



The Graymont Review

Ts'kw'aylaxw First Nation grants Graymont long-term leases



Pavilion, British Columbia

Graymont Western Canada Inc. and the Ts'kw'aylaxw First Nation signed long-term leases in early April that allow Graymont to continue its limestone mining and processing operation on the band's land until 2045, announced President and Chief Executive Officer Stuart E. Wolfe.

"The new leases make it possible for us to continue to invest in this quarry and plant operation," Wolfe said. "Graymont plans to invest in improvements at the site that will make our operation more modern and efficient and will minimize the impact it has on the

surrounding community and the natural environment." According to Ts'kw'aylaxw Political Chief Robert Shintah, the leases improve the economic prospects of the band for the next 40 years and provide a number of key benefits to band members and the surrounding



LEFT: (from left) Fred Herman, Chief Inspector of Mines for B.C., Stuart E. Wolfe and Bob Shintah, Political Chief for Ts'kw'aylaxw, at the April 15 lease signing ceremony.

ABOVE LEFT: Stuart Wolfe and Graymont General Counsel Garry Kehler sign the leases. ABOVE RIGHT: Community Chief Dennis Ned and Political Chief Shintah sign the leases.

community. The process of negotiating and signing these leases also represents a historically significant event for the Ts'kw'aylaxw.

"We have negotiated and settled these leases on our own, without the Department of Indian Affairs," Shintah pointed out. "We have terms that are better for us from a financial perspective and that will ensure protection of the environment and continued employment for many of our people."

The new leases are also the first arms-length commercial leases granted in B.C. under the *First Nations Land Management Act*, which confers land management powers on those First Nations that opt out of the land management provisions of the *Indian Act*. Ts'kw'aylaxw transitioned into the new act in May 2004, becoming only the fifth First Nation in the province and the 14th in the country to assume this responsibility.

Graymont has operated the Pavilion quarry and plant on band land since 1974 and it's the only mining operation on a First Nation's reserve land in Canada. Located in Marble Canyon between the towns of Lillooet and Cache Creek, the operation has a significant annual payroll for 35 full-time employees, 27 of who are aboriginal.

Garry Kehler, Vice President and General Counsel for Graymont, led the company's negotiating team.

"In spite of an arduous negotiation process, a stronger relationship now exists between us and the Ts'kw'aylaxw leadership and it's a different relationship,"

Continued on page 3

Welcome to the first issue of the Review

By Stuart E. Wolfe, President & CEO



MESSAGE FROM THE CEO



Welcome to the first issue of *The Graymont Review*, our newsletter devoted to sharing news about Graymont, its activities and the activities of its employees throughout the company.

We hope it becomes a reflection of the integrated Graymont community, one that is widely diverse geographically, linguistically and culturally; we operate in four time zones, four countries (Canada,

United States, Mexico and Honduras) and three languages (Spanish, French and English). Despite this, we are a community that shares a primary bond in Graymont.

Graymont is a privately held company, first incorporated in 1948 in Canada. Some of our facilities have been operating even longer, like the plant at Joliette, Quebec, which celebrated its 100th anniversary last year (see article page 6). When Joliette first opened, it operated with horse-drawn firewood and its workers manually quarried stone. Today, all of the processes are computerized and automated. The market for our products has changed, too. A century ago, limestone was used mostly in construction. Today, lime and its derivatives form one of the basic building blocks of every industrial economy in the world. From water and sewage treatment, environmental rehabilitation, oil and gas and power generation to being an essential element in the production of steel, alumina, pulp, paper, uranium, gold and copper, limestone has a key role to play. We have adapted our production technology, our training programs and our quality standards to serve all of these new markets as they have emerged.

One of my mentors used to say that "you are only as safe as the ship you sail in". The last few years have been times of change and uncertainty, but Graymont has always been a safe ship in which to sail. I have

every reason to believe that the next few years will be no different. There will be change, but Graymont will be managed as a safe and secure ship for her employees and her shareholders, as well as the communities in which we operate. Our "sustainable growth" efforts are recognition of the fact that there is more to Graymont than shareholders, employees and customers. Our

... we are a community that shares a primary bond in Graymont.

communities also have an investment and an expectation in making sure that Graymont is a safe and secure ship.

