



THE GREEN AND GOLD GAZETTE

L A T E S P R I N G 2 0 2 3

TFC Recycling Celebrates 50th Anniversary



TFC Recycling remains committed to “PROTECT AND CONSERVE” our community...our planet.

Founded in 1973 and headquartered in Chesapeake, VA, Tidewater Fibre Corporation (TFC Recycling) is a privately held and family-operated business that started with humble beginnings in 1896.

Then, the Benedetto family began collecting rags and paper by pushcart in New York. In 1973, Joseph Benedetto left New York for Virginia to open TFC Recycling.

This year, TFC celebrates a half-century of sustainable waste solutions in our community. From the sandy beaches of Coastal Virginia to the rural rolling

landscape of Central Virginia, TFC Recycling remains committed to “PROTECT AND CONSERVE” our community...our planet.

The 50th Anniversary campaign officially launches on June 12!

Stay tuned to our social media channels and website for future 50th Anniversary Events in your community.

Want first-hand knowledge of upcoming events? Subscribe to our mailing list at www.tfcrecycling.com/newsletter.

Pictured right, TFC Recycling truck today (top) and the Benedetto Family truck c. early 1900s (bottom).



Letter from the President



To my Neighbors, Friends and Family:

I am delighted to announce that this year, TFC Recycling will celebrate half a century of environmental excellence during our company's 50th Anniversary—an incredible milestone that we owe to your unwavering support through the years, and our shared commitment to sustainability.

Since our founding in 1973, we have remained locally owned and operated while working to be at the forefront of the recycling industry, constantly evolving to meet the challenges and demands of a changing world. And, over the past five decades, we've emerged as drivers of the region's eco-friendly waste management practices thanks to advancements in technology, legislative initiatives, and the collective consciousness of individuals like you, our neighbors, who understand the critical importance of recycling.

As we celebrate this momentous occasion, we've simultaneously grown our corporate presence. In Chester, we're expanding our existing facility, equipped with state-of-the-art infrastructure, allowing us to process a wider range of materials and increase our recycling capacity significantly. This expansion is a testament to our continued dedication to sustainable practices and our commitment to serving you better.

However, as we embark on this exciting new chapter, we recognize that our success goes beyond our own operations. True progress in sustainability requires the active participation and engagement of the public at large, requiring the concerted efforts of individuals, communities, and businesses alike. And, while awareness about good recycling practices has grown over the years, there's still work to be done. There's still so much space for education and empowerment, which is why, alongside our expanded operations, we are continuing to support Start Smart, Recycle Right – our public education campaign focused on promoting proper recycling techniques, waste reduction, and the importance of responsible consumer choices.

Looking forward, we'll remain steadfast in our commitment to education, innovation, and progress. The next 50 years hold immense promise as we continue to push the boundaries of what is possible in recycling. We will continue to collaborate with partners who share our vision, invest in cutting-edge technologies, and explore new avenues to maximize our positive impact.

But, in this moment, let us reflect on our collective achievements and rekindle our dedication to building a greener, cleaner, and more sustainable future. Each one of us has the power to effect change, and together, we can create a world where recycling is not merely an option but an integral part of our daily lives. Thank you for being a part of our journey and for your continued support. Let's keep making a difference for our region, and for the planet.

Here's to 50 years of sustainability, and to many more.

Yours,

Michael "Recycle" Benedetto

Michael "Recycle" Benedetto
President and CEO
TFC Recycling



Michael Benedetto featured guest on Hampton Roads Perspectives to promote the Start Smart Recycle Right campaign. Pictured with Dale Murray, radio host and Rebekah Eastep of Ask HR Green.



The Benedetto Family supporting ForKids in Chesapeake, helping to deliver holiday meals.

