



The Grayzette

Graymont family welcomes Cutler-Magner

Last November, President & Chief Executive Officer Bill Dodge announced that the company had acquired a controlling interest in the Cutler-Magner Company, located in Duluth, Minn. and Superior, Wisc.

The Cutler-Magner Company was incorporated in 1880 and is one of the oldest companies in the region, serving customers in the Midwest of the United States and eastern Canada. The lime facility in Superior will now be known as Graymont (WI) Inc., while the salt plant in Duluth retains the Cutler-Magner name.

According to Dodge, over the last several months, a specially constituted transition team, headed by Project Manager Ron Ogilvy from the Richmond office, has worked to facilitate the transition of the plants into our operations.

"It has gone really well," Dodge said. "With lots of credit to everyone at Cutler-Magner and our own folks who've gone on-site to help out, the transition to our systems has been smooth and fast. The purchase was in keeping with our growth strategy, building on our core strengths in the lime industry and Cutler-Magner was a good match with both of us being privately owned businesses with strong family ownership histories."



The Cutler-Magner lime facility in Superior, Wisc., now Graymont (WI) Inc. Inset photo: Elton Chorney (right), plant manager from Indian Creek, has been on loan to Superior through the transition period. Here he celebrates with employee Steve Hajdu when the facility's new preheater was safely making quality lime in early December.

In addition to Ogilvy, Elton Chorney, plant manager at Indian Creek, has been in Superior helping get its new preheater kiln in operation.

"On Dec. 9 at 9 in the morning, we safely made quality lime in record-breaking sub-zero temperatures," Chorney reported. "It was a terrific effort by everyone involved, especially our new employees at Superior. The new kiln is almost identical

to our kilns at Bedford so we really benefited from Sylvain Michaud's experience, too."

Originally employed by Cutler-Magner for the last four years, Phil Marquis is the new Superior plant manager and said he's been grateful to have Chorney, Ogilvy, Michaud and others at his side as the new kiln began operation and new systems were adopted.

Continued on page 10

There's strength in challenges

By Bill Dodge, President and CEO



MESSAGE FROM CEO BILL DODGE

It's hard to believe it's been a year since I stepped into this role. And though some days are tougher than others, I still recognize what a privilege it is and how much I enjoy the challenge.

Speaking of 'challenges,' that would pretty accurately describe the economic state we are facing across North America at this time. With the markets fluctuating, financial institutions reeling from the effects of the sub-prime crisis and interest rates tumbling, it's anyone's guess which way the economy

is going. I know we can count on each of you to have your hand firmly on the tiller. All of us are ready to take action to keep Graymont's costs down and revenues up, no matter what the circumstances. We should never react precipitously or in a panic, but we must be flexible, savvy and nimble in dealing with the marketplace and our own costs.

In this issue of *The Grayzette*, we introduce "The Function Junction," a new column dedicated to explaining our emphasis on cross-functionality at the company. That's a fancy phrase to describe how functions work together across all facilities. Just as this newsletter helps share information with all employees, there are other functions that apply across Graymont including engineering, environmental services, health and safety, geology, technical services, finance, information technology, human resources, sales, marketing, legal and manufacturing. This column will tackle one function per issue and describe its relevance to you in your workplace.

We are working at improving our cross-functional effectiveness with the establishment of a project team with a mandate to better understand what is already working well across functions and where we can enhance our efforts. The team has collected data from all facilities via structured

interviews and is working with an external consultant. They are in the process of putting together recommendations for improvement. Two significant changes have made this a very timely and important effort. The first was our transition over the years from a group of independent companies with common ownership to a single integrated North American lime producer. The second was our move from a regional structure to a functional structure to develop highly specialized skills, take advantage of economies of scale and avoid creating multiple solutions to the same problem.

Our health and safety column is devoted to my 2008 Presidential Challenge, a yearlong contest we've launched to celebrate individuals who help us improve our reportable incident rate across the company (for details see www.mygraymont.com or page 3 of this issue). As you know, your health and safety is my primary concern and while we have made strides towards our goals, we still come up short and that can have disastrous consequences. The Presidential Challenge is just another way of trying to push us in the right direction, using a terrific opportunity to experience one of the world's most unique and beautiful environments as 'bait.' I look forward to casting a line out with you. ◀

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Celebrating your **best shots**

By Rob Van Nus



This issue features the winners of Graymont's first annual employee photography contest and we are just delighted with the participation and the results. The skill, creativity and talent of our resident photographers blew us all away. The winners are featured on page 6.

