



Recycle Florida Today Environmental Sustainability  
(RFTES) Award Submission  
Submitted By: Coastal Waste & Recycling



WE ARE COASTAL



# Program Summary

At Coastal Waste & Recycling, our goal is to continue developing a premier fully integrated solid waste and recycling company.

By keeping our core values and culture at the forefront of everything we do, we aim to do the right thing for our employees, customers, communities, and shareholders.

We currently have many programs in place that allow us to recycle, increase awareness, and promote growth and learning in the waste and recycling industry.

Some of these programs include:

- Recycling and Waste Diversion Programs: Construction and Demolition Material Recovery Facilities (MRFs), Metal Processing Facilities, and Aggregate Recycling Facilities
- Sustainability Programs
- Promoting Recycling Education: Touch-A-Truck Recycling Education Programs & School Presentations
- Promoting Future Leaders in the Waste & Recycling Industry: Manager in Training and Apprentice Programs

In this presentation we will highlight our sustainability, environmental, and educational efforts we set forth in order to make our communities better than we found them and continue to drive and inspire change in the industry.



# Our Purpose



We believe that keeping focused on the people we have the privilege to serve will solidify our position in the industry and separate us from our competitors. Starting a level playing field with facilities and equipment, the true worth of a service organization is in its people.



The Coastal Vision is one of growth, personal growth, and business growth. We believe if we continue to take care of our people and help them grow, that they will take great care of our customers and that will help the business to grow. We want to be best independent solid waste company in the southeast and want to have fun doing it!

**Our Vision** Is to develop a premier fully integrated regional solid waste and recycling company while keeping our core values and culture at the forefront of everything we do. This means doing the right thing for our employees, customers, communities, and shareholders. Keeping focus on the people that we have the privilege to serve will solidify our position in the industry and separate us from our competitors.

## Our Core Values

**Safety** Working to keep our employees, customers, and communities safe. Identifying risks in our operations and developing solutions to mitigate hazards.

**Integrity** Honesty and accountability. Keeping our commitments and holding ourselves to the highest level of accountability with our employees, customers, communities, and shareholders.

**Customer Service** Committed to being the industry leader in customer service. Going the extra mile for the customers that have allowed us to serve them.



Coastal is led by a highly respected team of industry veterans who value our employees, community, and consistently promote growth and sustainability.



