations, thanks to its ability to provide them with appropriate and innovative solutions.



Compliance

Veolia North America is committed to conducting business in compliance with all applicable laws and in an ethical manner. If you know of or in good faith suspect the occurrence of unethical or illegal conduct, you should inform the next level of management not involved in such conduct and/or the Human Resources or Legal Department. You can report an issue anonymously by calling or emailing the Compliance Helpline below:



Compliance Helpline:

+1 844 286 0002

VNA.Compliance@veolia.com

3.0 SAFETY

The Veolia North America (VNA) philosophy of Environmental, Health, Safety, and Security (EHS&S) management is that every employee has a key role in maintaining a safe and environmentally sound workplace. This is accomplished through training, awareness, accountability, and recognition programs and initiatives. The Veolia Health and Safety, and Environmental Policies signed by President and CEO, Bill DiCroce are found at <https://oneintranet.veolia.com/nam-mgt-northamericaintranet/safe/safety-stats>. (One to One/ Veolia North America Intranet/ Safety-Environment/ Document Library/ Veolia North America/ VNA EHS Policy Statements)

VNA's highest duty is to ensure health, safety, and security for all. VNA continually challenges itself by setting objectives and targets to improve performance and maintain Veolia job sites as safe places to work and visit. VNA shall meet or exceed regulations by treating health and safety legislation and industry standards as the minimum expectation.

It is VNA's firm commitment to operate in strict compliance with applicable rules, regulations, and laws – as well as its contractual obligations. VNA's commitment shall be demonstrated through active and visible leadership. VNA believes that all employees are responsible for complying with policy and all applicable health and safety requirements.

VNA's approach to reducing and eliminating workplace hazards is structured around **five pillars**:

- **Management Involvement:** All managers are actively involved by establishing fundamental prevention rules and ensure they are applied to all locations. It requires each manager to model exemplary behavior.
- **Employee Involvement and Development:** Employees are provided with comprehensive training and support to raise awareness of the risks associated with each job, and actively identify and eliminate hazards.
- **Communication and Dialogue:** Encouraging and promoting active discussion regarding health and safety issues increases synergies between the work force, business lines, and geographical areas.
- **H&S Risk Management:** Improving management of risk through identification, assessment, and mapping in order to avert risk.
- **H&S Performance Monitoring and Control:** Tracking and analyzing specific indicators, with follow-through on audit and self-assessment finding.

By adhering to these **five pillars**, VNA will meet its goal of zero injuries.



Accountability

Veolia Management: Sets the policies and goals to carry out the EHS&S mission.

Line Management: Is responsible for the safety and security of the employees they supervise, as well as their compliance with applicable EH&S regulations. EH&S compliance is a line management responsibility that can directly impact performance evaluations.

EHS&S Representative: VNA locations have an employee who coordinates EHS&S matters and acts as a liaison between VNA EHS&S corporate and/or business line support staff and the local management team. The EHS&S representative acts as a resource, facilitates implementation of safety programs, creates safety, security and environmental awareness among all employees, and has the responsibility to pursue needed training and implement new programs as required.

Every Employee: Has both the responsibility and the obligation to work in a safe and environmentally sound manner, and to extend the concern for personal safety to fellow employees, contractors, and visitors. Employees are also responsible for maintaining facility security standards at all times, and reporting suspicious activity or security threats to their supervisor immediately. An employee's commitment to the VNA EHS&S program is a significant factor in their performance evaluation.





Policies and procedures

VNA has created policies and procedures to aid in compliance activities. You should know where they are located at your location, be able to locate them on the Veolia North America Intranet (One to One) and understand the content. As a VNA employee, you are responsible for adhering to these policies and procedures. Discuss these responsibilities with your supervisor prior to starting employment, and at any time you have a question.

- Safety Compliance
- Laboratory Quality Assurance/Quality Control
- Environmental Compliance
- Fleet Safety and Compliance
- Security Compliance

EHS&S training programs

VNA employees must have the appropriate training for their job classification and exposure to hazards. Employees that have not had the sufficient and/or required level of training to conduct their assigned duties in a safe and compliant manner must not work in the department or area until their training has been completed. VNA has various business line, facility, site specific, task specific, etc. training requirements. If you have questions on training, contact your supervisor, EHS&S representative or HR representative.

Safe driving

Employees must maintain a good driving record. The Environmental, Health, Safety and Security (EHS&S) department may check your Motor Vehicle Record (MVR) during employment. Employees' records may be reviewed annually or more frequently, at management's discretion.