Fifty-seven Graymont employees entered the contest's three categories. The entries were hosted on-line and participants voted anonymously for their favorites. Congratulations to Martin Beausoleil for winning the Landscape & Nature category; to Hugo Forget for People & Portraits and Simon Bastien for Architecture. Many thanks to the contest's organizer, Sunil Joshi, from the Calgary office.

We are pleased to introduce a new standing column, *The Function Junction*, in this issue. We will feature one function per issue and would

like to hear from you about the usefulness of this new column.

This is our seventh edition of *The Grayzette* and it continues to grow in scope, depth and size. We are truly delighted at how everyone has embraced the publication, sending information and photographs in increasing numbers. We are proud to feature our employees and are always on the lookout for stories about folks with fascinating hobbies and outside achievements. Don't be shy about submitting your name or that of a co-worker. ◀

FUNCTION JUNCTION

Providing financial information, IT systems **enables company**

According to Graymont Vice President and Chief Financial Officer Ken Lahti, CA, the finance and information technology function "enables the company with systems and financial information."

Lahti, who joined Graymont last September after a long career in the brewing industry and a stint in the automotive parts sector in Ontario, holds an undergraduate degree in commerce from McMaster University and obtained his chartered accountancy designation in 1981. He is responsible for 54 people in the finance and information technology department, most located at the company's Richmond headquarters.



Ken Lahti, CA, VP and CFO

"As a business, we take Customers, Stone, our People and Capital to create value," said Bill Dodge, president and CEO. "The people in Ken's group are the custodians of the capital. They help manage business risk and ensure we have timely, accurate financial information for management, shareholders and bankers. They make sure we continue to have access to shareholder capital and debt financing."

"We have regionally-based controllers who support manufacturing operations and other departments by providing financial analysis, reviewing capital expenditures, assisting with budget and planning preparations and providing advice about policies and procedures. Folks at our operational facilities interact with us on many levels including matters such as bill payments

and insurance," Lahti explained. "In addition, the finance group pays bills, collects payments, manages the central treasury, calculates and pays taxes and produces the company's financial statements."

The Information Technology side involves systems and both software and hardware, Lahti pointed out.

"IT deals with everything from computers, servers, our telephone and Internet systems, as well as all the software applications we require to accumulate and manage the information needed by the operators and decision makers to run the business," he said. "For example, with COGNOS, we capture financial information that can be used by a variety of employees for a variety of purposes, such as marketing and sales people needing to be able to track volumes, results and comparables to help them make adjustments to their planning and projections."

Finance and IT experts at Graymont are sent on special assignments, as well as trained within each facility as needed, Lahti said. "For example, Ron Ogilvy, our director of IT, recently led a major project team of people from across the company working closely and on-site with the people at our new facilities in Duluth and Superior for several months, helping them make the transition from their old systems to our systems," he explained. ◀

Editor's note: This is the first in a series of columns describing the functions that apply across Graymont.



GRAYMONT

The Grayzette

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The presidential challenge

By Terry Thompson

No, it's not a challenge for the presidency of Graymont. It's the President's Safety Challenge, an opportunity for us all to win by improving our health and safety performance.



With strong performances in productivity, quality and customer service, we want to achieve the same with our safety indicators. President & Chief Executive Officer Bill Dodge has come up with a unique and 'winning' formula for 2008.

You can review the details on www.mygraymont.com, but essentially if, as a group, we lower our 2008 Total Reportable Incident Rate to 3.00 or less, Bill will host seven employees on a salmon fishing trip in July 2009 at the Kyuquot Beach House (see www.beachhousefishing.com). With a particular emphasis on plant and maintenance employees, a random draw will select five hourly employees and two salaried supervisors to go on the trip.



SAFETY CORNER

If you have questions or comments about workplace health and safety, contact Terry Thompson at tthompson@graymont.com or 801/264-6863.

All expenses for this one-time event will be paid by the company, including any regular wages lost while participating. To be eligible you must:

- Work in a Graymont plant or terminal for all of the 2008 calendar year,
- Work in a production, maintenance or supervisory role,
- Have NO lost time accidents between Jan. 1, 2008 and the departure date of the trip in July of 2009, and,
- Your facility must achieve a Total Reportable Incident Rate of 2.5 or below for 2008.

Each eligible employee will receive tickets in the draw based on their facility's Reportable Incident Rate. That is, for a rate of 2.0 to 2.5, each employee receives 1 ticket; for 1.5 to 1.999, two tickets; for 1.0 to 1.499, three tickets and for facilities reporting less than 1.0, five tickets per eligible employee will be awarded.

