

STATE OF OHIO

Executive Department

OFFICE OF THE GOVERNOR

Columbus

I, Mike DeWine, Governor of the State of Ohio, do hereby appoint Erick S. Palmer, from Aurora, Portage County, Ohio, as a Member of the Materials Management Advisory Council for a term beginning July 21, 2022 and ending at the close of business July 1, 2025, replacing John Daly, whose term expired.



IN WITNESS WHEREOF, I have hereunto subscribed my name and caused the Great Seal of the State of Ohio to be affixed, at Columbus, this 21th day of July in the year of our Lord, Two Thousand and Twenty Two.

Mike DeWine

Mike DeWine
Governor

ERICK PALMER

Address: 101 New Hudson Road, Aurora, Ohio 44202 Phone: 330.274.1474 Email: palmer.erick@yahoo.com

SENIOR DISTRICT MANAGER

*Needs Assessment | Budgeting and Forecasting | Risk Management | Contract Negotiation | Project Management
People Development | Cost Reduction | Business Development | Strategic Planning and Implementation*

QUALIFICATIONS PROFILE

Highly organized, self-motivated, and results-driven professional, with extensive experience in operations management; complemented with expertise in identifying profitable growth opportunities within fast-paced environments. Display expertise in motivating and leading cross-functional technical teams toward the attainment of organizational goals and initiatives. Possess broad knowledge of regulatory standards as well as Occupational Safety and Health Administration (OSHA), National Fire Protection Association (NFPA), and Environmental Protection Agency (EPA). Emotionally aware employees focused leader that allows new ideas to surface from the frontlines of the business. Exemplify technical proficiency with Microsoft Office Suite (Excel, Word, and PowerPoint) and numerous internal company systems.

PROFESSIONAL EXPERIENCE

WASTE MANAGEMENT, CLEVELAND, CANTON, AKRON, AND YOUNGSTOWN, OH

Post-Collection and Disposal Sr. District Manager, Northeastern Ohio

2019-Present

- Leader of \$70MM of Waste Management's disposal operations in Ohio
- Champion of strategic development and execution of business efforts including regulatory compliance, occupational safety, liquid management, waste placement, gas generation, engineering, and specialty services.
- Owner of the financial performance and returns for expense items, sales, and capital funding/ROI.
- Appointed Corporation sponsor of Manager Trainee program; through this program I am responsible for the development of our future high-level business leaders in the organization.
- Catalyst between the human involvement and results.
- Company agent for state, county and local governmental organizations in addition to governing oversight and enforcement agency interactions
- Broad project management of Environmental and operational projects in several mediums; Air, Surface/Ground water, Construction, and Soils.

WASTE MANAGEMENT, COLUMBUS, CLEVELAND, YOUNGSTOWN, AND AKRON, OH

Multiple Business Unit Recycling, and Transfer District Manager, Northeastern Ohio

2012-2019

- Responsible for the MI/OH/IN Market Areas largest recycling manufacturing infrastructure including two high-grade facilities and a 30-ton/hr. 24-hrs/day single stream operation.
- Additionally, responsible for two large Transfer Station operations managing 500,000 annual tons of construction, municipal, and medical waste.
- Worked closely and personally with team managers/leaders to develop specific leadership needs, for future growth within the organization.
- Through my team (of 102-direct and indirect employees), delivered results for 5-business units throughout Northeastern Ohio. All while facing declining commodity values and increased customer quality demands. This is a \$3.7-million profitable increase over the last 3-years
- 2016 awarded a \$250K grant from the Ohio Environmental Protection Agency for Market Development (funds use to upgrade technologies in our single stream operations).
- Efficiently interfaced with Northeastern Ohio government officials and organizations in rebranding the expectations of commodity rebates
- Working strategically with sales partners, engineered profitable market expansion, and base price increases.
- Additionally, have managed over \$3 million in capital construction and upgrade projects throughout NEO.

WASTE MANAGEMENT, COLUMBUS, OH

Multiple Business Unit Hauling District Route Manager, Central Ohio

2007-20012

- Managed daily safety of 47-drivers and 12-operators over the 24-hour operating schedule of this large hauling division, transfer station and recycling plant.
- Developed route sequencing and production expectations for team including driver input and the accountability for shortfalls.

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- Managed multiple division P/Ls
- Worked with dispatching team to navigate drivers around known hazards within their working environment.
- Drove hauls per hour up from .81 HPH to 2.24 HPH.