We know what we do well and we focus our efforts on those core products and services. We are the largest lime producer in Canada, the third

largest in the United States and a major shareholder in the largest lime producer in Mexico. We have secured a top spot in our industry by doing what we do best, making and selling lime and stone products.

Please let us know what you think of the first issue of our employee newsletter. Drop me a note at swolfe@graymont.com or phone 604/276-1939. I am proud of the fact that employees have always felt free to let me know what they think. And not just about the newsletter! Perhaps this is part of what has made us successful. ◀

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EDITORIAL



Hot off the presses and into your hands

By Rob Van Nus, Editor

Here it is, in 12 pages, two languages and after considerable effort from many of your fellow employees, our first issue of *The Graymont Review*, an employee newsletter we hope you will find informative and entertaining.

We look forward to creating these strong avenues of two-way communication.

Our overarching objective with this publication is to foster a sense of community and a greater understanding of the company and its employees. That's a big objective and we realize it won't occur overnight nor will it happen through the newsletter alone. We have other objectives, too. We want to recognize the outstanding contributions and long service of so many of our loyal employees. We want to share news of employees who are volunteering and making a difference in their communities, and to perhaps spark similar efforts at other Graymont facilities. We want you to read about the outside accomplishments and experiences of employees like Scott Schilling (see page 5) who recently returned from serving in Iraq. We also want you to know about corporate initiatives—whether it's new applications for our products, major capital upgrades or new ways of doing business—and how those changes may affect both you and Graymont. We will provide news and tips about workplace safety, the latest on our sustainable growth efforts and profiles of our product applications to

enhance everyone's understanding of the end use of our products.

We will develop a list of regional "Correspondents" through whom we will gather news from all of our operations and locations. We will publish that list in the next edition to provide you with the names and contact information of the people who can help you get news into the publication. We look forward to creating these strong avenues of two-way communication. The more information we get from you, the more interesting and useful the newsletter becomes to all of us.

To get you involved, we are sponsoring a contest to name our newsletter. *The Graymont Review* is just a temporary name and we want its permanent name to really convey Graymont, its people and its products. Look for a contest entry form in our next edition.

We look forward to hearing from you frequently and to providing you with a newsletter worthy of your readership and your participation. Send your comments to rvannus@graymont.com at any time, or call 604/276-1949. ◀



The Graymont Review

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AND LIMESTONE PRODUCTS
IN NORTH AMERICA.

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NEWS FROM AROUND GRAYMONT



After a long and often arduous process, the Environmental Group succeeded last summer in obtaining a permit for the much-needed new kilns at Pleasant Gap, Pennsylvania. Supported by the Engineering Group from Joliette, employees launched a lime production expansion project involving a system that features a 1,200-ton per day Metso pre-heater kiln.



According to Project Manager Sylvain Michaud, the kiln is connected to a 155,000 cfm dust collector and a continuous monitoring system.

"The fuel handling system will allow the blending of three types of solid fuel," Michaud explained. "We will add 6,400 tons of lime storage with the building of five concrete silos and the loading of the lime into trucks will be done on two new loading bays, each equipped with a truck scale linked to JDE."

To date, over 90,000 man-hours have been put into the construction of the new kiln and its ancillary equipment, all without a recordable accident, Michaud said.

"We are very grateful to our supervisors, the operation

workers and the construction crew for all their hard work and the excellent safety record over the course of this project so far," Michaud said. "With all the major equipment in place, start-up is scheduled for this September." ◀

The Indian Creek plant in Townsend, Montana, recently received good news from the United States Department of the Interior and the Department of the Army and Air Force, Joint Force Headquarters in Montana, according to Plant Manager Elton Chorney.