In addition to the seven employees selected by the draw, Bill would like to take a few more employees who have demonstrated an extraordinary contribution to our health and safety. Over the next year, I will keep you apprised of the criteria for these special co-workers, but in the meantime keep your eyes peeled for people who have a special influence on safe production at our places of work.

Best of luck to us all — and let's be safe out there. ◀



LONG SERVICE RECOGNIZED

We congratulate our co-workers who achieved the following long-service milestones between October 2007 and March 2008.

Bedford

Léon Demers35
Bernard Martin25



Genoa

Dave Michalak40
Ed Sanford40
Dave Scaggs40

Havelock

Debra Killam30

Joliette

Pierre Leduc35
Bernard Lagüe30
Jean-Pierre Loyer30



Marbleton

Alain Rodrigue35

Plattsburgh

Donald Rascoe25

Pleasant Gap

Michael Confer35
David Gardner35
Vernon Conley30
Philip Houser25



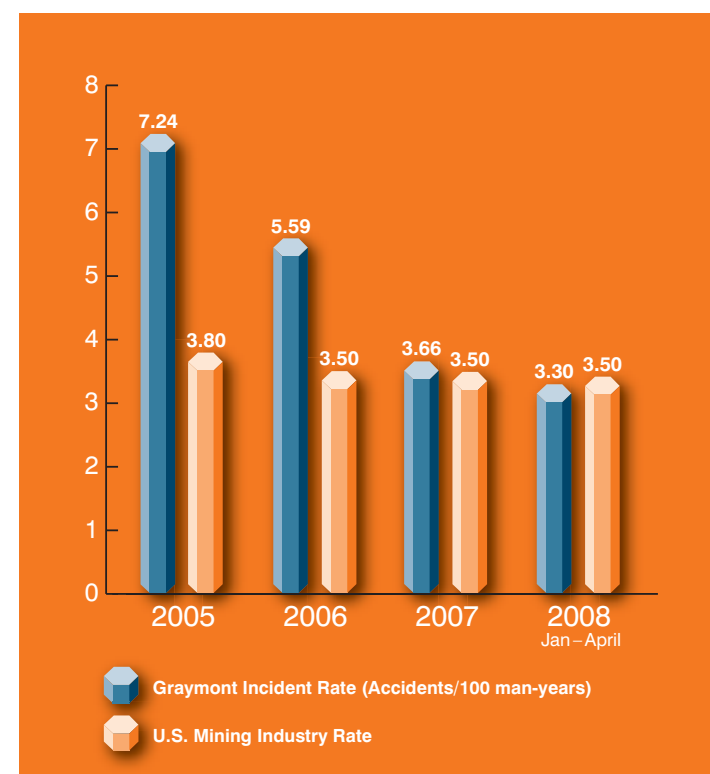
Portneuf

Réjean Noreau30

Genoa employees celebrating long service this year include, top to bottom: Dave Michalak (40 yrs in May), Dave Scaggs (40 yrs in September) and Ed Sanford (40 yrs in April).

Graymont safety record stable

Government reportable incidents per 100 workers



As the graph above illustrates, our safety record continues to improve.

SUSTAINABLE GROWTH



And the winner is...

By Wayne Kenefick

At Graymont we recognize the importance of energy in our society and believe that energy efficiency is also a great way to improve our environment. Therefore, we continuously try to improve energy efficiency at all of our locations. We also encourage our employees to be energy conscious at home and do what they can to reduce energy consumption — it's really quite simple to do.

This year we were particularly excited to announce the winners of our inaugural Home Energy Efficiency Improvement Contest and grand prizewinner Andre Van Agten from Havelock, NB.

Van Agten's energy saving measures resulted in an 18.5% reduction in his home energy usage from 2006 to 2007. He accomplished that by installing new insulation and siding, putting in all new windows, replacing old incandescent light bulbs with compact fluorescents, lowering the thermostat setting on his hot water tank and installing two new toilets with large-small flush options. In addition to winning the \$1,000 grand prize, Van Agten takes home another \$200 as the winner from his location.

The contest offered employees the chance to save money by lowering their home energy consumption, as well as winning cash prizes for the highest percentage energy reduction at each location and a grand prizewinner over all.



Andre Van Agten's winning house achieved energy savings of 18.5% from 2006 to 2007.

