



December 29, 2025

Colonel J. Burnley
Solid Waste Manager
City of Beverly Hills
Public Works Department

RE: Reference Letter

To Whom It May Concern:

I am pleased to provide this reference for HF&H Consultants, who have delivered outstanding service to the City for over 30 years. Their expertise in the solid waste and recycling industry has been instrumental in guiding us through complex projects with clarity and precision, ensuring efficiency, and regulatory compliance.

Key projects where HF&H's expertise has been particularly impactful throughout the years include:

- Comprehensive Rate Study Analysis and Proposition 218 Compliance Support – HF&H provided thorough financial modeling and public hearing support to ensure transparent, legally compliant rate adjustments.
- Waste Hauler Compliance Audits and Performance Reviews – HF&H's team conducted detailed audits to verify contractor adherence to service standards and regulatory requirements, protecting the City's interests.
- Strategic Waste Hauler Contract Negotiation Support – HF&H's expert guidance during contract negotiations ensured favorable terms and conditions that aligned with the City's operational and financial goals.
- SB 1383 Compliance Assistance – HF&H consultants provided essential guidance on implementing California's organic waste diversion mandates, helping the City meet stringent deadlines and regulatory standards.

HF&H's exclusive focus on public agencies demonstrates a strong commitment to transparency and municipal priorities.

HF&H's team consistently demonstrates professionalism, responsiveness, and genuine partnership, making every collaboration productive and positive. I highly recommend HF&H Consultants to any public agency seeking expert solid waste consulting services.

Sincerely,

A handwritten signature in black ink that reads "Colonel J. Burnley". The signature is written in a cursive, slightly slanted style.

Colonel James Burnley
Solid Waste Manager
City of Beverly Hills
Public Works Department



12/8/25

RE: Letter of Recommendation for HF&H Consultants, LLC

To Whom It May Concern:

HF&H Consultants assisted the City of Bell with SB 1383 JACE compliance and contract management services. The City first retained HF&H in July 2024 upon receiving a JACE Notice of Compliance Evaluation letter. In December 2024, the city further retained HF&H Consultants for ongoing solid waste consulting and SB 1383 compliance assistance. HF&H's SB 1383 expertise has been very helpful in assisting the city to achieve compliance with CalRecycle requirements.

Since July 2024, HF&H Consultants has assisted the city with the following activities:

JACE Compliance Support

- Prepared the City's implementation record within CalRecycle's 10-day window in September 2024
- Assisted with the preparation for and attended the JACE Site Visit
- Drafted the response for CalRecycle's Initial Draft Follow-Up Questions
- Maintained the City's implementation record and reviewed any gaps

Contract Management & SB 1383 Technical Assistance

- Review of hauler reports and public education and outreach
- Review of franchise agreement requirements and deadlines
- Facilitated contract meetings with agendas and action items
- SB 1383 compliance with desktop compliance analysis, waiver reconciliation, website recommendations, and ROWP procurement tracking
- Verified that hauler fees and annual rate adjustment requests complied with contract requirements

The City of Bell recommends HF&H Consultants for their responsiveness and technical expertise. Their attention to detail and collaborative approach ensure successful contract management. Please contact me at (323) 923-2608 if you need additional information.

Sincerely,


Javier Ochiqi
Assistant to the City Manager



GARDEN GROVE SANITARY DISTRICT
11222 ACACIA PARKWAY, P.O. BOX 339, GARDEN GROVE, CALIFORNIA 92842

January 10, 2023

To whom it may concern:

The Garden Grove Sanitary District has contracted with HF&H Consultants since 2017. Initially, HF&H was under contract to assist with AB 341 and AB 1826 compliance through program development and implementation.

Over the years, HF&H has become an important and reliable resource. The District has increased their scope of work to involve more components. In 2021-2022, HF&H assisted the District in negotiating an amended and restated agreement with our franchise waste hauler. HF&H staff listened to the District's needs and did their best to integrate those needs into the contract. HF&H was instrumental in negotiating lower initial rates for District residents while incorporating all components of SB 1383 compliance for single-family, commercial and multi-family developments and expanding pre-existing services.

