

# MISSISSIPPI LIME

## *Community News*

### MEET RYAN SEELKE, MLC'S NEW DIRECTOR OF SAFETY



*Ryan Seelke recently joined Mississippi Lime as the new Director of Safety. His focus on training, proactive risk-based safety, leadership and employee engagement make him a wonderful addition to our MLC family.*

For Ryan Seelke, mining has always been in his family. His father and grandfather both worked for Amax Lead Company (known today as Doe Run), and his uncle and cousins worked in the mining industry, as well. After obtaining an economics degree from the University of Central Missouri, an MBA from St. Louis University and a law degree from Washington University, Ryan worked as a lawyer, building a law practice in mine safety and consulting for mine operators. His clients included Doe Run and Mississippi Lime.

He then took a position at Doe Run as a Safety Specialist for the Fletcher mine. This involved going underground every day, auditing, working with inspectors and more. Soon, a Safety Manager position opened in the Mining and Milling Division at Doe Run, which he was offered and accepted. In that position he oversaw six underground mines, multiple mills, a quarry and approximately 850 employees. He continued litigation work and managed a case in Washington, D.C. where he won a significant decision on an appeal. In addition to overseeing sites and providing litigation, he also was delivering training – refresher courses, orientation for new miners, hazard awareness and more – as an MSHA certified trainer. After working as the Safety Manager at Doe Run for nearly four years, an opening came up at MLC for the Director of Safety.

Ryan says he often told his contacts at MLC to let him know if any positions opened up in safety. “The culture and the people attracted me. The management is top-notch, they know how to run a business profitably, and safely. They are incredibly successful and have a diverse product line of 90+ offerings,” he said. “I was looking for a stable place that valued employees and safety, so when this position opened up, it was a no-brainer for me.”

While it may seem odd that he moved away from law and into a more hands-on safety role within mining, he points to his passion for people. As a lawyer, he was involved in litigating situations and taking them to trial. He says he became weary of learning of preventable disasters and never being in a position to help develop a safer culture.

“It’s a terrible situation when someone dies due to a safety violation. You can’t bring those people back. I often felt helpless because I wished I could have had some input before these things happened, to prevent a disaster. Now, I’m in a position to help.” Ryan says he is excited to implement a risk-based safety culture to get employees actively involved in safety, as opposed to it being driven from the top.

**“Safety is critically important. I hold safety as a value, not just a priority. Values are ingrained within you and they don’t change with the tides of the economy. You can’t value employees unless you value safety,” he said.**

Ryan chose this path out of his love for people and making sure they go home to their families. “Instead of trying to just save a company money through citations and litigation, I am doing something to better, or at least sustain someone’s livelihood. I can’t put a monetary value on that,” he said.

## SENTINELS OF SAFETY AWARD

This past October, Mississippi Lime Company was notified that our Ste. Genevieve, Missouri location received the National Mining Association (NMA) 2019 Sentinels of Safety Award for outstanding safety performance in the Large Underground Nonmetal category. President and CEO, William H. Ayers, said, "We have won this award several times in the past 20 years that I have been with the company, and it is quite an achievement for our team in the mine as they are compared with some of the largest, most sophisticated non-metal mining operations in the U.S." MLC received this award in 1980, 2004, 2005, 2006, 2015 and 2019, making it our sixth time to receive it. As the 2020 MINExpo International was canceled due to the COVID-19 pandemic, MLC will be recognized for our 2019 award at the 2021 show.

To all MLC employees – **THANK YOU** for your relentless pursuit of workplace safety and for taking care of each other.



## ORGANIZATIONAL ANNOUNCEMENTS

MLC is pleased to share some recent organizational changes and promotions!

**Elizabeth Wilkerson** has been named Director of Operations and will be responsible for mining and select surface operations at our Ste. Genevieve, MO facility. She has spent the last 7 years at MLC in various positions of increasing responsibility.