Other location prizewinners were:

- Julie Allen**, Potsdam, NY
- Michael Wagner**, Pleasant Gap, PA
- Jim Hitchcock**, Pavilion, BC
- Tyson Sweat**, Pilot Peak, NV
- Dorene Terry**, Cricket Mountain, Utah
- Sirahuen Maldonado**, Faulkner, Man.
- Jean-Louis Langlois**, Joliette, Que.
- Harry Chen**, Richmond, BC
- Jeff Schritz**, Indian Creek, MT
- Paul Liner**, Tacoma, Wash.
- Martin Delisle**, Bedford, Que.

Overall, contestant energy savings were impressive — anywhere from 1% to the winning 18.5%, with many submissions in the 8-10% savings range — and resulted from a variety of efforts such as energy awareness, installing solar panels to generate electricity for home and lawnmower, and purchasing new energy efficient appliances.

The contest is on again this year, so look for the notice posted at your workplace or see www.mygraymont.com for details and deadlines. I'd like to encourage all of you to participate. We look forward to receiving submissions from all locations next year. ◀

NEWS FROM AROUND GRAYMONT



▲ Employees at **Genoa** received training in driving forklifts recently. Pictured here (from left to right) instructor Norman Guccion, of Towlift Inc. with Robert Jess, Alfred Reyes, Curtis Vinson and Juan Lopez. ◀

► In December 2007, the **Bedford** plant achieved one year without lost time incidents (photo at right). Moreover, the plant recorded scarcely more than a single reportable accident requiring medical attention in 2007, com-

pared to 10 in 2006 — a significant improvement in its safety record. "All year long we reminded employees when they should be wearing personal protective equipment," Plant Manager Allen Walsh said. "Our supervisors emphasized taking ownership by asking everyone to look out for their own and others' safety." The employees were invited to celebrate this success with a dinner on Dec. 21 at which they were given winter coats.



NEWS FROM AROUND GRAYMONT



"Our challenge will be to maintain our record," Walsh pointed out. "You have to get people talking about safety and creativity and teamwork are some of the best ways to get results." ◀

▶ Hockey anyone? The employees of the Saint-Marc quarry organized a hockey game last December (photo above). They enjoyed it so much; they are now extending an invitation to all the other Graymont plants to take them on in a little friendly competition beginning in the fall. For more information, please contact Céline Châteauvert of the Saint-Marc quarry sales team at 418/268-6111. ◀

On Feb. 28, at Pilot Peak and the town of Wells, NV, where many of our Pilot employees live, a magnitude 6.0 earthquake hit. "We are pleased that no employees or their families were injured, and we all hope everyone in the area recovers quickly and smoothly from any property damage," said Bill Dodge, president and CEO. ◀

On Feb. 8, Exshaw employees celebrated 365 days without a lost-time accident. "This is the equivalent of 125,000 employee hours and is the result of the continuous effort of all our employees, supervisors and members of the safety committee," said Plant Manager Sébastien Villeneuve. ◀

▶ On Feb. 15, Graymont Materials employees, contractors and family members enjoyed an evening of winter sports fun at nearby Titus Mountain (photo above). "Families brought a dish to share and we all had fun skiing, tubing and socializing," said organizer Judy Fuhr, Saranac Lake Quarry Superintendent. "Nothing underscores the importance of sending



our employees home safe every night more than seeing them sharing time with their families." Judy's husband Ed Fuhr, safety director for Graymont Materials, helps organize the annual event. ◀

▶ An Exshaw employee since 1995, Daniel Frank (photo above) recently earned his certified red seal journeyman millwright designation. He graduated with top honors from the Southern Alberta Institute of Technology and cap-

tured the award for top apprentice in all categories including teamwork, experience and safety. ◀

Sylvain Michaud, director of Engineering, Procurement and Construction based in Joliette recently earned the Project Management Professional credential awarded by the internationally recognized Project Management Institute (PMI). A PMI member for the last three years, Michaud passed the certification exam after 18 months of preparation and study. "This endeavor allowed me to familiarize myself with the best practices in project management and to develop a mastery of various related topics, including costs, timetables, content, human resources,



communication, procurement, risks, quality and integration," he said. ◀

Calgary engineering employee Erik Simard completed his certification as an Associate in Project Management. The Project Management Institute awards the CAPM credential to individuals who work as project team leaders, sponsors, facilitators, liaisons or coordinators, focusing on project management processes and knowledge. ◀

Graymont Materials and Redi Rock Sales Representative Tim Dodd gave a presentation at Redi Rock International's annual Redi Rock University. ◀

▶ On Jan. 18, the employees at Havelock celebrated achieving 1,000 Days Accident Free (photo below). Awards were presented at a luncheon hosted by Director of Operations, Eastern Canada, Jarrod Sutcliffe and Plant Manager Andre Van Agten. ◀



Graymont employee photography contest winners



Congratulations to Simon Bastien for winning the Architecture category; to Hugo Forget for People & Portraits and Martin Beausoleil for Landscape & Nature. From a total of 57 entries, anonymous votes cast on-line selected these winners.