HF&H continues to work with the District to assist in monitoring the negotiated amended and restated agreement and in providing guidance to both the District and the franchise hauler on all aspects of SB 1383 and its implementation. HF&H is also helping with oversight and monitoring to keep the District on schedule with our Notice of Intent to Comply filed with CalRecycle. Their experience and advice has been invaluable, and HF&H has become a valued member of our operation. HF&H regularly assists District staff with formal presentations to the community and the District's Board of Directors.

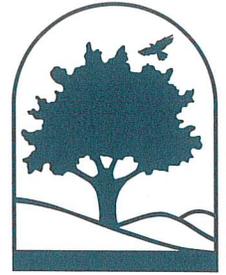
I highly recommend HF&H Consultants to any government entity in need of solid waste management advisement, skilled program development, and implementation. Please feel free to contact me at (714) 741-5372 if additional information is needed.

Sincerely,

A handwritten signature in black ink that reads "Mark Ladney". The signature is written in a cursive, flowing style.

Mark Ladney
Senior Program Specialist
Garden Grove Sanitary District
City of Garden Grove

City of Chino Hills



March 8, 2022

14000 City Center Drive
Chino Hills, CA 91709
(909) 364-2600
www.chinohills.org

RE: Letter of Recommendation HF&H Consultants, LLC

To Whom It May Concern:

The City of Chino Hills awarded the contract for solid waste consultant services to HF&H Consultants in July of 2020 to assist with the Request for Proposals (RFP) process for a new Integrated Solid Waste Services Agreement for both residential and commercial customers. As part of this process, HF&H also assisted the City in negotiating an extension of its' current solid waste agreements with the incumbent hauler to allow for sufficient time to facilitate the successful implementation of the new contract to achieve compliance with SB 1383 regulations.

Laith Ezzet, Senior VP, and Debbie Morris, Senior Project Manager, were invaluable to us throughout the entire RFP process. Their expertise, knowledge, and breadth of experience in the solid waste industry, particularly with SB 1383, were vital to ensuring the City's new franchise agreement addressed the City's service needs and priorities and incorporated all the requirements of SB 1383 to assist the City in achieving compliance with the new regulations. They provided comprehensive analysis of each proposal and provided answers to all complex solid waste contract questions that arose during the evaluation process. They worked in true partnership with City staff and as a result, the City Council awarded the new franchise agreement in January 2022.

We cannot express how instrumental HF&H was for the successful completion of this project and highly recommend their solid waste consultant services for any jurisdiction. If you have any questions, please feel free to contact us at (909) 364-2610.

Sincerely,

A handwritten signature in black ink, appearing to read "Rod Hill", written over a large, stylized circular flourish.

Rod Hill
Assistant City Manager

A handwritten signature in blue ink, appearing to read "Susan Shaker", written in a cursive style.

Susan Shaker
Management Analyst II

City Council: Art Bennett ▪ Brian Johsz ▪ Ray Marquez ▪ Cynthia Moran ▪ Peter J. Rogers

City of Alhambra
Office of the City Manager

March 4, 2021

RE: LETTER OF REFERENCE

To Whom This May Concern:

I am pleased to write this letter of reference on behalf of HF&H Consultants, LLC (HF&H). The City of Alhambra was extremely satisfied with the work they performed and the conclusive outcome.

The City awarded contract for professional services to HF&H in 2019 to assist with the Request for Proposals (RFP) process for a new, combined commercial and residential integrated solid waste agreement that is fully compliant with SB 1383 requirements. The scope of services with HF&H included: developing the RFP packet, conducting a pre-proposal question and answer session, conducting interviews, evaluating proposal submissions, drafting a final report on the proposal evaluations, and assisting with contract negotiations for the new agreement. In addition, in advance of the RFP, HF&H worked diligently with City staff on the review of existing contract language and level of service to carefully ascertain the needs for the City under the next contract.

