



Re: Earthbound Continues Movement of Employing Persons of All Abilities

Everyone has value. Everyone can contribute. Everyone deserves an opportunity. Earthbound Environmental Solutions, LLC is pleased to share a news update on Earthbound's *Everyone* Program. Earthbound's *Everyone* program offers meaningful employment opportunities and hands-on training to community members with disabilities. Earthbound partners with local community members of all abilities with a variety of life experiences, as well as local nonprofits and state agencies, to seek out community members that are generally overlooked in the labor pool.

Since the program's launch in winter of 2016, Earthbound has used its mission of supporting the environment and people of all abilities to guide the expansion of Earthbound's landfill diversion practices while also creating meaningful employment opportunities. The month of July marked another milestone as Earthbound offered a second employment opportunity to a local community member with a variety of abilities. Arthur commented on his experience so far by sharing that *"I want to work in the community and I want to be independent."*

Principal owner Zacharious Pappas remarked of the *Everyone* program that *"historically people with disabilities represent a disproportionate amount of unemployed/underemployed community members. Through our Everyone program, we create meaningful employment opportunities for disadvantaged workers that also creates large systematic changes in our waste management systems."*

The *Everyone* program builds on Earthbound's offering of innovative programs that allow the company to make advancements in the areas of environmental stewardship and creating meaningful employment opportunities for all community members. *Everyone* is grounded on the principle that all human beings have something to offer, regardless of their skill, ability, etc. Community members participating in the program have opportunities to develop transferable skills, work in a variety of situations, and participate in work related activities that are meaningful to themselves and the community.

Principal owner Jamie Pappas remarked of the *Everyone* program that *"as a woman entrepreneur it is important that I demonstrate leadership in supporting both female and male leaders of all abilities. Specific to the female workforce our Everyone program highlights that female leadership comes in all shapes, sizes, and abilities. By creating more employment opportunities for both men and women of various abilities, we are sending a strong message to the community that female leadership transcends gender boundaries."*

More about Earthbound Environmental Solutions, LLC

Earthbound provides a variety of waste management solutions including a first of its kind service to the area of organics recycling. The company also offers traditional recycling and refuse services, zero waste solutions and event coordination, mulch sales, and educational outreach support. Earthbound operates a compost facility for material processing and is involved in a number of initiatives to combat food insecurity and food access issues.

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