



# LAITH EZZET, CMC®

## SENIOR VICE PRESIDENT



## Range of Experience

Laith Ezzet has over 30 years of experience in solid waste contract management and CalRecycle compliance, program planning and funding, solid waste collection operations, recycling and organics waste programs, procurement and negotiation of solid waste services contracts, fee studies, waste diversion studies, community involvement and public outreach, regulatory policy, solid waste and recycling facility feasibility studies, service cost tracking, rate setting, landfill funding, cost-benefit analysis, efficiency studies, financial and economic modeling, industry surveys, and statistical market research. He has negotiated solid waste agreements valued at over one billion dollars.

### EXPERIENCE

Years of Experience: 30+  
Clients: 156  
Engagements: 757  
Articles and Speeches: 35

### EDUCATION

M.B.A., Tuck School of  
Business Administration at  
Dartmouth College

M.B.A., Course Work at the  
London Business School

A.B., Cum Laude, Economics,  
Occidental College

Certified Management  
Consultant (CMC®), Institute  
of Management Consultants  
USA

### HISTORY

HF&H Consultants, LLC:  
1991 to present

### ORGANIZATIONS

Past Director and Chapter  
Treasurer, California Resource  
Recovery Association (CRRA)

Corporate Director, Southern  
CA Chapter, Solid Waste  
Association of North America  
(SWANA)

Institute of Management  
Consultants (IMC)

## Expertise

- Solid Waste Rates and Operations Analysis
- Program Planning and Funding
- Auditing and Reporting
- Procurements and Negotiations
- Solid Waste Contract Management
- Transfer, MRF, Disposal, and Organics Facilities
- SB 1383 Compliance

## Recent Results

- Laith has directed solid waste contract management and SB 1383 compliance projects for dozens of agencies in Southern California, including cities such as Aliso Viejo, Anaheim, Bell Gardens, Garden Grove, Huntington Beach, Fullerton, Inglewood, Lawndale, Placentia, Santa Ana, Seal Beach, Yorba Linda, and others.



# HALEY KUNERT

## SENIOR PROJECT MANAGER



## Range of Experience

Haley Kunert is a Senior Project Manager at HF&H with over a decade of experience, including two years in sustainability services at UC San Diego and more than ten years at HF&H Consultants. She supports legislative planning and implementation, solid waste franchise management, regulatory compliance, diversion monitoring, audits, rate reviews, contract negotiations and procurements, valuation modeling, new program implementation, grant management, CalRecycle reporting, public education and outreach, and solid waste rate studies.

Haley is the project manager for our contract services and legislative compliance work for the cities of Inglewood, Garden Grove, Palm Desert, Placentia, Fullerton, Huntington Beach, Orange, Anaheim, and Yorba Linda. Her work on these projects includes presentations to Council and community members, monitoring hauler contract compliance, tracking legislative compliance, preparing data and information requests for CalRecycle, rate adjustment reviews, preparation or review of the EAR, on-call support, and development of solid waste agreements and ordinances. Additionally, Haley assists in the development and review of public education and outreach using Community Based Social Marketing approaches through her behavior change background.

### EXPERIENCE

Years of Experience: 12  
Clients: 38  
Engagements: 258

### EDUCATION

B.S., Environmental Systems,  
University of California at San  
Diego

Certificate in Sustainability  
and Behavior Change,  
University of California at San  
Diego, Extension Program

### HISTORY

HF&H Consultants, LLC:  
2015 to present

University of California at San  
Diego: HDH – Sustainability  
Department  
2013 to 2015

### ORGANIZATIONS

Board of Directors – Southern  
California Waste Management  
Forum (2017 to 2020)

Young Professional (YP)  
Representative – Solid Waste  
Association of North America  
(SWANA)

Board of Directors  
Representative – SWANA,  
Southern California Chapter  
(2019 to present)

(Chapter President 2025 to  
present)

## Expertise

- Regulatory Compliance
- Contract Management
- Negotiations Assistance
- CalRecycle Liaison Assistance
- Contract/Ordinance Development
- Community Engagement

## Recent Projects

- **City of Garden Grove.** Legislative Compliance Tracking and Monitoring. Ongoing Contract Support.
- **City of Fullerton.** Planning and Ongoing Support. Ongoing Contract Support.
- **City of Yorba Linda.** Legislative Compliance Tracking and Monitoring. Contract Support.
- **City of Palm Desert.** Program Monitoring and Negotiations for SB 1383. Ongoing Contract Support.
- **City of Inglewood.** Monitoring and Negotiations for SB 1383. Ongoing Contract Support.
- **City of Anaheim.** SB 1383 Implementation Planning and Ongoing Support.
- **Placentia.** SB 1383 Planning and Negotiations. Legislative Compliance Tracking and Monitoring. Contract Support.



