

LOOKING TO
AVOID COMMON
COMPLIANCE
ISSUES?

INTERESTED IN
TAPPING INTO
RESOURCES
FOR GROWTH?

JOIN US FOR

BREWERY DAY

Join representatives from various state regulatory entities in a day of case study reviews and Q+A sessions designed to help new or expanding breweries avoid common and preventable compliance issues. Learn about available resources and tools for starting up or growing a brewery in Vermont and network with other brewers and state regulatory staff.

**A DAY OF DIALOGUE FOR
VERMONT BREWERS OF ALL SIZES**

FEBRUARY 23

9:00AM to 2:30PM

Vermont Technical College Langevin House
Randolph Center, Vermont



DEPARTMENT OF ENVIRONMENTAL CONSERVATION
DEPARTMENT OF ECONOMIC DEVELOPMENT
DEPARTMENT OF LIQUOR CONTROL
DEPARTMENT OF HEALTH
AGENCY OF AGRICULTURE, FOOD & MARKETS
NATURAL RESOURCES BOARD
VERMONT SMALL BUSINESS DEVELOPMENT CENTER

Register at:
<http://dec.vermont.gov/environmental-assistance/compliance/brewery>

call or email Megan Cousino with questions:
802.828.1254 or megan.cousino@vermont.gov

State of Vermont Brewery Day
February 23, 2017 at Vermont Technical College, Langevin House

8:30 Register, Coffee

9:00 Welcome, Introduction and Context

Department of Economic Development Commissioner Joan Goldstein

Department of Environmental Conservation Environmental Compliance Director Kim Greenwood

9:15 Case Study, Growing the Brewery

Dan Fullham, Long Trail Brewing Company

9:45 Dissecting the Story with the Audience (panel)

What went right, what to avoid next time [5 minutes each]
(invited)

Department of Economic Development

Department of Environmental Conservation

Department of Health

Department of Liquor Control

Natural Resources Board

Vermont Small Business Development Center

Bryan Harrington, *Environmental Analyst*

Liz Wirsing, *Food and Lodging Program Chief*

Sgt. Martin Prevost, *Licensing*

Greg Boulbol, *General Counsel*

Charley Ininger, *Area Business Advisor: Craft Beverage Specialist*

10:45 Wastewater & Drinking Water Challenges & Triggers: Growing the Brewery

Ernie Christianson, *Program Manager*

Bryan Harrington, *Environmental Analyst*

Allison Lowry, *Environmental Analyst*

Ben Montross, *Compliance and Support Services Section Chief*

11:45 Question and Answer (all topics)

12:00 Lunch (provided) (questions solicited)

1:00 Lightening Round of Preventative Tools and Resources (2 minutes each)

Department of Environmental Conservation

VTDEC Environmental Assistance Office

Department of Economic Development

Katie Corrigan, *Senior Economic Development Specialist*

Department of Liquor Control

Sgt. Martin Prevost, *Licensing*

Small Business Development Center

Charley Ininger, *Area Business Advisor: Craft Beverage Specialist*

Department of Health

Liz Wirsing, *Food and Lodging Program Chief*

Natural Resources Board

Greg Boulbol, *General Counsel*

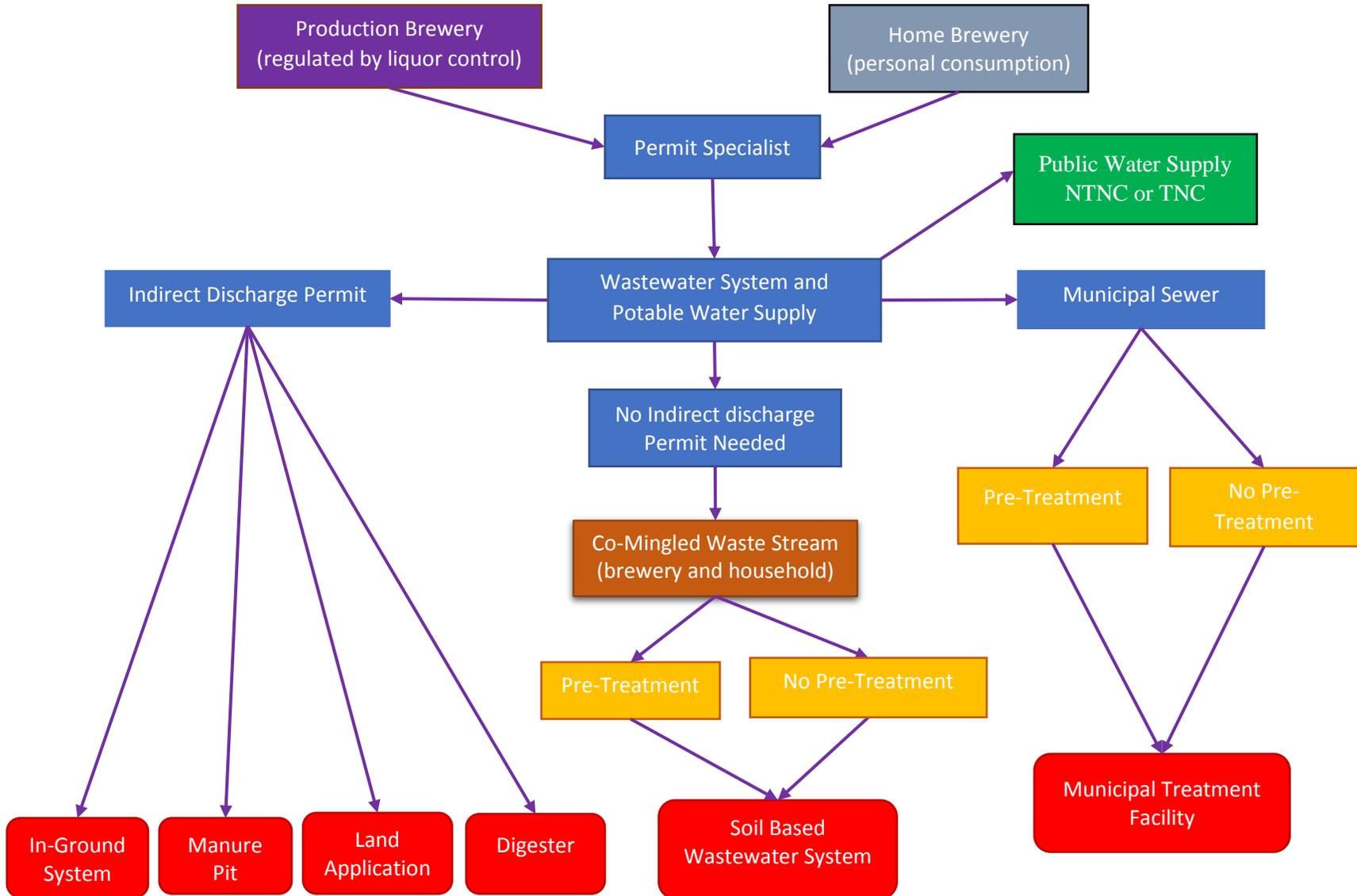
Vermont Economic Development Association

Sandy Croft, *Commercial Loan Officer*

1:30 Panel questions from audience followed by breakout sessions

2:30 Adjourn

Brewery Wastewater Permitting





Brewery Wastewater Permitting



Wastewater and Potable Water Supply Permitting Contacts

<http://dec.vermont.gov/water/ww-systems>

Montpelier Regional Office:

802-828-5034

Essex Regional Office:

802-879-5661

Rutland Regional Office:

802-786-5900

St. Johnsbury Regional Office:

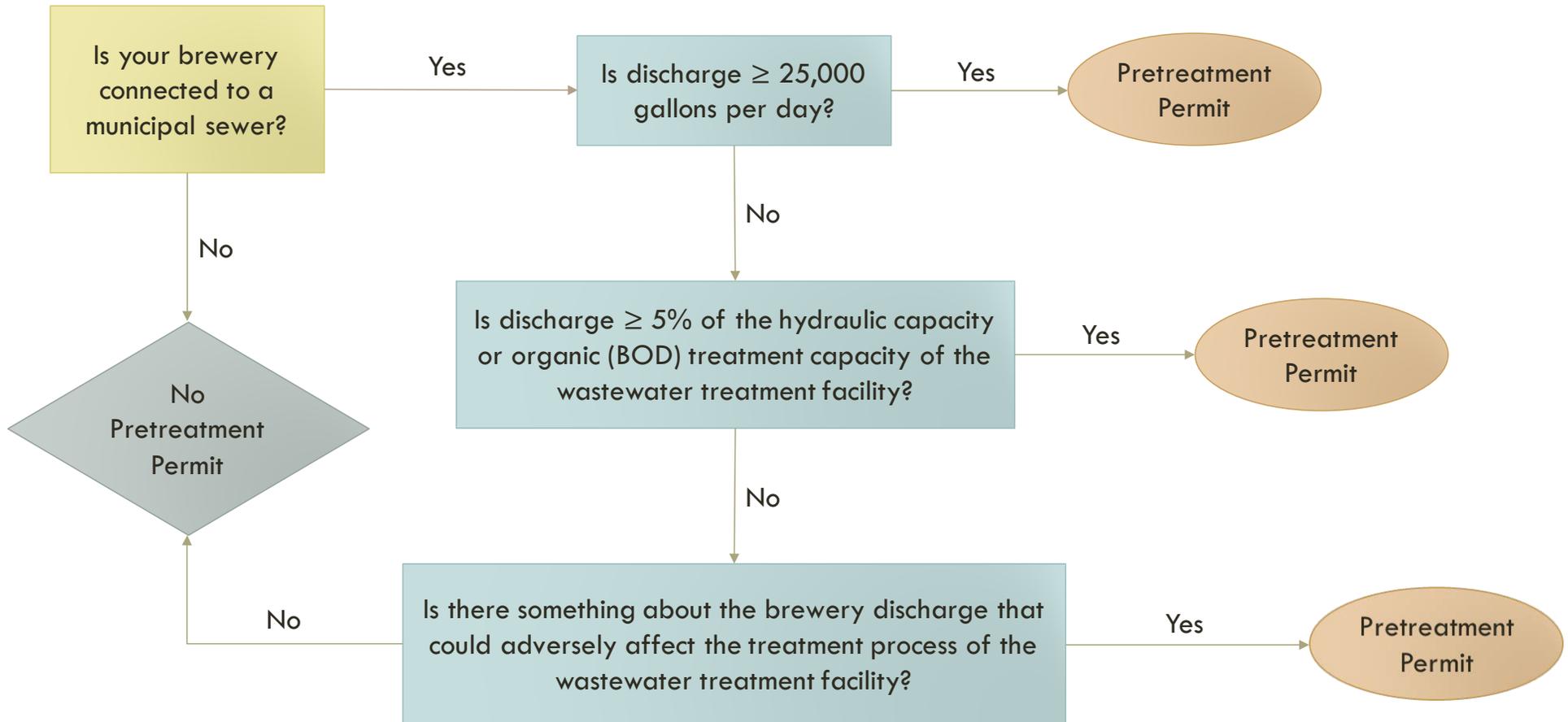
802-751-0130

Springfield Regional Office:

802-289-0631

Wastewater Management Pretreatment Permits

Brewery Discharges to Municipal Water Systems



What We Need to Make a Determination

- Anticipated beer production (both current and expected volumes)
- Brewery operations description (number of brew days per week, packaging, keg returns, cleaning, etc.)
- Waste Management Plan – description of the pollution prevention practices designed into the operation of the brewery and should include measures taken to separate, collect, and dispose of high strength waste (lauter tun, used grains, spent yeast, first-rinse water, spoiled beer, etc.)

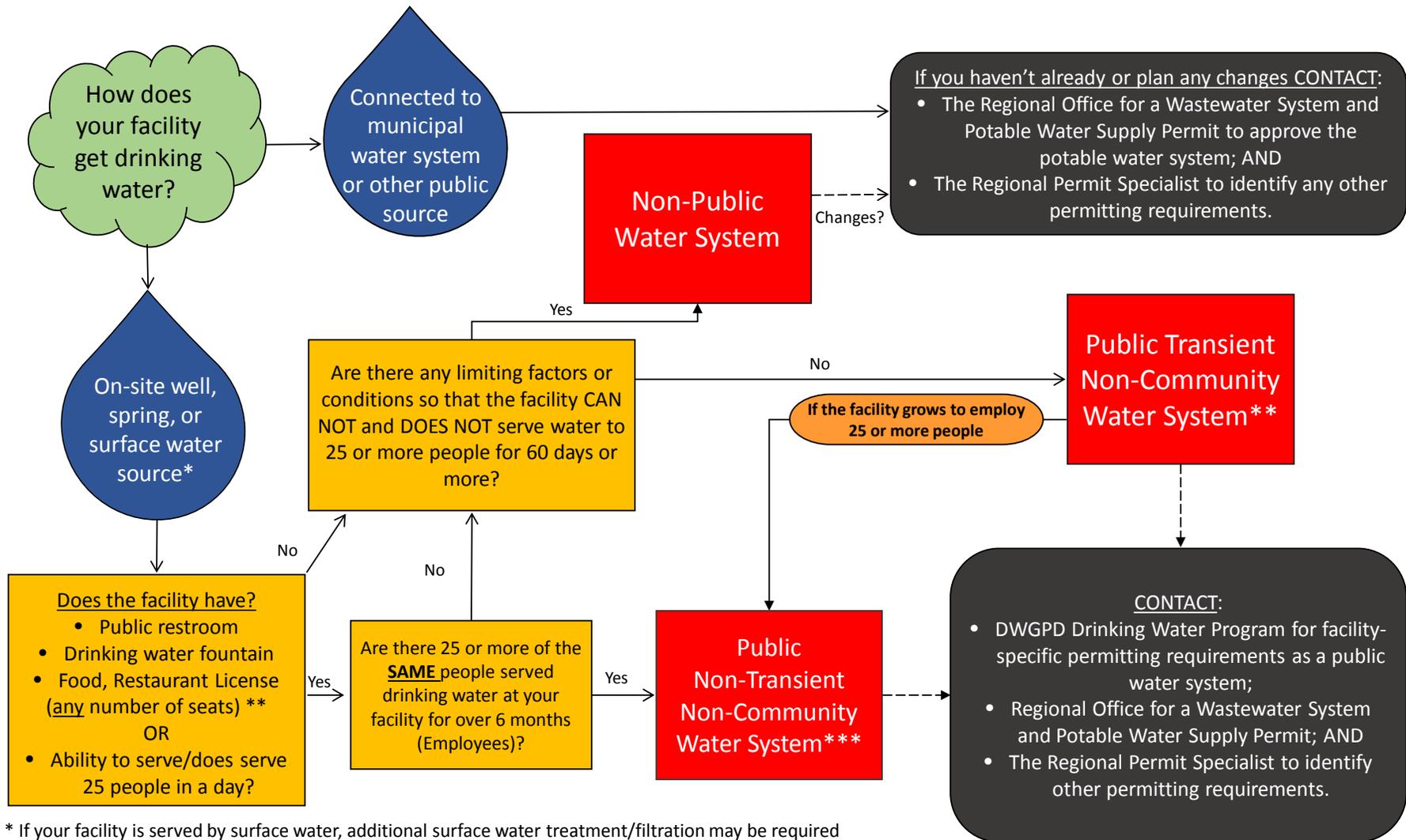
Typical Permit Requirements

- Flow Limit
- Biochemical Oxygen Demand (BOD) Monitoring
 - Typical sanitary concentrations are ~300 mg/l
 - Brewery wastewater can range from 1,000-10,000 mg/l depending on pollution prevention practices
- pH Monitoring
 - Federal Regulations prohibit discharges with pH of less than 5.0 SU to municipal sewers
- Total Suspended Solids (TSS) Monitoring
 - Typical sanitary concentrations are ~300 mg/l
 - Brewery wastewater can range from 500-8,000 mg/l depending on pollution prevention practices

You Don't Need a Permit? Here's Some Free Advice

- Hire a consultant with brewery wastewater and design experience
- Design your brewery with growth in mind
- Separate your brewery process wastewater from your sanitary wastewater
- Use cleaners that don't contain phosphate
- Storage tanks

Classification of Your Drinking Water System



* If your facility is served by surface water, additional surface water treatment/filtration may be required

** The Restaurant License will be issued upon updating/compliance with DWGWP Regional Office Wastewater System and Potable Water Supply Permit

***As a public water system you will establish a permitted capacity. If your facility grows or expands, it may require new permits. **Contact the DWGWP prior to any expansion.**

Interplay among Food and Lodging, Liquor Control and Public Drinking Water Programs*

* = if served by an on-site source of water. The public water system distinction does not apply if you receive water from another system.