Embrace A Sustainable Summer

As summer's warm embrace draws us outdoors and beckons us to bask in the beauty of nature, don't forget your responsibility to preserve the planet we call home. During the season, it's essential we keep eco-consciousness at the center of our collective consciousness—and the summer months present an opportune time to do just that. Here are some practical tips to seamlessly integrate recycling into your summer routine:



Picnic Perfection

Memorial Day Weekend is upon us and Independence Day is just around the corner. Rather than relying on single-use plastic items like cutlery, cups, and plates, opt for reusable alternatives for your outdoor gatherings. Bring your own picnic set or invest in compostable options made from bamboo or plant-based materials. After the festivities, ensure all waste is properly sorted into recycling and compost bins.



Beverage Brilliance

Stay refreshed and eco-friendly by swapping out disposable water bottles for reusable ones. With the abundance of water sources during summer, it's a prime opportunity to ditch the plastic and embrace hydration solutions that minimize waste. If you're hosting a party or attending events, encourage guests to bring their own reusable bottles or offer water stations for refills.



Beach Cleanup Campaigns

For many, summer means beach outings and coastal escapes. While enjoying the sun, sand, and surf, remember to respect our natural environment. Join or organize beach cleanup initiatives, where you can collect litter and recycle any plastic or glass items found. These collective efforts help preserve marine life and maintain the pristine beauty of our Coastal Virginia shoreline.



Responsible Grilling

Summer is the season of barbecues and cookouts. When planning your events, make recycling easy by opting for natural charcoal or propane grills that produce fewer emissions. Choose eco-friendly utensils and properly sort food waste, recyclables, and compostable materials to reduce your environmental impact.



Traveling Green

Whether embarking on a road trip or flying to an exotic destination, prioritize sustainable travel choices. Pack a reusable bag for any souvenirs or groceries you purchase on your trip. Seek accommodations that emphasize recycling and eco-friendly amenities. Support local businesses that prioritize environmental stewardship and choose public transportation or walk whenever possible to minimize carbon emissions.



Stay Informed

Our current educational campaign, with our partners at AskHR Green, reminds us to **Start Smart, and Recycle Right**. Be mindful of what can and can't be recycled. By staying informed, you can make better choices and contribute to effective waste management practices. Remember, every action counts. Recycling is an individual effort but also a collective responsibility we owe to future generations. Embrace sustainable practices during your seasonal adventures and together, we can ensure the beauty of our planet.

Earth Day Events

During Earth Day, our company came together as a united force to make a meaningful difference in our communities. Engaging in corporate volunteer activities throughout the region, we took action to protect and preserve our environment. With a shared commitment to sustainability and community engagement, we dedicated our time and efforts to create positive change, leaving a lasting impact on Earth Day and beyond.



TFC Recycling was a featured vendor at Earth Day Events in Chester, VA



Michael Benedetto supporting the City of Suffolk's Earth Day event.



VA is for Recycling LOVERS! "Love" installation made from recycled materials, sponsored by TFC



Share the Love! Scan the QR Code to learn more about the LOVE sign and its location in the region



TFC Recycling and Ask HRGreen teaming up to present the new, sustainable VA is for Lovers LOVE sign.



Planting Good, Sustainable Seeds! TFC provided sustainable giveaways for Earth Day events around in

TFC Cares

Here at TFC Recycling, we aim to empower individuals to make informed choices and take meaningful actions towards a greener planet. That's why we're committed to stepping outside our operations to make a lasting impact by fostering a culture of environmental consciousness in the community through various outreach efforts. Here's a snapshot of where we were, and what we did to further that vision over the last few months.



Always on the Green! TFC supporting local charity golf tournament alongside Chesapeake Mayor Rick West and former Chesapeake Commissioner of Revenue Ray Conner.



We Like Big Trucks! TFC provide a workshop and a tour of the trucks to homeschool students



THIS OR THAT? King's Grant Civic League mastered how to recycle right after a workshop with TFC



What's in Your Bin?! TFC educating students at Tarralton Elementary on how to recycle right.



Public Works, works! Norfolk Public Works toured the Materials Recovery Facility.