Company vehicles may not be operated in violation of any law, ordinance, statute, rule or regulation applicable to motor vehicles. All fines levied for such violations are the personal responsibility of the employee even if the employee is operating the Company vehicle during work time.

Seat belts must be worn by all occupants of a VNA vehicle while it is in operation.

Any use of cell phones while driving must be in compliance with

VNA's Policy on the Appropriate Use of Mobile Devices (HR_142), all applicable laws and regulations, client requirements and VNA policy. Other distractions must be kept to a minimum.

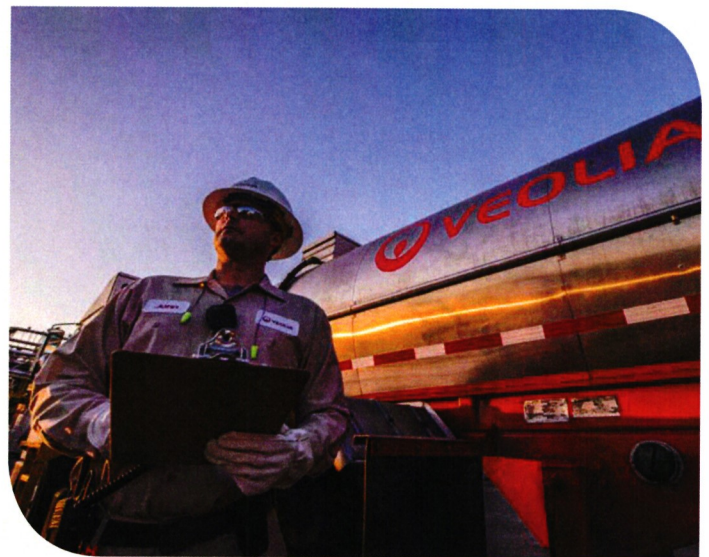
All employees who drive Company vehicles are required to read, acknowledge and abide by VNA safe driving policies

Incident reporting

Any incident, including a near miss, be it that of a visitor or an employee, should be reported immediately to your supervisor or EHS&S representative.

Incentive programs

VNA sponsors a variety of incentive programs to promote and encourage safe work among our employees. These programs are facility-specific, evaluated regularly and subject to change from time to time to maintain effectiveness.



VNA Always Safe Rules

MANAGEMENT

- **I ALWAYS** comply with occupational health and safety rules & regulations.
- **I ALWAYS** lead by example to openly demonstrate exemplary commitment to health and safety as a company value.
- **I ALWAYS** ensure that health and safety is the primary consideration in work scheduling and production.
- **I ALWAYS** ensure that personnel have the proper safety training and the authorization to perform the assigned task or activity.
- **I ALWAYS** take all reasonable steps to identify and correct any known hazards before allowing personnel to proceed with a work-related task or activity.
- **I ALWAYS** address risk management through a hierarchy of controls (engineering controls such as; elimination or substitution, administrative controls such as; signage and warnings, with personal protective equipment as a last defense).
- **I ALWAYS** empower employees with the authority and responsibility to correct and/or report all unsafe situations, acts, or conditions observed in the workplace - up to and including STOPPING a job when necessary.
- **I NEVER** ask anyone to perform an unsafe act.

ALL EMPLOYEES

- **I ALWAYS** comply with all applicable regulatory, company and client occupational health and safety rules, regulations, work instructions, policies, procedures, best practices, and industry standards.
- **I ALWAYS** wear the required personal protective equipment.
- **I ALWAYS** perform tasks and activities with proper qualification, authorization, and pre-task planning.
- **I am ALWAYS** empowered with the responsibility and obligation to stop any unsafe behavior or activity, to report the issue promptly to management, and work together with management toward a safe resolution.
- **I ALWAYS** work in fit condition - free from the effects of fatigue, drugs, and alcohol.
- **I ALWAYS** report all work-related injuries/illnesses, unsafe conditions, unsafe work practices, near-miss incidents and hazards.
- **I NEVER** compromise my own health and safety or those around me for profit, production, comfort, or convenience.

Violation of any of the above rules is not acceptable and will result in discipline up to and including termination. These rules are not all inclusive however, and employees who engage in any type of conduct which may be injurious to the Company or its employees, or which interferes with the efficient operation of the business or damages the reputation of the Company, will be subject to disciplinary action up to and including termination.

