



COMPANY LEADERSHIP

EXECUTIVE TEAM

Wally Hall – Chief Executive Officer

As Chief Executive Officer of Meridian Waste since 2018, Mr. Hall leads the strategic vision and operational execution of a growing environmental services company spanning multiple states. Under his leadership, Meridian Waste has experienced significant revenue growth, successfully expanded through strategic acquisitions, and modernized its operations through transformative digital and fleet optimization initiatives. With responsibility for a \$60M+ annual portfolio, he has driven consistent EBITDA growth while reinforcing a company-wide culture of safety, efficiency, and accountability.



With over three decades of industry experience, Mr. Hall has held key executive roles, including Chief Operating Officer at both Meridian Waste and Advanced Disposal. In these roles, he directed multi-market solid waste operations encompassing hauling, transfer stations, landfills, and recycling. He has executed large-scale M&A integrations, implemented enterprise-wide KPIs and ERP systems, and built high-performance leadership teams that drive operational excellence and long-term growth. His extensive regulatory knowledge and strong municipal relationships have played a vital role in contract renewals, permitting, and service expansion efforts.

Beginning his career at BFI Waste Systems, Mr. Hall rose through the ranks from Supervisor to Area President, gaining ground-up knowledge of every aspect of waste operations. His leadership track record includes managing P&Ls exceeding \$50M, overseeing 400+ employees, and achieving industry-leading safety and performance benchmarks. Beyond the boardroom, he is a former educator and coach, recognized for fostering strong community partnerships and mentoring future leaders, both in business and athletics. His commitment to sustainability, ESG initiatives, and public service continues to shape Meridian Waste's reputation as a responsible and forward-thinking operator in the environmental services sector.

Dave Lavender – Chief Operating Officer

Dave Lavender is a seasoned waste industry executive with over 32 years of leadership experience, currently serving as COO of a \$295M solid waste company with operations across eight states. In this role, he oversees all aspects of hauling, landfill, transfer station, and recycling operations, driving strategic planning, margin expansion, and service excellence. He has led multiple post-acquisition integrations, aligned teams and systems under aggressive timelines, and built scalable processes to support rapid growth and operational consistency.



Previously, he held senior leadership roles at Advanced Disposal and Waste Management, where he managed multi-state regions with P&L responsibility up to \$520M. His achievements include securing the City of Detroit's \$78M waste privatization contract, integrating over \$60M in acquisitions, and leading operations for the 1996 Atlanta Olympic Games. Known for building high-performance teams, he champions safety, sustainability, and regulatory compliance while driving measurable results aligned with ESG and financial goals.

Mary O'Brien – Chief Marketing Officer

An accomplished executive with over two decades of experience in marketing, communications, and government affairs, Ms. O'Brien currently serves as Chief Marketing Officer at Meridian Waste, where she drives strategy for a \$295M+ environmental services firm. Known for blending innovation with operational excellence, she has led transformative digital initiatives, multi-channel brand campaigns, and high-impact municipal acquisition strategies. Her leadership has been pivotal in expanding market share, improving customer engagement, and enhancing stakeholder trust. With deep expertise in public and private sector relations, she also serves as the company's executive liaison for legislative outreach and regulatory engagement.



Prior to Meridian Waste, Ms. O'Brien held executive roles including CEO of Mobile Science Technologies and Keen LLC, a boutique investment firm focused on emerging ventures. Her tenure at Advanced Disposal, where she led national marketing and government affairs efforts supporting \$1.4B in revenue, cemented her reputation as a growth catalyst in highly regulated industries. A recipient of the *Jacksonville Business Journal* Woman of Influence Award and a long-standing leader in community and industry organizations, she combines strategic insight with a strong commitment to civic impact and organizational excellence.