- 4th Class License (no Department of Health Food and Lodging License required unless food is provided)
 - **Tasting facility**
 - No food or public restroom required.
 - With public restroom → Public water system
 - With public offering of water → Public water system
 - *Things to consider: Tasting facility with “full pour” nights*
 - How many nights?
 - Public restroom facilities and/or offering of water?
- 1st Class License: **Food and Lodging License Required**
 - If facility serves full drinks for public consumption, you need to be able to serve food.
 - In order to serve food, you need a Food and Lodging License from the Department of Health.
 - With a Food and Lodging License, you will need to have an updated WW permit and will be a public water system

Public Water System Regulation

- What we need to make a determination about public/non-public:
 - Accurate (and possibly amended) Wastewater System and Potable Water Supply Permit from the Regional Office;
 - Updated Department of Health Food and Lodging License information;
 - Clear understanding of the uses of the facility
- Typical Permitting requirements:
 - Source Permit for the well/source of water supplying the facility for potable purposes
 - Construction permits for the construction of the system, especially if there is treatment on the potable (not process) water
- Things to think about:
 - Think ahead; what's your 5-10 year plan?
 - Well construction and location
 - Kitchen size and capacity
 - Water quality and quantity
 - Think Public Health
 - Don't want to end up in forums as having sketchy facilities or from people getting sick
- Consultants to contact:
 - Hydrogeologist to permit the source
 - Professional engineer to design and permit treatment and facility connection to source.
- Takeaway:
 - Talk to Permit Specialists and Regional Engineers BEFORE making any changes or with any questions about your facilities.

<http://dec.vermont.gov/water>



The Environmental Assistance Office provides guidance to permit applicants, offers environmental compliance assistance to Vermont businesses and municipalities, provides recognition programs for green businesses in Vermont, and provides assistance to municipal household hazardous waste programs. Staff assists businesses, communities, state agencies, and others to identify effective and economical ways to reduce waste at the source in order to avoid waste treatment and disposal costs and to safeguard human health and the environment. Regional staff provide permit assistance with DEC programs and others.

Helpful Links

- <http://dec.vermont.gov/environmental-assistance>
- <http://dec.vermont.gov/environmental-assistance/compliance/brewery>
- <http://dec.vermont.gov/environmental-assistance/permits>

Contact Information

Vermont Department of Environmental Conservation
Environmental Assistance Office
1 National Life Drive, Main 2
Montpelier, VT 05620
Main Telephone: 1-800-974-9559

Ed Antczak, 802-622-4111 Ed.Antczak@vermont.gov
Program Manager

Regional Permit Specialist

Jackie Carr, 802-279-4747 Jackie.Carr@vermont.gov
Springfield Office

Pete Kopsco, 802-505-5367 Pete.Kopsco@vermont.gov
Montpelier and St. Johnsbury Office

Jeff McMahan, 802-477-2241 Jeff.McMahon@vermont.gov
Essex Office

Rick Oberkirch, 802-282-6488 Rick.Oberkirch@vermon.gov
Rutland Office

Compliance Assistance Programs

Maura Mancini 802-522-0218 Maura.Mancini@vermont.gov

Lynn Metcalf 802-522-0469 Lynn.Metcalf@vermont.gov

Celia Riechel 802-477-2669 Celia.Riechel@vermont.gov



This fact sheet gives a brief introduction to Act 148, Biochemical Oxygen Demand (BOD), and Hazardous Waste Management. The information provided is tailored to food and beverage processors and manufacturers in Vermont.

What is Act 148?

Act 148, Vermont’s universal recycling law, was unanimously passed by the Vermont legislature in 2012. This law requires residents and businesses to divert all recyclables, yard debris, and food scraps from landfills by July 1, 2020. Each year, there are more stringent regulations for what is banned from landfills.

Who is required to comply with Act 148?

As of July 1, 2016, all businesses that generate 26 tons/year (1/2 ton per week) or more of food scraps are required by law to separately collect and properly manage food scraps. You are exempt from composting food scraps if you do not have a compost facility within 20 miles of your facility. If your business generates less than ½ ton of food scraps per week, you are not yet required to separately collect food scraps; however, you will be required to do so in the near future.

July 1	Food Scrap Generation
2014	104 tons/year (2 tons/week)
2015	52 tons/year (1 ton/week)
2016	26 tons/year (1/2 ton/week)
2017	18 tons/year (1/3 ton/week)
2018	All food scraps banned from landfills

Could food that is “too good to waste” be donated to the food bank instead of being composted?

Yes! If possible, it is preferred that food scraps are donated to the food bank or to farmers for animal feed instead of being composted. Donation guidelines can be found at www.vermontfoodbank.org or on the Act 148 webpage.

For more information, contact Celia Riechel by email, celia.riechel@vermont.gov, or by phone, 802-477-2669. www.dec.vermont.gov/waste-management/solid/universal-recycling

What is Biochemical Oxygen Demand (BOD)?

BOD is the amount of dissolved oxygen in water that is required for micro-organisms to live and breakdown waste. It is important for septic and wastewater treatment facilities to maintain a certain level of dissolved oxygen in the water in order to function properly.

How does BOD affect food processors/manufacturers?

Depending on the nature of your business, you may be sending high strength wastewater into your water treatment system. High strength wastewater contains a high concentration of spent liquid or solid waste, which can deplete dissolved oxygen levels. Depending on the volume of high strength wastewater that is produced as well as the capacity of the wastewater treatment facility, your business may need a wastewater pretreatment permit.

Do I need a pretreatment permit for my wastewater discharge?

According to federal and Vermont regulations, you need to obtain a pretreatment permit if:

- Total wastewater discharge exceeds 25,000 gallons per day
- Total wastewater discharge is greater than 5% of wastewater treatment facility's designed hydraulic capacity
- BOD of the discharge is greater than 5% of the designed organic treatment capacity of your wastewater treatment facility
- Discharge can impact proper operation of treatment process

As my business grows, will I need to apply for a pretreatment permit?

When you first open your business, your initial production levels may not necessitate a pretreatment permit. However, as your business grows, if you generate a larger quantity of high strength wastewater, you may be required to obtain a pretreatment permit.

Why is it important to use pollution prevention strategies for my facility's wastewater discharge?

Good wastewater pollution prevention = preventing high strength materials (liquid and solid) from entering the discharge. Septic and wastewater treatment facilities are not designed to handle large quantities of solid or liquid food waste. Disposing of food and drink down the drain can lead to plugging pumps/pipes, septic system failure, increased need for system maintenance, and potential fines.

For more information, contact Eamon Twohig by email, eamon.twohig@vermont.gov, or by phone, 802-490-6189. www.dec.vermont.gov/watershed/wastewater

Do food processors need to be concerned about producing hazardous waste?

While you may not be generating a lot of hazardous waste, it is possible that you have certain chemicals onsite that are used for machinery, cleaning, testing, printing, painting or maintenance that qualify as hazardous waste when disposed.

What are the regulatory requirements for facilities that produce hazardous waste?

Facilities must identify all hazardous waste, quantify how much hazardous waste is generated each month and how much is stored onsite to determine your "generator status," register with the VTDEC Hazardous Waste Management Program, and manage hazardous waste according to the Vermont Hazardous Waste Management Regulations (Regulations).

Though each operation is unique and must determine their amounts of waste individually, small businesses and those that deal primarily with non-hazardous materials like food most often fall into the least-regulated generator status of Conditionally Exempt Generator (CEG).

To determine if you have hazardous waste, check with Vermont's Hazardous Waste Management Regulations at www.dec.vermont.gov/waste-management/hazardous. For more information, contact Lynn Metcalf by email lynn.metcalf@vermont.gov, or by phone, 802-522-0469.