After 12 years, the Montana Army National Guard has received certification from their safety experts that the first 70 acres of an area contaminated with unexploded ordnance from their firing range has been adequately cleared to allow mining activity. This clearance will allow us to move our mining operation onto this acreage previously excluded from development and sets a favorable precedent for the future. ◀

The Indian Creek plant recently initiated the procedure to expand its permitted "Life of Mine" boundary with the state of Montana and the Bureau of Land Management. This is the initial step required to develop limestone deposits located in the "southern claim area". This summer, core drilling in this area will begin and, according to Chorney, the

challenges of the terrain will require the use of helicopters to man the drills in the area. ◀

Graymont has recently initiated a series of seminars and presentations targeting potential Lime in Asphalt and Lime Stabilization markets. According to Ross Kennedy, a sales representative based in the Boucherville office, the first seminar "Use of Lime in Hot Mix Asphalt" was held in January at the Westin Nova Scotian Hotel in Halifax. The half-day event hosted 43 participants to a presentation by Dallas N. Little, Ph.D., P.E. from Texas A&M University.

A second presentation on the same topic was held during the New Brunswick Asphalt User-Producer Group Annual Meeting May 3 and 4 at the Wu Conference Centre at the University of New Brunswick in Fredericton and was attended by over 200 people.

"Our target participants for these seminars include contractors, provincial authorities and road-building consultants," explained Gerald Van Campen, Marketing Manager for Graymont Lime Group. "Our efforts include user education, engineering support and active participation and networking within both the Nova Scotia and New Brunswick Roadbuilders Association and the New Brunswick Asphalt User-Producer Group. In addition, we're building relationships

with asphalt researchers at the University of New Brunswick and Dalhousie University." ◀

Bill Trudo, Manager of Technical Services at Graymont Materials Group in Plattsburgh, New York, gave a seminar last spring to the ready-mix concrete drivers from the New York area operations about concrete design, uses and placement. ◀

In May, a new hydrating plant in La Purísima, Morelos, Mexico was opened by Graymont's Calidra operations, increasing capacity from 48,000 tons to 84,000 annually. ◀

Grupo Calidra launched a new national sales team, under the supervision of Jesus Marques, Commercial Director for Industry and New Business at a three-day



meeting last April. Enrique Fierro, Chief Executive Officer, hosted the meeting, which focused on training, planning and new strategies to increase sales. ◀

Graymont Board recognizes **outstanding** safety performance

By Terry Thompson, Safety Coordinator

On March 30, the Board of Directors of Graymont Limited presented awards for outstanding workplace safety accomplishments in 2004 achieved by the employees of the Graymont facilities with the best safety performance.

Winning facilities achieved above average performance in five key safety areas that enhance the workplace environment, and Graymont as a whole.

In letters sent to every employee at the award-winning facilities, Chairman Anthony Graham said, "Graymont is committed to protecting the health and safety of our employees. Your demonstrated achievement in the past year is noticed and appreciated. On behalf of the entire Board of Directors I am pleased to extend our commendation to each of you."

Outstanding Safety Awards for 2004

- ▶ Employees of Havelock Lime:
Andre Van Agten, Plant Manager
- ▶ Employees of Faulkner Lime:
Sirahuen Maldonado, Plant Manager
- ▶ Employees of Lewis Quarry and Keeseville Ready Mix:
Ron Hough, Plant Superintendent
- ▶ Employees of Plattsburgh and Mooers Quarries:
Jim Mussaw, Plant Manager
- ▶ Employees of Saranac Lake Quarry, Tupper Lake Ready Mix, Potsdam Stone and Concrete and Ogdensburg Ready Mix:
Dave Gordon, Plant Manager

A chance to improve our safety performance

Our most recent safety performance statistics indicate we have an opportunity to improve. In the past, many companies have only tracked accidents that involved time away from work, but the numbers presented here reflect all accidents that required medical treatment as well. We are holding ourselves accountable to a higher standard, but we believe it is worth the effort.