Ryan Perry – Chief Financial Officer

Ryan Perry is a seasoned financial executive with over 20 years of leadership experience across the environmental services, energy, and infrastructure sectors. As Chief Financial Officer of Meridian Waste, he drives the company's financial strategy and capital planning, playing a pivotal role in growth through acquisitions, operational integration, and disciplined financial management. His work has included structuring and executing multimillion-dollar transactions while aligning capital investments with long-term value creation across a multi-state platform. Since joining Meridian Waste, he has also served as Chief Accounting Officer and Corporate Controller, leading financial reporting, internal controls, audit readiness, and ERP modernization.



Mr. Perry brings deep expertise in due diligence, valuation, and post-acquisition integration, successfully unifying acquired entities under one operating and reporting structure. His leadership in compliance, risk management, and treasury has strengthened investor confidence and board transparency. Before Meridian Waste, he held senior finance roles at Energy Solutions, Westinghouse, and Lowe's, managing large-scale EPC projects, international tax, and audits. He began his career at Deloitte & Touche, auditing clients in healthcare, defense, and retail. Mr. Perry holds a bachelor of business administration in accounting and marketing information systems from James Madison University and is a certified public accountant (CPA – NC, inactive). He is known for his strategic insight, analytical depth, and collaborative leadership.

Charlie Gray – Vice President – Operations

Charlie Gray has been an impressive leader in the solid waste industry for over 30 years. He joined the Meridian Waste corporate team in 2023 as the Vice President – Operations. In this role Mr. Gray plans, directs, and oversees strategic operational activities at Meridian Waste, ensuring development and implementation of efficient and cost-effective collection, transportation, and disposal systems to meet the current and future needs of the organization. His career in the waste management space began in 1994 at Browning Ferris Industries, the second largest waste industries in the U.S. at the time. He then joined Republic Services, Inc. as a General Manager in 1997 and continued at Advanced Disposal Services as the Regional Vice President for 9 years. Advanced Disposal Services had 2000+ employees and \$600 million in annual revenue.



Before Mr. Gray joined Meridian Waste, he held the position of Chief Operating Officer at Attaway Hauling, LLC, a company that transported approximately 10,000 tons per day to various landfills in Georgia, Alabama, and Tennessee. Charlie is a graduate of the University of Arkansas at Monticello and formerly served as an assistant baseball coach at the University of Southern Mississippi.

AREA PRESIDENTS

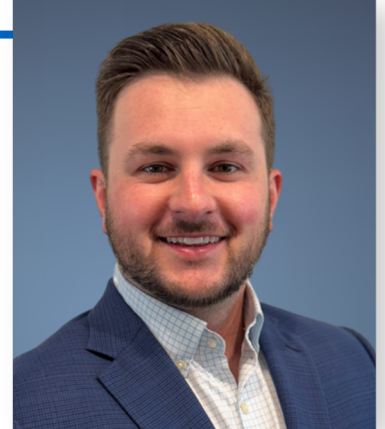
Charlie Robertson – Area President – Alabama

Charlie Robertson serves the Area President of Alabama, overseeing a dynamic and high-performing region that includes seven hauling facilities, four transfer stations, and one municipal solid waste (MSW) landfill processing an average of 1,500 tons per day. Under his leadership, the region generates monthly revenue of \$4–5 million and operates a fleet of 97 trucks across residential, roll-off, front-load, and tractor-trailer services.

Mr. Robertson joined Meridian Waste in January 2020 as an Area Sales Representative in Raleigh, North Carolina. Within just one month, he was promoted to Operations Manager, quickly earning recognition from executive leadership for his exceptional ability to lead teams, optimize operations, and deliver measurable growth. His rapid rise within the organization is a testament to his results-oriented mindset and natural leadership capabilities.

Throughout his tenure, Mr. Robertson has been instrumental in expanding Meridian Waste's operational footprint and service capabilities. He successfully scaled the roll-off division from three to twenty-two daily routes and integrated seven acquired companies into the Meridian Waste network. He also launched a front-load division that now generates \$1.9 million annually and built a portable restroom business from the ground up, which contributes an additional \$600,000 in annual revenue.

