

SHACOG Purchasing Alliance Rock Salt – Pre Winter Meeting

Austin Hilbrands and Victor Fonseca

10/9/2025



- Introductions & Safety Share
- Who is Compass Minerals?
- Compass Minerals Bulk Highway Business
- SHACOG Contract Details
- Upcoming 2025-2026 Season Best Practices
- Ordering Details



Name: Austin Hilbrands

Role: Highway Sales Manager

Time at Compass Minerals: 5 years

Fun Fact: I have a goal to play golf in every state, currently have 15 completed



Name: Victor Fonseca

Role: Highway Logistics Manager

Time at Compass Minerals: 6 years

Fun Fact: I am a cycling enthusiast, bird watcher and aspiring home chef!



Keeping people safe – Crew safety and training.

- Conduct refresher training on safe driving in icy conditions.
- Emphasize proper PPE; high visibility gear, gloves, and insulated boots.
- Encourage regular breaks to prevent fatigue during long shifts.

Equipment Safety Checks

- Inspect and calibrate salt spreaders and plows before the first storm.
- Check hydraulic systems, lights and tire pressure.
- Ensure back up systems (radios, GPS, cameras) are functioning.

Communication

- Establish clear comms protocols between dispatch, drivers and emergency services.
- Use weather forecasting tools to plan efficiently.
- Coordinate with neighboring jurisdictions for shared response strategies.

Compass Minerals is a leading global provider of essential minerals focused on safely delivering where and when it matters to help solve nature's challenges for customers and communities.

Every day, Compass Minerals produces what's essential through the responsible transformation of Earth's natural resources to deliver products that help keep people safe, feed the world and enrich lives.

FISCAL 2024

OCT. 1, 2023 – SEPT. 30, 2024

\$1.1B

TOTAL SALES

12

PACKAGING AND
PRODUCTION FACILITIES

~1,800

EMPLOYEES

9.3M

TONS SALT
VOLUMES SOLD

273K

TONS PLANT NUTRITION
VOLUMES SOLD

We operate a competitive portfolio of advantaged mining and manufacturing assets in three countries:



UNITED STATES

Our solar evaporation facility located near Ogden, Utah, is both the largest SOP and the largest solar salt and magnesium chloride production site in the Western Hemisphere. Additionally, we operate an underground salt mine, a mechanical salt evaporation facility and several packaging plants in the U.S., along with our global headquarters.

6 SITES // 986 EMPLOYEES



CANADA

We operate the largest underground salt mine in the world in Goderich, Ontario, and produce evaporated salt products at an additional four locations in Canada.

5 SITES // 721 EMPLOYEES



UNITED KINGDOM

We operate the largest dedicated rock salt mine in the U.K. in Winsford, Cheshire, and two DeepStore secure storage locations.