**Amanda Zapolski** has been named Director of Supply Chain, and will be responsible for ensuring the effectiveness of all MLC supply chain operations. Prior positions held with MLC in Finance and supply chain prepared her for this well-deserved promotion.

**Joe Roth** has been named Instrumentation Supervisor at our Ste. Genevieve location. Joe has been with MLC since 2011, and has held various positions such as Electrical & Instrumentation Technician Crew Leader and Lime Loader Helper.

Mississippi Lime is pleased to announce the addition of six new team members! **Beth Adams** has joined us in the Finance Department as Accounts Payable Clerk. She has

more than 10 years of experience and previously worked at Bethesda Health Group. **Todd Titchenal** has joined Mississippi Lime as a Sr. Infrastructure Engineer within the IT department. He has more than 20 years of experience working on numerous technologies, cybersecurity and networking.

Also, our Human Resources department in Ste. Genevieve has grown over the past few months. **Stephanie Cabrera** has joined us as an HR Generalist. She has more than 6 years of experience and previously worked at the Farmington R7 School District, managing all HR functions.

**Rita Bauman** is our new Human Resources Manager and has more than 22 years of progressive HR experience, working for companies like Prairie State Generating Company and Peabody Energy. **Barb Kennedy** joined MLC back in August and is a Human Resources Specialist. She has 15 years of experience in retail operations management, 12 of which were managing HR for Ascena Retail Group. Finally, **Chris Joggerst** joined the HR department a year ago as our HR Benefits Administrator and specializes in processes and policies for benefits and leave management.

## COMMUNITY ADVISORY PANEL SPOTLIGHT: GARRY NELSON



*Garry Nelson, Presiding Commissioner,  
Ste. Genevieve County*

Garry Nelson, Presiding Commissioner of Ste. Genevieve County, has lived in Ste. Genevieve since he was thirteen years old. He spent 35 years in the construction industry and traveled all over the U.S. with Vee-Jay, one of the largest concrete construction companies in the Midwest. His wife, Marcia, worked as a deputy clerk for the County Commission and during the winter, when the weather was too bad to work outside, Garry would drive Marcia to work and spend time at the office. He soon told his wife that when his career in construction came to a close, he would love to run for commissioner.

In addition to traveling for work, Garry volunteered on the Ste. Genevieve school board for nine years and was President of the Ste. Genevieve Jaycees. His interest in construction, paired with his community mindset, was a perfect match for the position of commissioner. He ran for an associate position in 2004 and won. In 2011, after the then presiding commissioner passed away, Garry was appointed by Governor Jay Nixon to fill the role.

When asked what stands out to him about his career, he talked about all the improvements the county has made. Roads have been upgraded, 12 unsteady bridges have been repaired and over 100 miles of road have been repaved. The county also was able to add to the civic center complex, including a 15,000 square foot playground, tennis court, gymnasiums and meeting rooms. A water park was also built in the last few years. Garry said that none of this would have been possible without the support of Ste. Genevieve residents. The water park was made

possible because residents passed a half-cent sales tax to fund it.

Garry recalls that the MLC Community Advisory Panel was fully supportive of this initiative when it was in progress. He has been on the CAP for around 4 years now. "It's good to get the community leaders together in one spot to talk about how we can improve things," he said.

He also noted that Mississippi Lime has always been the lifeblood of the community. "When I moved here at thirteen, they were by far the largest employer. They provided a good workable wage for families, which in turn created the ability to have great schools and support for local charities." Years later, Garry knows many people in the county office whose spouses work at MLC. "Ste. Genevieve would not be flourishing as it is now without MLC," he said.

When Garry isn't working, he loves golfing and spending time with his wife, son, daughter-in-law and grandchildren.