# JAKE KAIHEWALU

## SENIOR ASSOCIATE



## Range of Experience

Jake Kaihewalu is a Senior Associate with HF&H and brings to the firm five years of experience in the solid waste industry. His background includes contract compliance, technical and state reporting, public education and outreach, data analytics, program development, and program implementation. He currently assists with ongoing contract management and monitoring, CalRecycle annual reporting and report template development, legislative compliance (including Senate Bill (SB) 1383 program development and implementation), and rate analysis projects.

Prior to his tenure at HF&H, Jake served as a Sustainability Lead at CR&R Environmental Services, where he served as a contract manager for several solid waste agreements throughout the Los Angeles and Orange County areas. At CR&R, he focused on implementation of successful automatic enrollment programs to achieve SB 1383 compliance while preparing the data and communication infrastructure necessary for successful container distribution to customers. Jake also created internal tracking tools to facilitate company-wide inventory monitoring to achieve compliance with SB 1383 requirements.

### EXPERIENCE

Years of Experience: 5  
Clients: 13  
Engagements: 78

### EDUCATION

B.S., Statistics and Data Science, University of California at Santa Barbara

B.A., Environmental Studies, University of California at Santa Barbara

### HISTORY

HF&H Consultants, LLC:  
2022 to present

CR&R Incorporated: Sustainability Lead  
2020 to 2022

Live Nation (Five Point Amphitheater): Venue Sustainability Coordinator  
2021

### ORGANIZATIONS

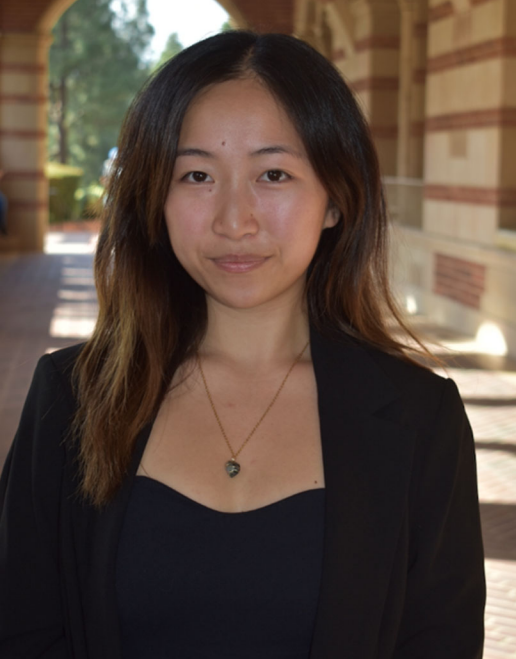
Young Professional (YP) Representative – Solid Waste Association of North America (SWANA)

## Expertise

- Ongoing Contract Management
- Solid Waste Legislative Compliance (AB 341, AB 1826, and SB 1383)
- Diversion Program Planning and Implementation
- Hauler Report Analytics
- CalRecycle LAMD and JACE Support
- SB 1383 Implementation Record Development and Maintenance

## Recent Projects

- **City of Garden Grove.** Provides contract management and legislative compliance support (ongoing work). Reviews annual rate adjustment request (ongoing work).
- **City of Yorba Linda.** Provides contract management and SB 1383 recordkeeping requirements (ongoing work). Performed the 2024 contract compliance review (2025).
- **City of Orange.** Developed self-haul program and performed an SB 1383 gap analysis and Implementation Record Review (2024). Assists with ongoing SB 1383 compliance support (ongoing work).
- **City of Irvine.** Provides contract management support for 24 haulers across exclusive and non-exclusive service areas (ongoing work). Drafted and submitted 2024 Electronic Annual Report (2025).
- **City of Bell Gardens.** Provides contract management support for six haulers across exclusive and non-exclusive service areas.



# EMILY TIEU

## ASSISTANT ANALYST



### Range of Experience

Emily Tieu provides Rate Studies and Contract Management support as an Assistant Analyst at HF&H. Prior to joining the firm, she supported LSG Sky Chefs with a waste characterization study and report outlining diversion and food recovery opportunities. She currently assists with ongoing contract management, contract summaries, implementation record maintenance, county-wide rate surveys, and rate adjustments.

