



FUTURE*forward*



FISCAL YEAR 2025 | ANNUAL REPORT



A Message From the Board of Directors

AlexRenew serves more than 300,000 people in one of the region's most culturally vibrant and historic communities. Each day, our dedicated staff works around the clock to support a cleaner Potomac River and Chesapeake Bay, meeting some of the strictest water quality standards in the United States. This commitment to protecting public health and the environment is woven into the fabric of our organization — it drives us to build a stronger, more resilient utility that can adapt to the evolving demands of our community.

In the last few years, we have witnessed an incredible transformation at AlexRenew. Our RiverRenew program, Alexandria's largest-ever infrastructure project, saw the completion of several critical milestones across our community in Fiscal Year 2025. Dedicated crews put the finishing touches on several components of our massive tunnel system, worked to revitalize the areas around our construction sites, and completed the Hooffs Run Interceptor ahead of schedule. The project provided immediate water quality benefits for Hooffs Run and was followed by the restoration and reopening of African American Heritage Park, which had been partially closed for three years. The effort included new wayfinding signage to help tell the story of Alexandria's rich African American history to future generations, as well as the installation of 4,000 native plants and shrubs. In Old Town, RiverRenew's complex infrastructure work neared completion at Pendleton Street while a beautiful new promenade took shape. The additional public space will provide community members with a platform to connect with a healthier Potomac River.

At our wastewater treatment plant, a 12-story deep shaft, initially used to construct the new tunnel, was transformed into a state-of-the-art pumping station. On the surface, a new superstructure grew three stories. Once this final component of RiverRenew is complete, it will enable our staff to treat 120 million gallons of combined sewage each year that would otherwise pollute our rivers and streams.

As the sun sets on RiverRenew construction, our organization is looking to the future. We're making strategic investments that will enable our team to meet changing regulations, support goals for a cleaner Chesapeake Bay, and improve our resiliency as we continue to provide reliable service to our community. Over the next decade, several major processes will receive reinvestment and upgrades, including our biosolids systems, headworks, and filtration systems. These initiatives, coupled with RiverRenew, will reshape our operations, allowing us to maintain regulatory compliance, be resilient in the face of an evolving climate, and set the stage for a fishable and swimmable future in Alexandria. To support these major projects, our staff is doubling efforts around safety, asset management, and workforce development — all critical components to future operations.

As we navigate a rapidly evolving landscape, our progress will be guided by collaboration — with community and governmental partners, regulators, technology leaders, and, most importantly, the people who depend on us every day. Together, we're building a utility that doesn't just keep up with the pace of change but helps define it.

From left: John Hill (AlexRenew Board), Justin Carl (AlexRenew CEO), Sheriff Sean Casey, Moussa Wone (AlexRenew Board), Councilman Canek Aguirre, McArthur Myers, Mayor Aliya Gaskins, Dr. Taft Quincey Heatley, Vice Mayor Sarah Bagley, Mark Jinks (AlexRenew Board), Councilman John Chapman, Rebecca Hammer (AlexRenew Board), James Beall (AlexRenew Board)



Looking northwest from AlexRenew's wastewater treatment plant.

Our Strategic Plan & Goals

AlexRenew's future is defined by a strategic plan, which guides decision-making, allows us to prioritize efforts, and ensures our leadership and staff are aligned to meet organizational goals.

OUR MISSION

AlexRenew's mission is to treat wastewater to protect public health and the waterways that connect us.

OPERATIONAL EXCELLENCE

Taking proactive steps to meet current and future challenges

THRIVING WORKFORCE

Investing in our staff and fostering a culture of belonging

STRATEGIC PARTNERSHIPS

Promoting watershed-level thinking through collaboration and advocacy

ENVIRONMENTAL SUSTAINABILITY

Being good stewards of our resources to minimize our impact on the environment

COMMITMENT TO THE COMMUNITY

Strengthening connections with the public and providing affordable service



Driving Operational Excellence

AlexRenew is implementing several major projects that will propel us forward, allowing our team to meet future regulatory standards, adapt to evolving flow trends, and build resiliency. Each of these investments will boost efficiency, help us better protect the community, and streamline our operations.