As a result of the RFP and contract negotiation process, the City Council awarded a new franchise agreement in February 2021 without any significant challenges. The highlight of the new agreement is that it not only incorporates all the requirements under SB 1383, but manages to accomplish this by not significantly impacting customer rates. The City Council was very complimentary of the services performed by HF&H. In particular, the outstanding work performed by Mr. Laith Ezzet and Ms. Debbie Morris, who are exceptionally professional and knowledgeable, responsive to its clients, and highly skilled at presenting complex information and processes to its audiences.

I would highly recommend HF&H for any needs involving the solid waste and recycling field. If you have additional questions please contact me at (626) 570-3257 or lgarcia@cityofalhabra.org.

Sincerely,



Lucy Garcia
Assistant City Manager



*Gateway
to the
San Gabriel Valley*

*111
South First Street
Alhambra
California
91801*

*626
570-5010*

*FAX
281-2248*





City of Maywood

4319 East Slauson Avenue • Maywood, California 90270
Tel: (323) 562-5700 • Fax (323) 773-2806

September 8, 2020

Mr. Laith Ezzet, CMC
Sr. Vice President
HF&H Consultants, LLC
19200 Von Karmen Ave. Suite 360
Irvine, CA 92612

Dear Laith,

On behalf of the City of Maywood, I would like to thank you and your Team for the professional guidance and technical expertise you provided during our contract negotiations with Universal Waste Systems. Your Team kept us focus and did a wonderful job with facilitating the group negotiations. Based on our combined efforts, the City Council unanimously approved this Solid Waste Franchise Agreement.

The long-term franchise agreement provides the City stability after having two emergency hauling agreements. It encompassed regulations to ensure compliance with SB1383 and a Good Corporate Citizen Program; a first for Maywood. Additionally, to the benefit of the rate payers the agreement calls for gradual increases

In addition to providing the City with a stable permanent waste hauler, the franchise agreement also has the following key enhancements:

1. Established Organic Materials Programs
2. Maywood will continue to have competitive rates.
3. Performance reviews will be tied to customer satisfaction surveys.
4. Free trash collection at City Facilities and sponsored events.
5. Free “Sharps” collection program and weekly abandoned item sweeps.

Please feel free to use our City as a reference for your quality and professional work. We could not have received these great results without your assistance.

Sincerely,

Jennifer E. Vasquez
City Manager
City of Maywood



City of Manhattan Beach Department of Public Works

3621 Bell Avenue, Manhattan Beach, CA 90266
Phone: (310) 802-5313 Fax: (310) 802-5301 TDD: (310) 546-3501

February 6, 2019

HF&H Consultants, LLC

Attn: Laith Ezzet, CMC, SVP and April Hamud, Project Manager

19200 Von Karman Avenue, Suite 360

Irvine, CA 92612

Dear Laith and April,

It is difficult to put into words how thankful we are for the professional guidance and support you both have provided the City of Manhattan Beach throughout our recent solid waste RFP process. Although there are still some to-do's remaining to finalize the awarded contract, we didn't want to delay our thanks. Along with City Council, we appreciate and respect your analysis, industry-knowledge, keen understanding of complex solid-waste-specific contract issues, and your helpful can-do attitude. You both made this process so unbelievably smooth, transparent and most importantly, ethical. Given the burden that selecting a hauler can place on city staff, HF&H was instrumental in significantly lessening that burden. And the guidance and expertise you provided to us and to our city council was immeasurable. We know that HF&H has an abundance of clients all over the State of California; however, please consider us one of the most grateful for all you have done to help us.

You are both worth your weight in gold!!!

All our best,

Stephanie Katsouleas, Public Works Director

Anna Luke-Jones, Senior Management Analyst