How to Send Food Processing Residuals to On-Farm, Anaerobic Digesters

The Process for Generators of Food Processing Residuals and for Farmers

1. **Specify the material.** The residual generator provides the farmer an analysis of the specific, proposed material (“substrate”) in a format that can be used to fill out the Substrate Import Form required by the Agency of Agriculture, Food & Markets (VAAFMT – see contact listing, below). The generator also contacts the Vermont Agency of Natural Resources – Indirect Discharge Program (ANR – see contact listing below) to discuss permit requirements for the material. The ANR will review the same Substrate Import Form.
2. **Calculate the available volume of storage capacity.** The farmer provides the VAAFMT a calculation showing the maximum volume of available storage capacity, and the annual volume of waste to be stored. If the available storage capacity is greater than the amount of waste to be stored, the farmer must state the difference (i.e. the volume available to accept the proposed material).
3. **Calculate the land base for addition of N, P, and K.** The farmer provides VAAFMT a calculation of the maximum pounds of N, P, and K that can potentially be applied annually to the land the farmer owns or controls.¹ The farmer also provides a calculation of the actual pounds of N, P, and K in the on-farm agricultural wastes from the waste storage structure that are to be applied to the land, in addition to any other soil amendments to be applied to the land, such as commercial fertilizer or dairy processing wastes. If the to-be-applied pounds of N, P, and K are less than the maximum allowable pounds, the farmer provides the number of additional pounds of N, P, and K that can be applied to each field.
4. The farmer requests, in writing, from VAAFMT permission to add a specific volume of the proposed material (substrate) into the farm’s digester. If VAAFMT grants permission, it notifies both the Vermont Agency of Natural Resources – Indirect Discharge Program (ANR) and the farmer.
5. The generator applies to ANR for an indirect discharge permit to bring a specific amount of an identified material to a specific farm.
6. The farmer updates their nutrient management plan to reflect the additional substrate coming onto the farm.

Please Note:

- Generally, food processing residuals are remaining food material from a food processing plant, excluding slaughtering and rendering operations, whereas food residuals include pre- and post-consumer food scraps from food establishments such as markets, groceries, or restaurants. Food scraps are solid

¹ This calculation of maximum nutrients that can be applied is done field-by-field, and considers crops grown, slope, type of soils, and other factors, per the NRCS 590 standard.

waste, and using them in an amount greater than one percent (1%) of a digester's capacity, requires the digester operator to obtain a permit from the DEC Solid Waste Program.

- The farmer submits their request to VAAFMM.² The residual generator submits their application to ANR.
- VAAFMM and ANR grant permission for a specific volume of a specific material at a specific farm.
- An indirect discharge permit from ANR includes a public comment period:
 - 30 days for a new substrate material to any Vermont digester, as part of the original permit.
 - 10 days for amendments, for example adding a new disposal location (farm).
- A disposal agreement between the residual generator and farmer is required as part of an application for an indirect discharge permit. A signed copy of this agreement is submitted to both VAAFMM and ANR.
- As a condition of the permission granted, an MFO will be required to update their nutrient management plan prior to accepting off-farm substrates. Similarly, an LFO will be required to amend their nutrient management plan and amend their permit prior to accepting off-farm substrates. VAAFMM recommends that both MFOs and LFOs work with a technical service provider to update their nutrient management plan.
- Because two agencies are reviewing the documents, the farmer and the residual generator may be well served to make their requests at the same time, if:
 - the potential substrate material is well-documented in terms of volume and nutrient content, and
 - the farmer is reasonably certain that they have capacity in their waste storage facility, sufficient land base, and that their nutrient management plan can be readily updated.

Contact Information

VAAFMM:

Nate Sands, (802) 224-6850; Nathaniel.Sands@Vermont.GOV
<http://agriculture.vermont.gov/water-quality>

VT ANR DEC:

Bryan Harrington, (802) 505-0972; Bryan.Harrington@Vermont.GOV
<http://wastewater.vt.gov/landbasedindirectnonsewage.htm>

April, 2016

² That request consists of the substrate import form and a calculation or summary showing that there is enough land base and enough storage for the farm's nutrients, including the additional substrate.

VERMONT EMPLOYMENT GROWTH INCENTIVE (VEGI)

The State of Vermont offers incentives to encourage business recruitment, growth, and expansion through the Vermont Employment Growth Incentive program (VEGI). The VEGI program can provide a performance-based cash incentive for prospective job and payroll creation and capital investment that is beyond organic growth and which occurs because of the incentive. Companies must be authorized to earn the incentive through application to the Vermont Economic Progress Council (VEPC), who must find that:

- The total estimated incremental tax revenues from all sources generated to the State by the proposed economic activity exceeds the revenue costs of the activity to the State, including the cost of the incentive;
- The host municipality welcomes the new business;
- The proposed economic activity conforms to applicable town and regional plans;
- If the business proposes to expand within a limited local market, an incentive would not give the business an unfair competitive advantage over other Vermont businesses in the same or similar line of business and in the same limited local market; and
- But for the incentive, the proposed economic activity:
 - (A) would not occur; or
 - (B) would occur in a significantly different manner that is significantly less desirable to the State.

There are no restrictions on the type or size of company that can apply or the number of jobs that must be created. Applicants must be able to show that the activity as proposed would not occur, or would occur in a significantly different manner, unless the incentive is approved and that new, [qualifying jobs](#) will be created at a level beyond the normal or “background growth” for the company’s industry.

Prospective applicants can get an estimate of potential incentives at any time by filing an online Pre-Application. Then, formal approval of the incentives by the VEPC Board can occur in two phases: [Initial and Final](#). The Council may approve an Initial Application if the But For is met and approve an incentive amount based on initial data from the company. This will allow companies the ability to meet the But For when they are at a point of project development that might not include definitive employment and payroll data. This is especially necessary for companies considering several sites or with complicated real estate transactions. Initial authorization *must occur* before a company makes a decision to proceed with the project. If an application is given Initial Approval, the applicant must subsequently file a Final Application before the end of the calendar year in which the project starts to receive authorization of the incentives. In the Final Application, the company’s headcount, payroll, and capital investment projections set the [annual performance requirements](#) that must be met to earn the incentive.

Once authorized, to actually earn the incentive each year the company must maintain their base payroll, meet their payroll performance requirement, and meet either their new qualifying job or their capital investment performance requirement. The incentive earned that year is then paid out in five cash installments if the performance requirements are maintained.

Contact:
Fred Kenney
VEPC Executive Director
(802) 777-8192
fred.kenney@vermont.gov

Vermont Training Program: Business Grants

The Vermont Training Program (VTP) has been offering performance-based workforce training grants for over 30 years. The VTP provides up to 50% of the training cost for: pre-employment, new hire, and/or incumbent employee training. Grants are paid out on a reimbursement basis upon completion of employee training.

The VTP took its long standing record of success and moved the program to the next level. Going forward the VTP will leverage its \$1.3M grant budget to serve Vermonters across a broader range of industry sectors while putting a focus on new and innovative training projects or initiatives.

Vision:

The Vermont Training Program will be a flexible, nimble, and strategic workforce development program to enhance the skills of the Vermont workforce and increase productivity of Vermont employers.



Eligibility

- Trainees must be full-time permanent employees working in Vermont
- Types of training can be for:
 - Pre-employment (with guaranteed hire post training)
 - New Employees
 - Incumbent Employees
- VTP is open to all sectors, priority is placed on the Vermont 2020 CEDS target sectors (see back side)
- Employers and training providers must show that the use of VTP funds supplement training efforts, not replace or supplant training efforts
- Training shall be directly related to the employment responsibilities of the employee
- VTP funds shall not duplicate other state and/or federal funds for employee training
- Employee compensation (hourly wage), at the completion of training, must equal or exceed the livable wage as defined by the Vermont Legislative Joint Fiscal Office (JFO). Currently set at \$13.16 per hour
- Employees must be offered a minimum of three of the following employee benefits: health insurance (w/ 50% or more of the premium paid by the employer), dental assistance, paid vacation, paid holidays, child care, retirement benefits, other paid time off excluding paid sick days, other extraordinary employee benefits.

Application Process

VTP applications are now in our IntelliGrants system. We strongly encourage you to contact VTP staff prior to submitting an application, so that we can discuss the specifics of your training project.

Applications are accepted by the Department of Economic Development and reviewed on a "rolling" basis. The VTP Review Team, made up of members of the Vermont workforce development community, will review applications and make recommendations to the DED Commissioner. Grant agreements must be signed before training begins.

Vermont Training Program: Business Grants

The VTP may fund up to 50% of wages for each employee in training (on-site training) or up to 50% of the trainer expenses (classroom/ vendor fee). Costs associated with travel, materials, equipment, consulting/coaching, and/or course development will not be considered.

Application Focus

VTP is placing first priority on employers operating in or training skills that fall in the Vermont 2020 CEDS target sectors of: Advanced Manufacturing, Software Development & IT, Biotechnology, Clean Energy, Efficiency & Electricity Innovation, Financial Services, Health Care, Food Systems, Environmental Consulting, Green Business & Building, and Forest Products.