Members of AlexRenew's maintenance team install a new pump.

Major Projects for Fiscal Year 2025

RIVERRENEW

The largest infrastructure project in the history of Alexandria is now nearing completion, as crews enter the final year of construction and work to meet the July 1, 2026, statutory deadline set forth by the Virginia General Assembly. With the Waterfront Tunnel and Hooffs Run Interceptor now complete, crews have shifted their focus to finalizing the massive pumping station and superstructure housed at the heart of AlexRenew's wastewater treatment plant. Before we can turn on the station's tunnel dewatering pumps, crews must complete the testing and commissioning of the brand-new system.

When the pumping station is operational, this once-in-a-generation environmental initiative will help reshape the future of the Potomac River and Chesapeake Bay, treating 120 million gallons of combined sewage that would otherwise pollute our waterways each year.



The new pumps and piping are located 60 feet below ground in AlexRenew's massive pumping station.



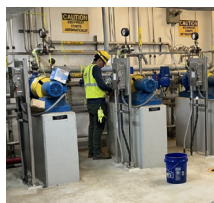
BIOSOLIDS DIVERSIFICATION

Work is underway on critical upgrades that will help AlexRenew meet emerging regulations, increase bioenergy production, and realize alternative beneficial end uses for biosolids. This year, crews started construction on short-term biosolids improvements and issued contracts that will support projects to improve operational reliability. **The project has an estimated cost of \$315 million and an anticipated completion date of 2032.**



HEADWORKS RENEWAL

Staff executed a construction contract and advanced several major design packages for significant upgrades to its primary screening and pumping systems. The new pumping systems will ensure wastewater continues to flow from the community as we implement upgrades to improve reliability and resiliency. **The project has an estimated cost of \$120 million and an anticipated completion date of 2030.**



PROCESS OPTIMIZATION

AlexRenew started improvements to its centrate pretreatment system to optimize ammonia and nitrogen removal throughout the wastewater plant's biological systems. **The project has an estimated cost of \$9 million and an anticipated completion date of 2026.**



NUTRIENT REDUCTION

This year, AlexRenew procured a design-builder to advance design concepts, perform final design, and construct improvements to AlexRenew's tertiary treatment systems. The systems require upgrades due to aging equipment and expansion to support growth in Alexandria. These critical upgrades will assist with the final settling and filtration of wastewater to further reduce nutrient loads, allowing for continued growth in our community. **The project has an estimated cost of \$120 million and an anticipated completion date of 2033.**



Building the Workforce of Tomorrow

Maintenance staff works on AlexRenew's UV treatment system.

AlexRenew's workforce continues to be recognized for the pivotal role it plays in leading our industry and community forward. In Fiscal Year 2025, our staff presented at key industry events, sharing our cutting-edge approach to wastewater treatment and creating important opportunities for discussion and collaboration with peers. AlexRenew staff members were widely recognized for their community impact this year, with several employees receiving individual awards from the Alexandria Chamber of Commerce and one earning an honor from the National Safety Council. AlexRenew was also recognized with the George Burke Safety Award, an important industry award that acknowledges our team's dedication to maintaining strong, effective safety programs.

Building a talented and diverse team of wastewater professionals requires a significant investment of time and resources. We foster a culture that encourages personal development and helps retain top industry talent, investing in our people and promoting ongoing skill and professional growth. Today, 99% of our operations, maintenance, and lab staff have achieved at least one certification. We're proud to offer our staff hands-on technical training opportunities through our apprenticeship program as well. This year, we started operations and maintenance cohorts to help develop the next generation of wastewater professionals. Through employee-led committees, a robust wellness program, and open roundtable discussions, we cultivate an equitable and inclusive workplace built for every team member to thrive both today and into the future.



Maintenance team celebrates Maintenance Technician Oliver Welsh's 40-year anniversary at AlexRenew.



Sustainability and Resilience Manager Mallory Orme presents at an industry conference.