WASTE MANAGEMENT, COLUMBUS, OH

Multiple Business Unit Landfill Operations Manager, Central Ohio **2003-2007**

- Operations Manager of large municipal Landfill Operating contract (SWACO) in Central Ohio, The Waste Management Suburban Landfill, and Gallia County Landfills.
- Responsible for waste placement, phasing and airspace utilization for the over 7,000 tons received at these three operating districts daily.
- Responsible for the cell construction oversight, roadway construction (and maintenance) and the compliance needs (surface water, LG, Groundwater monitoring, and cover).
- Through permit modifications to the OEPA, reduced landfill operating costs by \$248K.
- Worked with permitting and solidification operations which added operating revenue.
- In accordance with GAAP managed capitalization of labor for daily cover activities as new cell construction driving EBITDA up and cutting 20% of the labor expense at these facilities.

EARLIER CAREER

QUALITY ENVIRONMENTAL TECHNOLOGIES, INC., MACEDONIA, OH

Environmental Project and Account Manager **2001-2003**

- One of the founding partners of this environmental brokerage and consulting firm.
- Built and expanded the firm's global network of disposal locations including solid waste, hazardous waste, and wastewater. Attributing to \$1.6MM in costs saving 2002-2003.
- Launched and managed the Environmental, Health and Safety Services, including \$250K in additional annual revenues.
- Managed several Projects including the chemical cleaning waste associated with pre-and post Co-Gen power plant construction.

AMERIWOOD INDUSTRIES INC., TIFFIN, OH

Environmental Health and Safety Manager **1999-2001**

- Leader of companywide EHS department that included five facilities throughout the US and Canada.
- Established EHS Operating Budget \$750, which included the development of 560 employees, site audits, and OSHA, NFPA, and EPA Compliance programs.
- Monitored, researched and advised on the environmental legal activities for historical Brown-Field issues the company faced (legacy issues from 1970's acquisitions).

HULL and ASSOCIATES, TOLEDO, OH

Landfill Construction Intern **1997-1999**

- Responsible for the moisture density testing of RSL placement on 6-new construction projects and 3-Capping projects.
- Aided in daily landfill construction project meetings
- Worked in soils lab aiding technician in identifying RSL compaction standards for new construction.
- Assisted on Ground water well abatement, monitoring and new well installation projects.

CITY OF WAPAKONETA, WAPAKONETA, OH

Yard waste and Holiday Driver Helper **1995-1997**

- Aided in the curbside collection of MSW and dual stream recycling.

Notable Accomplishments:

- ✓ Successfully accomplished no OSHA recordable accidents at all five BUs from 2008 to 2016, as well as defended the OSHA claims and fines against the organization on workplace employee injuries in 2012, and 2017

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- ✓ Brought significant enhancement in operating margins of 3 of the material recycling plants by more than 23.2% from 2018 to 2019, as well as 2 solid waste transfer business by 12%
- ✓ Improved the earnings before interest and taxes (EBIT) of \$1.8M through 2018 by revenue and rebate management, return on investment (ROI), lean operations and management, and continuous processes improvement
- ✓ Implemented the acquisition and assimilation of two operating units in 2013
- ✓ Efficiently interfaced with Northeastern Ohio government officials and organizations in rebranding the expectations of commodity rebates
- ✓ Board of Director for the Association of Ohio Recyclers 2017.

EDUCATION

Master of Business Administration | Keller Graduate School of Management- Columbus Campus, Columbus, OH

Bachelor of Science in Environmental and Hazardous Materials Management | University of Findlay, Findlay, OH

PROFESSIONAL DEVELOPMENT

Emotional Intelligence | Environmental Compliance | Accounting Practices | Ethics in the Work Place

GOVERNOR'S APPOINTMENTS TO BOARDS AND COMMISSIONS

Appointment Date: 7/21/2022

Name of Appointee: Erick S. Palmer

Address: 101 New Hudson Road
Aurora, OH 44202
Portage County
(H) – 3302741474
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Name of Commission: Materials Management Advisory Council

Laura Factor
50 W. Town St., Suite 700
Columbus
(614) 644-3020

Term Begins: 7/2/2022

Term Ends: 7/1/2025

Party Affiliation: Republican

Senate Confirmation: Appointed by the Governor, confirmed by the Senate

Financial Disclosure: No disclosure required

Vice: John Daly