Additional priority will be placed on applications that show:

- New Hires

- Retained Employees

- Wage Increases for Employees Upon Completion of Training

- Significant Investment in the Long Term Success of the Company in Vermont

Examples of a training project may be:

“An advanced manufacturing company is developing a new product. The company applied for employee training in order to train Vermont staff in production and marketing of the new product. Without the VTP funds, these functions would be outsourced. The application included classroom/vendor training and upgrade training for incumbent employees.”

“A bioscience firm is considering the purchase of a new piece of diagnostic equipment. The purchase will allow the company to significantly increase productivity and move into a new area of the market. The firm applied for vendor training associated with the equipment, and lean manufacturing training that would identify the new value stream and ensure it is as efficient as possible.”

Feel free to be in touch with the VTP Staff to schedule a visit and have a more in-depth discussion regarding employee training needs and a potential application.

For more information: <http://accd.vermont.gov/business/start/training>

John Young
Director, Workforce Development Programs
802-355-2725 – john.young@vermont.gov

State Trade Expansion Program (STEP)

Sponsored and Organized Trade Missions / Trade Shows / Events



Aero Montreal Innovation Forum 2016
April 4 – 6, 2017



Solar Power International
September 10-13, 2017

ExporTech/Tuition Reimbursement

Utilize STEP funds in support VMEC's ExporTech training courses used to develop a structured export strategy to accelerate growth through systematic export training courses, with access to a wide range of world-class experts that help navigate the export sales process.

The VGTP will require the small businesses to pay for the total tuition to attend ExporTech training and reimburse the individual small businesses a portion of the tuition fee (total tuition fee will be \$7,500 per company) upon their completion of the curriculum. The funding will 100% goes to reimburse the eligible small businesses rather than VMEC.

Post ExporTech Website International Marketing Upgrade

Upon successful completion of the ExporTech training program, eligible small businesses will also be awarded a grant to upgrade their website, to translate their websites into foreign languages, or design of international marketing products or campaigns. SBDC will be the service provider.

Allocca Enterprises Training

Utilize STEP funds to offset the costs of the following trainings that will be offered throughout the year:

- ACE/International Documentation
- Export Compliance
- How to write an EMCP
- HTS/Schedule B Classification

Individual Export Activities Reimbursement

The individual export activities grant comes in a reimbursement form covers up to \$5,000 per grant unless otherwise specified to support an individual qualified Vermont business to:

- Defray the costs participation in foreign trade missions,
- Defray the costs in participation in foreign market sales trips;
- Defray of subscription to services provided by the Department of Commerce;
- Defray costs of translation of websites, SEO, localization; (\$3,000 max)
- Defray costs of the design of international marketing products or campaigns;
- Defray costs of development of export trade show exhibits;
- Defray costs of participation in international trade training workshops.

The individual grants do not cover travel cost, meals or accommodations and require a 25% cash match from the grantee. Each company may apply for three grants out of the above seven categories. These grants will be available on a first come first serve basis.

MANUFACTURER TRAINING

For employees of licensed Vermont manufacturers

2016

All must be trained

Requirements for Education

An owner, manager, director or partner must be trained by DLC either on-line or in-person. No licenses or permits will be renewed if training is not up-to-date. A DLC trained person can train others using this packet which is only good at this business.

Q: What happens when employees aren't trained properly?

A: The business will have it's license suspended for at least one day.

Q: What happens when the business doesn't have copies of training certificates readily available for an investigators inspection?

A: The business will have it's license suspended for at least one day.

Training Certificates

Copies of training certificates for all employees must be kept on file and must be available upon request. For off site events, copies of permits and training certificates must accompany the employees at each event.

Everyone who works in the preparation, sale, service or enforcement of liquor laws in a business is required to be trained before the begin working and retrained every two years. Copies of certificates must be kept by the business and available at inspection.

- Education Regulation 3b & d



Laws and Regulations covered.

- Vinous
- Malt
- Spirits
- Civil Liability
- Minors and Acceptable Forms of ID



ALCOHOL CONTENT

Maximum for vinous: 16%

Maximum for malt: 16%

Fortified Wines: 16-23%

Fortified wines marked or labeled as cooking wine, but over 16% alcohol are not considered alcoholic beverages.

Above 16% Sold as Liquor

Under .1% Non-Alcoholic

Manufacturer's or Rectifier's License

With this license you can manufacture or rectify spirits, malt beverages, or vinous beverages and fortified wines in Vermont. Malt beverages and vinous beverages may be manufactured or rectified by a license holder for export and sale to bottlers or wholesale dealers. Spirits and fortified wines may be exported and sold to the Liquor Control Board.

The Liquor Control Board may grant to a licensed manufacturer or rectifier of spirits, fortified wines, vinous beverages, or malt beverages a 1st or 3rd class license.

A licensed manufacturer or rectifier may serve, with or without charge, at an event held on the premises of the licensee or at a location on the contiguous real estate of the licensee, spirits, fortified wines, vinous beverages, and malt beverages, provided the licensee gives the Department written notice of the event, including details required by the department, at least five days before the event. Any beverages not manufactured by the licensee and served at the event shall be purchased on invoice from a licensed manufacturer or wholesale dealer or the Liquor Control Board.

A manufacturer or rectifier may distribute to its management and staff directly involved in the production of the licensee's products: two (2) ounces of beer or wine and up to one quarter (1/4) ounce of spirits or fortified wine; for quality control purposes only.

No alcohol can be purchased on credit.

4th Class or Farmer's Market

Allows manufacturers to sell by the unopened container and distribute by the glass with or without charge, beverages manufactured by the licensee. No more than a combined total of ten (10) 4th-class and farmers' market licenses may be granted to a licensed manufacturer or rectifier.

At only one (1) 4th-class license location, may sell by the unopened container and distribute by the glass, with or without charge, vinous beverages, malt beverages, fortified wines, or spirits produced by no more than five additional manufacturers, provided these beverages are purchased on invoice from those manufacturers.

A 4th class licensee may sell its product to no more than five additional manufacturers or rectifiers. A 4th class licensee may distribute by the glass no more than two (2) ounces of malt beverages or vinous beverages with a total of eight (8) ounces to each retail customer and no more than one-quarter (1/4) ounce of spirits or fortified wine with a total of one (1) ounce to each retail customer for consumption on the manufacturer's premises or at a farmers' market.

A 4th-class licensee may distribute by the glass up to four (4) mixed drinks containing a combined total of no more than one (1) ounce of spirits or fortified wine to each retail customer for consumption only on the manufacturer's premises. A farmers' market license is valid for all dates of operation for a specific farmers' market location.



Special Events Permit

A manufacturer may sell by the glass or by unopened bottle spirits, fortified wines, malt beverages, or vinous beverages manufactured or rectified by the license holder at an event open to the public that has been approved by the local licensing authority.

For the purposes of tasting only, the permit holder may distribute, with or without charge, beverages manufactured by the permit holder by the glass no more than two ounces per product and eight ounces total of malt beverages or vinous beverages and no more than one ounce in total of spirits or fortified wines to each individual. No more than 104 special events permits may be issued to a licensed manufacturer or rectifier during a year.

A special events permit shall be valid for the duration of each public event or four days, whichever is shorter. Requests for a special events permit, accompanied by the fee shall be submitted to the Department of Liquor Control at least 5 days prior to the date of the event. Each manufacturer or rectifier planning to attend a single special event under this permit may be listed on a single permit. However, each attendance at a special event shall count toward the manufacturer's or rectifier's annual limit of 104 special event permits.



Malt Manufacturer

Malt beverage manufacturers may obtain a second class license permitting them to sell kegs.

Manufacturer's of Malt Beverages may also distribute their products to two of their licensed premises without going through a wholesale dealer provided that those two licensed premises are their own and are on the same contiguous property.

The Liquor Control Board will not grant a retail delivery permit in relation to a second-class license issued to a licensed manufacturer or rectifier for the manufacturer's or rectifier's premises.

Vinous Manufacturers

A manufacturer of vinous beverages or fortified wines may receive from another manufacturer licensed in or outside this State bulk shipments of vinous beverages to rectify with the licensee's own product, provided that the vinous beverages or fortified wines produced by a Vermont manufacturer may contain no more than 25 percent imported vinous beverage.

Liquor Manufacturers

Liquor manufacturers can hold tastings at a Vermont Liquor Outlet with approval 15 days in advance of the event. You must have liability insurance to have a tasting. The event can last for 2 hours and 30 can be held per store per year. You must provide DLC with a list up to the four of products that will be sampled.

Only 1 manufacturer tasting in a store at a time. Must be held in a designated area, to customers over the age of 21 with no more than 8 customers at time. Only the listed products may be sampled from their original containers with "sampling only not for resale".