Sustainability and Resilience

AlexRenew is adapting and planning for the future, building sustainability and resiliency into our projects now, so we can meet the operational needs of tomorrow. In Fiscal Year 2025, we completed a climate change assessment to better understand and manage the impacts of climate change (i.e., increased flooding and heat) on infrastructure and personnel. We're also incorporating the Envision framework for sustainable infrastructure and Leadership in Energy and Environmental Design (LEED) standards into major plant upgrades, as well as RiverRenew — working towards Envision Gold and LEED Gold certifications as we finish constructing our pumping station and superstructure.



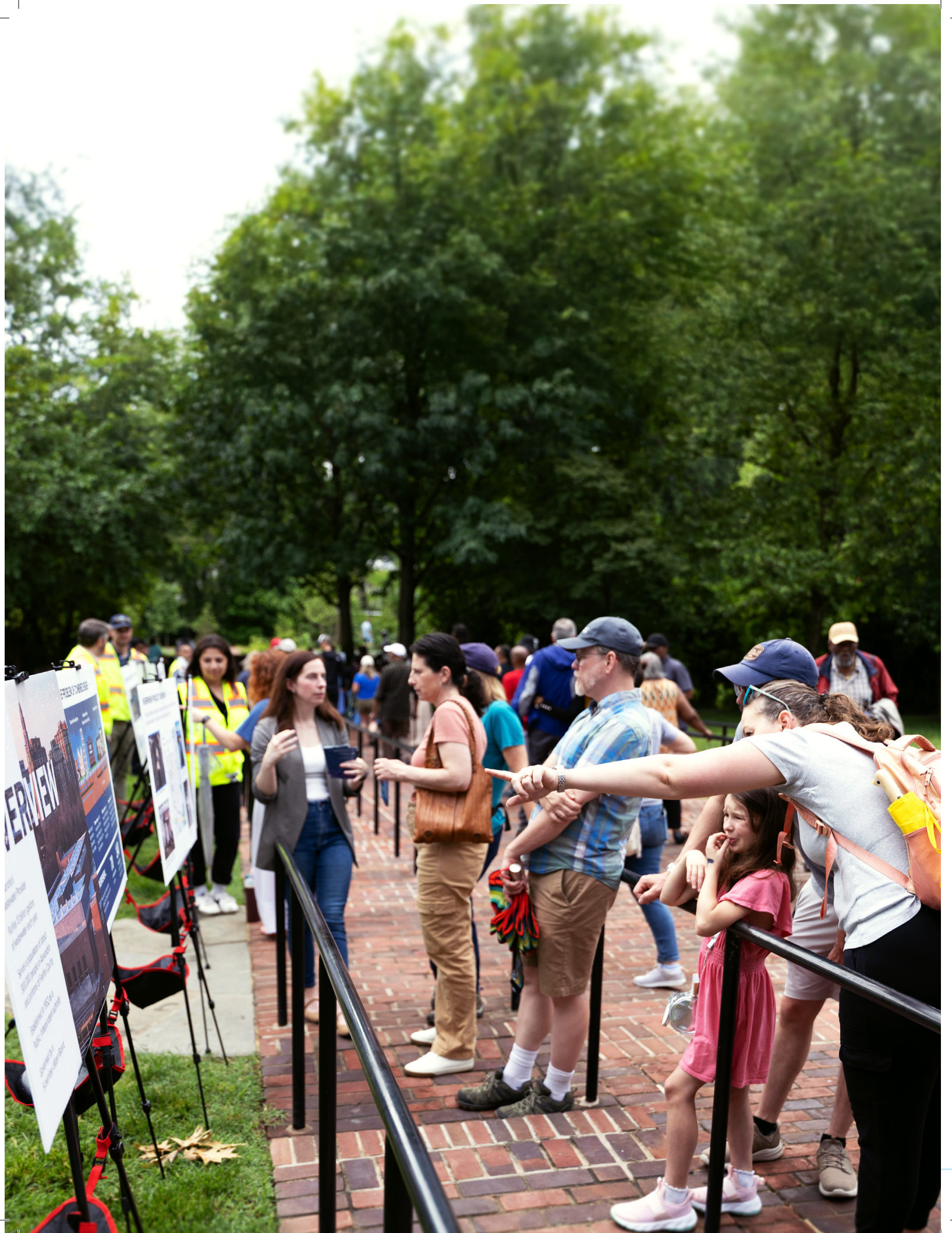
Solar panels on AlexRenew's environmental center.



