

Veteran Compost



Make Compost. Hire Veterans.

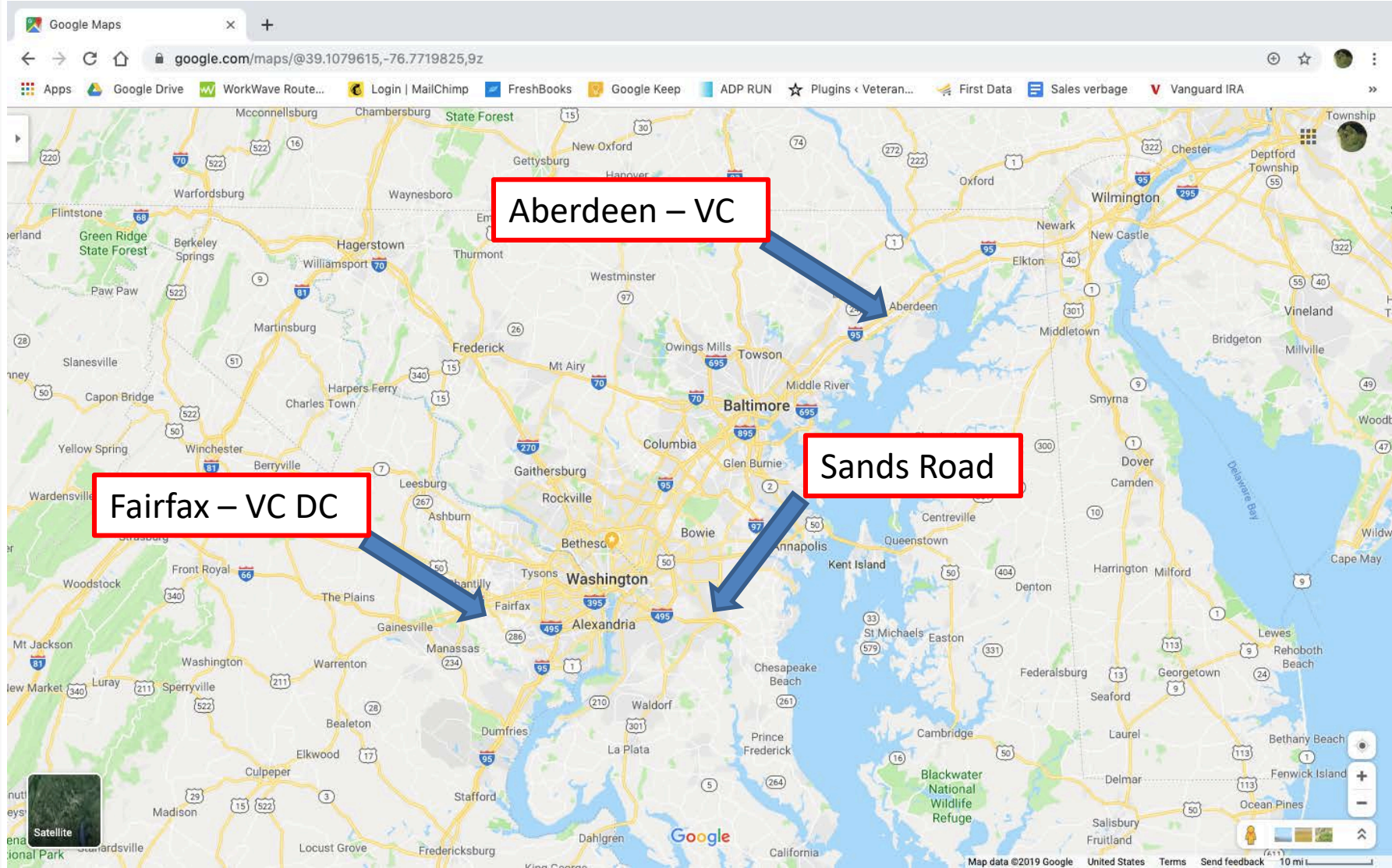


Veteran Compost Snapshot

- **Built first compost pile in July 2010**
 - 1 person, shovel, no experience
- **Two branches (third on the way):**
 - Aberdeen: Main Production and Sales
 - Fairfax: Veteran Compost DC
 - Lothian, MD: Anne Arundel County permitting process
- **Products and Services:**
 - Compost, Worm Castings, Square Foot Gardening Mix, Seed Starter, Potting Mix and Compost Tea Bags
 - Commercial Food Scrap Collection, Residential Food Scrap Collection, Special Events and Consulting

Make Compost. Hire Veterans.