No more than 1/4 ounce of each product shall be served per customer, with no more than 1 ounce maximum to any customer in 2 ounce sampling cups.



No Manufacturer shall:

- Induce or coerce any wholesale dealer or retailer to accept delivery of any alcohol, any form of ad, or any other commodity, which shall not have been ordered by a wholesale dealer

- Induce or coerce any wholesale dealer or retailer to do any illegal act or thing by threatening to cancel or terminate the franchise

- Induce or coerce any wholesale dealer or retailer to purchase product using any thing of value

- Fail or refuse to deliver promptly to a wholesale dealer after the receipt of the order.

Guidance Bulletin

Industry members may:

Purchase meals and beverages for retailer.

Purchase tickets for retailer to attend sporting event, concerts, plays or other entertainment events.

Cover the cost of greens fees, cart rental, and other fees at golfing events,

They must be in the company of retailer at the time of the event, and none of these shall exceed \$250 per person per event.

Must provide electronic, itemized record of every "thing of value" on or before the 15th of July, October, January and April for previous 3 months. The record must contain: Name of retailer; Date given or provided; Description of "thing of value"; Value of "thing of value".

May purchase gift certificates from retailers at fair market value. A record must be maintained by an industry member of: The type of gift certificate; Value; Name of person to whom certificate was given. Gift certificates may not be given to retailer and records must be kept for at least 2 years.

Draft systems must be sold at fair market value for the cost of parts and labor. A report on or before the 15th of July, October, January and April, for previous 3 months must be sent including list of parts sold; cost of labor to build, install and/or repair.

Without prior approval give printed branded promotional signs with or without retailers name on sign, coaster, outdoor table umbrellas, sandwich/menu/chalk boards, wine buckets/wine list covers.

Violations of inducement regulations can result in fines up to \$2500 per violation along with possible suspension or revocation of licenses.

NEW RETAIL ACCOUNTS:

Industry members may visit with new licensee applicants.

Applicant must have applied to town or city.

Industry member may inform about products and prices.

May solicit orders to be filled once license has been issued and received.

PROMOTIONS & TASTINGS

With 2 days written notice to the DLC a manufacturer may complete a promotional tasting with a licensee and their employees.

The name of retailers being visited on a particular day must be provided.

If the same retailers are regularly scheduled, only one notice need be given for multiple dates. Must provide new notices for any changes in schedule.

Industry member carries list of those retailers and an invoice that contains product brands, sizes & amounts. No alcoholic beverages may be left behind.

MALT FACILITY TASTINGS:

A manufacturer of malt beverages who also holds a 1st class license may serve to a customer malt beverages by the glass, not to exceed 8 glasses at one time and not to exceed 4 oz in each glass.

A manufacturer or rectifier of malt beverages who holds a 2nd class license may distribute with or without charge malt beverages by the glass not to exceed 2 ounces per product and 8 ounces in total.

VINOUS TASTINGS

Vinous manufacturers and rectifiers may hold tastings at a 2nd class licensee with a \$25 permit from the DLC listing the 6 wines offered 5 days in advance of the event.

The tasting can last for up to 6 hours. No more than 2 ounces of each wine may be offered with no more than 8 ounces served to any customer.

This will be without charge by trained servers over the age of 18.

No more than 8 customers at a time in the designated area.

No more than 48 permits will get granted per year.

No more than one tasting per day per licensee

A sign stating no one under the age of 21 may participate is required to be posted at tasting.

DIRECT TO RETAIL SHIPPER:

For a \$250 application fee a manufacturer of Vinous Beverages can direct ship to retailers within the State of Vermont.

You can ship no more than 40 gallons per month to a single licensee and no more than 2000 gallons per year.

You must ship using a common carrier or a manufacturer's vehicle (provided invoice is present.)

Direct Shipping to Consumer:

For a \$330 license fee a manufacturer of Malt or Vinous may ship up to 12 cases per year to a consumer in Vermont.

No more than 36 gallons of malt per year and no more than 29 gallons of vinous.

The package must be clearly and conspicuously labeled as alcohol: "Containing Alcohol: Signature of Individual age 21 or older required for delivery". It must be delivered by a common carrier only who requires ID at delivery. Alcohol packages cannot be left at a residence. Only with someone over the age of 21 signed for either electronically or on paperwork.

You are responsible to make sure the party who purchases the alcohol is over the age of 21. There must be an invoice stating name and address of consumer.

Must report to DLC (NOT to Tax Dept) 2 times per year the common carrier used and amounts and to whom you shipped.

MINORS

Vermont law says that people under 21 cannot purchase, possess, or consume alcohol.

A seller or server of alcohol must be sure that the person is at least 21 years old before you sell them alcohol. If you sell alcohol to a person under the age of 21 you can be charged criminally.

Along with the law that says you personally can't sell to a person less than 21 years of age there is also a Liquor General Regulation that says you can't sell to minors.

Another regulation states that you must card anyone who is of questionable age must be carded.

You may personally get a penalty but also the liquor license may be fined, suspended or revoked by the Vermont Liquor Control Board.



SERVING A MINOR

No one can sell or give alcohol to a person under 21 and no one can allow a person under 21 to drink alcohol.

The penalty for selling to a minor or enabling consumption by a minor is a fine of up to \$2000 and up to 2 years in jail, or both.

In addition, if a person sells or provides alcohol to a minor or allows a minor to consume alcohol, and that minor, as a result of consuming the alcohol, causes death or serious bodily injury to anyone while operating a motor vehicle, the penalty becomes a felony with a fine of up to \$10,000 or up to 5 years in jail.

The only exception to the above law applies to servers who furnish alcohol to a minor during the course of a compliance check performed by law enforcement. The penalty for a first offense is a \$100 fine; the penalty for subsequent offenses can be as high as \$500. The business also receives penalties when an employee fails a compliance check by serving or selling to this minor.

DRAM SHOP/CIVIL LIABILITY

The so-called “Dram Shop Law” allows certain people who are injured to get money damages from the person who served the alcohol. A person can get money damages if you:

- Serve or sell alcohol to a minor.
- Serve alcohol to a customer who is already under the influence of alcohol.
- Serve or sell alcohol after legal hours.
- Serve alcohol to someone who would be under the influence of alcohol as a result of the amount of alcohol that they were served. You should never serve an unreasonable amount of alcohol to a person.

And that person damages person, place or property then the people effected can sue you, your manager, the owner and their partners. If you are doing your job, and following all the liquor laws, you will not need to worry about being sued.

LOG BOOKS and INCIDENT REPORTS

It is helpful to know and follow the liquor laws so you can avoid these types of problems. It may be a good idea for servers to keep a personal log of any unusual things that may happen. If something unusual happens when you are working you should write down what happened into a notebook for you to keep. The notes should include the name and/or description of the customer and a brief write-up of what happened. Dram shop lawsuits can be filed up to two years from the date of the incident. Because most people can't remember what they did two years ago, it is best to write down the information for you to refresh your memory later. It is important for the server to keep his or her own log, so if you move onto another job later you can take it with you. The establishment is also encouraged to keep a log book.

Acceptable Form of IDs

Valid
Photographic
Driver's
License

Valid
Non-Driver's
License

Valid
Enhanced
Driver's
License
issued by
any State or
Foreign
Jurisdictions.

Valid US
Military ID
(any form)

Valid Passport

Valid Passport
Card

CARDING CUSTOMERS

The ID must be Valid, must be Photographic and you must ask if you think they are of questionable age. Remember, it is the law that you must ask their ID. If they want to purchase alcohol, they must be able to prove that they are of age

Compare the face in front of you to the one on the ID. Weight, hair and makeup can change. Height, eye shape and ear placement do not change.

Look at the date of birth and expiration date. Don't just glance. LOOK! Read them and do the math! It is illegal to serve a minor and you could go to JAIL! READ the ID!

Ask the person how old they are, and compare that to the information on their ID. Ask the person to spell their last name. Ask the person what their middle initial stands for. Ask the person what year they graduated from high school. Have the person sign their name and compare it to the signature on the ID.

Call your local authorities and give them all the information on the ID. They can confirm it is valid and that all the information matches. If it is not valid or if any of the information does not match.... Do NOT accept it!

Sometimes you will not need to make the phone call, sometimes simply telling the minor you are going to run their ID is enough to make them run away.

What do you do next? Call the police, your manager... write this incident in the business's log book.