Emily specializes in tracking hauler reporting requirements including tonnage and diversion, public education and outreach, contamination monitoring route reviews, and SB 1383 customer compliance metrics. She also assists in preparing hauler requirement checklists, delivering report findings and recommendations, ensuring timely submissions, and verifying the accuracy of hauler reports.

### Expertise

- Ongoing Contract Management
- Rate Surveys
- SB 1383 Implementation Record Development and Maintenance

### Recent Projects

- **City of Bell.** Supported monthly contract meetings and SB 1383 compliance, including rate reviews, hauler reporting, and public outreach materials.
- **City of Manhattan Beach.** Assisted in contract management and compliance monitoring, including implementation record maintenance and hauler report findings.
- **City of Placentia.** Assisted in on-call contract management and SB 1383 implementation support.
- **Cities of Bell Gardens, Gardena, and Yorba Linda.** Supported contract monitoring and monthly, quarterly, and annual hauler report reviews and conducted follow-up to ensure SB 1383 compliance and fulfillment of franchise agreement requirements.
- **City of Beverly Hills.** Performed annual rate adjustment in accordance with contract requirements.
- **City of Irvine.** Assisted with the verification of City landscapers' ROWP procurement amount.

**Los Angeles Sanitation and Environment.** Led a county-wide rate survey and data analysis.

### EXPERIENCE

Years of Experience: 4  
Clients: 18  
Engagements: 24

### EDUCATION

B.S., Environmental Science/Minors in Environmental Engineering & Statistics and Data Science, University of California, Los Angeles

SWANA Practitioner of Zero Waste Principles & Practices Certification

### HISTORY

HF&H Consultants, LLC:  
2025 to present

UCLA Institute of the Environment and Sustainability: Research Analyst – NRDC and LSG Sky Chefs  
2023 to 2024

UCLA Extension: Proofreader and Marketing Assistant  
2021 to 2024

### ORGANIZATIONS

California Resource Recovery Association (CRRA)



# BRICE HAGAN

## ASSOCIATE ANALYST



### Range of Experience

Brice Hagan is an Associate Analyst with HF&H. Prior to joining us, he worked for the City of Oceanside's Solid Waste and Recycling program where he assisted in the administration of the City's franchise agreement and transition to a new agreement. As an Associate Analyst, he provides support to our Contract Service Team. He currently supports SB 1383 planning and implementation, managing solid waste franchise agreements, audit services, solid waste rate reviews, grant management, CalRecycle annual reporting, and community public education and outreach.

Brice earned his B.S. in Environmental Science at the University of California, Berkeley where he focused on equitable resource management.

### EXPERIENCE

Years of Experience: 3  
Clients: 7  
Number of Engagements: 43

### EDUCATION

B.S., Environmental Science,  
University of California at  
Berkeley

SWANA Practitioner of Zero  
Waste Principles & Practices  
Certification

### HISTORY

HF&H Consultants, LLC:  
2024 to present

City of Oceanside Water Utilities:  
Professional Assistant  
2022 to 2024

### ORGANIZATIONS

California Resource Recovery  
Association (CRRA)

### Expertise

- Ongoing Contract Management & Transition Assistance
- SB 1383 Implementation Record Development & Maintenance
- SB 1383 Compliance
- Community Engagement

### Recent Projects

- **City of Santa Ana.** Contract Support and Program Monitoring.
- **City of Inglewood.** Contract Support, Program Monitoring, and Hauler Audit.
- **City of Seal Beach.** SB 1383 Implementation Planning.
- **City of Aliso Viejo.** SB 1383 Gap Analysis.
- **City of Palm Desert.** Contract Support and Program Monitoring.
- **San Bernardino County.** Annual Rate Adjustment.
- **City of Orange.** Self-Haul and Back-Haul Program Development.



# COLLEEN FOSTER

## PROJECT MANAGER



## Range of Experience

Colleen Foster, Project Manager with HF&H, has 23 years of experience with local government in solid waste and recycling, public policy, community development and water/wastewater utility management. Her expertise is in contract administration, public competitive procurement, SB 1383 compliance, solid waste/recycling/organics planning and implementation, zero waste programming, regulatory compliance, climate action, sustainable food systems/food recovery, and legislative advocacy.