**Brendon Pantano**  
Chief Executive Officer

Founded Coastal  
**2017**  
Years of Experience  
**>15**  
Prior Experience



**Charles Lomangino**  
President & COO

Joined Coastal  
**2024**  
Years of Experience  
**>20**  
Prior Experience



**Dennis Pantano**  
VP, Hauling Operations

Joined Coastal  
**2021**  
Years of Experience  
**>45**  
Prior Experience



**Kristi Beaudoin**  
Chief Financial Officer

Joined Coastal  
**2019**  
Years of Experience  
**>15**  
Prior Experience



**John Casagrande**  
SVP Business Development

Joined Coastal  
**2018**  
Years of Experience  
**>40**  
Prior Experience



**Christian Gorino**  
Chief Revenue Officer

Joined Coastal  
**2023**  
Years of Experience  
**>15**  
Prior Experience



**Matt Wentzel**  
VP Sales & Marketing

Joined Coastal  
**2021**  
Years of Experience  
**>15**  
Prior Experience



**Chad Abell**  
VP EHS & Engineering

Joined Coastal  
**2018**  
Years of Experience  
**>20**  
Prior Experience



**Patti Hamilton**  
VP Brand & Culture

Joined Coastal  
**2021**  
Years of Experience  
**>35**  
Prior Experience



**Matt Orr**  
VP Market Development

Joined Coastal  
**2024**  
Years of Experience  
**>30**  
Prior Experience



**Didi Diaz**  
VP People Experience

Joined Coastal  
**2019**  
Years of Experience  
**>10**  
Prior Experience



**Adrian Bryan**  
VP Fleet

Joined Coastal  
**2023**  
Years of Experience  
**>28**  
Prior Experience



**Matthew Cowan**  
General Counsel

Joined Coastal  
**2022**  
Years of Experience  
**>15**  
Prior Experience





## South Atlantic Area

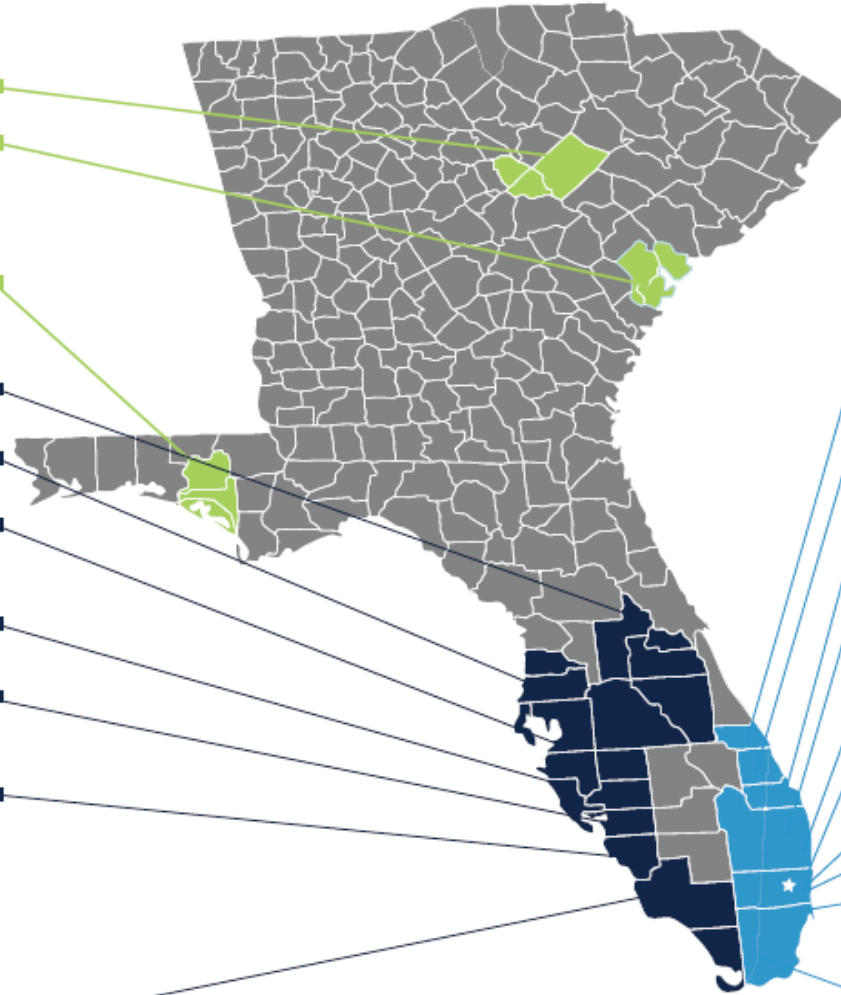
- AUGUSTA - GA**  
Augusta Hauling
- BEAUFORT - SC**  
Beaufort Transfer Station  
Beaufort Hauling  
Barnwell Landfill
- PANAMA CITY - FL**  
Bay County Hauling

## Gulf Coast Area

- ORLANDO - FL**  
Orlando Hauling
- HUDSON - FL**  
Pasco County Hauling
- LARGO - FL**  
Pinellas County Hauling  
Material Recovery Facility
- SARASOTA- FL**  
Sarasota Hauling and Transfer Station
- PORT CHARLOTTE- FL**  
Port Charlotte Hauling and Material Recovery Facility
- FORT MYERS - FL**  
Lee County MRF  
Fort Myers MRF North  
Fort Myers MRF South  
Fort Myers Hauling  
Fort Myers Aggregates  
Fort Myers Maintenance Shop
- NAPLES - FL**  
Naples Hauling & MRF  
Naples Aggregates

## South Florida Area

- VERO BEACH - FL**  
Indian River County Hauling & Recycling
- PALM CITY - FL**  
Palm City MRF
- HOBE SOUND - FL**  
Martin Hauling/MRF
- WEST PALM BEACH - FL**  
Palm Beach MRF  
West Palm Beach Hauling  
West Palm Beach Aggregate & Metal Processing
- DEERFIELD BEACH - FL**  
Deerfield Beach Metal Processing
- POMPANO - FL**  
Broward West Hauling  
Broward East Hauling  
Pompano Recycling  
Broward MRF  
Pompano Beach Metal Processing
- LAUDERHILL - FL**  
Lauderhill Metal Processing
- FORT LAUDERDALE - FL**  
Ft. Lauderdale Metal Processing
- DAVIE - FL**  
Broward South Transfer Station
- MIAMI - FL**  
Miami West Hauling  
Miami East Transfer Station  
Miami Central Transfer Station



# Recycling Efforts and Waste Diversion Programs



At Coastal Waste, we currently operate ten (10) Construction and Demolition (C&D) Material Recovery Facilities, a Metal Processing Facility and two (2) aggregate recycling facilities in Florida.