Green STEAM! TFC participated at the STEAM Fair for Achievable Dream Academy, Virginia Beach

Employee Spotlight: Women Drive Success

TFC Recycling deeply values the role of women in the industry, and we're privileged to have so many exceptional women on our team. At every level within the company, from plant workers, truck drivers, and customer service representatives, to the women in sales, finance, and administration, they've each helped drive organizational success through the years. In honor of Women's Appreciation Month in March, we chose to spotlight a few of these powerful women who are setting the standard and inspiring others to excel. We invite you to read on and join us in getting to know them better.

JEANETTE, Chief Financial Officer

Jeanette McKinney, Chief Financial Officer here at TFC Recycling, has made a significant impact in the waste management industry throughout her impressive two-decade career. In an industry predominantly dominated by men, Jeanette recognizes the lack of female mentorship that she experienced early on and is determined to provide women with the support system and environment she did not have. In her role at TFC, Jeanette has offered guidance and empowerment to those who aspire to grow professionally. Over the past four years, she has had the privilege of mentoring women who have identified themselves as driven and motivated to excel. Leveraging her extensive experience, which encompasses both failures and successes, Jeanette provides a solid framework of support for the women on her team.



While Jeanette's expertise lies in finance, she is not limited to that area alone. She actively involves herself in the daily operations of the company, ensuring that team members across all departments understand how their roles contribute to the company's overall financial health. As CFO, her ability to work collaboratively with all departments gives her a comprehensive understanding of how everything fits together, and she takes pleasure in sharing this knowledge with others. By fostering a sense of ownership and pride in their contributions, Jeanette empowers her colleagues to recognize their impact and take pride in their work.

True to her professional nature, Jeanette's passion extends beyond her role as CFO. If she had unlimited amount of free time, she envisions herself continuing to mentor and provide accounting services pro bono to small woman-owned businesses. Her dedication to helping others find value in their personal and professional lives fuels her desire to empower individuals to make the best life choices.

In her downtime, Jeanette indulges in her love for reading and actively participates in a book club. Having devoured over 1,000 books, she appreciates the power of literature to broaden horizons and spark intellectual discussions. Her adventurous spirit manifests in pursuits such as skydiving and recently obtaining her motorcycle license, embracing the thrill of life. However, above all, Jeanette finds immeasurable joy in being a mother to two grown adults and cherishes the precious moments spent with her granddaughters.

Jeanette's dedication to her profession, her commitment to empowering women, and her passion for supporting others exemplify the values we hold dear at TFC. Through her mentorship program and her holistic approach to finance, she has made a lasting impact on the company and the individuals she works with. We are fortunate to have Jeanette as an integral part of our team, leading the way with her expertise and compassionate guidance.

Employee Spotlight: Women Drive Success

TY, Human Resources Manager

Ty Reynolds, our wonderfully talented HR Manager, has made a significant impact on our team of 400 employees through her dedication and expertise in human resources.

Lovingly referred to as our resident psychiatrist, counselor, and Auntie, Ty's journey in HR began after college when she worked as a Proposal Pricing Specialist for a federal government contractor in Florida. While there, she gained immense respect for the women working in the HR Department, igniting her passion for the field. A few years later, Ty returned to Virginia, where she pursued further education and set her sights on a career in HR.

Equipped with a degree in Business Management, Ty joined TFC over a year ago as our HR Manager, marking her first foray into the waste management industry. Ty appreciates the unique opportunity she has at TFC to provide individuals with second chances after arrests or convictions, offering them a fresh start and the opportunity to rebuild their lives.

Beyond her professional achievements, Ty's love for her family shines brightly. Her fur babies hold a special place in her heart, and she considers them her children. Additionally, Ty is an adoring aunt to her two nephews and one niece, showering them with love and spoils.

In her free time, Ty indulges in various hobbies and activities that keep her energized. She finds solace in container gardening during the summer, relishes the joy of swimming and bowling, and seeks out thrills on roller coasters and at amusement parks, showcasing her adventurous spirit. Skydiving is next on her adrenaline-filled bucket list, further exemplifying her zest for life.