AlexRenew staff receives hands-on training for the UV treatment system.



AlexRenew's secondary settling tanks and Biological Reactor Basin.





Learning and Talent Development Specialist Marisa Martineau meets with members of the public at the City of Alexandria's PRIDE festival.



Communications and Outreach Manager Bethany Latham reads to students in AlexRenew's educational lobby.

One Community, One Future

Our staff is deeply committed to serving their community and takes tremendous pride in the meaningful and diverse ways we engage with customers. In Fiscal Year 2025, our team participated in a wide range of events across Alexandria, setting up displays to share our mission at community events; presenting to civic associations, community groups, and city commissions; and reading to third grade students at elementary schools across Alexandria. Additionally, our staff supported STEM education efforts by providing wastewater plant tours for over 600 students and industry professionals, and hosted 120 meetings and conferences for nonprofit partners in the shared space of our Environmental Center's sixth floor.

In July of 2024, AlexRenew officially launched its Lifeline Emergency Assistance Program (LEAP), providing over \$140,000 in donations-based relief for customers needing assistance in paying their sewer bills.

In June of 2025, AlexRenew, the City of Alexandria, and over 200 community members celebrated the completion of the Hooffs Run Interceptor and the revitalization of African American Heritage Park. The event marked the culmination of a multiyear effort to capture and convey combined sewer flows that enter the stream just north of the park.



McArthur Myers speaks to attendees at Hooffs Run Dedication Day.



○ AlexRenew joined with neighboring regional water and wastewater utilities to attend WaterWeek 2025.

Partnerships To Guide Us Forward

We first envisioned AlexRenew's Environmental Center in 2012 as an opportunity to develop a building that would support our role as an environmental anchor in the community. Since opening in 2016, the significance of this building has continued to grow each year, strengthening our community partnerships by supporting water education initiatives, community meetings, and a wide array of area nonprofit organizations. Last year, we became aware of the City of Alexandria's need for additional space for staff members. Recognizing our shared mission for cleaner waterways, AlexRenew opened its doors to the City of Alexandria's Department of Transportation and Environmental Services sanitary sewer, stormwater management, and environmental quality groups. In doing so, we supported the city and created additional opportunities for collaboration.



○ AlexRenew and the City of Alexandria celebrate the fifth-floor opening. From left: Adriana Casteneda (former Alexandria T&ES Director), Councilman Canek Aguirre, Emily Baker (Deputy City Manager), Justin Carl (AlexRenew CEO)

In Fiscal Year 2025, our team adopted Hooffs Run and Hunting Creek. Additionally, we collaborated with City of Alexandria staff, community liaison McArthur Myers, and the RiverRenew Stakeholder Advisory Group to develop wayfinding signage for African American Heritage Park. The signage honors our past, present, and future by telling the story of Alexandria's rich African American history. We also worked with the City of Alexandria staff and the Environmental Policy Commission to present the Ellen Pickering Environmental Excellence Award. In addition, we coordinated on presentations and events such as the city's Eco-City event.



○ Vice Mayor Sarah Bagley, Councilwoman Jacinta Greene, and representatives from AlexRenew and the City of Alexandria Environmental Commission recognize Bill Hendrickson as the winner of the 2025 Ellen Pickering Award.

AlexRenew will undoubtedly play an essential role in the future health of our community and its waterways. Our staff continues to serve as a leader in the water and wastewater industry, presenting on critical topics at local, state, and national associations and conferences. This year, we launched a regional biosolids study with NOVA wastewater utilities and hosted NOVA's first regional wastewater institute to support professional development in the region. Together, we will work to support policies that balance regional priorities with community needs.