From our beginning in 2017 with one operation in Hobe Sound, we have increased our overall operations from one location to forty-two, employing over 1600 people. The materials we recycle are recognized nationally as the largest components of the waste stream. In the State of Florida it is number one with over 35% of the total waste generated by our citizens. In addition to creating jobs, it provides for a greater degree of environmental protection, a smarter use of natural resources, a net decrease in greenhouse gas emissions and vast energy savings. The recycling of this material keeps it out of landfills and returns valuable commodities, such as wood, metals, plastics, and concrete, back into the economy in a highly valuable reusable product. With innovative practices, state-of-the-art systems, and highly skilled individuals, Coastal processed over 1.1 million tons of material in 2024 at approximately 65% recycling rate.





# Sustainability Programs



As we continue to grow the Coastal footprint and begin serving new communities, our goal is to leave them better than we found them. That means doing our part towards creating a sustainable future.

In Early 2024, we unveiled our first electric truck and excitedly added it to the fleet. Coastal Waste was the first private company in the state of Florida to make this significant investment in electric equipment showing our commitment to not only revolutionizing our operations but also setting a new standard for innovation in our industry.

Among the highlights of our electrified fleet are the Mack LR Electric Class 8 refuse truck and the Volvo EC230 Electric Excavator. These state-of-the-art vehicles represent our commitment to reducing our carbon footprint while maintaining the high standards of performance and efficiency that our customers expect from us. We're particularly excited about our continued partnership with Volvo Construction Equipment and Mack Trucks, whose dedication to sustainability aligns perfectly with our own values.



Together, we're "driving" positive change in the industry and demonstrating that environmental responsibility can go hand in hand with operational excellence.







Creating more sustainable communities, one stop at a time!





# Recycling Education



With a focus on Recycling Education, we provide a variety of programs throughout Florida with an emphasis on intergenerational programming. From elementary school recycling education, through touch-a-truck programs, high school scholarship programs, to adult community recycling presentations, we believe providing education and resources to the generators of the waste are the key to success in higher recycling percentages.

In the first 4 months of 2025 we have already done well over 10 events as a company, reaching approximately 1,000 children and families. We see each event as a chance to make an impression and teach proper recycling practices. By educating the youth, and their families, we are able to instill an emotional connection and sense of personal responsibility. We believe when our community is able to connect with us in person it encourages them to do their part in the community and RECYCLE!



Although we have many programs currently in place, we don't plan on stopping there. This summer we are launching our very first Coastal Cares: Coastal Clean-Up. We are planning a beach clean-up in each area we serve. We believe it is important as a company to give back and set an example, with our very own employees donating their time to give back to the communities we serve each day.

# Inspiring the Youth in our Communities: Cal's Story



Our team is passionate about what they do. But they are even more passionate to make a real difference. Below are two stories of how Coastal team members took it upon themselves to directly impact two young boys in our communities. Both stories come from different facilities, hundreds of miles away from each other, but both proving that our core values are deeply rooted in how we serve and our commitment to make a difference.

*"My name is Chris Lowder and we are Coastal Waste & Recycling residential customers. We have an eleven year old son, Cal, who absolutely loves the waste and recycling industry. He waits outside for the Coastal truck to come by and empty the waste and recycling bins. One morning a Coastal truck came by and the driver spoke to Cal while making his route rounds. Cal told me about the conversation and asked if Coastal sold any merchandise, shirts, hats, trucks etc. I called the local Coastal number and spoke with customer service employee, Tatianna. Tatianna was very helpful and courteous. She offered to send Cal a gift bag with Coastal collectibles."*

*"Later that afternoon, I received a call from Mr. Gavin Bush, the Coastal local route supervisor. Mr. Bush advised that he was going to gather some Coastal items for Cal and come by our house and deliver the items."*

*Mr. Bush and members of the Coastal Team came by our house with a gift bag for Cal, including a replica truck, Coastal Hat, Coastal scarf, small waste bins, and hand sanitizer. Mr. Bush explained the process of waste pick up to Cal and how the truck operates. Cal was fascinated and loved Mr. Bush and the team taking their time to explain their jobs."*

*Cal is in fifth grade and has his own business, called Cal Carts. We have curbside waste and recycling pickup in our neighborhood. One section of our neighborhood is elderly residents. Cal services eleven homes in this area weekly by taking their waste and recycling bins from their garage."*



This picture is only for internal use only and is not to be publicly shared on any platform other than this presentation.