Make Compost. Hire Veterans.



Aberdeen

- Longest running food scrap compost facility in the region
- Tier II Small Compost Facility
- 20-30 tons food scraps per day
- Use Positive ASP
- Wood Chips/Food Scraps
- Yard Waste Free
- Commercial Worm Castings
- 10,000 cubic yards compost produced



Fairfax

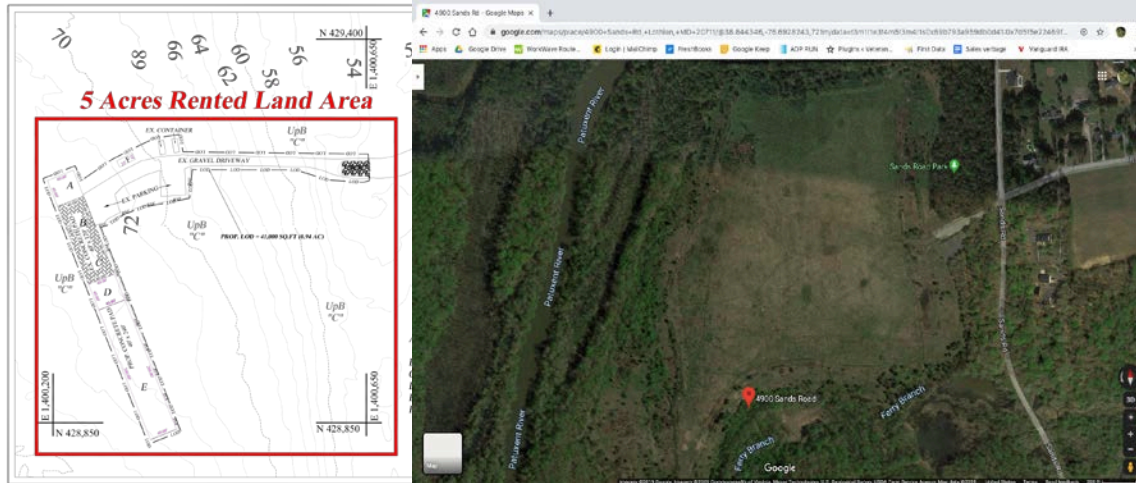
- Located in Clifton, VA
- Part of the 220 acre Whitehall Farm
- Use Positive ASP
- 20 tons of food scraps per week
- Wood Chips/Food Scraps
- Approved for on farm composting
- Commercial Worm Castings



Make Compost. Hire Veterans.



Anne Arundel County



- Located near Lothian, MD
- Tier II Small Compost Facility
- Compost Demonstration Facility
 - Manures
 - Farm Waste
 - Food Scraps
 - Wood Chips
- Use Positive ASP
- Commercial Compost Production
- Scaling to Aberdeen-like capacity

Make Compost. Hire Veterans.



Compost Production Focused on Job Creation

- **Employees – 24 jobs created (20 full time, 4 part time)**
 - **VC DC Average wage of \$17.36 per hour**
 - Full range of Federal and State taxes and benefits
 - FICA
 - Social Security
 - Workmen's Compensation (DC and MD)
 - Paid Family Leave (DC)
 - Performance Bonus Program (DC)
 - Annual Bonus – based on company performance (DC)
 - Employer matched retirement plan (MD and DC)
 - Dental Plan (MD)
- **Developing next generation of compost producers**
 - 3 On Farm Manager positions – filled (DC and MD)
 - 1 Route Manager position – filled (DC)
 - 4 State Certified Compost Facility Operators (DC And MD)

Make Compost. Hire Veterans.



Veteran Compost Challenges

- **Zoning and Permitting**
 - Sands Road Facility – 3 years in the process
 - 3 different locations
 - 2 year planning, permitting and development process
- **Regional Industry Focus**
 - Job Creation
 - Build the Industry
 - Private Small Business vs. Big Company
 - Composter vs. Waste Hauler
 - Avoid the lowest bidder demand
- **Avoid Green on Green Conflict**
 - Composting is a Net Positive for the Environment

Make Compost. Hire Veterans.



Questions?



Promoting the power of nature to remove excess carbon from the atmosphere where it does untold damage, and restore it to the soils where it supports abundant life and helps reverse global warming.

And Hire Veterans.

Make Compost. Hire Veterans.