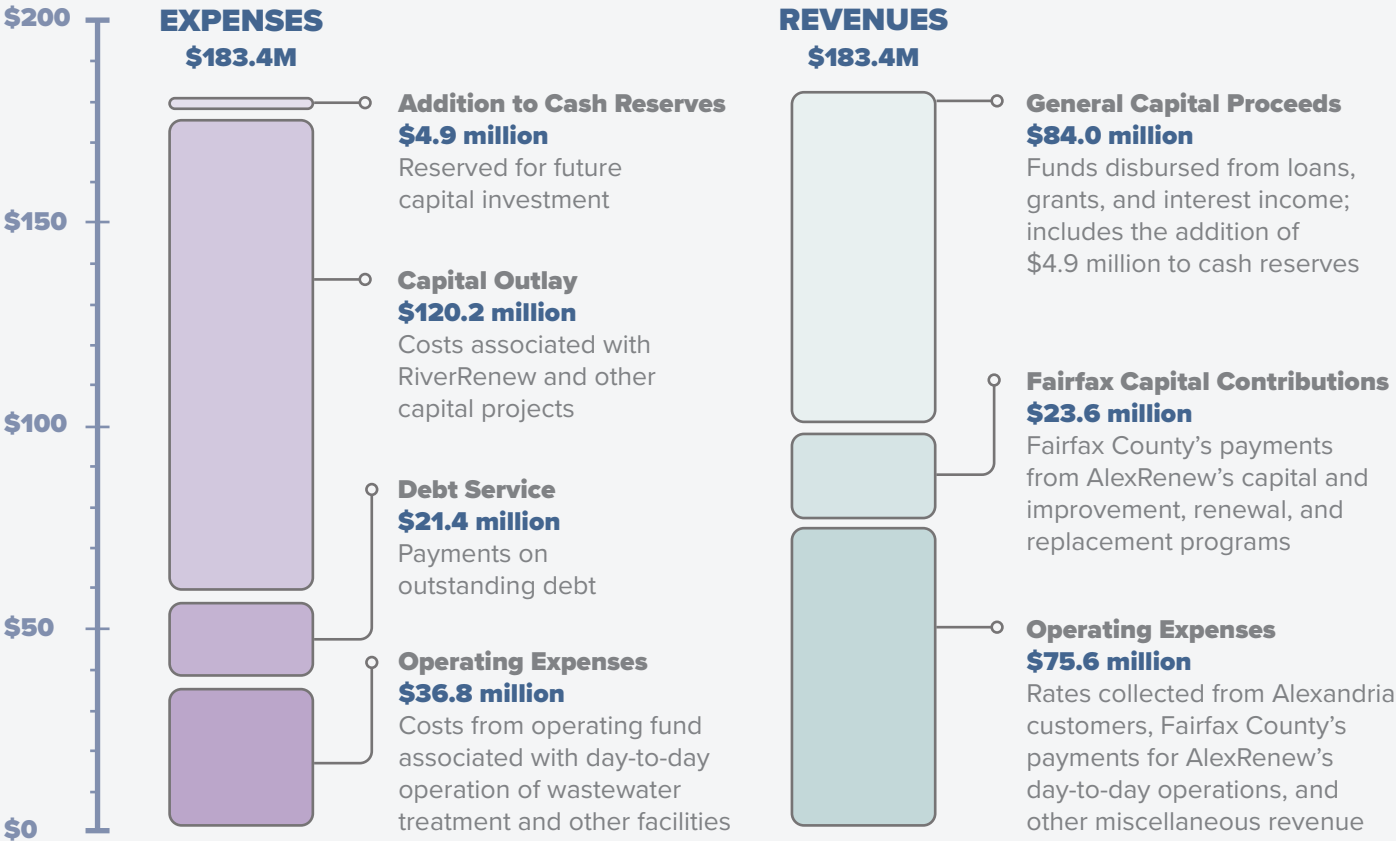
Financial Summary

AlexRenew prepares its annual budget to support its commitment to delivering a healthier community and environment. The budget goes into effect on July 1 each year. AlexRenew expended \$178.5 million in Fiscal Year 2025, including capital outlay, payments on outstanding debt, and operating costs. Capital spending was primarily associated with expenditure on the RiverRenew program (\$81.8 million), which entered its fifth year of construction.