The list is intended to be representative of the types of activities that may result in disciplinary action. It is not intended to be comprehensive and does not alter the employment-at-will relationship between the employee and the Company. Your supervisor or EHS&S representative will inform you of any additional safety requirements that apply to your particular job or work location.

4.0 POLICIES

(For more information go to *One to One, North American Policies, HR POLICIES*; or contact your Human Resources representative)

Non-Harassment

The purpose of this policy is to confirm that VNA strictly prohibits discrimination, harassment and retaliation in the workplace, and to provide multiple avenues for individuals to report such conduct without fear of retaliation.

Supervisors and managers

All supervisors and managers have the responsibility to maintain a workplace free of unlawful discrimination, harassment and retaliation, and are responsible for the full implementation of this policy. Any member of management who becomes aware of possible discrimination, sexual or other unlawful harassment, or retaliation should promptly advise the persons involved that this conduct is strictly prohibited and report the incident to the Human Resources Manager or Vice President of Human Resources.

Employees

Each employee is responsible for refraining from conduct or language which could reasonably be viewed by the recipient as unlawful discrimination, harassment or retaliation. Each employee must also report to a supervisor, manager, or Human Resources any conduct which he/she finds to be offensive or unpleasant, even though the conduct may not technically fall within the legal definition of harassment or discrimination.

Sexual harassment

Any type of sexually-oriented conduct, whether intentional or not, that is unwelcome and either:

- Is implied or stated to be a term or condition of employment or a factor in evaluating the individual's job performance, eligibility for promotion or any other component of employment; or
- Interferes directly or indirectly with an individual's work performance by creating a hostile, offensive or intimidating work environment.

The following is a partial list of unwelcome behavior, which will generally be considered prohibited sexual harassment:

- Sexual jokes, language, epithets, advances or propositions;
- The display of sexually suggestive objects, pictures, magazines, posters or cartoons;
- Comments about an individual's body, sexual orientation, sexual prowess or sexual deficiencies;
- Asking questions about sexual conduct;

- Touching, leering, whistling, brushing against the body, or suggestive, insulting, or obscene comments or gestures; and
- Demanding sexual favors in exchange for favorable reviews, assignments, promotions, continued employment or promises of the same.

Sexual harassment includes harassment of women by men, of men by women, and same sex gender-based harassment.

Other harassment

Any type of verbal or physical conduct that denigrates or shows hostility or aversion toward an individual because of his/her sex, race, color, religion, ancestry or national origin, age, disability, marital status, sexual orientation, veteran status, citizenship status, genetic information or any other legally protected category, and that has the purpose or effect of:

- Creating an intimidating, hostile or offensive work environment;
- Otherwise adversely affecting an individual's employment opportunities; or
- Unreasonably interfering with an individual's work performance.

Conduct constituting prohibited harassment includes, but is not limited to the following:

- Epithets, slurs, negative stereotyping, or threatening, intimidating or hostile acts that relate to sex, race, color, religion, ancestry or national origin, age, disability, marital status, sexual orientation, veteran status, citizenship status, genetic information or any other legally protected category; and
- Written or graphic material that is placed on walls, bulletin boards, or elsewhere on the Company's premises or circulated in the workplace that denigrates or shows hostility or aversion toward an individual or group because of an individual's protected classification.

Workplace

The term "workplace" includes not only the physical office or facility, but also includes any place where an employee is conducting Company business; is traveling on Company business; or is participating in Company-sponsored events, as well as on or through Company electronic communications systems, including, but not limited to, the Intranet, Internet websites, text messages, Google chat, e-mail and voice mail.



The Company will NOT tolerate discrimination or harassment of anyone by any person, on any basis prohibited by law. To that end, it is the policy of the Company that discrimination or harassment on the basis of sex, race, color, religion, ancestry or national origin, age, disability, marital status, sexual orientation, veteran status, citizenship status, genetic information or any other status protected by law, whether verbal, physical or environmental, is unacceptable and will not be tolerated. The Company will not tolerate, condone or allow harassment, whether engaged in by fellow employees, supervisors, or other non-employees who conduct business with the Company.

Sexual harassment is prohibited whether it involves coworker harassment, harassment by a supervisor or manager, or harassment by persons doing business with or for the Company.

While in some cases individuals may make sexual comments, jokes or personal advances without intending harm, such actions can be unwanted, threatening and perceived as harassment. Conduct of this sort is prohibited by this policy without regard to whether the conduct would violate applicable laws.

