



Deliver **essential** calcium-based solutions to meet the world's changing needs



Markets served



Graymont (PA)



About me

Born and raised in central PA

Penn State grad (B.S. in Electro-Mechanical Engineering)

20 years of experience with Graymont

**Process
Control Engineer**



**Maintenance
Superintendent**



**Mine
Superintendent**



**Plant
Manager**



Pleasant Gap journey

Changes in frontline leadership triggered a different way to view the business

Old mentality

“My guys are looking at everything, everyday, so what else do you want us to do?”

New mentality

“Plant conditions are not where I want them, and we need a system to improve.”



In addition to leadership changes, Pleasant Gap also saw significant change in our hourly workforce

39%

Only 39% of the hourly workforce remained when comparing **2018** to **2024** snapshots

Lack of system/structure led to steep loss of *“institutional knowledge”*



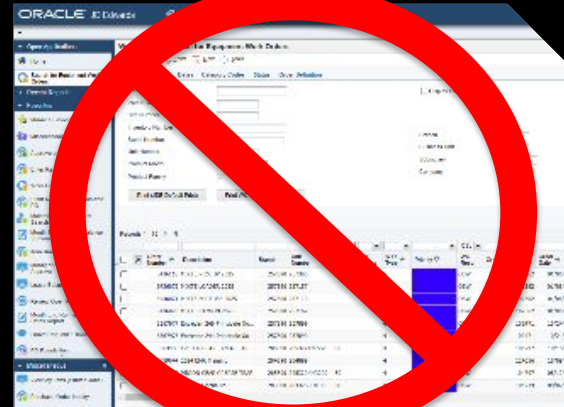
“ You do not **rise** to the level of your goals. You **fall** to the level of your systems. ”

- *James Clear* from his book *Atomic Habits*



System evolved

Discussion between HSE Specialist and Production Supervisor led to **discovery of SafetyCulture**



- The key to all of this was not giving up on an idea that we knew the plant needed
- Continuous improvement no matter the challenge

SafetyCulture

- Don't read too much into the name SafetyCulture
- It has numerous safety focused capabilities, but it's capable of **MUCH** more beyond that