Our clean audit result this year reflects strong financial stewardship, proper record-keeping, and sound fiscal management practices from staff. AlexRenew's overall financial condition, as well as operating and capital

investments in meeting water quality requirements, remained strong and stable during Fiscal Year 2025. AlexRenew met or exceeded the minimum standards established by its financial policies, maintaining a debt service coverage ratio of 1.9 and ending the Fiscal Year with unrestricted cash reserves equal to 792 days of operating expenses.

For additional details, view AlexRenew's Annual Comprehensive Financial Report at [AlexRenew.com/budget-and-reports](https://alexrenew.com/budget-and-reports).



AlexRenew Recognized by the Government Finance Officers Association

AlexRenew received the Government Finance Officers Association (GFOA) Certificate of Achievement for Excellence in Financial Reporting, the highest form of recognition for state and local government financial reporting. This is the 18th time AlexRenew has received this award.



Members of AlexRenew's Finance Team.

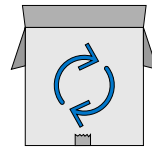
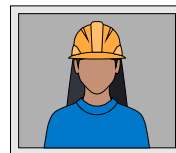
\$**178.5**
MILLION
EXPENDED



AlexRenew

FISCAL YEAR 2025

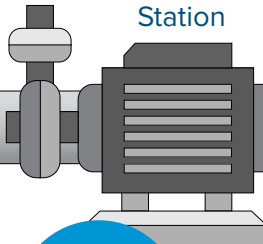
- Operating Expenses
- Capital Expenses
- Debt Service



