

MISSISSIPPI LIME

Community News

GET TO KNOW MLC'S NEW CEO, PAUL HOGAN



Paul Hogan was raised in rural Ireland and was the first in his family to go to a university. He attended Abertay University in Dundee, Scotland and earned a Bachelor of Science degree in chemistry and completed a one-year internship with BP Research in London. His first job was at a biotech company called Genzyme. He quickly realized that while he enjoyed the intellectual challenge of the science side, he was more attracted to the commercial side of the business. His next position was with a resin company as an Area Sales Manager for Africa. After that, he decided to pursue an MBA at the University of Durham in England.

He then became the Regional Business Director EMEA for Solvay (previously called Rhodia), an international chemical company. The company asked if he would be willing to do a three-to-five-year assignment in the United States. Fourteen years later, he is still here with his wife, Maeve and four children ranging in age from 16-22.

In addition to his work at Solvay, he spent four years at Emerald Performance Materials as the Vice President and General Manager of Benzoates & Intermediates and then Consumer Specialties, and most recently, he was the Chief Executive Officer of the Americas at Italmatch Chemicals. In this position, he led their specialty chemical business in the Americas and served as the Global Vice President for their oil and gas division.

He and his family have lived in New Jersey, Texas, Washington state and now St. Louis. **"What appealed to me about Mississippi Lime Company was their long family history, core values, great people, great products and a bright future,"** he said, adding, **"I wanted to find a company whose values were consistent with my own, and it was obvious this was a company I would fit into well."** Since he grew up in a rural community with a strong focus on family, he says

he relates well to the culture of MLC. **"It's evident to me that everyone here is dedicated to the core values of the company. I see that the organization really does live by its core values. Many places have their values written on a piece of paper, but people don't really understand or incorporate them into their day-to-day activities. But here, I see it everywhere. Employees 'walk the walk' and that is refreshing to me coming into this new role as the CEO,"** he said.

Paul describes himself as a collaborative leader and someone who likes to surround himself with bright people who are prepared to challenge each other in a constructive way. He believes in the abilities of the leadership team and employees, and feels that his role as a leader is to support them and guide the organization.

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Looking ahead to the future, Paul described four key areas of growth for MLC:

- **Safety** – This can't be overemphasized. It will continue to be a main area of focus. MLC is committed to safety, but there is always room to improve and do better.
- **Sustainability** – Creating and building an Environmental, Social, Governance (ESG) plan to protect the legacy that has come before us and to make sure MLC has a sustainable future.

- **Growth** – Growing MLC beyond its current size and looking at new opportunities, potential, future acquisitions and innovation.
- **People** – We are committed to continuing to develop and heavily invest in our employees.

"I look forward to meeting our employees at our locations and getting to better know the communities where we are located, especially in Ste. Genevieve," he added.

GET TO KNOW FIONA WOODY



Fiona Woody and her husband David Woody

Fiona Woody is the Director of Sustainability and ESG (Environmental, Social and Governance.) She will be leading MLC's sustainability mission, which includes helping to accelerate, integrate and strategically communicate initiatives within the company to our customers, vendors, communities, and the lime industry.

She has ties to three continents. Her Irish parents emigrated to South Africa, where she was born. She grew up in the suburbs of Johannesburg, then went to school at Arizona State before moving to St. Louis and a

20-year career at Bayer (formerly Monsanto).

Throughout the years, Fiona took on roles that included communications planning, headcount management, ensuring funding for work, and of course, sustainability. She started as an Administrative Assistant and continued to grow into different positions, such as Operations Analyst, Soybean Breeding Operations Lead and Regulatory Strategy Lead for Critical Projects. She had been working at Bayer for several years when she became the Director of Sustainability, Reporting, and Metrics. She also held the responsibility for organizing Bayer's sustainability framework and communicating about it.

The Director of Sustainability and ESG is a newly created role for MLC. It includes managing the company's impact on air, land, or water; managing the impact on society and engaging with employees,

communities and stakeholders and ensuring the company operates the business to be reliable and sustainable. **"Sustainability goes beyond the environment and has a lot to do with relationships. How do we treat employees, communities and our stakeholders? Topics such as pay practices, human rights, and ethics all fall under sustainability. It ensures that we're taking care of people and making people's lives better,"** she said.

The majority of Fiona's family still lives in South Africa, and she has one sister who lives in Ireland. When she isn't working or visiting South Africa, she can be found with her family – her husband David, three children – Owen, Julia, and Zach, their dog, cat, and two bearded dragons. Fiona is also the President of the Board for Haven of Grace, a homeless shelter for pregnant women and children. She's been involved with this nonprofit for seven years and is passionate about the mission of breaking the cycle of poverty.