According to our 2004 statistics, 6.6 out of every 100 Graymont employees were injured to the point of requiring medical treatment. The national standard in the American mining industry is 3.3 for every 100 employees. As well as cases requiring medical treatment, our statistics include accidents involving lost or restricted time or industrial illnesses.

The pie chart represents a study of over 12,000 mining accidents in the past few years, including data from Graymont. The study identified trends showing most injuries occurred during maintenance, repair and construction, handling materials and walking or going up and down stairs. The principle types of injuries included sprains and strains, back injuries, broken bones or lime in the eyes.

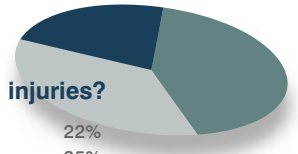
Graymont is committed to protecting the health and safety of our employees.



SAFETY CORNER

What activities are causing injuries?

Slip / trip / fall	22%
Material handling	35%
Maintenance / repair / construction	43%



Some Tips to Prevent Strains and Sprains

No one is immune to sprains and strains, so here are some tips developed by the American Academy of Orthopedic Surgeons to help reduce your injury risk:

- ▶ Participate in a conditioning program to build muscle strength
- ▶ Do stretching exercises daily
- ▶ Always wear properly fitting shoes (high top, supportive leather is great on the rocks)
- ▶ Nourish your muscles by eating a well-balanced diet
- ▶ Warm up before any strenuous work activity



Illustrations: www.worksafebc.com

Terry Thompson is Graymont's Safety Coordinator. If you have questions or comments about workplace health and safety, he can be reached at tthompson@graymont.com or 801/264-6863.

Continued from page 1: **Ts'kw'aylaxw Band** Kehler explained. "We have always been a significant contributor to the Ts'kw'aylaxw community and under the new leases and related agreements, we will increase our assistance to the Ts'kw'aylaxw people through education and training."

Aaron Higginbottom, a Ts'kw'aylaxw Band Council member agreed and said, "There is a greater sense of Graymont's involvement in our community and the increased economic revenue will assist our other business ventures such as our forestry company, our general store, housing and the Sky Blue Water Resort. The opportunities through the new apprenticeship program will help us train our young people for employment here or off-reserve."

In addition to Shintah and Higginbottom, the Ts'kw'aylaxw negotiating team included Community Chief Dennis Ned and Land Manager Rhonda Higginbottom, with assistance from Band Administrator Leo Porter and outside legal counsel Jean Yuen of Snarch & Allen. In his remarks at the signing ceremony on April 15, Chief Ned paid tribute to others who had contributed to the process such as former Chief Gary Harry and former Band Councilors Georgina Harry and Eugene Edwards.

The Graymont team supporting Kehler included Peter Darbyshire, Senior Vice President, Al Lucas, the Pavilion Plant Manager and David Camp from Borden Ladner Gervais LLP.

In 2004, Graymont quarried over 200,000 tons of limestone from the site, which it converted to lime at the plant and sold in western Canada and Alaska, primarily for use in processing operations at mines, pulp mills and refineries.

Limestone and Lime: did you know that....?

- ▶ Limestone is a sedimentary rock formed through numerous chemical and mechanical oceanic and depositional processes, which took place over millions of years.
- ▶ Lime is a component of the asphalt used to pave our highways, soften the water we drink, amend and stabilize the soil in which we grow our food, and clean the air of pollutants that we may breathe. Used in its proper forms, lime can credibly be referred to as an environmentally friendly chemical.

Clearing the air

Graymont's "Fugitive Dust Team" was established last February by Director of Sustainable Development Wayne Kenefick. The team is responsible for helping facilities address the issue that gets the single largest number of complaints at all of the Graymont facilities: dust.

"Graymont is really committed to solving this problem. We may not be able to have completely dust-free environments, but we're serious about improving the current situation," Kenefick said. "The severity of the dust problem varies from plant to plant, but overall fugitive dust is an identified problem and a source of community complaints virtually everywhere."

"Our team's role is to support plants in coming up with answers to the dust problem. We can brainstorm solutions — both short- and long-term — and share methods, information and innovations from other facilities, but implementation is up to each individual plant," he explained.

