

#### **NOW HIRING!**

We are in search of a Crew Lead that is looking for community, opportunity, and a wants to lead a team of top performers!

(FINISH READING ON PAGE 3)



We decided to launch in search of purpose after our military service. The waste management industry is in need of servant leaders that find purpose in stewarding the enviroment and creates an opportunity to really connect with community needs. Together, with the support of our families, friends, and clients, we empowered continue serving others.



# NON-PROFIT PARTNERS

VetStarts works hard to serve the veteran community in many ways. They offer a program called "Half Time for Veterans". A program that we've been a part of, and that has helped us discover and redefine our sense of purpose!

(FINISH READING ON PAGE 4)

#### SMALL BUSINESS HIGHLIGHT

We're always looking for inspiration, but that's easy when you can just stop in at Grounds & Gold. A daily reminder to "Be the Light", and "Never Give Up" comes with every visit.

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## Trash Talk

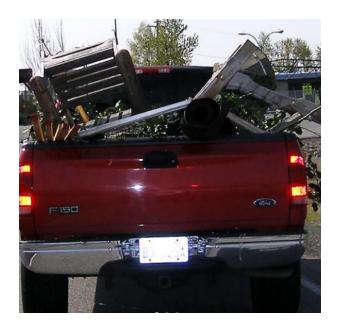
### You've got a problem!

We are passionate about promoting ethical and environmentally friendly waste disposal practices. I would like to address the corners that some junk haulers may cut to offer below industry standard rates and shed light on the negative consequences of such practices.

- 1. Illegal Dumping: Some unscrupulous junk haulers may engage in illegal dumping, which involves disposing of waste in unauthorized areas such as wooded areas, creeks and other waterways, or vacant lots. This not only damages the environment but also poses serious health risks to the community. It contaminates soil, water sources, and can harm wildlife. Always choose a reputable junk hauler who follows legal disposal methods.
- 2. Littering Due to Negligence: Negligence can lead to littering during the hauling process. Improperly secured loads can result in waste materials falling off the truck and littering the surrounding areas. This creates an unsightly environment, harms wildlife, and can even cause accidents. Make sure the junk hauler you choose takes proper precautions to prevent littering.
- 3. Lack of Insurance: Some junk haulers may not carry adequate insurance coverage. This can leave you liable for any accidents or injuries that occur during the hauling process. It is crucial to select a junk hauler who has liability insurance to protect yourself and your property in case of any unforeseen incidents.
- 4. Inadequate Disposal at Appropriate Facilities: One way junk haulers offer low rates is by cutting corners when it comes to proper disposal. They might choose to dispose of waste in cheaper, but inappropriate, ways. For example, they may dump hazardous materials in regular landfills or dispose of electronics and appliances improperly, leading to environmental contamination. Ensure that the junk hauler you hire has a transparent disposal process that adheres to local regulations and utilizes approved facilities.

Choosing the cheapest junk hauler may seem like a cost-effective option initially, but the long-term consequences can be detrimental to the environment and public health. Instead, opt for a reputable and environmentally conscious junk hauler who follows ethical waste management practices. By doing so, you contribute to preserving the environment and safeguarding your community's well-being.

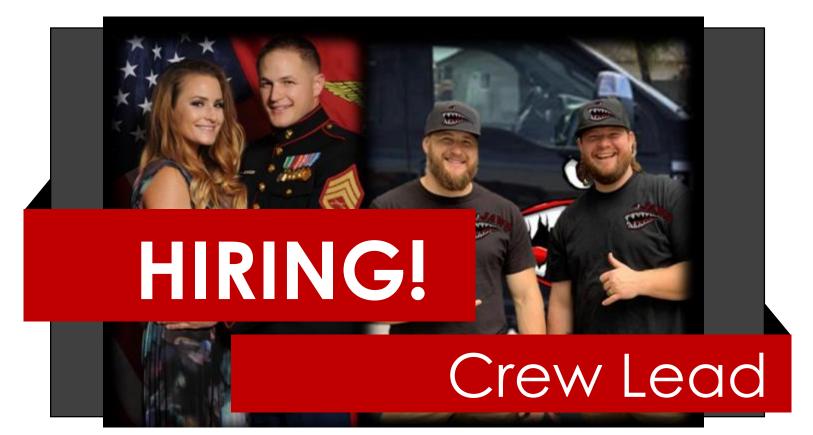
Remember, responsible waste disposal is a collective effort, and we all have a role to play in protecting our planet for future generations.