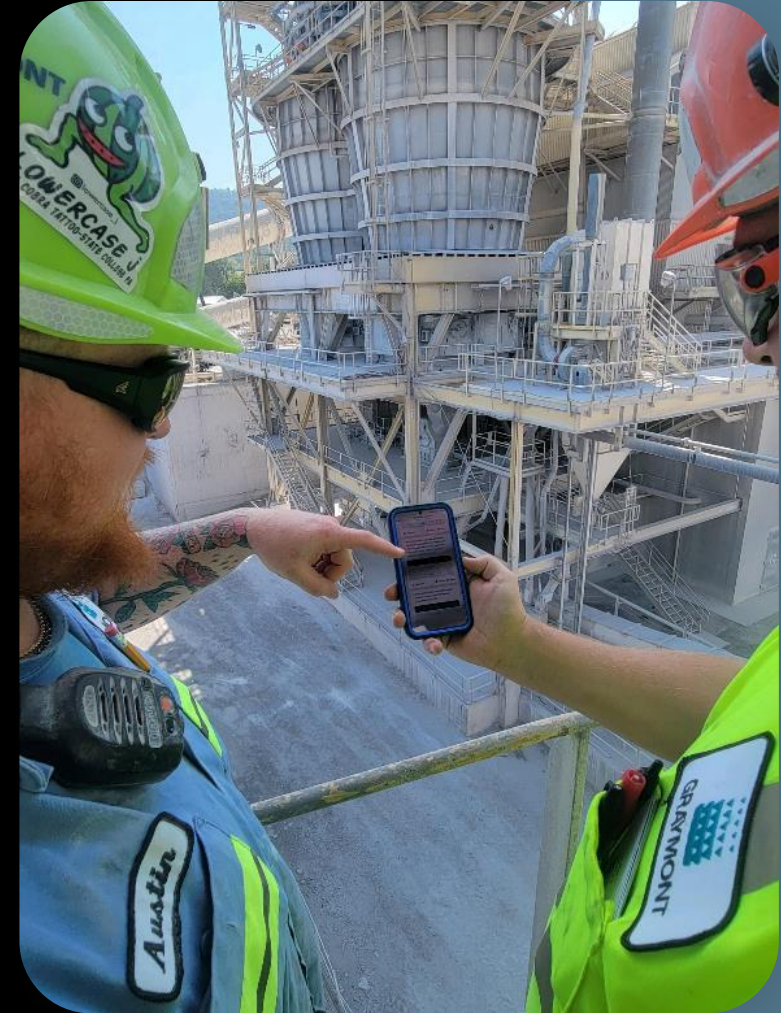


“Simplicity is the key to brilliance.”