According to Kenefick, short-term solutions might include measures such as using water at crushing plants, getting the street sweepers out to clean roads even in winter and improving landfill management practices. These efforts can often be implemented within a couple of weeks with little associated cost.

"By pooling our resources and expertise, we are able to share best practices with each other, decrease the dust problems and minimize subsequent complaints," he said. "We have begun our work by visiting the plants in Exshaw, Alberta; Cricket Mountain, Utah; Bedford and Joliette in Quebec; Pavilion Lake, B.C. and Pleasant Gap, Pennsylvania."



Joliette's landfill practices greatly reduce the size of the waste site and the potential for dust.

Long-term solutions are an important part of the Fugitive Dust Team's work as well, Kenefick pointed out, because not addressing the issue can lead to more serious problems down the line.

"We need to get out in front of this issue now and not wait for an air-quality violation or perceived environmental problem to be the cause of any loss of business or productivity," he said. "There is a lot of good work being done in this area in many of our facilities and by sharing the methods throughout the company, we will all benefit."

In addition to Kenefick, the Fugitive Dust Team is comprised of Tony Panchyshyn from Salt Lake City (tpanchyshyn@graymont.com or 801/264-6895); Rob Camm of Havelock in New Brunswick (rcamm@graymont.com or 506/534-6274) and Bernard Lague of Joliette, Quebec (blague@graymont.com or 450/759-8195). For further information, contact any member of the team.

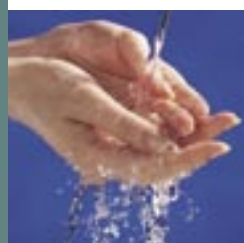
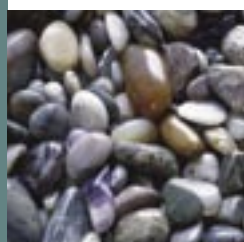
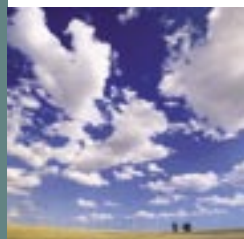
SUSTAINABLE GROWTH



Editor's Note: This article is the first of a three-part series featuring interviews with Graymont's Director of Sustainable Development Wayne Kenefick. The first article focuses on why the company has adopted a "sustainable growth" strategy, the second part will provide the details of that strategy and the third article will describe the implementation of Graymont's sustainable growth initiatives.

Graymont adopts "sustainable growth" strategy

We are determined to thrive — not just survive — and we believe that means a strong sustainable growth strategy.



Editor: What does "sustainable development" mean?

Wayne Kenefick: It is a concept that has been around and evolving for about 30 years and has been adopted through a variety of policies in the United States, Canada and other countries throughout the world. The classic definition says it is "...development that meets the needs of the present without compromising the ability of future generations to meet their own needs."

My own simple interpretation of this is that it is a good thing for our children and our children's children to enjoy a life as good, or better than our own.

As a mineral products company, we have to look to the future for our survival and only by being adaptable and forward thinking will we be able to continue to grow, continue to thrive and continue to provide employment in our industry.

Ed.: Why is Graymont concerned about such a concept?

WK: As a corporation and as individuals, we are all concerned about the future and we are all responsible, in various ways, for how that future unfolds. Consumption of natural resources, climate change, global energy use, bio-diversity and pollution are just some of the issues that have some relevance to Graymont's future.

As industry leaders, responsible to our shareholders, our employees and our communities, we must look at these challenges and find workable solutions.

Ed.: Do different people approach sustainable development differently?

WK: There are varying interpretations of what sustainable development is and how it can be achieved. Sustainable development rests on three pillars: environmental, social and economic objectives. Basically, sustainable development is about the balanced pursuit of environmental, social and economic goals, which can be mutually beneficial and lead to an improvement in human welfare, as opposed to the pursuit of one objective over another, which could in fact be harmful in the long term.