## COMMUNITY ADVISORY PANEL MEMBERS *Ste. Genevieve, Missouri*

**Brad Arnold**, Executive Director  
Ste. Genevieve County Community Center

**Jason Basler**, Financial Advisor/Tax  
Accountant, HSB Advisors LLC

**Vern Bauman**, President  
Vern Bauman Contracting Company

**Eric Bennett**, Police Chief  
Ste. Genevieve Police Department

**Sandra Cabot**, Project Manager, Southeast  
Region, State of Missouri - Department of  
Economic Development

**Dr. Julie Flieg**, Superintendent  
Ste. Genevieve R-II School District

**Fr. Edward Nemeth**, Head of Schools  
Ste. Genevieve Catholic Parish,  
Valle Schools

**Hank Johnson**, Owner  
Chaumette, Inc.

**Dena Kreidler**, Executive Director  
Ste. Genevieve Chamber of Commerce

**Garry Nelson**, Presiding Commissioner  
Ste. Genevieve County

**Dr. Steve Pautler**, CEO  
Ste. Genevieve County Memorial Hospital

**Van Robinson**, CEO  
Citizens Electric Corporation

**Kendall Shrum**, Administrator  
Ste. Genevieve County Ambulance District

**Gary Stolzer**, Sheriff  
Ste. Genevieve County Sheriff's  
Department

**Happy Welch**, City Administrator  
City of Ste. Genevieve

**Robert Wolk**, Consultant/Trainer  
Wolk's Insurance Agency, Inc.



## 2020 HARRY B. MATHEWS, JR. SCHOLARSHIPS AWARDED

The Harry B. Mathews Jr. Scholarship Program supports college-ready children of our portfolio companies' employees. This program and our ongoing investment in education have been time-honored traditions for more than 20 years. The 2020 recipients have parents employed at Mississippi Lime, Schafer Industries, and Tru-Flex.

The program invites children of portfolio company employees to apply for an HBM-sponsored scholarship. The students' anonymous credentials are evaluated by an employee committee, which chooses the scholarship awardees based on GPA, standardized test scores, and submitted essays. HBM's program has two scholarship categories: four-year scholarships of \$5,000 per year, and two-year scholarships of \$2,500 per year.

Three recipients received the \$5,000-per-year award and two received the \$2,500-per-year award (below).

As always, the applications were impressive, and the 2020 recipients were no exception. This group will major in engineering, nursing, and biomedical science and engineering, and will attend a variety of universities in Missouri, Illinois, and Arkansas.

Normally, MLC honors each year's scholarship awardees with an annual luncheon, but it was unfortunately canceled due to COVID-19.

This scholarship program reflects our commitment to investing in our employees and their families. We are proud of all the students who have been awarded scholarships over the years and are excited to hear more about our scholarship recipient's successes over the next four years.

### SCHOLARSHIP AWARDEES



#### 4-YEAR RECIPIENTS

**Hannah Drury**

Daughter of Scott Drury,  
Safety Specialist

**Breelyn Vessell**

Daughter of Joseph Vessell,  
Maintenance Storeroom Attendant

**Dru Hemmann**

Daughter of Michael Hemmann,  
Mobile Maintenance Supervisor

#### 2-YEAR RECIPIENTS

**Kaylin McCoy**

Daughter of Tom McCoy,  
Director of Process Technology

**Ellie Gatzemeyer**

Daughter of Brian Gatzemeyer,  
Bulk Bagger

## RAILCAR INCIDENT MAY 13

On the evening of May 13, 2021, four railcars derailed in Ste. Genevieve on Main Street at the railyard. There were no injuries. Mississippi Lime's Operations team is actively investigating and will implement safety improvements to

prevent this kind of incident from occurring in the future. Safety has been and continues to be our top priority at Mississippi Lime.

# WE'RE HIRING!

Visit our career page online at [mississippilime.com/careers](https://mississippilime.com/careers) for details on job openings right here in Ste. Genevieve.



**FOLLOW MLC ON  
LINKEDIN AND MLDS  
ON FACEBOOK**



Contact Us: 314.543.6300 | [mlc.com](https://mlc.com) | *Mississippi Lime is an Equal Opportunity Employer*