COMMUNITY ADVISORY PANEL SPOTLIGHT: DR. STEVE PAUTLER



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

Dr. Steve Pautler grew up in a farmhouse not far from Chester, Illinois. His interest in healthcare

began early and he started as a nurse aide in the Chester hospital while in high school. He continued to Saint Louis University, attending nursing school and working as an ICU nurse at Barnes -Jewish Hospital. While working in the ICU, he pursued and completed a Master's in health administration at Washington University. Since then, he's accrued almost 30 years of experience as a hospital executive. He has had many roles, including Administrator at hospitals in South Dakota, Minnesota, and Illinois, Vice President of Professional Services at a health center in Missouri, CEO of a health center in Texas and is now currently the CEO at Ste. Genevieve County Memorial

Hospital. Pautler also recently completed his doctorate in biomedical ethics from Albany Medical College, writing a thesis on the safe use of pain medications for people with end-of-life pain and a history of addiction. When speaking about his career, he said, **"My focus has always been on building healthcare to better serve patient needs and providing the resources for those doing the direct care."**

His passion for helping others and providing excellent healthcare is evident. "I'm grateful for the opportunity to grow SGCMH as I have other community hospitals – adding facilities, physicians and new service lines to help people live their best possible lives," he said.

Steve shared that participation on the Community Advisory Panel is very important, given that as a local hospital CEO, he has an obligation to participate with local employers to promote the best possible health and safety for their workers. "Representing our local health care system, I appreciate

every learning opportunity to better care for those who depend on us. The MLC Advisory Panel offers a time to have an unmatched conversation with MLC leadership and community representatives. MLC has a great story in Ste. Genevieve by serving customers, working with employees, being a good civic citizen and a careful steward of the natural environment. MLC contributes to our business community, important to a thriving civic environment. We're lucky to have MLC as part of our community," he said.

Outside of work, Dr. Pautler enjoys riding his bike a couple thousand miles each year, running in local races, traveling, and reading. He has been married to his wife, Mary, for 30 years and they have four adult children, two of whom are registered nurses.

Regarding moving back to the area, he shared, "When I first came back, I joked that it took me 40 years to cross the river from Chester to Ste. Genevieve! It's good to be so close to where Mary and I grew up."

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.

EASY STEPS TO REDUCE OZONE

Sunlight+VOCs+NO_x=O₃

- 1. "Stop at the Click"** - When fueling a vehicle, do not continue to add fuel after the automatic cutoff. "Topping Off" can reduce the efficiency of the vehicle's vapor recovery system and over filling can result in direct spills. Volatile organic compounds (VOCs) from gasoline are a high contributor to ozone production. Also, be sure fuel caps are secure, and seals are not damaged. Loose or faulty caps can leak one gallon of gasoline into the air every two weeks.
- 2. Fuel at night** - VOCs are released during ANY fueling operation in small amounts even with automatic cutoffs and vapor recovery systems. If done at night, released VOCs have time to disperse before they can combine with NO_x in sunlight and heat of the day.
- 3. Limit yard work in evening** - Try to limit using gasoline powered small engine equipment such as mowers and lawn care equipment in the evenings. These types of engines have far higher ozone precursor outputs per gallon than automobiles, since they lack the fuel and exhaust management systems. Fueling this equipment leaks more VOCs as well, and doing all this work later in the day reduces the reaction time for the VOCs and NO_x as does the fuel at night effort. Additionally, replacing gas powered equipment with electric eliminates these issues.
- 4. Carpool/trip planning** - Promoting carpooling and establishing "Ride Share" programs will reduce the amount of vehicles on the road and reduce emissions and traffic. Also, taking a few moments to plan trips to combine as many "chores" into one trip and plan the route to reduce or eliminate any "backtracking" will save vehicle miles and be more fuel efficient.
- 5. Idle reduction** - Idling as little as 30 seconds is more wasteful than restarting an automobile. When not in traffic, turning off the engine reduces air pollution emissions and saves fuel. Implementation of "No Idle Zones" with appropriate signing can increase awareness in places like parking lots and school pickup/drop off areas where extended idling is prevalent.
- 6. Replace older fuel cans** - Filling small engines such as lawn equipment can easily produce more VOC emissions than filling the tank of a car or pickup due to the systems in place at filling stations. Old fuel cans lack any cutoff feature and loose or leaking caps cause a steady vapor loss. Replacing these cans with new "CARB Compliant" cans can limit these as they have both anti-spill and anti-vapor release features.
- 7. Bicycle** - For short trips or in-town commutes, consider bicycling. This is a zero-pollution alternative to other modes of transportation and has the added health benefit of being a low impact exercise.
- 8. Electric conservation** - Reduce the use of home or business electricity whenever possible. Large scale electric generating utilities are the main source of many air pollutants. While there is a push to move more of the generation to "green" sources, much of the electric generation is created by the burning of fossil fuels. Switching to LED lighting, high energy efficient Energy Star compliant appliances and heating and cooling system, and adjusting the air conditioner temperature a few degrees higher can significantly reduce the amount of electricity used.
- 9. Avoid oil-based paint, etc.** - Many products in the home or office are made of chemicals that escape into the air when used. Select water-based solvents, paints, or other products that are labeled low or zero VOC. Make sure that all these products are stored in airtight containers to reduce or eliminate evaporation into the air.

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