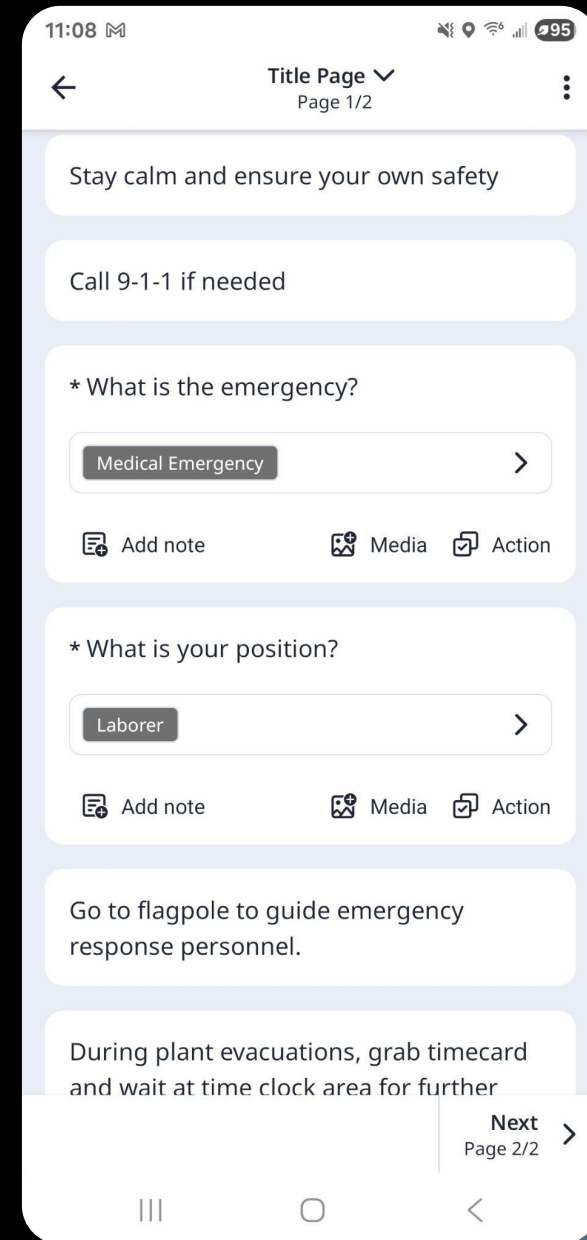
– Bruce Lee

Inspections

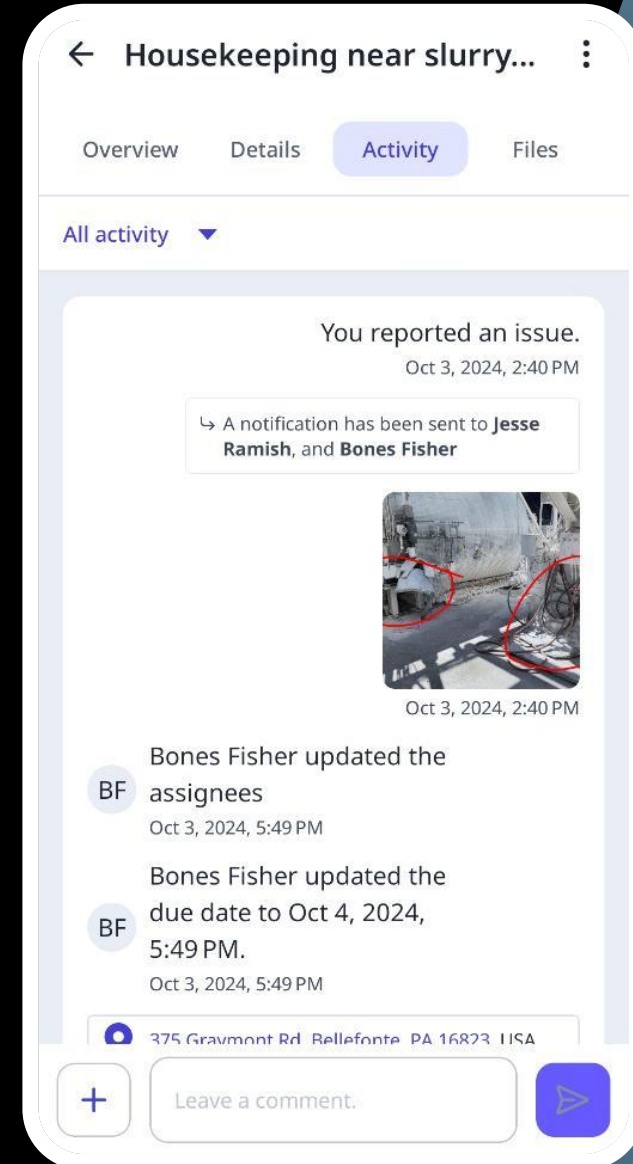
- Digital routes for plant operations
- **Digitizing** of paper-based items
 - Fire extinguisher inspections
 - Emergency light inspections
 - Visible emissions observations
 - Pre-use mobile inspections
 - Risk Assessments