Before joining Meridian Waste, Mr. Robertson completed a rigorous management training program at Sanderson Farms in Fayetteville, North Carolina. There, he developed essential skills in team leadership, operational efficiency, and conflict resolution that have served as a strong foundation for his success in the waste management industry. Mr. Robertson holds a bachelor of science degree in business administration with a concentration in supply chain management from the University of North Carolina Wilmington. With a strong focus on strategic growth, operational excellence, and team development, he continues to make a significant impact on Meridian Waste's performance and expansion.



Dave Shepler – Area President – Florida

Dave Shepler is a 30-year industry veteran serving as the Area President of Florida and is responsible for all aspects of the Florida solid waste collection operations, which include over 100,000 residential customers and 1,500 commercial/ industrial customers. He oversees budgetary goals and accountability, capital needs and allocation, safety, risk, and revenue growth for the Florida assets. He has held regional manager and district manager positions with several of the largest waste companies in the U.S. including Browning-Ferris Industries, Advanced Disposal, Waste Connections, and Waste Management.



Mr. Shepler spent eight years with Advanced Disposal where he was Regional Manager for the state of Florida and southern Georgia. Prior to joining Meridian Waste, he founded and operated his own hauling company, Partner Disposal, for four years, which was acquired by Meridian Waste in 2018. Shepler earned his bachelor's of business administration from the University of South Florida.

Gregg Ascitutto – Area President – Missouri

Gregg Ascitutto brings over 40 years of management experience and equity ownership within the environmental services industry. He earned a bachelor of science degree from Eastern Michigan University while gaining experience in the family-run waste collection business.

Mr. Ascitutto subsequently worked with some of the biggest names in the business, including SCA Services, Waste Management, Veolia Environmental Services, IESI, Progressive Waste, MBI, and Advanced Disposal. He brings entrepreneurial and corporate expertise with business acquisition, hauling operations, transfer stations, and landfills, as well as recycling facilities and medical waste incinerators throughout the Midwest, Mid Atlantic, and Northeast sectors of the United States.



Patrick Messinger – Area President – North Carolina

Patrick Messinger joined the waste industry in 2019 as a Senior Corporate Analyst for Meridian Waste. Before assuming the role of Area President – North Carolina, he had an instrumental role positively impacting overall company growth of hauling operations, instituting routing efficiencies in each market and improved day-to-day operations.

As Area President – South Carolina, he was responsible for all aspects of the business including collection, transfer, and disposal operations with \$18.5 million in annual revenue, 24,116 residential customers, and 1,028 commercial/industrial customers. He oversaw budgetary goals and accountability; capital needs and allocation; safety; risk; and revenue growth for the South Carolina assets, including two hauling facilities and one transfer station.

Messinger was appointed Area President - North Carolina in July 2023 and oversees all operational and fiscal responsibilities for the collection and disposal assets in the state. This includes Shotwell Environmental Park (C&D landfill), Tri-Corners Landfill (C&D landfill), three transfer stations (Morrisville, Capitol Waste, and Triad Transfer Station) and two separate hauling stations (Raleigh and Goldston, North Carolina). Messinger earned two bachelor of arts degrees in finance/accounting and economics from Maryville College (Tennessee).



Grayson Seymore – Area President – South Carolina

Grayson Seymore is a results-driven waste management and environmental operations leader with comprehensive experience spanning residential, commercial, and industrial services. As Area President for Meridian Waste in South Carolina, he manages operations serving tens of thousands of customers, spearheads strategic growth initiatives, and leads acquisition and market expansion efforts.

With a proven record of optimizing efficiency, deploying technology solutions, and building high-performing teams, Seymore has successfully resolved complex regulatory and contractual challenges while expanding service offerings and elevating customer satisfaction.