With roots in the environmental movement, some proponents advocate a form of sustainable development that says natural resources must remain unused regardless of the human cost. At the other end of the spectrum, there are those who believe that market forces and technology will provide solutions or substitutes for any problems caused by pollution or the depletion of natural resources. However, most governments and regulators operate from a more moderate perspective that combines the factors of market influences and eco-efficient technological advances, while respecting the limits of our natural resources. That's where we will focus our energies as well.

Ed.: Why does Graymont need to focus on sustainable development?

WK: To paraphrase an old song, gone are the days of "pave paradise to put up a parking lot." Now it is recognized that many people — not just the owners or shareholders of a company — have an interest in an organization's activities. Government, regulators, special interest groups, business and industry associations, unions, employees and local residents all have perspectives and opinions that must be considered as we plan our current work and our future growth. To that end, we've adopted a "sustainable growth" strategy.

Ed.: How did you put this strategy together?

WK: It is the result of many years of work, involving research both within our industry and within other industries, to make sure we understood how best such a strategy would serve Graymont and its constituents.

Mineral products — and we are a mineral producer — are as essential to contemporary societies and economies as they always have been. Many basic needs cannot be met without the minerals we produce. But in the minds of some people, there is the perception that mineral production comes with a cost to society and the environment not balanced by the economic gain and therefore not "sustainable". By adopting a sustainable growth strategy for Graymont, we look for suitable solutions that will respond to the needs of our constituents and we also provide a forum for discussion of concerns. To address these issues, with actions and meaningful, respectful interaction, will convey our company's commitment to addressing our constituents' concerns. Companies that fail to do so may find themselves increasingly unwelcome and some may even be driven out of business. We are determined to thrive — not just survive — and we believe that means a strong sustainable growth strategy. ◀

Next issue: the details of Graymont's sustainable growth strategy. For further information, contact Wayne Kenefick at wkenefick@graymont.com or call 403/219-1320.

LONG SERVICE RECOGNIZED

We all join together to congratulate our fellow co-workers who reached the following service milestones between July 1, 2004 and March 31, 2005.

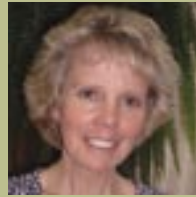
Bellingham
Gary Poole 35

Calgary
Rod Coles 25

Exshaw
Art Bernauer 35
Dale Kelly 30
Brien Knull 30
Garry Salekin 25

Faulkner
Larry Gering 30

New York
James Otis 30



Diane Nichols ▲ 25

Ohio
Gary Lipstraw 25
David Sandwisch 30


Pennsylvania

William Andrus ▲ 30
Robert Cain 40

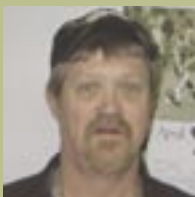

Russell Emel ▲ 30


Dean Fetzer ▲ 40



Paul Gardner ▲ 40



Roy Lucas ▲ 35


Daniel Lyons ▲ 30


Dean McCloskey ▲ 25
Albert Nichols 30
Edwin Rider 30



William Schaeffer ▲ 35


Donald Vonada ▲ 40



Donald Yoder ▲ 35
Emanuel Yoder 35

Quebec

Serge Baker ▲ 30
Gratien Boucher 30
Robert Côté 30


Christine Isuel-Coutu ▲ 30


Gilles Poirier ▲ 30


Alain Sylvestre ▲ 30

Richmond
Gordon Nichols 25

EMPLOYEE PROFILE

Editor's note: Each edition of *The Graymont Review* will feature a profile of one employee's unique experience, talents or contributions outside work. If you know someone whose profile would be of interest, please let me know.

LEFT: First Sergeant Scott Schilling is welcomed home from his tour in Iraq by daughter Samantha, 5.

RIGHT ABOVE: The aftermath of insurgents' bombs required soldiers of 458th Battalion, Bravo Company to refortify a check point near Baghdad's International Zone.

RIGHT BELOW: First Sergeant Schilling and Company Commander CPT Pribish discuss engineering missions with the Base Commander in Tiji, Iraq.