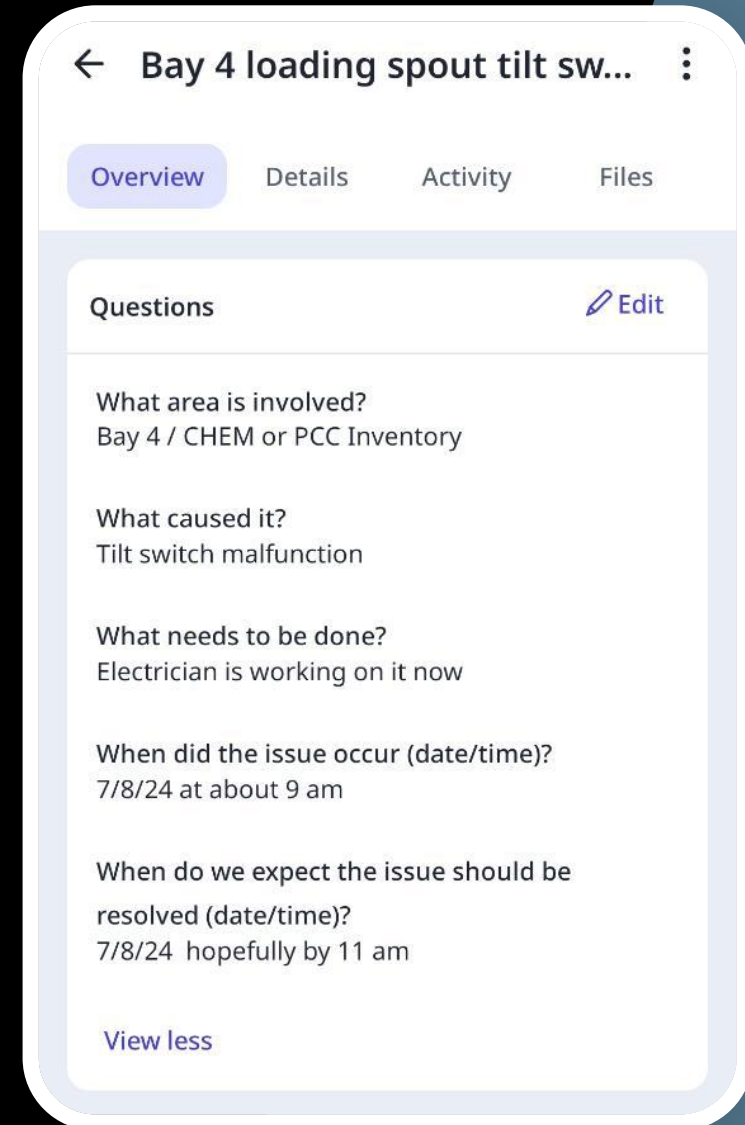
Emergency response plan **Playbook**



Documenting operation-based tasks



Consistent & “real-time” communications

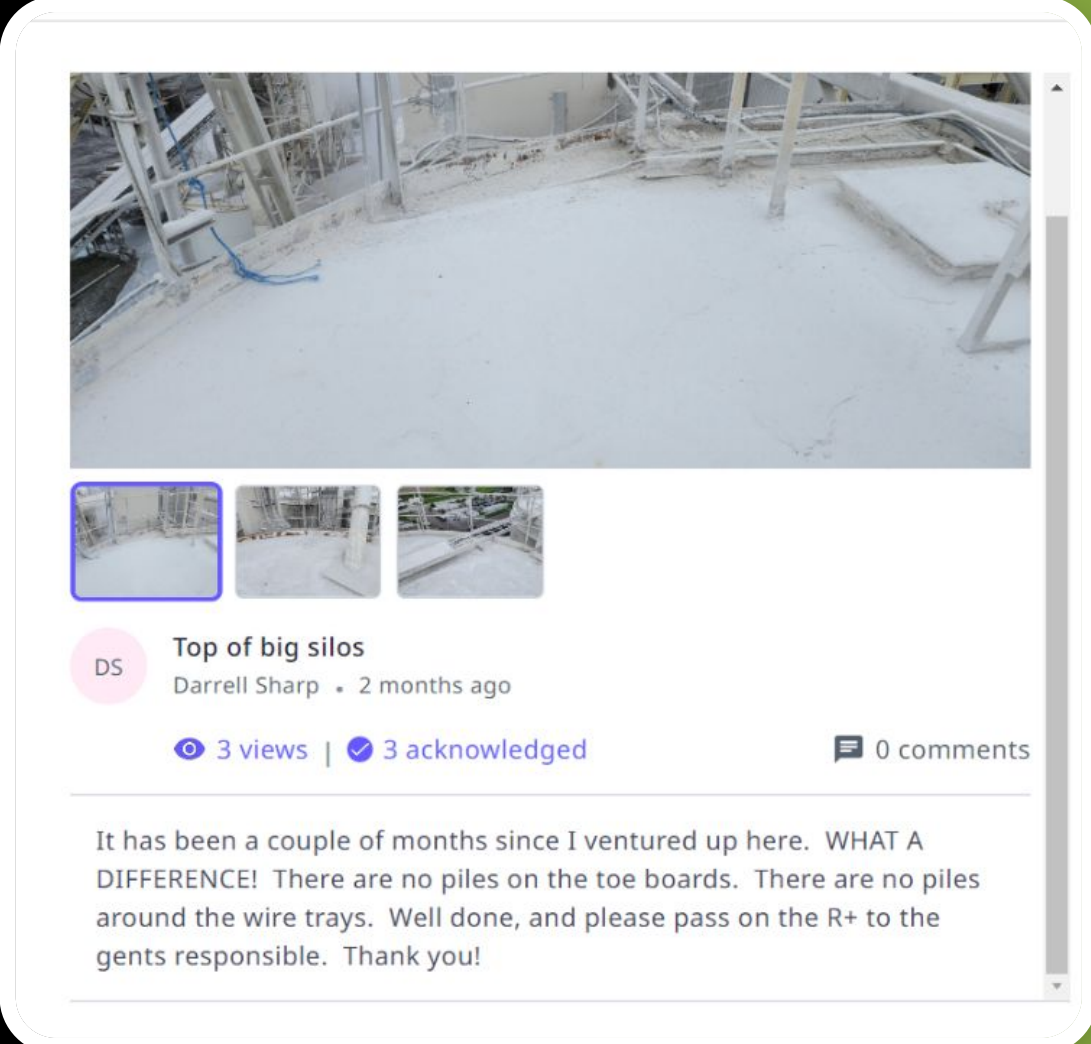


→ Use of **QR code** so visitors can help report items and improve plant conditions