Having grown up in the waste industry, Mr. Seymore's experience provides a unique perspective on the challenges faced by haulers, customers, and municipalities alike. Mr. Seymore's previous leadership roles — including General Manager and Operations Manager — highlight comprehensive expertise in budgeting, compliance, logistics, and employee development. As a college student, he gained technical and environmental experience as a Hazardous Materials Technician Intern and Resource Recovery Intern at Clemson University. These roles provided hands-on exposure to hazardous waste management, spill remediation, and sustainable resource recovery, strengthening campus-wide environmental responsibility.



Mr. Seymore earned a bachelor of science in environmental and natural resources from Clemson University and combines technical expertise with strategic leadership to advance operational excellence, safety, and sustainability in the waste management industry.

Matthew Lavender – Area President – Tennessee

Matthew Lavender joined Meridian Waste as a Manager Trainee in June of 2020. After completion of the program, Mr. Lavender became the Transfer Station Operations Manager in Raleigh, North Carolina. In this role, he quickly impressed the leadership team and his fellow team members, earning him a promotion to General Manager in Tennessee in September of 2023. He managed two landfills and a hauling company, a team of four employees, and was responsible for 19 roll-off routes. He was instrumental in the Patterson acquisition in Knoxville, adding twelve drivers to the fleet of trucks. Lavender focused on streamlining processes, measuring efficiency, establishing, and monitoring Key Performance Indicators (KPIs), and driving growth and revenue.

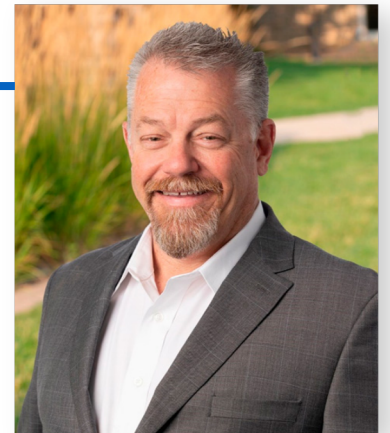


Today he is the Area President in Tennessee. Mr. Lavender is now responsible for all management decisions within the marketplace including budgeting, financial performance, and revenue growth. Tennessee has \$17.5 million in annual revenue, 48 employees, and 20 routes for trucks. Mr. Lavender is a graduate of the University of Tennessee where he earned a bachelor of arts degree in communication studies.

Brian Hopkins – Area President – Virginia

Brian Hopkins is a seasoned veteran in the waste industry with over 30 years of experience. Hopkins currently serves as the Virginia Area President for Meridian Waste and oversees the financial and day-to-day operations for the hauling, transfer station, landfills, and DuPont processing facilities.

Hopkins joined Meridian Waste in February of 2023, and began his duties as a General Manager in Petersburg, Virginia. In just 4 months, he had collaborated with the Area Presidents to implement tactical initiatives to drive functional excellence and budget achievement. Furthermore, he partnered with the maintenance department to ensure all equipment remained in working order and in compliance with safety standards.



Mr. Hopkins was promoted to District Manager in March of 2023, and ultimately promoted to Area President just two months later. His responsibilities increased to include two hauling operations, two landfills, one transfer station, and one processing facility. Mr. Hopkins oversees a team of 100 employees and manages a \$36M annual revenue.

Before joining Meridian Waste, Hopkins was employed by Waste Management, Advanced Disposal Services, Veolia Environmental Services, and Allied Waste. He is the recipient of many awards, including the Veolia Environmental Services Division of the Year Award in 2008 and, most recently, the IMAA-Aggregate/Asphalt Safety Award – 20 Years Injury Free.

DISTRICT MANAGERS

Cole Crozier – District Manager – Mississippi

Cole Crozier joined Meridian Waste as a Manager Trainee in June of 2022 in Jacksonville, Florida. Mr. Crozier then transitioned to the Raleigh location. He quickly impressed the leadership team and his fellow team members in Raleigh. When Cole joined us, Meridian Waste had already acquired McConnell Waste Systems and Dumpstars Waste Services, which provided portable restroom service along with roll-off collections. We needed a capable and energetic person to assume responsibility for this new line of business and Cole was the right man for the job, promoted to the role of Director – Auxiliary Services.