*"I just wanted to recognize Tatianna, Gavin Bush, and the rest of the Coastal Team Members / employees who truly displayed an act of kindness and went above and beyond to make my son feel special. This type of humanity is not a regular occurrence these days and it is refreshing to see that you have compassionate Coastal employees, making a positive difference. Please extend my appreciation and employee recognition to the Coastal management Team. I attached a few pictures that highlighted Cal's visit from Mr. Bush and the Coastal team."*



# Inspiring the Youth in our Communities: Mason's Story



*“At Coastal, we believe in more than just service—we’re building connections and inspiring future industry leaders. Recently, we had the pleasure of hosting Mason, an exceptionally bright and observant 11-year-old with a remarkable passion for waste management and trucks. His enthusiasm was truly inspiring, and his deep knowledge of truck operations left a lasting impression on our team.”*

*“Mason’s journey into our industry began long before his visit. He had already met Rodreques Harris and Willie Pryor while they were on route and remembered the details of their work—right down to Rodreques’ old truck number and the one he drives now! Their dedication and professionalism sparked Mason’s interest, proving the powerful impact of community engagement and mentorship.*

*During his visit, Mason met Cassandra, who took the time to teach him how the rear loader works. She even gave him a hands-on experience, letting him dump a cart—a moment he won’t soon forget! These interactions reflect the heart of Coastal: a team that goes beyond daily operations to educate, inspire, and engage with the next generation.*

*Mason’s visit reaffirmed what Coastal is all about—service, connection, and fostering passion for the industry. We wouldn’t be surprised to see Mason again in a few years as a helper, and eventually advancing from driver to manager.”*



Mason’s future in the waste & recycling industry looks bright, and we’re honored to be part of his journey!

# Promoting Future Leaders in the Waste & Recycling Industry



At Coastal, we believe in growth and leadership development. Internally we have many programs promoting personal and professional growth. We also believe it is important to give those new to the industry the chance to start their career somewhere where they have an opportunity for development from the day they start. We don't think to be successful you have to know everything; you just have to be willing to try!

Two Programs we are proud to highlight are our Manager In Training Program and Apprentice Program.

## Manager In Training Program Overview

Our Manager In Training (MIT) program allows young professionals and recent graduates the opportunity to learn the waste and recycling industry from the ground up. An opportunity that is unique to young professionals.

Over the course of their year they will gain valuable experience in each department. This unique aspect of the program allows MIT's so they have a well rounded understanding of the industry as a whole. Upon completion of this program they will have access to growth and promotion opportunities.

The best aspect of this program is the access to mentors and mentorship from seasoned industry professionals.

## Apprentice Program

Geared towards those beginning their career in the maintenance field our apprentice program highlights a valued and needed department in any industry, especially ours. Without our trucks up and running properly we would not be able to service our customers, without servicing our customers and collecting trash and recyclables it would immediately be noticed in our communities and effect recycling rates.

We value our maintenance team and the opportunity to grow young professionals by providing experience, mentorship, and even perks such as toolboxes and tool allowances!



# Promoting Future Leaders in the Industry: Youth Automotive Training Center



The waste and recycling industry is reliant on all departments in order to be successful. Think of our customer service team, drivers, helpers, sorters, and managers who make the day to day operations happen.

Each person is crucial to the success of the industry.

That is why when our VP of Fleet and Maintenance got connected with the Youth Automotive Training Center, he had to ensure Coastal Waste was an industry leader stepping up to the plate to provide opportunities.

The Youth Automotive Training Center (YATC), provides students with “A Second Chance For A Better Tomorrow.”

Students in the program learn practical automotive skills, critical life skills, and foundational academic skills.

We recently hosted a tour with the 2025 graduating class and excitedly welcomed 5 students who will be joining our team full time upon graduation. They are ready to do their part and make their mark in the recycling industry starting this summer!



It is programs like this that prove our community outreach and education efforts are truly making a difference.



## Conclusion

From a business standpoint, it is incumbent on all of us to provide opportunities and options for the future generations, both as employees and customers. Sustainability is ensuring we leave our environment in as good or better condition than it was.

With a focus on sustainability, our company provides opportunities for careers that are sustainable and rewarding. We have a number of highly skilled team members who have dedicated their careers to sustainability and have begun their journey with little or no formal education in the field. The opportunities are endless. Any normal guy or gal can begin a great career and make a wonderful living for their family.

The opportunity we provide our customers with waste analysis that result in increased sustainability and cost savings cannot be stressed enough. Recycling is at the foundation of our business. Our goal is to keep material out of landfills and put them back into the economy.



Coastal Waste & Recycling aims to continue being a leader in the industry. By consistently advancing our recycling and sustainability initiatives, giving back and educating our communities, and promoting the growth of future industry leaders we believe that we are making our communities better, one stop at a time.



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