Prior to joining HF&H, Colleen led the award-winning Green Oceanside Solid Waste and Recycling Program, gaining extensive experience in diversion programming, staff development, stakeholder engagement, recycling and organics rollouts, environmental inspections, grant administration, and innovative extended producer responsibility initiatives for hard-to-recycle materials, plastics, and hazardous waste. She later developed expertise in SB 1383 compliance, designing model programs with innovative rate structures, pay-as-you-throw, food recovery, and outreach. Currently, Colleen supports clients with franchise contract administration, rate analysis, SB 1383 gap assessments, JACE compliance planning and technical assistance, enforcement analysis, extended producer responsibility analysis, record development, and zero waste program design.

### EXPERIENCE

Years of Experience: 20  
Clients: 20  
Articles and Speeches: 65

### EDUCATION

Master of Environmental Law  
and Policy, Vermont Law  
School

B.A., International Relations,  
University of California at  
Davis

### HISTORY

HF&H Consultants, LLC:  
2023 to present

City of Oceanside: Environmental  
Officer  
2007 to 2023

City of South Pasadena:  
Community Improvement  
Coordinator  
2005 to 2007

### ORGANIZATIONS

California Product  
Stewardship Council (Vice  
President)

California Resource Recovery  
Association (CRRRA) (Past  
President/Board Advisor)

Solid Waste Association of  
North America (SWANA)

National Recycling Coalition

## Expertise

- SB 1383/Regulatory Compliance/JACE
- Contract Administration
- Procurement/Negotiations
- High Diversion/Zero Waste Systems and Programs
- Strategic Financial Planning
- Stakeholder Engagement
- Policies, Municipal Codes, Enforcement
- Food Recovery
- Legislative Advocacy/EPR
- Education & Outreach

## Recent Projects

- **City of Inglewood.** Led contract monitoring and SB 1383 program development; served as lead on related scopes of work.
- **City of Oceanside.** Led SB 1383 compliance, zero waste programs, and contract administration.
- **City of Fullerton.** Supported proposals and consulting; focused on SB 1383 compliance, contract management, and gap analysis.
- **City of Manhattan Beach.** Primary contact for proposals; managed SB 1383 compliance and contract oversight.



# LINDSEY LAGOS, CPA

## PROJECT MANAGER



### Range of Experience

Lindsey Lagos brought 11 years of public accounting assurance experience to the HF&H Rates & Audits team. In her role as a Project Manager, she assists in contract management, hauler contract compliance audits, rate studies, cost of service analyses, conducting competitive solid waste procurements, and contract negotiation services.

### Expertise

- Solid Waste Hauler Contract Compliance Audits
- Contract Procurement and Negotiations
- Solid Waste Rate Services
- SB 1383 Compliance

### Recent Projects

- **Contract Management.** Reviewed reporting, program progress, and outreach for Irvine and Lawndale to support compliance goals.
- **Compliance Audits.** Conducted hauler compliance audits for Aliso Viejo, Garden Grove, Yorba Linda, Inglewood, Manhattan Beach, Redondo Beach, and Whittier, and to ensure adherence to key contract terms.
- **Procurement.** Guided Alhambra, Chino Hills, Santa Ana, and South Gate through procurement for new collection and recycling agreements by drafting cost forms, profiling contracts, and evaluating hauler proposals.
- **Negotiations.** Assisted Aliso Viejo, Irvine, Long Beach, and Manhattan Beach in negotiating amendments to their franchise agreements.
- **Rate and Cost Analysis.** Performed rate analysis, cost-of-service studies, and rate negotiations for cities including Aliso Viejo, Beverly Hills, El Centro, Inglewood, Irvine, Lawndale, Long Beach, and Paramount.
- **SB 1383 Compliance.** Revised agreements for Aliso Viejo and El Centro to incorporate SB 1383 requirements, including negotiating terms and rate impacts with haulers.

#### EXPERIENCE

Years of Experience: 16  
Clients: 52  
Engagements: 133

#### EDUCATION

B.S., Accounting, Chapman University

#### CERTIFICATION

Certified Public Accountant

#### HISTORY

HF&H Consultants, LLC:  
2020 to present

Moss Adams, LLP:  
Assurance Senior Manager, 2008 to 2019 (Employment was at Hein & Associates through November 2017, the effective date of Hein's combination with Moss Adams)

#### ORGANIZATIONS

California Society of Certified Public Accountants (CALCPA)