

MISSISSIPPI LIME

Community News



Bill Ayers



Paul Hogan

MISSISSIPPI LIME COMPANY ANNOUNCES CEO SUCCESSION

Mississippi Lime Company announced on August 30, 2021 that Paul Hogan has been named President & Chief Executive Officer of Mississippi Lime Company. Hogan will report to Anderson Fincher, President and CEO of HBM Holdings. Hogan succeeds Bill Ayers, President and CEO of Mississippi Lime Company, who will retire in early 2022 following a transition period.

Ayers joined Mississippi Lime Company in 1999 as the VP, Sales and Marketing. He assumed additional responsibilities in Operations and as President until he was formally appointed CEO in 2016. Under Bill's leadership, Mississippi Lime has grown both organically and through acquisitions, and has advanced the organization's commitment to safety and people development.

Paul Hogan joins Mississippi Lime from Italmatch Chemicals, where he most recently held the role of Chief Executive Officer of the Americas. In this position, he led their specialty chemical business in the Americas while also serving as the Global Vice President responsible for their oil and gas division. Previously, Paul held key positions of increasing responsibility with Solvay, Emerald Kalama Chemicals, Dupont Dow Elastomers, Elementis, and Dynea. Paul holds a

Bachelor of Science degree in Chemistry with Business Studies from the University of Abertay in Scotland, and a Master of Business Administration from the University of Durham Business School in England.

Andy Fincher commented, "Today we celebrate Bill's success, and welcome Paul as the incoming leader to guide Mississippi Lime through the next phase of the Company's remarkable journey. Paul's impressive experience will serve to build on the outstanding legacy Bill and others have created."

Bill Ayers said, "My time at Mississippi Lime has been the most fulfilling of my life. I am confident that our next generation of leaders will take the company to even greater heights. Paul is joining Mississippi Lime at a time of strength and momentum. It has been a great honor to lead Mississippi Lime."

"I am thrilled and humbled to be leading Mississippi Lime's next chapter and building on the legacy that has been established. I look forward to working with such a committed and high performing team," added Hogan.

STE. GENEVIEVE UNION CONTRACT RATIFIED

Mississippi Lime Company reported that hourly employees and drivers represented by Laborers Local 829 and Steelworkers Local 169G in Ste. Genevieve, MO ratified a new five-year collective bargaining agreement effective July 1, 2021. The new agreement includes a significant wage increase in the first year along with competitive increases in each of the remaining years of the contract. Benefits and other compensation elements were also enhanced as a result of negotiations. Bill Ayers said, "The offer was very fair and shows

our commitment to being one of the top employers in the area. We are fortunate to have an outstanding workforce dedicated to our business and our customers."

Ayers complimented Union representatives and members of management's negotiating team for their hard work in reaching the new agreement and for the professional manner in which negotiations were conducted. He said, "It's a difficult time to negotiate a new collective bargaining agreement. With a

tight labor market and economic uncertainty, we must focus on the long-term sustainability of our business which includes offering competitive compensation and benefits. This enables us to attract and retain the best talent."

Ayers added, **"The negotiations were conducted in a spirit of mutual problem solving. Our core values at Mississippi Lime Company serve as management's guiding principles in all we do, including contract negotiations."**

MLDS PARKING LOT IMPROVEMENTS ENSURE SAFETY

Parking lot improvements to the MLDS lot at our Ste. Genevieve, Missouri location have been completed! This large-scale project started out more than two years ago, when a Learning Team gathered and discussed how to improve safety for MLDS drivers using the lot. The team recognized that a few items needed to be addressed to help the flow of traffic and to keep drivers, and others safe. Alex Litsch, Project Manager and Ethan Hamilton, MLDS Terminal Manager, partnered to run the project and ensure it was successfully completed.

The parking lot had a steep slope that could make it unsafe when it was wet. The slope also caused issues

with runoff. As a result, one corner of the parking lot was raised by 13 feet and asphalt was added across the entire lot. The asphalt created an easier surface to treat when it snows, and will help reduce or eliminate slips, trips and falls as drivers are walking to and from the building.

Another improvement was to create a dedicated entrance and exit for tractor-trailers, making the lot one-way. This has greatly improved the flow of traffic for all drivers. In addition to these two major improvements, additional lighting was added for more safety. The parking lot is now a safer and more secure lot for all MLDS drivers and trucks. Check out the photo below of the completed project.



COMMUNITY ADVISORY PANEL SPOTLIGHT: ROBERT WOLK



Robert Wolk giving a group of students a tour at the Ste. Genevieve Museum Learning Center.

