

SECURITIES AND EXCHANGE COMMISSION  
WASHINGTON, DC 20549

**FORM 8-K**

**CURRENT REPORT**

Pursuant to Section 13 or 15(d) of the Securities Exchange Act of 1934

Date of Report (Date of earliest event reported): **March 13, 2026**

**Waste Management, Inc.**

(Exact Name of Registrant as Specified in Charter)

**Delaware**  
(State or Other Jurisdiction  
of Incorporation)

**1-12154**  
(Commission File Number)

**73-1309529**  
(IRS Employer  
Identification No.)

**800 Capitol Street, Suite 3000, Houston, Texas**  
(Address of Principal Executive Offices)

**77002**  
(Zip Code)

Registrant's Telephone number, including area code: **(713) 512-6200**

(Former Name or Former Address, if Changed Since Last Report)

Check the appropriate box below if the Form 8-K filing is intended to simultaneously satisfy the filing obligation of the registrant under any of the following provisions:

- Written communications pursuant to Rule 425 under the Securities Act (17 CFR 230.425)  
 Soliciting material pursuant to Rule 14a-12 under the Exchange Act (17 CFR 240.14a-12)  
 Pre-commencement communications pursuant to Rule 14d-2(b) under the Exchange Act (17 CFR 240.14d-2(b))  
 Pre-commencement communications pursuant to Rule 13e-4(c) under the Exchange Act (17 CFR 240.13e-4(c))

Securities registered pursuant to Section 12(b) of the Act:

Title of each class	Trading Symbol(s)	Name of each exchange on which registered
Common Stock, \$0.01 par value	WM	New York Stock Exchange

Indicate by check mark whether the registrant is an emerging growth company as defined in Rule 405 of the Securities Act of 1933 (§230.405 of this chapter) or Rule 12b-2 of the Securities Exchange Act of 1934 (§240.12b-2 of this chapter).

Emerging growth company

If an emerging growth company, indicate by check mark if the registrant has elected not to use the extended transition period for complying with any new or revised financial accounting standards provided pursuant to Section 13(a) of the Exchange Act.

**Item 5.02 Departure of Directors or Certain Officers; Election of Directors; Appointment of Certain Officers; Compensatory Arrangements of Certain Officers.**

As previously announced, Ms. Devina Rankin voluntarily resigned from her position of Executive Vice President and Chief Financial Officer of Waste Management, Inc. as of November 1, 2025, following her admirable career spanning 23 years of dedicated service, including nearly nine years as Chief Financial Officer. She continued to serve as an executive advisor at her prior base salary through March 13, 2026 to ensure an effective transition of her responsibilities. On March 13, 2026, Ms. Rankin received a cash bonus of \$1 million in recognition of the value delivered to stockholders as a result of her leadership in completing the orderly transition of the Chief Financial Officer role to her successor and her important contributions toward the integration of our Healthcare Solutions business, which amount is in addition to her annual cash incentive award payout earned for 2025.

The cash transition success bonus was paid pursuant to a letter agreement filed as an exhibit hereto and incorporated herein by reference.

**Item 9.01. Financial Statements and Exhibits.**

(d) Exhibits

**Exhibit Index**

<b>Exhibit Number</b>	<b>Description</b>
<a href="#">10.1</a>	<a href="#">Transition success bonus letter agreement dated March 13, 2026.</a>
104	Cover Page Interactive Data File (formatted as inline XBRL and contained in Exhibit 101)

**SIGNATURES**

Pursuant to the requirements of the Securities Exchange Act of 1934, the registrant has duly caused this report to be signed on its behalf by the undersigned, hereunto duly authorized.

WASTE MANAGEMENT, INC.

Date: March 13, 2026

By: */s/ Charles C. Boettcher*

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Charles C. Boettcher

Executive Vice President and Chief Legal Officer

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March 13, 2026

Devina A. Rankin  
Executive Advisor

Re: Transition Success Bonus

Dear Devina,

USA Waste-Management Resources, LLC (collectively with its affiliates, "WM") congratulates and thanks you for your admirable career spanning 23 years of dedicated service to WM, including nearly nine years as Chief Financial Officer ("CFO"), and is pleased to award you a cash bonus of \$1,000,000 (the "Transition Success Bonus"), less applicable withholdings, based upon your successful transition of the CFO position to David Reed and in recognition of your important contributions toward the integration of WMHS. Payment of the Transition Success Bonus will be made in a single lump sum today or as soon as practical.

In conjunction with this Transition Success Bonus, you acknowledge by your signature below that your termination of employment today is voluntary and does not constitute a termination without cause or a termination for good reason under any provision of the Waste Management Holdings, Inc. Executive Severance Protection Plan or a qualifying retirement under the Waste Management, Inc. 2023 Stock Incentive Plan. In consideration of the Transition Success Bonus, you release potential claims against WM, if any, related to your employment. Other than the Transition Success Bonus and any unpaid salary or 2025 annual bonus compensation, you acknowledge that WM does not owe you any other monetary or equity compensation.

WM makes no representations or guarantees about any tax treatment and shall have no liability to you in respect of any taxes, costs, or fees due in respect of such payment.

WM wishes you the best and thanks you for your many years of exemplary leadership and contributions to our success.

Sincerely,

*/s/ Jim Fish*  
Jim Fish  
CEO

Acknowledged and agreed:

*/s/ Devina A. Rankin*  
\_\_\_\_\_  
Devina A. Rankin

USA Waste-Management Resources, LLC

*/s/ Courtney A. Tippy*  
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Its: Authorized Representative

Date: 3/13/2026

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