

2015

MISSION REPORT




Three decades of Vermont Creamery exemplifies innovation, superlative quality, collaboration, and nurturing relationships. While these values are normal for us, they do

not happen by accident. We take pride in delighting our customers with excellent cheese, but we also devote time and resources to building a great organization and a meaningful workplace. It all fits together. It's all connected. Excellence is not a given. It requires rigor and continuous improvement. And it takes a village.

2015 was an important year for Vermont Creamery:

- › In our 32nd year we earned **31 awards for good cheese and good works** including Allison being named "one of 20 most innovative women in food and drink" by *Food & Wine* and *Fortune* magazines.
- › Our commitment to transparency in our business practices and our environmental ethic has earned us re-certification as a **B (Benefit) Corporation**.
- › Our fans are growing and we anticipate more consumer discovery of Vermont Creamery every day. To meet this demand, we are planning for **sustainable and responsible growth**.
- › This year we built a management team. We promoted **Adeline Druart** to President of Vermont Creamery. She started as a French intern 13 years ago.
- › We grew our staff from 50 to **75 employees** while adding new benefits to attract the best talent, including health and retirement for our farm staff.



- › We renovated the dilapidated building next door for spacious and productive offices earning us recognition as a **"net zero ready" small business** retrofit by Efficiency Vermont.

Efficiency Vermont

- › Vermont Creamery collaborated with our friends at **Fat Toad Farm** to purchase their herd of goats and supply the caramel mavens with milk. **Ayers Brook Goat Dairy** is running 380 milking does through the parlor. Together cheese and caramel will strengthen the dairy goat industry in Vermont one goat and farm at a time.



We are proud to pack not only delicious value into every cheese, but also to build community and make the world a better place. We are committed to training our staff to promote from within, engage in our mission, and maintain our founding "family culture" as we grow.

We hope you agree and thank you for your support.



Allison & Bob

— Co-Founders Allison Hooper and Bob Reese

2016 goals

- › **Maternity/Paternity Leave:** Increase parental leave to three weeks for employees who have been with the company for one year.
- › **Wellness program:** Expand upon existing wellness initiatives by adding a wellness reimbursement program to support employee's healthy habits such as exercise memberships, state park fees, and fitness tracking devices.
- › **Feed Used at Ayers Brook:** Achieve 100% GMO-free grain and feed for goats.
- › **Renewable Energy:** VC will commit to reduce our use of energy for our ammonia system by 5% by joining 2016 Efficiency VT Energy Leadership Challenge.
- › **Carbon Measurement:** Engage in measuring our carbon footprint to set realistic reduction goals for the future.
- › **Farm Worker Benefits:** Expand benefits for employees working at Ayers Brook Goat Dairy.





ORGANIZATION & EMPLOYEES

all employees
earn above Vermont
living wage

75
employees



5
years
average
tenure

increased
starting
wage by \$2

- › paid maternity & paternity leave
- › enhanced benefit package
- › one meal per month prepared for employees

increased
starting
vacation
days to 9



AYERS BROOK GOAT DAIRY

4 alpine
la mancha
sanaan
breeds: nubian

600,000
pounds of milk produced

- › purchased 81 goats from fat toad farm — 19 yearlings, 62 milkers
- › planted and fed non-GMO corn and alfalfa
- › increased acres of farmland by cropping more land
 - year 1: 86 acres
 - 2015: 250 acres
 - 2016: 350 acres

7 farm employees
650 goats in 2014
900 goats in 2015



ENVIRONMENT & ENERGY

- › retrofitted new office space — net zero ready

renewable energy = 175 MWh from solar panels at ayers brook
7.68 oz. 10%
water used per piece of cheese produced



of electricity from solar at ayers brook

.23 kWh
energy used per piece of cheese produced



COMMUNITY

1,075
miles biked to support hunger, climate change, and literacy



1,749

pieces of food collected to support local food shelf

CLIMATE
RIDE



Vermont Foodbank
www.vtfoodbank.org



\$22,000
donated

\$3,325
of cheese donated