Robert Wolk was born and raised on a small farm in Weingarten, Missouri, but has lived in Ste. Genevieve County his entire life. Wolk's Insurance Agency, Inc. has been an integral part of the Ste. Genevieve community for 46 years. Robert and his wife, Linda, founded the company in 1975 and ran it together for 27 years. In 2002, he took over a District in St. Louis with his son Matt, and the company was sold to his son Ryan. Currently, Robert is a Consultant/Trainer for both the agency and the District.

When asked about a memorable moment in his career, he was quick to discuss community acceptance and support of the agency. "Many friendships have been formed over the last 46 years and many employees who have made

the agency what it is today – they continue to be patrons. The chore of building the business was made easier with the assistance of talented, hard-working employees devoted to bringing superior service to the clients they had the privilege of serving," he said. It's clear that creating these lasting friendships and working with exceptional employees have been the highlight of his career over the years.

Robert was happy to be asked to be a part of Mississippi Lime's Community Advisory Panel, along with the opportunity to work with other talented leaders and MLC employees for the good of the community. He has seen MLC at work throughout his life. "I've been involved with joint efforts between MLC and the community for the last 40+ years in different venues and have always been impressed with the company's willingness to lend support." He noted that MLC supplied many community residents with employment and has helped form what the community has become. "I call them the 'Quiet Giant,' as they never ask for recognition or

praise but are community partners whenever the need arises," Robert said. "I see that relationship continuing to grow and spread even more with the Advisory Panel in place."

When Robert isn't working as a consultant/trainer he keeps busy. He is one of three founders of MRV Banks and serves as a Board Director. He is also president of the Ste. Genevieve Museum Learning Center and is currently working on a large restoration project, partnering with a curator who has brought his collection to the museum to broaden the offerings to the community.

Robert also spends his spare time with his family. He and his wife have been married for 49 years and have three sons: Chad and his wife Debbie, owners of Riverside Landscaping; Ryan and his wife Susan, owners of the Agency, and Matt, owner of the Farmers Insurance District 75. Beyond supporting their grown children, they usually can be found cheering on and spending time with their five 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.

2021 HARRY B. MATHEWS SCHOLARSHIP AWARD RECIPIENTS

The Harry B. Mathews Scholarship Program supports college-ready children of HBM's portfolio company employees. This program and our ongoing investment in higher education have been a tradition for nearly 25 years. This year's scholarship recipients have parents employed at Mississippi Lime and Schafer Industries.

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 the students' 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.

This year's recipients will attend universities in Missouri and Alabama. Majors for this impressive group include aerospace engineering, nursing and secondary education. We are proud to announce the 2021 Harry B. Mathews Scholarship recipients from Mississippi Lime Company and wish them much success as they take the next step forward in their lives!



Pictured from left to right - Cory Stoll, Delaney MacMillan, Joci Totten (Schafer Industries), Alyssa Gardner

4-YEAR RECIPIENTS

Joshua Hoog

Joshua (not pictured) is the son of Robert & Michelle Hoog. Robert is a Sr. Electrical Process Engineer at Mississippi Lime (Ste. Genevieve, MO).

Delaney MacMillan

Delaney is the daughter of Michael & Kimberly MacMillan. Michael is a E/I Tech Lead at Mississippi Lime (Ste. Genevieve, MO).

Alyssa Gardner

Alyssa is the daughter of Carrie & Jason Gardner. Carrie is a Safety & Administration Leader at Mississippi Lime (Calera, AL).

2-YEAR RECIPIENT

Cory Stoll

Cory is the son of Jody & Amy Stoll. Jody is a Supervisor at Mississippi Lime (Ste. Genevieve, MO).

FOOD DONATION AT LOCAL FAIR

MLC purchased approximately 450lbs of ground beef and 175lbs of pork sausage that was donated to the Ste. Genevieve Nutrition Center. The ground beef was purchased from Walyn Naeger, grandson of Connie

Naeger, Buyer, and the hog was purchased from Tye Okenfuss, son of Dean Okenfuss, Mine Surveyor. The ground beef and pork sausage will aid the Ste. Genevieve Nutrition Center as they serve local senior citizens home-cooked meals and deliver to the homebound!



Pictured from left to right - Walyn Naeger, Paul Arnold, Elizabeth Wilkerson



Pictured from left to right - Paul Arnold, Tye Okenfuss, Elizabeth Wilkerson

WE'RE HIRING!

Visit our career page online at mississippilime.com/careers for details on job openings right here in Ste. Genevieve.



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LINKEDIN AND MLDS
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