Winners in each category received an autographed copy of famed photographer Linda Rutenburg's book *The Garden at Night*.

The contest was organized by Sunil Joshi, sales manager for Western Canada and an accomplished amateur photographer himself.



Architecture— 1st prize
Simon Bastien



Where was this photo taken? "In Güell Park, a well-known Barcelona landmark designed by famous architect Gaudi."

What inspired you? "The architecture of Gaudi is incredible with its unconventional style and shapes. The contrast

between the verticality of the people and the incline of the structure caught my eye. To take the shot, I had to climb on the inclined surface and crouch."

Technical details: "I use a basic camera; an HP Photosmart 635, my parents gave me."

People & Portraits — 1st prize
Hugo Forget

Where was this photo taken? "At home around the pool."

What inspired you? "It's always great to see kids just having fun."

Technical details: "No flash and a good camera."



Landscape & Nature — 1st prize
Martin Beausoleil



Where was this photo taken? "At my cottage on Beausoleil Lake, in the mountains near Mandeville, about 45 minutes from Joliette, Quebec."

What inspired you? "I like the landscape there, principally in fall when there is a lot of color in the forest."

Technical details: "A Sony Cyber-shot DSC-P7 (3.2 megapixels). I used the automatic mode for the exposure and focus, without flash and any filters."

EMPLOYEE PROFILE

Scott and Mary Bombard with son Andrew and daughter Lindsey.

“We kicked off our open house program in 2005 with 200 people in Plattsburgh and we’re up to 400 now.”

Man about town

Giving back means getting back, according to Graymont Materials’ Scott Bombard

Graymont Materials Sales Manager Scott Bombard knows what it is to give to his community and he says you always get way more back.

“It’s long been a personal philosophy of mine to get involved in the community and that’s reflected in our corporate philosophy, too,” Bombard explains. “But I’m convinced you always get back way more than you invest and there is a lot of satisfaction in knowing you are helping others in your community.”

Bombard can be described as a true “native son”, living today in AuSable Forks, the same small village in upstate New York where he was born. A 1974 philosophy graduate of Plattsburgh State University, he points out that the area has “everything I could want or need: mountains, water and four beautiful seasons.”

Finding the local job market tough after university, in 1977 Bombard took what was billed as a summer position with Plattsburgh Quarries as scale operator. Plattsburgh Quarries is Graymont’s largest plant in New York and Materials headquarters.

“I was told I’d be laid off in time for hunting season,” Bombard laughs. “More than 30 years later, I’m still waiting to be laid off.”

During his tenure with Plattsburgh Quarries and its eventual name change to Graymont, Bombard worked in a variety of capacities learning bookkeeping, the creation of quotes and proposals, project management, pricing, sales,

marketing, the fundamentals of mix designs for concrete and provided liaison functions to environmental and regulatory agencies. He is now sales manager for the Graymont Materials division, overseeing all sales matters for the New York facilities, as well as the construction materials sales from Graymont’s plants in Quebec.

The one constant in Bombard’s career has been his devotion to community service. Since 1980, he has been involved in the Plattsburgh State University Foundation raising money for scholarships, working with and leading the local Youth Commission, helping build recreation facilities and as a coach for basketball, football, baseball and soccer. According to Bombard, his coaching was a natural offshoot of having an athletic pair of kids in Andrew, 19, now a physical education major at Cortland State University and daughter Lindsey, 22, working on her master’s degree in education at SUNY Plattsburgh.

Bombard also joined the local volunteer fire department in the late 1980s serving as an interior fire fighter. In 1998 he joined the AuSable Forks Fire Department’s Board of Fire Commissioners. He has served on the Champlain Valley Physicians Hospital Foundation and with the Plattsburgh North Country Chamber of Commerce Board of Directors. Currently, he is a member of the AuSable Valley Central School Board of Education (his second term) and recently joined the AuSable Forks library board.

“In the mid-nineties, we came up with the idea of having kids visit our sites,” Bombard said. “It started in 1995 with Nikki Coucher, a local fifth grade teacher, who wanted to enhance her geology curriculum. That little field trip has grown to our hosting over 450 children every May and has been a great connection between us and our communities.”