With little portable restroom company history to follow in North Carolina, Crozier began creating his own for Meridian Waste's Auxiliary Services. He met one-on-one with all the customers and focused on adding more. Crozier also managed the financial and capital requests. Recently, through his efforts and well-written operations plan, Meridian Waste was awarded its first-ever exclusive governmental contract with the City of Fayetteville, North Carolina for portable toilets. He was then promoted to General Manager - Greer, South Carolina in August of 2023, whereupon he immediately landed and secured a portable toilet bid for Clemson University. Mr. Crozier managed the Greer residential contract while in South Carolina.

Crozier's most recent promotion was to District Manager of Mississippi. In this role, he manages the day-to-day operations of 6 hauling sites with multiple lines of business, as well as establishes and maintains performance and productivity metrics and cost management processes. Mr. Crozier earned a bachelor of business administration degree from the University of Mississippi.

DIRECTORS

Adam Foltz – Director – Corporate Maintenance

As the Director – Corporate Maintenance at Meridian Waste, Adam brings a wealth of expertise in overseeing all aspects of vehicle maintenance for our expansive fleet. With a strong background in commercial vehicle maintenance and repair, Adam plays a critical role in ensuring optimal operational efficiency, regulatory

compliance, and cost-effective management of fleet maintenance operations. In this senior leadership role, Adam is responsible for developing and implementing strategic maintenance plans that enhance fleet performance and minimize downtime. He leads a team of highly skilled technicians and supervisors, ensuring that maintenance tasks are executed efficiently while maintaining the highest standards of safety and compliance with all DOT and state regulations.

Adam works closely with the fleet management team to optimize vehicle utilization, improve fuel efficiency, and ensure the timely procurement and disposal of vehicles. Additionally, Adam manages vendor relationships, negotiating contracts for external maintenance services, parts, and repairs, and ensuring that services provided meet or exceed quality standards.

A highly analytical leader, Adam leverages data to identify trends, address potential issues proactively, and continuously improve maintenance operations. He consistently delivers comprehensive reports on key performance indicators, including vehicle uptime, repair costs, and safety compliance metrics. With strong leadership, communication, and problem-solving skills, Adam is dedicated to ensuring the reliability and performance of the fleet, driving the overall success of the company's operations.

Robert Maniuszko – Corporate Director – Safety

Robert Maniuszko is a veteran safety professional with over 40 years of experience in transit, construction, and occupational safety. He currently serves as the Corporate Director of Safety at Meridian Waste, where he leads the strategic direction and execution of the company's enterprise-wide safety program across an eight-state operational footprint. Mr. Maniuszko works closely with the regional and local leadership to implement initiatives that align with corporate goals and regulatory standards. His responsibilities include overseeing compliance with OSHA, DOT, and FMCSA regulations, conducting quarterly site audits, and maintaining the company's Safety Scorecard to monitor performance across key safety metrics.



Prior to joining Meridian Waste, Mr. Maniuszko built an extensive career in rail transit safety, including 13 years supporting the Federal Transit Administration's (FTA) State Safety Oversight (SSO) Program. He led numerous SSO audits, triennial reviews, and safety certification efforts for major transit agencies, such as WMATA, CTA, MBTA, and LIRR. He played a key role in the development of FTA safety directives, and also served as a subject matter expert during major capital projects and inspections. His experience includes managing roadway worker protection programs, hazard analysis, and accident investigations, as well as overseeing comprehensive occupational health and safety programs for infrastructure projects like the New York Queensboro Bridge renovation and NYC Transit's Culver Line improvements.

In addition to his operational leadership, Mr. Maniuszko has over 20 years of experience as an instructor and course developer, having delivered training for organizations including LIRR, PATH, and the Transit Safety Institute. He holds numerous certifications, including OSHA 1926, TapRooT Advanced Investigation, and the

Transit Safety and Security Program (TSSP), and is a Certified Safety & Security Director (CSSD–Rail) through the World Safety Organization. With deep expertise in regulatory compliance, risk management, and workforce development, he continues to drive safety excellence and culture transformation across the waste management industry.