If the minor leaves the ID with you, please fill out the DLC ID Envelope and drop them in the mail.

How to Use an ID Checking Kit

In order to help you identify fake IDs, you can purchase a Vermont Department of Liquor Control ID Checking Kit. In this kit you will find the most recent ID Checking Guide, a UV lighted magnifier and envelopes for mailing abandoned ID's to the DLC. Please remember that ID Checking guides need to be replaced yearly to assure you have the most up to date information available.

Minors using borrowed IDs and high quality fakes purchased over the internet can cause big trouble to a business. If an employee isn't taking the time to look carefully at IDs, a minor could get alcohol. This is a crime. The DLC is dedicated to helping you prevent underage drinking sales which can negatively impact the business. Getting caught selling to minors can ruin a business's reputation, cause fines and penalties and increase risks for public safety.

By using the tools in the ID Checking Kit and by brushing up on your refusal skills, you can help prevent underage drinking sales at your business. Remember, carding customers is not only part of the job, it's the law.

The guide contains images of driver's licenses for all 50 states and the Canadian provinces. It also includes images of Passports and Military IDs. That means you can find images of all of the acceptable forms of Identification in this booklet. You will also find other forms of Identification, not acceptable for alcohol and tobacco in the State of Vermont. Please remember you can only accept a Valid Photographic Driver's License, a Valid Photo Non-Driver's License, a Valid Photo Enhanced Driver's License issued by any State or Foreign Jurisdictions; Valid US Military IDs and Valid Passports and Valid Passport Cards.

When someone hands you an out of State ID, open up your ID guide to that state. The sample IDs in the guide are the same size as the ID in your hand. Compare them. Read the written narrative. If there are any discrepancies, do not accept the ID and refuse the sale.

The narrative may also include any micro printing which you can use lighted magnifier to see. In the back of the guide you will see images of the holograms you can see using your black light. Does it look the same in your hand as in the book?

ID kits can be purchased through the Department. The order form is on the website.

ANNUAL LICENSE RENEWALS

All licenses expire at Midnight on April 30 each year. All of your information for the corporation must be up to date. Changes need to be submitted in writing. Licensees must be in compliance with the Departments of Health, Labor and Taxes as well as with the Secretary of State's office.

Contact Us

Give us a call for more information

Vermont Department of Liquor Control

13 Green Mountain Drive
Montpelier, VT 05602

(802)828-2339

Visit us on the web at
www.liquorcontrol.vermont.gov

Updated August 2016
Vermont Department of Liquor Control
In-House Education Training Certificate
Manufacturer Training

Date of Training: _____ (expires 2 years from this date)

Employee First Name: _____ **Last Name:** _____

Corporation/Partnership/Individual/LLC: _____

D/B/A (Business Name): _____

Address: _____ **Town/City:** _____

I, _____, **acknowledge that the above employee has read the Manufacturer**

Trainer's Name (Print)

training booklet certifying them to sell or serve alcohol and tobacco at this business under the provisions of Education Regulation 3B.

Name of Trainer

Date of Trainer's DLC certification

Employee Name (Print)

Employee Signature

This training certificate is NOT TRANSFERABLE to other businesses.

Education Regulation 3B reads: Each licensee shall ensure that every employee who is involved in the preparation, sale, service or solicitation of alcoholic beverages or the sale of tobacco products, or enforcing of alcohol and/or tobacco laws and regulations must complete a training program offered or approved by the Department of Liquor Control before the employee begins working in that capacity and at least once every two years thereafter. Each licensee shall maintain written documentation, signed by each employee trained of each training program conducted. A licensee may comply with this requirement by conducting its own training program on its premises, using all information and materials furnished by the Department of Liquor Control, or from a program approved by the department. A licensee who fails to comply with the requirements of this subsection shall be subject to a suspension of no less than one day of the license issued under this title.

Education Regulation 3D reads: All records, and certificates, indicating that an employee has been trained must be kept on all licensed establishments at all times. Those training records shall be available at all times and must be presented immediately to a Liquor Control Investigator or a Vermont Law Enforcement Officer if it is requested or the licensee shall be subject to a suspension of no less than one day of the license issued under this title.



Sandy Croft, Commercial Loan Officer

VERMONT ECONOMIC DEVELOPMENT AUTHORITY

58 EAST STATE STREET, SUITE 5, MONTPELIER, VERMONT 05602-3044
TEL (802) 828-5472 • FAX (802) 828-5474 • EMAIL scroft@veda.org
WEBSITE www.veda.org

Subchapter 5 – Direct Loan Program

The Direct Loan Program is designed to finance the establishment or expansion of “eligible facilities” through the acquisition, construction and installation of fixed assets. “Eligible facilities” are defined as those being suitable for: quarrying; mining; manufacturing; processing (including the further processing of agricultural products); assembling or warehousing; conducting research and development; use as the national or regional headquarters of a multi-state business; travel- and tourism-related projects and related recreational activities; and certain other facilities as defined in statute. Talk to your VEDA Loan Officer for more information.

Eligible Borrowers

Eligible borrowers consist of individuals, partnerships, corporations or limited liability companies who own or operate an eligible facility.

Use of Proceeds

This Program is designed to provide attractive variable rate loans to businesses for the purchase of land, the purchase or construction (including renovation) of buildings, and the purchase and installation of machinery and equipment for use in an eligible facility. VEDA cannot finance or refinance existing company assets or debt.

Borrowing Limitations

Direct loans may provide no more than 40% of the cost of a project. The level of VEDA participation in any project may be influenced by several considerations, including the number and quality of employment opportunities being created or preserved. Typically, the borrower will be required to provide 10% of the project costs, with the balance being loaned by an independent lending institution. Subject to the 40% limitation, VEDA’s participation may not exceed \$1,500,000 for land and buildings and/or machinery and equipment

Fee Structure

A processing fee of 1% of the VEDA loan amount (capped at \$3,500 with a \$1,000 minimum) is payable to VEDA when VEDA’s loan commitment letter is executed and returned by the applicant.

Vermont Small Business Loan Program

VEDA's Small Business Loan Program is available to assist growing Vermont small businesses that are unable to access adequate sources of conventional financing. This program may make loans of up to \$500,000 for fixed asset acquisition or for working capital purposes. As a general rule, a working capital loan may not exceed 50% of the project cost, and a fixed asset loan may not exceed 40% of project cost. Borrowers are required to provide at least 10% of the project cost in the form of equity.

Eligible Borrowers

Many types of businesses are eligible to borrow under the Program. Eligible businesses must be unable to access adequate conventional credit. Applicants must demonstrate the potential to create and/or retain employment opportunities for Vermonters. For specific eligibility questions, talk to a VEDA Loan Officer.

Use of Proceeds

Loans may be made for fixed asset acquisition (land, buildings, machinery and equipment) or for working capital. Loans may not be made to refinance an applicant's existing debt(s) or for lines of credit.

Fee Structure

The loan application fee is \$100. A 1.25% processing fee will be charged on all loans at the time of closing, with a minimum of \$250 and a maximum of \$2,500.

Vermont 504 Loan Program

The Vermont 504 Loan Program is administered by VEDA's subsidiary, the Vermont 504 Corporation, a statewide Certified Development Company (CDC) authorized by the U.S. Small Business Administration to package, process, close and service 504 loans. Vermont 504 Corporation, with SBA's approval, makes SBA 504 loans to eligible and qualified borrowers. These loans are funded by SBA's issuance of debentures sold to private investors.

Eligible Borrowers

For-profit businesses located in Vermont with tangible net worth under \$15.0 million, and 2-year average net profit after taxes under \$5.0 million, are eligible.

Use of Proceeds

Proceeds may be used for the acquisition or refinancing of land, buildings, construction, improvements, machinery and equipment. Proceeds may also be used for paying professional fees directly attributable to the project and to pay interest on interim financing. The eligible business must occupy the premises being financed: 51% occupancy if an existing building; 60% occupancy if new construction.

Proceeds may not be used for working capital or inventory finance.

Loan Terms

Maturities of 10 and 20 years are available.

Collateral may include a mortgage on the land and the building being financed, liens on machinery, equipment and fixtures, and lease assignments. The SBA 504 loan is generally secured by a subordinate lien on the assets being financed, with a private sector lender (typically a bank) secured by a first lien.