Both Plattsburgh and Saranac Lake Quarries now host regular open houses, too, Bombard said. “We kicked off our open house program in 2005 with 200 people in Plattsburgh and we’re up to 400 now. Three-hundred-and-fifty people visited Saranac Lake at the open house last year. We’re extending the school tours to Malone, NY, this year, too.”

The school visits and the open houses led to a highly successful co-sponsored golf tournament at Tupper Lake launched five years ago and to Bombard’s latest community initiative as co-sponsor of “Dozer Days” with Nortracks. “It’s a fundraiser for the Big Brothers and Big Sisters organizations of Essex County,” Bombard said. “It drew hundreds of families and though it was an enormous amount of work for our employees, everyone thoroughly enjoyed showing off our equipment and heightening the community awareness of what we do here.” ◀

NEW EMPLOYEES

We welcome the following employees who joined or rejoined the Graymont team between October 2007 and March 2008.

Bedford

Christine Doiron

Boucherville

Yves Olivier Lamarche
Alexandre Renaud

Calgary

Russell Chambers

Cricket Mountain

Todd Clark
Cole Riding
Kyle Rowlette
JD Stanworth
Troy Tasker
Kevin Udy
Kayden Watson
John Willoughby

Exshaw

Graeme Haggart
Wayne Hingley
Takao Kitagawa
Robert Luzentales
Steven McCarthy
Martin Provencher
Tamara Saler
Michael Senyck

Genoa

Michael Cairl
Greg Jess
Terry Schwartzwalder

Indian Creek

David Galloway

Pavilion

Kevin Barry
Curtis Edwards
Steven Harry
Justin Kane
Willis Ned

Pilot Peak

Andrew Christensen
Tyson Christensen
Vernon Elton

Plattsburgh

Gary Cederstrom

Pleasant Gap

Brian Gates
Lacey Haney
Brandon Musser
James Parker
Casey Rhodes
Franklin Rudy
Michael Shingledecker
Travis Wallace

Portneuf

Jacquelin Jacques
Bouchard
Rejean Tanguay

Richmond

Francois Lavigne
Brent McLennan
Fatima Stratford

Salt Lake City

Trent Anderson
Victoria Corso-Lancaster
Judy Mancini
Troy Page

Summit

Mark Spies

Tacoma

Jeffrey Goodchild
Travis Murphy
Devin Palmer
Zachary Prebilsky
Dallas Woodruff



GRAYMONT IN THE COMMUNITY



▲ Last November, two elementary school classes enjoyed tours of the **Plattsburgh** and **Saranac Lake Quarries**. On Nov. 5, Plattsburgh Quarries hosted the Saranac Central School fifth grade class and later that month, Bloomingdale Elementary fifth graders visited Saranac Lake. Before coming to the quarries, Graymont Materials Sales Manager Scott Bombard visits the students in their classrooms and explains what they will see on the tours. At both sites, students toured the quarries, as well as the Ready Mix and asphalt plants and the crusher control building. At Saranac Lake Quarry, Plant Manager Dave Gordon and Mining Engineer Nate Dutil made presentations to the students as well. ◀

For the fourth consecutive year, **Graymont Materials** participated in the local Salvation Army's Red Kettle program providing volunteers to ring the bell and collect donations in the kettle during the holiday season. Sales Manager Scott Bombard said he reckons their volunteer day "always falls on what feels like the coldest day of the year, but we are so keen to help out, we don't mind at all." ◀

Over the holiday season, **Graymont Materials** also got involved in providing Christmas gifts and holiday treats for nine needy families in the community, through a program created by the Joint Council for Economic Opportunity, according to Sales Manager Bombard. "It was really the efforts of Diane Nichols and Jim

Mussaw that made our contribution such a success," he explained. "We were literally blown away by the gratitude of the families we 'gifted'. It was a powerful reminder of how fortunate we are, how there are many families struggling in our communities and how even a little effort can mean a lot. We will definitely be working with the JCEO in the future." Photo, top right: Diane Nichols and Scott Bombard. ◀

▾ Last December, the **Marbleton** plant hosted its annual children's Christmas party and, in addition to the children of the plant employees, invited 125 children from the town of Dudswell in which the plant is located. The event is made possible with the financial support of Graymont and the teamwork of a group of employees, along with members of the town's recreation and leisure committee. Each child is sent an invitation and toys and services are purchased from local suppliers. The young guests were treated to a show, a buffet-style meal and, of course, the anxiously awaited appearance of Santa Claus (played this year by Charles Rodrigue, team leader, Stone Operations). Photo: Here Santa visits with Justin, 5 and Francis Bouchard, 8, sons of Sara Desrochers supervisor, Lime Sector, and head of the 2007 Christmas Party organizing committee. ◀

Last fall, **Marbleton** Plant Manager Roch Bégin took part in the inauguration of the Jardins du mineur (Miner's Gardens), an outdoor exhibition on the history of lime in Dudswell.

