



**Providing the highest quality waste processing services
while keeping the best interests of our customers,
employees and environment a priority.**

Founded: 1977

Main Office: 12200 Carl Road, Creedmoor, Texas 78610

Website: www.texasdisposal.com

About Us: With a commitment to customer satisfaction and environmental preservation, Texas Disposal Systems has become the largest independently-owned, solid waste collection and disposal company in Austin and central Texas and one of the largest in the nation.

Leadership: **Bob Gregory**, Owner and CEO
Jim Gregory, Co-Owner, Vice President and Landfill Manager
Tom Mistler, Chief Operating Officer and Chief Financial Officer
Gary Newton, J.D., General Counsel
Mike Allgeier, Director of Information Technologies
Rick Fraumann, Director of Sales
Paul Gregory, Director of Organics and Recycling
Sarah Smith, Director of Customer Experience
Steve Wright, Director of Operations

Team Members: 600 and growing



History

Texas Disposal Systems, Inc. (TDS), was founded in 1977 by brothers Bob and Jim Gregory. With a commitment to customer satisfaction and environmental preservation, TDS has become the largest independently-owned, solid waste collection and disposal company in Austin and central Texas and one of the largest in the nation.

The Gregory's founded the company with only \$10,000, one customer, one truck and plenty of determination. TDS now has offices in Austin, San Antonio, Georgetown, Alpine, as well as the TDS landfill, recycling and compost facility located in southeast Travis County, approximately 15 miles southeast of downtown Austin.

TDS has grown and expanded operations since those early days in 1977, now offering a variety of services and products. TDS opened the state's first totally integrated landfill in 1991. The landfill conducted compost production and recycling operations from the start. TDS expanded their operations into San Antonio in 1995, Georgetown in 1998 and into Alpine in 2007. Texas Organic Products (TOP) was established in 1997, which is a large-scale composting and soil blending operation. Garden-Ville was acquired in 2001 and was established as a retail center for TOP products, which are widely used by horticulture professionals and home gardeners.



Services

- Landfill
- TDS Materials Recovery Facility (MRF)
- Eco-Industrial Park Development
- Exotic Game Ranch
- Residential, Commercial, Municipal Waste Disposal
- Excavation Services
- Garden-Ville
- Carbon Forestry Division
- TDS Smart Rewards
- Commercial Food Waste Solutions
- Green Builder Program
- Green Event Solutions
- Green School Solutions
- Portable Restrooms



TEXAS DISPOSAL SYSTEMS



Community Recognition

The awards below best highlight our commitment and dedication, and represent our company goals. You can find a full list of awards on our website. While we aren't in the business for awards, we sincerely appreciate the recognition of our hard work.

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- 2013:** Ebby Halliday and Maurice Acers Business / Industry Award - 1st in state, Keep Texas Beautiful
 - 2013:** Ethics Award for Large Business, RecognizeGood
 - 2010:** Hall of Fame Award, Environmental Industry Association
 - 2010:** Business of the Year, South Austin Civic Club
 - 2008:** Christo Kaiser Conservation Award, Safari Club International Austin
 - 2008:** Landfill Management Award, SWANA
 - 2005:** Good Neighbor Award, Texas Campaign for the Environment
 - 2003:** Large Business of the Year, Buda Area Chamber of Commerce
 - 2002:** Texas Environment Excellence Award for Small Business, Governor Rick Perry and Texas Natural Resource Conservation Commission
 - 1998:** Innovation Award for Waste Management, Businesses for an Environmentally Sustainable Tomorrow
 - 1997:** Recycling and Composting Award - 1st, Recycling Coalition of Texas
 - 1996:** Governor's Community Achievement Award - best in state, Keep Austin Beautiful



TEXAS DISPOSAL SYSTEMS

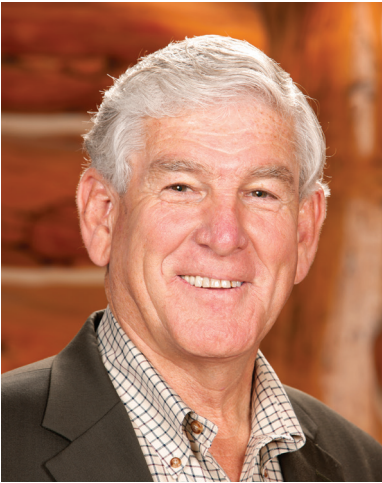


Bob Gregory, Owner and CEO

Bob Gregory is chairman and president of Texas Disposal Systems, Inc., Texas Disposal Systems Landfill, Inc., Texas Landfill Management, LLC, Texas Organic Products, and Garden-Ville. Through innovative ideas in landfill management, customer service and environmentally safe practices, he has helped grow TDS to become the largest independently owned solid waste collection, recycling/composting and disposal company in Central Texas. Bob graduated from Central High School in San Angelo, Texas and holds a Bachelor's degree in Business from the University of Texas.

Bob began the collection of solid waste in 1977, and he and his brother Jim incorporated TDS in January of 1978. At the time, the brothers had three generations of experience in the scrap-metal processing industry and the collective dream to build a company that would be respected within the community and the industry. Bob served as chairman of the two statewide committees that oversaw the development of federally mandated landfill management regulations.

Bob has lived in Austin since 1971. He serves on the board of directors of the Capital Area Council of the Boy Scouts of America and was honored by the organization as Distinguished Citizen of the Year. He and his wife, Kay, have been married since 1974 and enjoy spending time with their children and grandchildren.



Jim Gregory, Co-Owner, Vice President and Landfill Manager

Jim Gregory is co-owner, vice-president and secretary of Texas Disposal Systems, Inc., Texas Disposal Systems Landfill, Inc., Texas Landfill Management, LLC, Texas Organic Products, and Garden-Ville. He oversees the daily operations and management of the landfill and ranching operation and works alongside the TDS operations division and Garden-Ville. Jim enjoys interacting with employees and makes himself available to assist in troubleshooting, process analysis and other daily operations.

When Jim and his brother, Bob, started TDS back in 1977, they had only one truck, a strong desire and a dream to build a company that would be founded on strong Godly principles and that would be respected in their community as well as the waste industry. With the help of God and many dedicated employees, TDS has become one of the largest and most respected independent waste haulers in the nation. Jim works to ensure that TDS is a leader in the community and industry by motivating employees to excel and provide outstanding performance and service.

Jim holds a current Texas Commission on Environmental Quality Class A Solid Waste Technician Certification. He is very involved in local church work throughout the Austin area and has received numerous awards for community involvement, including the Distinguished Citizen of the Year award from the Capital Area Council of the Boy Scouts of America.

After graduation from Central High School in San Angelo, Texas, Jim joined in the management of the family business, Acme Iron & Metal Company, which he helped build into a respected full-service scrap metal processing facility. He moved to Austin in 1977 to help build Texas Disposal Systems. He and his wife were married in 1972, and they consider their children their lives' greatest accomplishments and their grandchildren their lives' greatest joys.