Murray Long – Corporate Director – Landfills

Murray Long is a veteran waste management executive with over a decade of proven leadership experience in landfill and transfer station operations across the Southeastern United States. As Corporate Director of Landfills at Meridian Waste, he oversees seven active landfill sites, managing regulatory compliance, environmental stewardship, safety performance, and operational efficiency. Mr. Long leads multimillion-dollar budgets, capital improvement planning, and workforce development strategies, ensuring each facility meets stringent safety standards and performance benchmarks. His strategic vision and hands-on leadership have consistently improved site productivity, reduced operational risk, and strengthened customer and community trust.



Prior to his current role, Mr. Long served in multiple leadership positions, including General Manager and Operations Manager at some of the region's most critical landfill assets, such as Eagle Point (Georgia's largest MSW landfill), Caruthers Mill, and Rogers Lake. He successfully led the closure of legacy sites, executed complex capital projects, and drove major improvements in cost control, labor efficiency, and equipment utilization.

Mr. Long holds landfill operator certifications in Alabama, Tennessee, Missouri, and Georgia, and is SWANA MOLO-certified. With a strong background in heavy equipment operation, post-collections, and transfer station management, he combines technical expertise with financial and operational insight to lead high-performing teams and deliver results in a demanding, compliance-driven industry.

Zach Messinger – Director – Risk and Insurance

Zach Messinger serves as the Director of Risk & Insurance for Meridian Waste, where he leads enterprise-wide risk management initiatives across the company's eight-state footprint and manages the company's Property & Casualty insurance program. Since joining Meridian Waste in 2020, he has advanced quickly through multiple leadership roles by demonstrating a proven ability to strengthen compliance, streamline operations, and mitigate organizational risk. In his current position, he oversees regulatory adherence, fleet compliance, and the development of strategies that safeguard both company assets and operational integrity. Mr. Messinger is responsible for



managing insurance renewals, policy negotiations, relationships with brokers and carriers, directing claims processes, and tracking and analyzing loss data to identify trends and reduce claims costs.

Mr. Messinger's career began as a Manager Trainee, where he successfully transitioned billing and collections from local to corporate operations, building a foundation that continues to support the company today. Messinger then went on to serve as Residential Manager in Petersburg, Virginia, overseeing daily operations of 16 routes and assisted in the integration of acquired residential work in the Greenville, South Carolina and Jacksonville, Florida markets. He went on to serve as a Corporate Analyst, designing pricing tools that empowered local management teams to align strategy with profitability. Mr. Messinger most recently served as the Director – Risk & Safety, where he also led the company's safety program and culture across the eight-state footprint. His progression to Director and answer to expanding company needs reflects not only his expertise in operational and regulatory risk but also his commitment to driving sustainable growth and organizational resilience.

JD Morgan – Director – Human Resources

JD Morgan is a human resources leader with a strong foundation in finance and operations; he brings a strategic and data-driven approach to HR leadership. Mr. Morgan oversees the full spectrum of human capital functions — ranging from talent acquisition and employee engagement to organizational development and compliance. He is a trusted advisor to executive leadership, aligning HR strategy with broader business objectives to drive performance, culture, and growth.



With more than four years of progressive experience at Meridian Waste, his career has spanned HR, safety, operations, and corporate strategy, and has successfully led HR transformations, implemented enterprise-wide systems, supported M&A integrations, and built high-performing teams. His time as a Safety Manager deepened his expertise in EHS compliance and operational risk management, while earlier roles in operations and corporate analysis sharpened his business acumen and cross-functional collaboration skills.

Mr. Morgan holds a bachelor of business administration in finance from the University of Georgia, where he served on the executive board of Lambda Chi Alpha fraternity. Backed by a blend of frontline leadership, analytical rigor, and strategic HR vision, he thrives in fast-paced, growth-oriented environments where people and performance go hand in hand.