Reporting a complaint

You must report any conduct that you find to be offensive or unpleasant, even though the conduct may not technically fall within the legal definition of harassment, discrimination or retaliation. The Company encourages prompt reporting of complaints so that a rapid response and appropriate action may be taken. Individuals who believe they are being harassed or discriminated against, or who believe they are aware of any harassment or discrimination, are required to promptly report the conduct to one or more of the following; their immediate supervisor, the Human Resources Department, the Vice President of Human Resources, or the Veolia North America Ethics & Compliance Helpline at (844) 286-0002.

Knowingly making false allegations of unlawful discrimination, harassment and retaliation have serious effects on innocent individuals. The Company trusts that employees will continue to act responsibly to establish and maintain a professional working environment free of unlawful discrimination, harassment and retaliation for all.

Investigating the complaint

An investigation coordinated by Human Resources and/or Legal will be conducted for any allegation of harassment brought to the attention of the Company.

Resolving the complaint

Upon completing the investigation of a harassment complaint, the Company will communicate follow-up information to the complainant, as appropriate. Misconduct constituting discrimination, harassment or retaliation is a serious violation of this policy and will be subject to appropriate disciplinary action, up to and including termination.

Protection against retaliation

Retaliation is a very serious violation of this policy and should be reported immediately to any of the persons listed in this policy. Retaliation against any individual for reporting discrimination or harassment will not be tolerated and will be treated as a separate and independent violation of this policy subject to appropriate disciplinary action, up to and including termination. Each offense will be investigated and sanctioned separately. Individuals who are not themselves complainants, but who assist in a harassment investigation, will also be protected from retaliation under the policy.





Attendance

Each employee's responsibility to fellow employees and the Company requires good attendance. Every employee should be present every scheduled workday and should report on time. When beginning employment, an employee should be advised of the work schedule by their supervisor. Work schedules may differ from business unit to business unit. There may be times when additional overtime work is required. Additionally, it may be necessary to change work schedules on either a temporary or extended basis. When possible, advance notice will be given for any work schedule changes.

Employees should be at their workplace and ready to work at the starting time established by the local management team. The Company recognizes that there may be times when absence or lateness may be unavoidable. In that event, an employee should notify his/her supervisor at least two (2) hours before their scheduled start of day. Where applicable, local call off practices should be followed regarding appropriate timeframe for notifying management. Unless other arrangements have been made with the supervisor, the employee should notify the supervisor each day of absence. An employee's failure to give his/her supervisor notice of absences or lateness may result in disciplinary action up to and including unpaid suspension and/or immediate termination of employment. If a pattern of frequent or prolonged absenteeism or lateness with or without notice is observed, employment status can be impacted.

For situations involving extreme snowfall, tornadoes, hurricanes, etc., refer to the Inclement Weather policy.

Inclement weather

VNA recognizes that weather conditions vary by locale and that inclement weather occurs during certain seasons of the year. The Company is committed to maintaining normal operations during periods of inclement weather in order to service our customers.

In the event of severe inclement weather conditions, however, such as extreme snowfall, tornadoes, hurricanes and the like, the decision to maintain normal operations is that of the most Senior Manager in the particular Company facility. If the Senior Manager, in consultation with regional management, determines that the particular Company facility needs to be closed early or for an entire day due to severe inclement weather conditions, employees working at that facility will be paid according to the local practice in effect at the facility.

Regardless of whether a particular Company facility remains open or is closed on an inclement day, it is each employee's responsibility to determine if he/she can safely arrive at work under the conditions. If the Senior Manager determines that the particular Company facility will maintain normal operations but an employee is unable to report to work, the Company requires the employee to notify his/her manager or supervisor as soon as possible prior to the beginning of the work day.



Employee records

It is the policy of the Company to create and maintain employment records containing information on each employee to meet federal, state and local law requirements and to ensure efficient personnel administration. Many employment records are maintained in the employee's personnel file. However, certain records are maintained in files separate from an employee's personnel file. This category of documents includes, but is not limited to, the following types of records: (a) the employee's medical records; (b) immigration forms; (c) credit reports and any consumer-related credit information; (d) background check information; (e) performance reviews; and (f) payroll data.

Managers and supervisors are not permitted to maintain a file of employment records that is different from the employee's personnel file. The manager or supervisor must ensure that the original employment records are kept in the employee's personnel file. The manager or supervisor may retain a copy of the employment record locally.

