

# Our Partnership with Covanta

Covanta, a global leader in providing Energy-from-Waste solutions, started its partnership with WOS in 2013. After attending the WOS annual holiday celebration, Stu Kippleman, then Covanta's CIO, left feeling the need to make a stronger commitment to America's veterans. Soon after, a partnership formed where WOS recruited local veterans for positions in IT and finance at Covanta.

Covanta predominantly uses the WOS On Demand program. WOS sources talent from the local community to fulfill Covanta's talent goals, working with Covanta to select the most qualified candidates for their final hiring decisions. Once the talent is placed, a WOS Client Service Manager (CSM) collaborates closely with Covanta, scheduling regular on-site visitations to provide ongoing support for both the client and participants.

Five years later, under the stewardship of Ben Cabrera, Covanta's current CIO and a driving force since the program's inception, a total of eighteen individuals from underserved and veteran communities have gone through WOS On Demand to work at Covanta.

**Through WOS' On Demand Program, Covanta successfully grew its diverse talent pipeline across a range of positions at the company.**

"Thanks to our partnership with WOS, we have access to a carefully vetted pool of qualified candidates with 'can do' attitudes. Covanta is proud to launch the careers of these talented early-career veterans and underserved Americans and be a part of their journey."

—Ben Cabrera, Vice President and CIO, Covanta

### Positions Filled:

- Help Desk
- Network Operations
- Program Analysis
- Project Management
- Quality Assurance (QA) Analysis/Training
- Technical Analysis
- Web Development

### About Workforce Opportunity Services

WOS is a leading 501(c)(3) nonprofit committed to developing the skills of untapped talent from underserved and veteran communities through partnerships with organizations dedicated to diversifying their workforce.

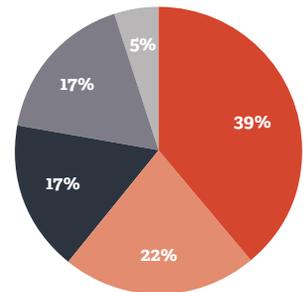
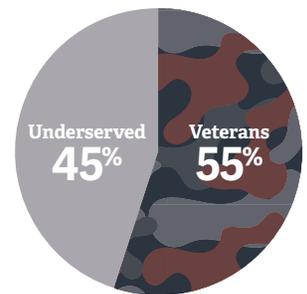
### About Covanta

Covanta is a world leader in providing sustainable waste and energy solutions by equipping communities and businesses with solutions to some of today's most complex environmental challenges.

### Partnership Location



### Demographic Breakdown



- Caucasian
- Latin American
- Middle Eastern
- African American
- Asian