\$**34.9**
MILLION



Pumping
Station



\$**7.9**
MILLION

**COLLECTION
SYSTEM IMPROVEMENTS**

\$**1.9**
MILLION

**WASTEWATER SERVICES
FOR ARLINGTON COUNTY**

\$**0.6**
MILLION

Pendleton Promenade

Screening

RIVERRENEW

\$**81.8**
MILLION

\$**4.2**
MILLION

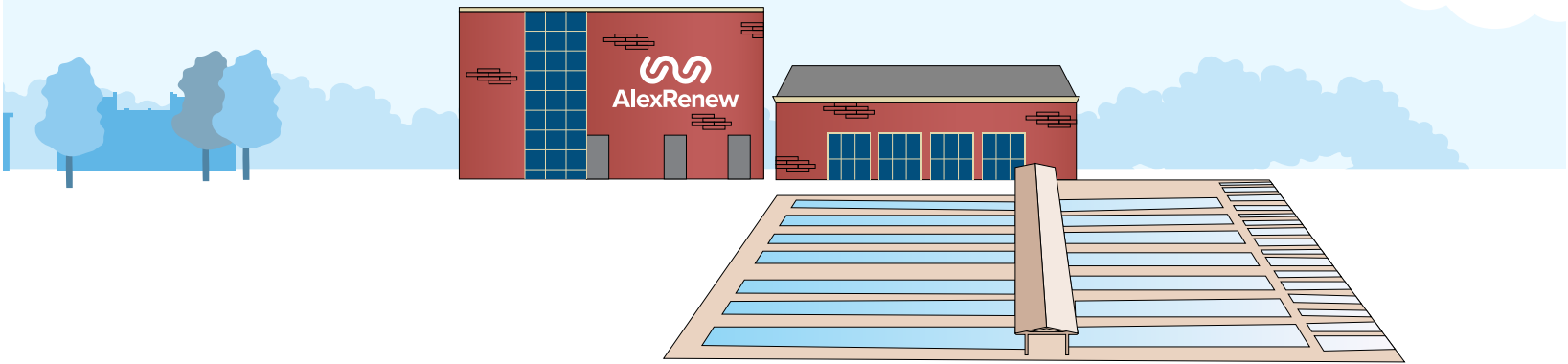
Combined
Sewer Outfall

Diversion
Facility

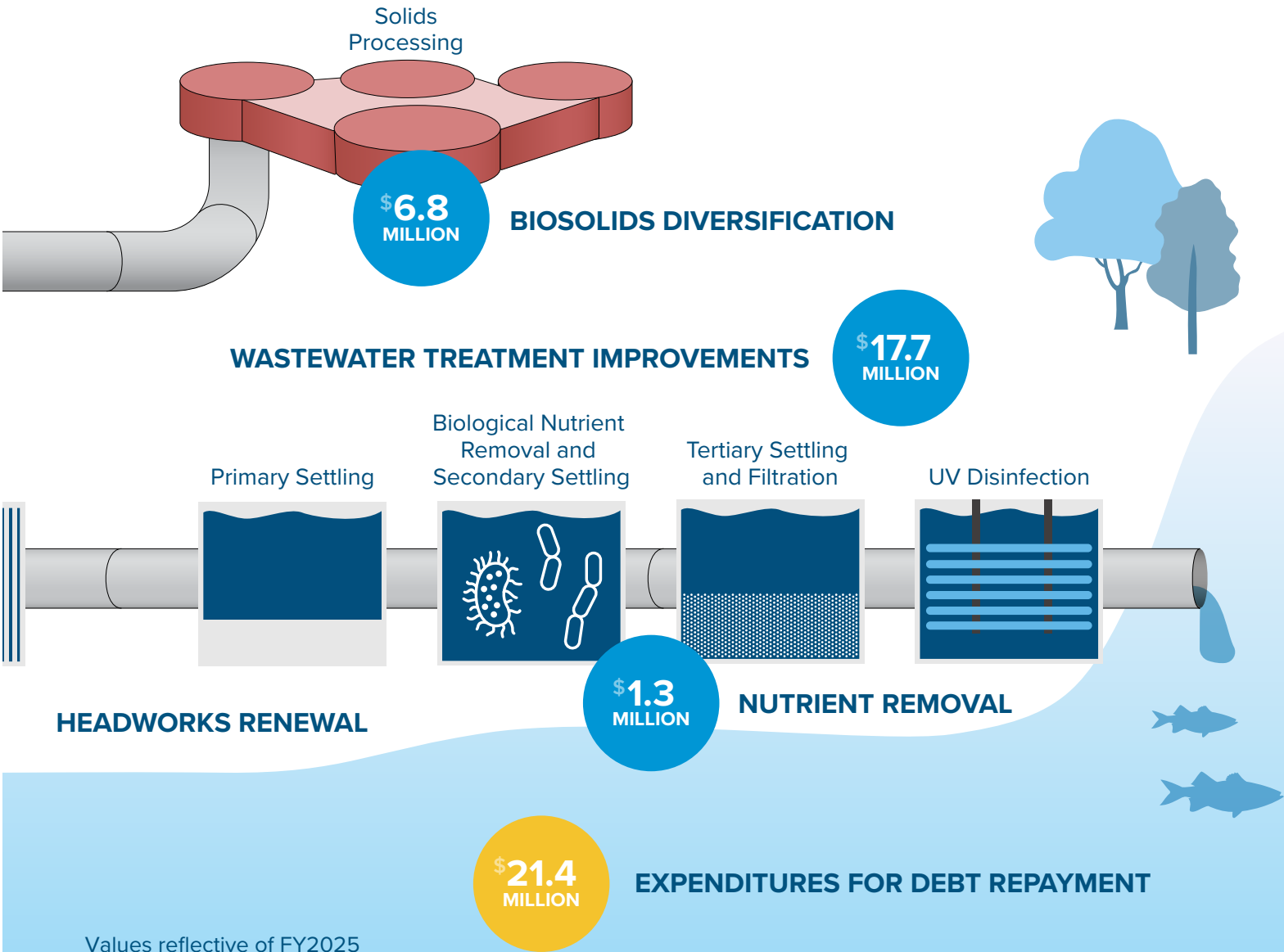
Waterfront Tunnel

Each year, AlexRenew’s budget is developed to support our mission of protecting public health and the waterways that connect us. To ensure we remain good stewards of public funds, we strategically invest in AlexRenew staff, plant

maintenance, improvements, and critical capital projects, including RiverRenew — the largest infrastructure project in the history of Alexandria that will prevent hundreds of millions of gallons of sewage from entering our waterways.



**PEOPLE, UTILITIES,
AND CONSUMABLES**





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