We are in search of a Crew Lead that is looking for community, opportunity, and that wants to lead a team of top performers! Finding purpose after our military service is what drove us to launch JAWS. We are veteran owned and operated, and our mission to serve continues. Using junk removal services and dumpster rentals to combat waste and pollution, to support the veteran community, and to serve communities in need through disaster relief, donations, and fundraisers. We are committed to our "Feel good Services". With a servant's heart, we handle all our client's junk removal and dumpster rental needs with care while providing the highest quality of customer service. Together, with the support of our families and clients, we are empowered to continue serving others. Everything we donate, repurpose, and recycle goes towards helping the communities we serve. We belong to organizations and groups that are actively serving communities for a brighter tomorrow.

As we continue to grow and look to expand our ranks, we are looking for people that believe in what we are doing and are excited to be part of our mission to serve the community while combatting waste. The ideal candidate knows how to lead by example and understands that true leadership is about serving others.







# VetStarts - Halftime for Veterans

#### Founded BY Veterans for Veterans

VetStarts was founded in 2014 by Vince Leone after he came home from Iraq without a mission or purpose. He struggled with himself and alcohol until finding Halftime. After going through Halftime by Bob Buford, he found his purpose and made it his mission to help all veterans through their transition phase from the military; whether it be days, weeks, or years since the veteran has left the military. No one is left behind or forgotten. As Anna Leone takes over as CEO and continues her father's legacy the veteran community continues to receive the dedication and support that is much needed!

Halftime for Veterans is uniquely designed to CONNECT, TRAIN, COACH, and LAUNCH clients who are ready to pursue passion driven lives, new careers, and entrepreneurial opportunities. Everyone is on a journey and never at the same place. Speaking from firsthand experience, VetStarts offers several different options to receive life changing skills.

Through the Halftime for Veterans program, we have both rediscovered and redefined our post military purpose, and VetStarts continues to be a compass and a light that guides us as we traverse the challenges of the unknown while embracing life!

Veterans that have gone through the VetStarts program have gone on missions out of the country to help build houses for those in need. Learning valuable construction skills and knowing that they changed someone's life and gave them a basic necessity that they were unable to achieve on their own. Warrior Art has helped veterans unpack and work through their military careers in a stress-free environment. From marriage coaching to our Halftime coaching, there is a place for everyone at any time. Their mission is to equip those who have served to return, earn, and learn with continued significance.

# Small Business Highlight

It all started with Gold Ribbon Confections, a bakery founded in honor of owner Maurice Ahern's son, Micah Ahern. During his brief time here with us, Micah, AKA Superhero Micah, inspired thousands through his "Never, Ever Give Up" attitude. As part of his legacy, a portion of every sale goes to support other heroes just like him fighting cancer. In July 2016 Micah earned his wings after a six-year battle with cancer. Since Gold Ribbon was founded, it has always been a dream of Maurice's to expand his current bakery to a brick and mortar, café-style location that would focus on benefiting the community. Desiring to fulfill his dream and keep his late son's legacy alive, Maurice partnered with family members Jenifer and Jimmy Kinley to create Grounds and Gold, a community café which will proudly serve Gold Ribbon Confections' highly sought after baked goods! When we're in need of inspiration and an attitude adjustment we know just where to go, and you can't beat the delicious baked goods, the amazing drinks, and awesome service... just be sure you have time to hang because you won't want to leave!

You can find Maurice and his team online and place orders at <a href="https://www.groundsandgold.com/">https://www.groundsandgold.com/</a>.