Access to employee records is restricted to authorized employees or, when the law allows, the employee's designated representative. Managers and supervisors, other than HR, may only have access to employment records on a need-to-know basis.

Original employee records are the property of the Company and may not be removed from the Company.

Employees may inspect and/or copy their employment records after giving reasonable prior written notice to their HR representative. The HR representative, or some other Company representative, will accompany the employee during the inspection only to ensure that original employment records are not removed.

The inspection shall take place at a location reasonably near the employee's place of employment and during normal working hours. If the inspection during normal working hours would require an employee to take time off from work, the Company may provide some other reasonable time for the inspection.

With limited exceptions, employees are permitted to view their entire employment records. The exceptions include, but may be not limited to, the following: (a) records relating to the investigation of possible criminal offenses committed by that employee; (b) materials used by the Company

for staff management planning, including judgments or recommendations concerning future salary increases and other wage treatments, management bonus plans, promotions and job assignments or other comments or ratings used for the employer's planning purposes; (c) Information of a personal nature about a person other than the employee if disclosure of the information would constitute an unwarranted invasion of the other person's privacy and (d) records relevant to any other currently pending claim between the Company and the employee which may be discovered in a judicial or administrative proceeding.

If the employee disagrees with any information contained in the employment records, the employee may submit a written statement explaining the employee's position to human resources. The Company shall attach the employee's statement to the disputed employment record. The employee's statement shall become an official part of the employee's employment records.

It is the responsibility of the employee to notify the Company of changes in name, address, telephone number, marital status, number of dependents or emergency contact telephone number.

It is important that employee records are accurate and up-to-date. The information is necessary to:

- Maintain employment history with the Company;
- Track performance and career developments;
- Determine benefit participation;
- Verify wage deductions for applicable withholding taxes; and
- Verify training, medical, and third-party (DOT, etc.) records.

Records should be retained by the appropriate functional area in compliance with the applicable record retentions policy.





Equal employment opportunity

The Company is committed to the principles of equal employment opportunity. The Company's practices and employment decisions, including those regarding recruitment, hiring, assignment, promotion, compensation, benefits, training, discipline, and termination shall not be based on any person's sex, race, color, religion, ancestry or national origin, age, disability, marital status, sexual orientation, pregnancy, veteran status, citizenship status or other protected group status as defined by law. Furthermore, the Company is committed to providing a workplace free from harassment based on any of the foregoing protected categories.

The Company gives fair consideration to all qualified individuals with disabilities and affords all employees and applicants opportunities for advancement according to their individual abilities without regard to any disability. No opportunity for hire, advancement or any other condition of employment will be diminished through discriminatory practices. In accordance with the law, the Company will also reasonably accommodate qualified individuals with disabilities. Please contact Human Resources if you have any questions regarding a reasonable accommodation.

The Company forbids retaliation against anyone for reporting discrimination, registering a complaint pursuant to this policy, assisting in making such a complaint, participating in an investigation, filing a charge of discrimination, or otherwise pursuing his/her rights under applicable law. Anyone experiencing or witnessing any conduct he or she believes to be discriminatory or retaliatory should immediately report it to his or her supervisor, any other member of the Company's management team, a HR Business Partner or the Compliance Hotline.

The Company is committed to providing a professional workplace which is free from any form of unlawful discrimination, harassment or retaliation.

The Company will **NOT** tolerate discrimination or harassment of anyone by any person, on any basis prohibited by law. To that end, it is the policy of the Company that discrimination or harassment on the basis of sex, race, color, religion, ancestry or national origin, age, disability, marital status, sexual orientation, veteran status, citizenship status, genetic information or any other status protected by law, whether verbal, physical or environmental, is unacceptable and will not be tolerated. The Company will not tolerate, condone or allow harassment, whether engaged in by

fellow employees, supervisors, or other non-employees who conduct business with the Company.

Sexual harassment is prohibited whether it involves coworker harassment, harassment by a supervisor or manager, or harassment by persons doing business with or for the Company. Additionally, under California law, employees may be held personally liable for harassing conduct that violates the California Fair Employment and Housing Act.

While in some cases individuals may make sexual comments, jokes or personal advances without intending harm, such actions can be unwanted, threatening and perceived as harassment. Conduct of this sort is prohibited by this policy without regard to whether the conduct would violate applicable laws.