Heads Up

→ Sharing personalized R+



The screenshot shows a post from the SafetyCulture app. At the top is a large photo of a construction site with silos. Below it are three smaller thumbnail images. The post is by Darrell Sharp (DS) and is titled "Top of big silos". It was posted 2 months ago and has 3 views, 3 acknowledgments, and 0 comments. The text of the post reads: "It has been a couple of months since I ventured up here. WHAT A DIFFERENCE! There are no piles on the toe boards. There are no piles around the wire trays. Well done, and please pass on the R+ to the gents responsible. Thank you!"

Top of big silos
Darrell Sharp · 2 months ago

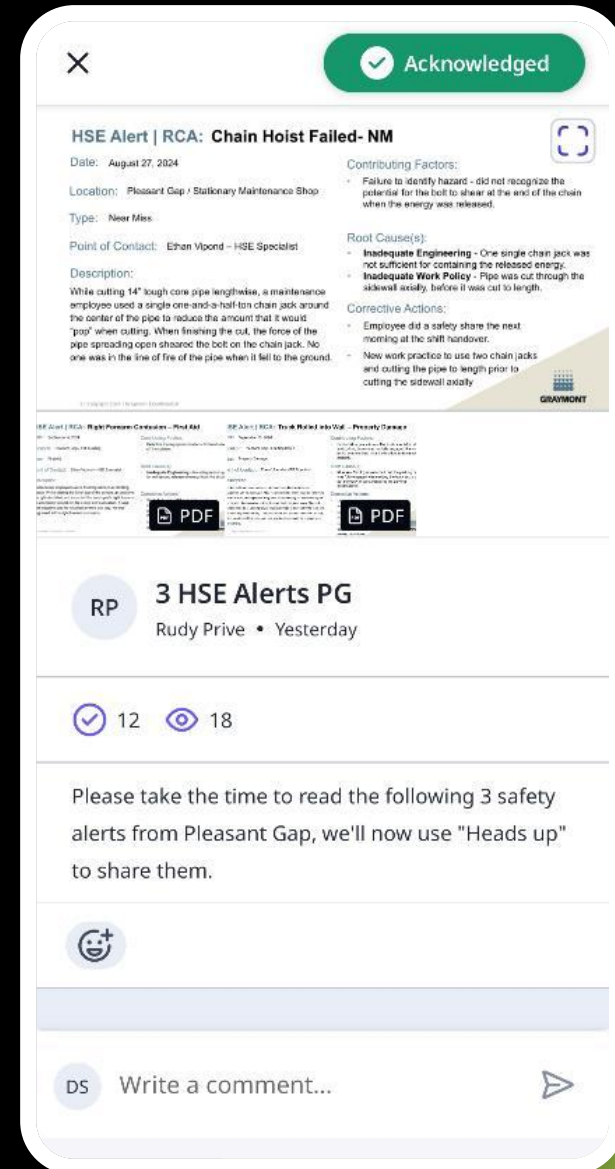
3 views | 3 acknowledged | 0 comments

It has been a couple of months since I ventured up here. WHAT A DIFFERENCE! There are no piles on the toe boards. There are no piles around the wire trays. Well done, and please pass on the R+ to the gents responsible. Thank you!