Borrowing Limitations

The maximum 504 loan is \$5 million, with some restrictions, although small manufacturers may be eligible for up to \$5.5 million in 504 financing. A 504 loan structure provides up to 90% financing for fixed asset purchases with private sector lender providing 50% financing and the SBA 504 loan providing up to an additional 40%. Equity requirements are a minimum of 10%. For construction projects the 504 loan closes after construction is complete. Talk to your VEDA Loan Officer for details.

Fee Structure

Interest rates are fixed prior to loan funding for the entire repayment term of the loan, 10 or 20 years, and are generally below market.

Permit Application Process

1. Call your local Act 250 District Coordinator with accurate and current information about your project
2. The Coordinator will advise you on the next steps
3. If jurisdiction is determined, you will need to submit an Act 250 application
4. The application is reviewed by the Act 250 District Commission and then the permit is issued with conditions



Act 250: What a Difference It Makes: From 1970 to Today

The completion of the Interstate Highway system in the 1960s brought Vermont an hour closer by car to Boston and New York City. Vermont began promoting tourism, and skiing became increasingly popular. Vermont towns quickly became sites for high density second home developments on sensitive mountainsides.

In the spring of 1970, inspired by the vision of Gov. Deane Davis, the Vermont Legislature passed the Land Use and Development Law, known as Act 250, to preserve and protect the environment, as well as maintain our traditional settlement patterns. It was innovative and bold at its inception, and the law is now part of the fabric of Vermont. Act 250 incorporates a process to guide development that complements the landscape.

Protecting Vermont's environmental integrity and promoting economic prosperity benefits everyone. For almost fifty years, Act 250 has helped Vermont retain its unsurpassed scenic qualities while undergoing substantial growth.

The future will certainly bring new challenges, and Act 250 will continue to adapt, by working collaboratively with all citizens to preserve Vermont's scenic beauty in alignment with the state's economic goals.

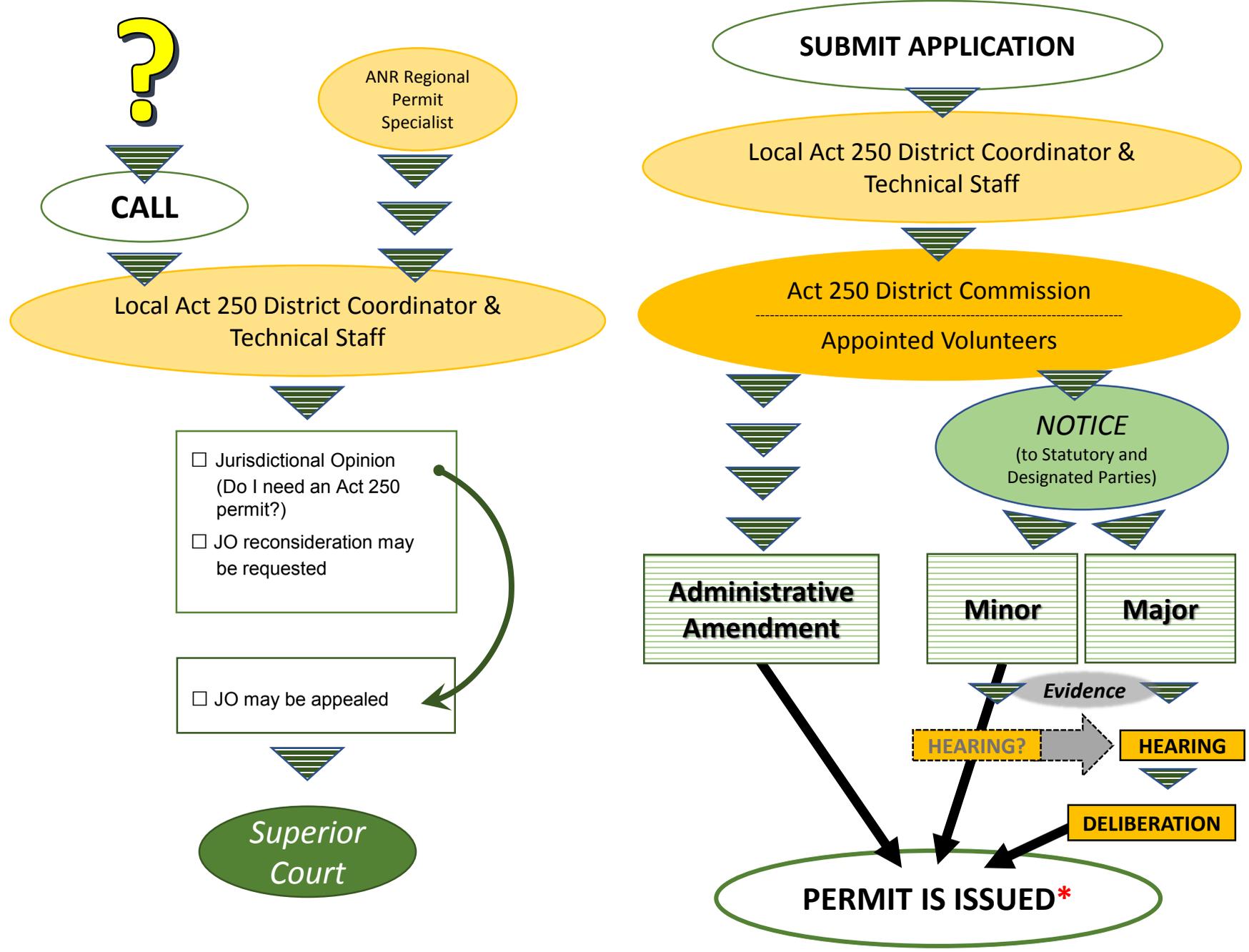
Act 250 is administered by the Natural Resources Board, an independent entity in state government.

Act 250 for Vermont

Protecting the Landscape
Promoting Economic Prosperity

www.nrb.vermont.gov

Act 250 Permit Application Process



*** ALL PERMITS MUST MEET ALL CRITERIA**

Rutland Regional Act 250 Office

District 1 : Bill Burke

District 8 : Warren Foster

Tel. 802-786-5920 • nrb.act250rutland@vermont.gov

Springfield Regional Act 250 Office

District 2: Stephanie Gile

District 3: Linda Matteson

Tel. 802-289-0603 • nrb.act250springfield@vermont.gov

Essex Regional Act 250 Office

District 4: Peter Keibel & Stephanie Monaghan

Districts 6 & 9: Geoff Green

Tel. 802-879-5614 • nrb.act250essex@vermont.gov

Barre Regional Act 250 Office

District 5: Clancy DeSmet & Susan Baird

Tel. 802-476-0185 • nrb.act250barre@vermont.gov

St. Johnsbury Regional Act 250 Office

District 7: Kirsten Sultan

Tel. 802-751-0120 • nrb.act250stj@vermont.gov

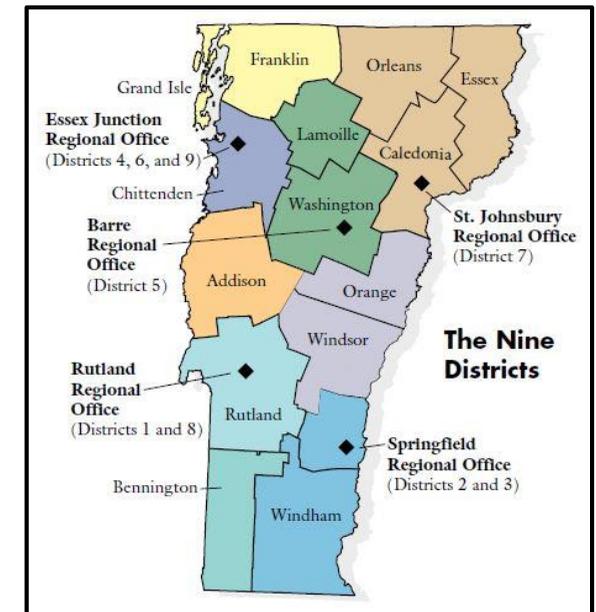
Central Office

Natural Resources Board, Tel. 802-828-3309

Diane B. Snelling, Chair, diane.snelling@vermont.gov

Greg Boulbol, General Counsel, greg.boulbol@vermont.gov

Peter Gill, Assoc. General Counsel, peter.gill@vermont.gov



Contact List for Brewers

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*Drinking Water & Groundwater
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Ben Montross, 802-498-8981 Ben.Montross@vermont.gov
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*Environmental Assistance Compliance
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*Environmental Assistance Permit
Specialist*

Department of Economic Development

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Montpelier, VT 05620-0501
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*Senior Economic Development
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Executive Director of Business Support



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