Employment of persons with disabilities

The Company provides equal employment opportunities for qualified persons with disabilities, qualified persons regarded as having disabilities, qualified persons with a record of having disabilities and those associated with individuals with disabilities as a good business practice and in compliance with the Americans with Disabilities Act, as amended, the Vocational Rehabilitation Act and all other applicable federal, state and local laws. Accordingly, the Company does not discriminate against qualified persons with disabilities in regard to application procedures, hiring, advancement, discharge, compensation, training or other terms or conditions of employment.

Employees and applicants for employment with a disability ("persons") may request accommodations to enable the person to apply for employment and to perform jobs for which they are qualified. This policy defines responsibilities and establishes guidelines to be used in determining whether requested accommodations are reasonable, and the guidelines will be applied in a manner consistent with the philosophy of individual treatment.

Refer to the policy, HR_137, for further details

5.0 BENEFITS

The Company offers a number of benefits to regular, full-time and part-time employees scheduled to work 30 or more hours per week. Benefits will be provided during your onboarding meeting when your employment begins. Information regarding Veolia's benefits, including the Summary Plan Description, which details the Company's benefits, can be found on the yourveoliabenefits.com website.

The specific benefit plans and programs that apply to you may vary. Therefore, please note the eligibility provisions and other terms and conditions of each health, welfare and retirement plan. The terms and conditions contained in the Summary Plan Description, the official Plan document or applicable documents shall govern in the event of any conflict or inconsistency with any other written or oral statements or representations. The Company reserves the right to modify or discontinue any benefit plan at any time.

If you have questions regarding your benefits, eligibility, and coverage, please contact the Veolia Benefits Center at 888-892-6564, Monday through Friday, 8 a.m. to 5 p.m. CT. For questions regarding Veolia's 401(k) savings plans, please contact Vanguard at 800-523-1188.

For information regarding Paid Time Off policies, please contact your Human Resources Business Partner.



Educational Assistance Policy

VNA encourages its employees to pursue technical and academic education to enhance job-related skills and knowledge. The Company maintains records of employee's completed course(s) of study in the event that this information may support an employee's future career opportunities with the Company. Education assistance is available to Active Regular Employees who have completed 90 calendar days of continuous Company service.

Subject to Business Center/Group management prior approval and budget limitations, the Company reimburses eligible expenses for approved, job-related, academic and technical courses, for undergraduate studies and graduate studies (amounts that exceed IRS limits will be subject to tax and 401k withholdings).

Eligible expenses include tuition, books, lab fees and registration fees.

Ineligible expenses include student activities, meals, transportation, parking, finance charges, calculators, computers, cameras, tripods and any other cost deemed inappropriate at the Company's sole and exclusive judgment.

Course approval is based on the following criteria:

- Direct applicability to the employee's present job, or
- Required as part of an approved written Career Development Plan, or
- Related to the attainment of a high school diploma, or
- Related to the attainment of a degree in a career field that is related to an approved written career Development Plan and that is considered pertinent to the Company's business needs, as determined by the employee's Business Center/ Group management team, or Manager's discretion and/or the Company's financial situation.



Awards programs

SERVICE AWARDS:

The program is designed to celebrate the service milestones of our dedicated employees whose contributions help us achieve our mission of “Resourcing the World” – it’s one way of saying thank you!

All VNA employees in the United States with continuous service will receive a recognition award at their one-year anniversary and at each subsequent five-year milestone. The award includes a commemorative certificate and the opportunity to make a selection from a wide variety of gifts.

This program reflects Veolia’s belief that our employees are our greatest resource and gives us an opportunity to express appreciation for your accomplishments, contributions, loyalty and dedication.



REFERRAL BONUS:

The Employee Referral Incentive is designed to encourage employees to refer talented, qualified candidates for available positions throughout the Company. Our employees are a valuable resource in the search and recruitment of qualified candidates. Maximizing our own internal capabilities for networking can prove successful in hiring qualified candidates. The Company is an equal opportunity, affirmative action employer and does not discriminate against candidates on the basis of a candidate’s membership in any applicable protected category. The Company seeks referrals of qualified females, minorities, protected veterans and individuals with disabilities.

A cash bonus, less taxes and all required deductions, will be paid to the Veolia employee who refers a candidate who subsequently is hired and placed into a Full-time Regular position. Please contact your Human Resources representative for the details and payment schedule of this program.

All employees are eligible to participate in the Employee Referral Incentive program except Human Resources personnel; all hiring manager(s) who are involved in the recruitment and selection process for positions in their own area of supervision; and employees at the Vice President level and above.