Heads Up

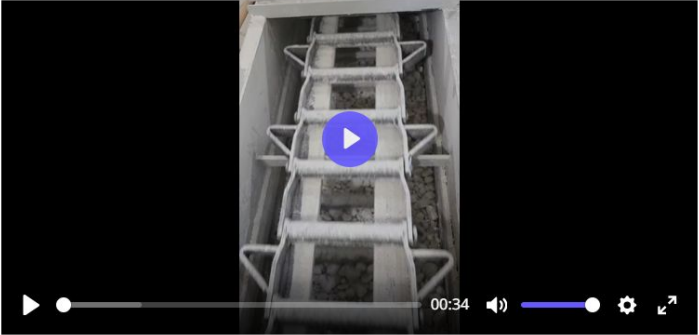
→ Sharing personalized R+

→ Distributing HSE Alerts



Heads Up

- Sharing personalized R+
- Distributing HSE Alerts
- Sharing management of change information



345-DGC-246
Darrell Sharp • 5 months ago

13 views | 11 acknowledged | 2 comments

The drag is functional. It has ran a couple hours worth of K6 lime over into silo #2. I am still concerned by how it is running. Therefore, there is code added that if the drag is running in AUTO and both the 206-1 gate and the 244 gate are NOT going to the drag path, then the drag will shut off after 60 seconds. Just want to keep all relevant parties updated. Thanks!

Comments (2)

ES Eric Stover • 5 months ago
Thanks for the persistence to all getting this running. One small drag - but a big deal for PG's ability to serve our Steel customers from K6! Well done men!
Reply Delete

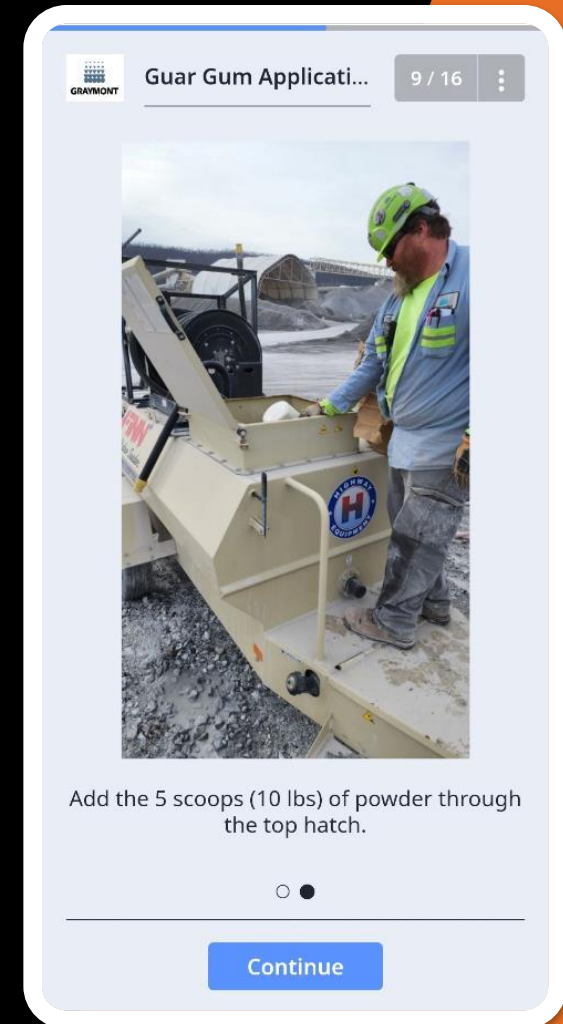
BF Bones Fisher • 5 months ago
Great work to the entire team getting this drag running its been on my wish list for a very long time...Thank you!
Reply Delete

DS Write a comment...



Training

- Creating **interactive modules** based on actual plant details
- Can include questions and pass/fail functionality to **ensure understanding** of the training



A photograph of two men in industrial workwear shaking hands. The man on the left is wearing a bright yellow-green safety helmet with the Graymont logo, safety glasses, and a matching high-visibility long-sleeved shirt. The man on the right is wearing a blue long-sleeved shirt with yellow-green reflective stripes, a yellow-green safety helmet, and safety glasses. He has a name tag that says 'Julian' and a Graymont logo on his chest. A walkie-talkie is clipped to his belt. They are standing in front of industrial machinery, possibly a large metal cabinet or control panel. The background is slightly blurred, showing more of the industrial environment.

Cultural impacts

- Retaining of institutional knowledge
- Cultural and employee engagement

“ Higher performers **LOVE**
the accountability,
and lower performers
NEED the accountability ”



The future

Integrated improvement using SafetyCulture