The facility contributed many pieces to the exhibition, including an old cyclone, a conveyor and a vibrating screen, as well as old silos once used by the Dominion Lime Company bought by Graymont in 1949. "We wanted to do more than simply invest money in this project. We wanted to get involved in a more concrete way," explained Bégin. At the Jardins du mineur, visitors can stroll around machinery once used to mine limestone and look at a number of period photographs of the old town of Lime Ridge. At the exhibition opening, Nancy Duchesne, head of Dudswell's Association of Tourism and Culture, thanked Graymont for its contribution to the exhibition and to local economic development. ◀

▾ Last March, the **Genoa** plant won the Ottawa County Improvement Corporation's "Business of the Year" award at its 2008 Business and Industry Awards Dinner. Graymont Dolime won in the 31-65-employee category.



Plant Manager Keith Hille was out of town on the awards night, so Dave Michalak, plant engineer, and Ed Sanford, Mill and Packing superintendent, picked up the trophy which took the form of a brass sextant (shown below) with Graymont Dolime's achievement inscribed on a plate affixed

to the instrument case. "I knew we had been nominated, but still was thrilled to be named number one," Hille said. "OCIC President Mike Bassett, who spoke for the selection committee, explained that the criteria for selection of the award was based on Quality of Products and Service, Customer Satisfaction, Employee Benefits and Training, Marketing Initiatives, Expansion Efforts to Create and Retain Jobs, Community Involvement and Overall Excellence." Hille is a member of the OCIC's Board of Trustees, currently serving his second four-year term. ◀



▾ At the Brome-Missisquoi 2007 Business Excellence Gala, the **Bedford** plant won the region's "Best Company" prize. According to Plant Manager Allen Walsh (below), the plant also took first place in the category of manufacturing company with 51 or more employees. ◀



To health with it — Pennsylvania employee sheds 200 pounds

In August of 2006, when Dave Gilbert's doctor told him his weight was threatening his health, he knew it was time to take action.

Tipping the scale at 476 pounds, the six-foot-four-inch Gilbert has worked bagging rock dust at Graymont's Bellefonte lime facility in Pennsylvania for almost 10 years. He enlisted the aid of his wife Maryanne and together with other friends and neighbors, they joined a local Weight Watchers group.

"That's how I did it," Gilbert, a svelte 276 pounds today, explained. "Usually I'm the only man at the meetings, but that's okay. I've learned how to undo the bad eating habits of a lifetime and I feel so much better."

Long used to not eating before a shift at work, not taking a lunch and returning home ravenous and exhausted, Gilbert now eats a nutritious meal before starting his shift and packs a low-fat lunch of sandwiches, yoghurt and fruit.

"I get a good work-out on my shift, but now I have the fuel for it and I'm not coming home consuming 10,000 calories of the wrong things before falling into bed," he pointed out. "I see now how portion size is very important, in addition to what you eat and when you eat it."

Gilbert's health has dramatically improved with his weight loss, including better blood pressure and less strain on his knees, legs and back. He says his mental outlook has improved as well.

"I have a much better way of thinking about everything now," he said. "I have more energy and I'm more enthusiastic about doing things.

Maryanne and I have added walking to our program and I really enjoy getting out. Before the weight loss, I couldn't do much beyond my work and now I have a much more positive outlook."

Gilbert says he has achieved his goal of being able to buy clothes sized for 'regular' men, not from the oversized shops and he's looking forward to reaching two other goals this summer: going on the amusement park rides at Knoebels Grove with his children Nathaniel, 16 and Molly, 13 and going on bicycle rides with his family.

He says his weight loss experience and what he has learned at Weight Watchers has given him a new respect for people struggling with addictions.