Ty's presence within our HR team has been invaluable. Her passion for HR, dedication to providing second chances, and commitment to our organization's mission are truly commendable. We are grateful for her expertise and the positive impact she continues to make at TFC.



To the women of TFC Recycling, THANK YOU.

Employee Spotlight: Women Drive Success

JAMIE, Human Resources Specialist

Jamie Gregory, an HR Specialist here at TFC Recycling, is the go-to person when it comes to employee benefits at every stage of the journey. From onboarding and enrollment to ongoing management and staying up to date, Jamie ensures that our employees are well taken care of. She also plays a vital role in employee events, utilizing her planning and networking skills to organize engaging activities and gather volunteers. From snacks and food to employee gifts, Jamie goes above and beyond to create a positive and inclusive workplace environment.



Jamie's journey to her current role has been shaped by her diverse background and experiences, so she understands the importance of advocating for others, especially as a translator for immigrant parents. This background has honed her ability to connect with people of different personalities and offer assistance tailored to their unique needs—an aspect she deeply values as a “fixer.”

Originally from Charlotte, NC, Jamie moved to Virginia in 2018 and has since resided in various locations across the Tidewater area. Being near the beach and any body of water brings her great joy, as does her role as a devoted dog mom to her beloved chocolate lab, Indy.

Outside the office, Jamie cherishes moments spent with her core group of local friends, who share similar life journeys. She has recently delved into DIY crafts and is considering upcycling furniture, as she enjoys creating beautiful things with her hands.

If Jamie were not in HR, she once aspired to become a lawyer, inspired by Elle Woods from the movie *Legally Blonde*. Elle's journey opened her eyes to the possibility of making a difference and helping the underdog, making law a compelling career option.

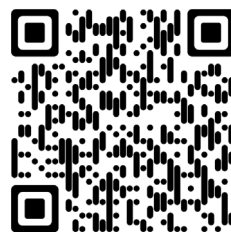
Please join us in celebrating Jamie's invaluable contributions and wishing her continued success in her journey of supporting and nurturing our incredible team.

What's In Your Bin?

Chances are, if you love to recycle - you want to do it right, right? But, despite your best efforts, sometimes what goes into your blue bin isn't just the good stuff. You know, the plastic bottles and paper that can be turned into something new. Nope, there can be some sneaky culprits in there too, like greasy pizza boxes, plastic bags, or even random items that don't belong.

This mix-up is called recycling **contamination**, and it's a bit like throwing a wrench into the gears of the recycling process. Let's take a closer look at what should and shouldn't go into your bin in this video from Michael "Recycle" Benedetto. Either click below, or simply scan the QR Code to view.

bit.ly/3MWMtYK



SCAN TO VIEW

Recycle Right

Let's get back to the basics...



EMPTY METAL CANS

- Steel and Tin Cans
- Aluminum Cans

PAPER PRODUCTS

- Printer Paper
- Newspaper
- Magazines
- Cardboard Rolls
- Flattened Cardboard Boxes

EMPTY PLASTIC BOTTLES & JUGS WITH A NECK OR SPOUT

- Beverages
- Non-toxic Cleaning Products



askHRgreen.org

IN PARTNERSHIP WITH
TFC RECYCLING



Kim Hynes, Executive Director of CVWMA and Michael Benedetto

Henrico Rolled Out the “Green” Carpet

This spring, TFC Recycling leadership joined with officials from the Central Virginia Waste Management Authority (CVWMA) and Henrico County to celebrate the delivery of more than 90,000 NEW recycling carts to be distributed in the county. The carts were partly funded by a \$1.5 million grant from The Recycling Partnership, a national nonprofit organization dedicated to building a better recycling system for communities nation-wide.

Moving from recycling bins to newer, larger carts will allow residents to recycle more materials and keep valuable recyclables out of the landfill. The new carts are made with locally sourced recycled material such as laundry detergent and shampoo bottles. In addition, the plastic from old Henrico County trash cans is being recycled back into the carts. Each new cart will have instructions on what to recycle and how to place the cart for collection. Henrico County will provide the recycling carts — at no cost to 90,000 households. At a cost of \$75 per cart, that is a \$6.75 million investment in sustainability.