1 SITE // 187 EMPLOYEES



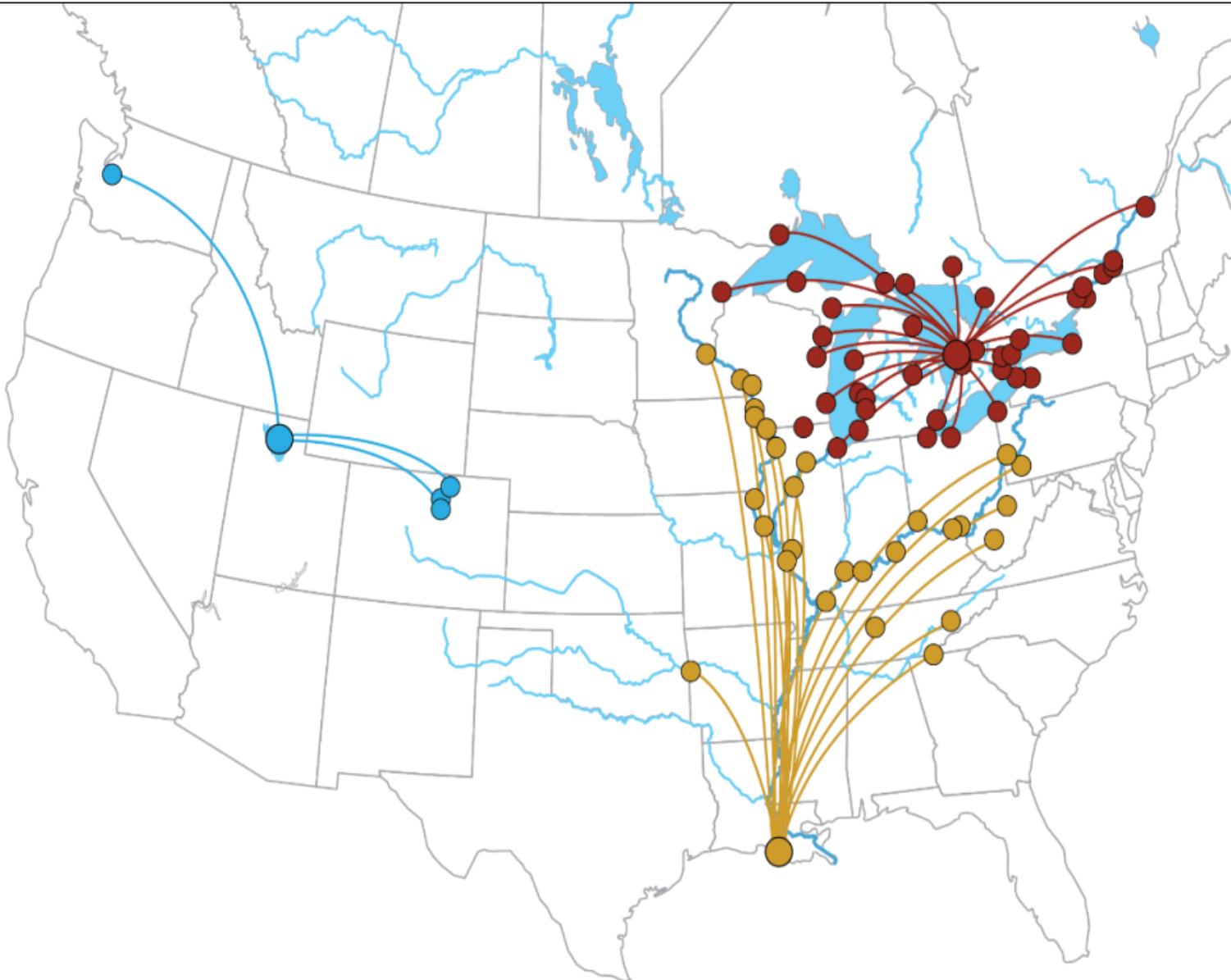
Overall Bulk Highway Deicing

- Services both the US and Canada from 3 facilities across North America
- Utilizes an extensive network of depots (60+)
- Primarily provides road salt to state and local municipalities for winter road safety
- Processes over 1k formal bids, 5k quotes annually

Ohio & Pennsylvania Market Specifics

- Consistent market participant on both the State of Ohio and State of Pennsylvania contracts
- Serviced ~ 800k tons of business in Ohio in 2021, PA contract has been consistently +200k tons
- Extensive depot network and multiple sources of supply allow for service flexibility
 - West Elizabeth (Allegheny County)
 - Monaca (Butler County)
 - Ashtabula & Erie

Compass Minerals Bulk Highway Salt Network



- Goderich, Ontario mine
 - Supplies Great Lakes markets in US and Canada
- Cote Blanche, Louisiana mine
 - Supplies US interior markets off the river system (Mississippi, Ohio, Illinois, Tennessee rivers)
- Ogden, Utah facility
 - Supplies US western states with wet solar salt

Contract Details

- Entities are obligated to purchase 60% of estimated annual tonnage, contractor obligated to 140%+ supply
- Fuel price adjustments are applicable
- Multiple storage facilities required in the area
- Emergency Distribution Situations – Will work directly with our facilities to expand hours and increase loadout capability

Key Terms

- Minimum order amount is 22 tons (1 triaxle truck)
- Orders less than 750 tons are to be delivered within five working days
- Two additional days are provided up to 1,000 tons and another two days for more than 1,500 ton orders

Key Statistics

- 100 different destinations located within Allegheny and Butler Counties
- Average volume size requested: 1,025 tons

1. **Order early, order often**

- Ensure your sheds are filled going into winter
- Be proactive with ordering to allow for better service in season

2. **Proactive Communication**

- We will do our best to communicate any disruptions or challenges in a proactive manner
- If you have any questions or concerns, please reach out to Compass Minerals

3. **Place orders via email for efficiency**

- Compass Minerals offers the ability to place orders via phone or via email
- Email allows us to quickly place an order and provide you with written confirmation without any time waiting on hold during peak season

Compass Minerals has multiple ways to contact our customer experience team

- **Email**

- Orders – highwayorders@compassminerals.com
- Questions – highwaygroup@compassminerals.com

- **Phone**

- Orders & General Questions – 1-800-323-1641 (Select Option 1)

- **Emergency Contact**

- Austin Hilbrands – hilbrandsa@compassminerals.com OR 913-344-9369