"I've never even smoked, but I now realize I was 'addicted' to some very bad eating and lifestyle habits," he points out. "I am very grateful for all the support I've received throughout this past two years. I couldn't have done it without my wife Maryanne (who has lost 60 pounds herself), our family and friends and my co-workers at Graymont." ◀



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Before: Dave Gilbert at his peak weight (small center photo). After: A slimmed-down Gilbert (left). Right, Gilbert demonstrates how much larger his old coveralls are by 'sharing' them with his little niece Lannie, 7, over top of his new smaller clothing.



SPECIAL FEATURE

We welcome our Duluth & Superior co-workers



Back row from left: Salt Salesman Dennis McNamara, Lime Plant Lab Technician Mary Sorenson, Salt Plant Sales Manager Steve LaLiberte, Salt Plant Administrator Judy Hovis, Lime Plant Salesman Terry Spooner and Office Manager Tom Samson. Front row from left: Salt Plant Superintendent Mark LaLiberte, Salt Plant Customer Service Coordinator Renée King, Lime Plant Customer Service Coordinator Barb LaLiberte, Salt Plant Administrative Support Heidi Etterman and Paul Lee, Salt Plant foreman.



Superior

Kenneth Bedard
Dewayne Berger
Troy Cushman
Jeffry Debruyne
Vlado Drozdek
Stephen Ellis
Jay Faugerstrom
Jeffrey Glaus
Paul Grammond
Anthony Gronski
Jamie Hall
Ryan P. Heule
Dan Hollis
Norman Holt
Norman R. Holt
Bradley Homich
Johnny Isaacson
James Johnson
Wayne Jondreau
Steven Kelleher
Bradley Koch
Gary L. Kullhem
Barbara J. LaLiberte
Jeffrey Larson
Frederick A. Lehman
Luke Lehman
Kelly Levine
Peter Longrie
Douglas Love
David Luoma
David Lysdahl
Daniel Mackey
Phillip J. Marquis
Brian H. Meier
Scott Miller
Leonard Misunas
Duane S. Moeller
Glenn Nelson
Richard Nelson
Chet Nikko
David Paine
Scott Paul
Steven Pede
Scott Priem
Lance Reed
Patrick Remington
Wade Remington
Timothy Rouse
Kelly R. Russell
Greg Shaul
Terry Solomon
Thomas Solomon
Mary M. Sorenson
Terrance R. Spooner
Timothy Strom
Timothy Thoreson
Paul Tyson
Dwight Willoughby
Michael Zauhar

Duluth

Joseph P. Agostine
Brian Bolin
James Corbin
Heidi Etterman
Gerald Hammond
Melvin Heinrich
Mark W. Hill
Judith L. Hovis
Lance Hovis
Jason A. Humphrey
Steven Jezierski
Renée R. King
Mark LaLiberte
Stephen LaLiberte
Paul J. Lee Jr.
Jamie Lindgren
Robert Macey
Dennis L. McNamara
Robert Munich
Anthony Parker
Gregory Shaul
Theodore Smigiel
Dale Williams



Above: Tony Parker (left), dryer operator and Paul Lee, plant foreman in front of the salt dryer at the Cutler-Magner Salt Plant.

Left: Bob Munich loads bagged solar salt at the salt plant.

Continued from page 1:

Graymont family welcomes **Cutler-Magner**

"Our mandate is to successfully integrate our plant into Graymont's systems and to have production success with our new kiln," Marquis explained. "I think we're well on our way to achieving those goals."

A native of Hamden, Conn. and a graduate of the University of Connecticut with an undergraduate degree in biological science and chemical engineering, as well as a graduate degree in analytical chemistry, Marquis said being part of the Graymont family is exciting.

"It is great for employees," he pointed out. "With more resources and more opportunities, the great depth in engineering talent and the fact that we are 'environmental kindred spirits' really helps. I have no doubt we will be able to improve our process flows and our product handling very soon."

Marquis joined Cutler-Magner as a plant

engineer. Though the majority of his career has been spent in the environmental sector managing laboratories and developing analytical methods, he also worked six years in paper manufacturing in Minnesota.

Michael "Hobie" Miller, regional production manager from Graymont Materials Group, is splitting his time and energies between that role and a new responsibility as general manager at the Duluth salt facility.

"We're fortunate to have two strong, long-time employees in Steve LaLiberte, our sales manager and his brother Mark LaLiberte, the plant superintendent," Miller pointed out. "They're helping me learn the salt business and I'm facilitating the transition of our 18 staff - 11 hourly and seven salaried - into the Graymont family. It's going really well." ◀



Phil Marquis (right), Superior plant manager inspects the control panel for Kiln 3's electrostatic precipitator for controlling particulate emissions from the kiln with Plant Electrician Dan Mackey.