TFC Recycling, as part of a private-public partnership, will provide curbside recycling for the next ten years to the residents of Henrico County, making this the largest recycling contract in the Commonwealth. “Residential recycling works best when administered as an essential city service as Henrico County has done for decades,” said Michael Benedetto, President of TFC Recycling. “I am inspired and encouraged by CVWMA, Henrico County, and the region’s commitment to the environment through recycling and their support of a robust economy through job creation.”



Jon Clary, Solid Waste and Recycling Division Director for Henrico County

Chesterfield County Neighbors

Starting June 30th, Chesterfield residents will no longer receive curbside recycling services from CVWMA, however, you can continue supporting a sustainable community with **TFC Recycling Select**, our subscription-based curbside recycling service.



Introducing TFC Select Subscription



For just \$9/month, you can get the same great service you know and trust from TFC Recycling.

Scan the QR Code to sign up or visit www.tfcrecycling.com/chesterfield. Billing begins July 2023.



James City County Tours TFC Recycling

County Officials from James City took a day to educate themselves on recycling best practices provided by TFC by touring the world's first advanced technology Materials Recovery Facility (MRF) and engaging in an educational workshop with TFC leadership.



Recycling Counts

TFC by the Numbers. Between January—March 2023, TFC processed the following recycled materials:



17.5
MILLION
POUNDS OF
CARDBOARD



25.5
MILLION
WATER BOTTLES



17
MILLION
ALUMINUM
CANS



4,000
TONS OF GLASS



WRAP OUR RIDE!

TFC Truck Wrapping Contest

CONTEST OPENS JULY 1 - AUGUST 15, 2023

www.tfcrecycling.com

**Contest is open to
middle schools in
TFC Service Areas:**

Ashland
Chesapeake
City of Poquoson
Colonial Heights

Goochland
Hampton
Hanover
Henrico

Hopewell
James City County
Newport News
Norfolk

Richmond
Suffolk
Virginia Beach
Williamsburg
York County



For registering, contest rules, details, and more scan our QR code!

Start Smart Recycle Right

Recycling made easy! Use this helpful guide to help reduce our strain on the environment and sustain our world for today, tomorrow, and for future generations.

RECYCLE RIGHT

PAPER	BOTTLES	CANS	GLASS	CARTONS
				
Flattened Cardboard, Newspaper, Magazines & Mail	Kitchen, Laundry, Plastic Bottles & Jugs <i>(empty, rinse, and remove cap)</i>	Aluminum and Steel Food & Beverage Cans <i>(empty and rinse)</i>	Bottles & Jars <i>(empty, rinse, and remove lid)</i>	Food & Beverage Cartons <i>(empty, rinse, and remove cap)</i>

NO!

					
No Plastic Bags or Plastic Wrap	Do Not Bag Recyclables <i>(keep them loose)</i>	No Tanglers, Cords, Hoses, or Ropes	No Flammables, Gas Tanks, Batteries, Propane Tanks, Paint, or Aerosol Cans	No Food, Liquid, or Pizza Boxes <i>(empty all containers)</i>	No Styrofoam™ <i>(carryout or packing material)</i>

TFC Recycling is a locally, family-owned business that has been operating in Virginia for nearly 50 years. TFC provides recycling collection programs in 16 municipalities throughout Virginia and North Carolina and is nationally recognized as an industry leader in recycling.

GREATER HAMPTON ROADS AREA 1958 Diamond Hill Road, Chesapeake, VA 23324 · O: 757-543-5766 · F: 757-543-9532

GREATER RICHMOND AREA 12206 Old Stage Road, Chester, VA 23836 · O: 804-706-5877 · F: 804-706-1666

GREATER PENINSULA AREA 5602 Chestnut Avenue, Newport News, VA 23605 · O: 757-247-5766 · F: 757-247-9532



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