An army engineer's tour in Iraq

Mine Engineer and Geologist Scott Schilling has been at the Pleasant Gap, Pennsylvania, Graymont facility since 1999. But he's also been in the United States Army Reserves since 1982. These two professional commitments came together when Schilling was called up for active duty in November 2002.

"For 20 years, I've been doing my one weekend per month and two-to-three weeks of training per year," Schilling, a native Pennsylvanian and 1989 graduate of the University of Pittsburgh, explained. "With the reserves, I've been all over the United States and in Germany and South Korea. But this time, after three months for training and equipment upgrades at Fort McCoy, Wisconsin, we shipped out to Iraq for a two-year tour."

With Schilling's professional background and training, he served as First Sergeant of B Company in the 458th Engineers Battalion, located in Indiana, Pennsylvania, in charge of 150 men. The whole battalion is four companies and 620 personnel. He describes his role as "mother hen" for the company.

"Everyone brings their problems — personal and otherwise — to the first sergeant and I heard a lot of horror stories," he said.

In February of 2003, Schilling and his company went to Kuwait for three weeks where they worked on their equipment and then drove to Baghdad in Iraq where they were attached to the First Cavalry Division from Fort Hood, Texas.

"We were located at Camp Liberty near the airport and as combat engineers, we're responsible for heavy equipment like 'dozers, loaders and trucks and typically we're in a supporting role," Schilling pointed out. "But in Iraq, our role was expanded into reconstruction of both our facilities and those of the Iraqis and we got involved in projects like the removal and demolition of weapons and missiles discovered at various sites.

"As engineers, we were also made available to assist after cars or buildings were bombed. We put together an entire platoon — 40 men — of 'first responders' such as fire fighters and paramedics, to rescue people. Eight of my soldiers were so seriously injured they received Purple Hearts and we saved a lot of people," he said.

After two years in Iraq, with only one 10-day leave last November, Schilling returned home in March to his wife Ann and their five-year-old daughter Samantha. He described the overall experience as "not something I would want to repeat."

"At first it's difficult to figure out why we're there

and why you wanted to be there," he pointed out. "But when you witness thousands of people braving violence for the chance to vote in their first election, you remember it's about liberty. They have absolutely no idea what freedom is about in that country and that's something we take for granted at home."

Schilling said he found the poverty and its consequences for children particularly heart-breaking.

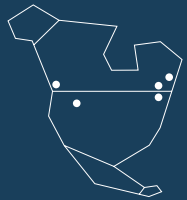
"Everywhere we went there were children begging for food, so we began to gather up things like coloring books and crayons as well as candy to hand to them. I will never forget one little girl who took the book and crayons from me, tossed the book aside, tore open the crayons and started eating them," he said. "After that, we showed them what the crayons were for."

Schilling said he's grateful that Graymont maintained his family health benefits while he was away and he appreciated the weekly packages of information from Supervisor Bill Granville and Lori Thomas, which helped him stay in touch with his work.

According to Granville, Schilling was involved in a number of dangerous activities in Iraq for which he received the Bronze Star and was recommended for a promotion in recognition of his bravery.

"Scott is a modest man and probably did not convey exactly what he went through," Granville pointed out. "We are very proud of him and very grateful he's back safe with us." ◀

GRAYMONT IN THE COMMUNITY



The **Indian Creek** plant donated funds toward the electrical services for the new pavilion in Heritage Park in Townsend, Montana. The facility holds its annual summer picnic in the park. ◀

The **Indian Creek** plant also received an award from the Helena National Forest for its restoration of the Crow Creek Falls, a waterfall located behind the facility. Elton Chorney and John Hinker received personal commendations for their restoration efforts on a placer patented mine claim left by a negligent gold miner. A television documentary about the project was aired locally in May. ◀

The **Havelock** plant is one of the major sponsors of the "Sidewalk Project," a three-

year, \$60,000 donation that will ensure safer passage for pedestrians along the community's roads.



"We took the initiative on this project, which is now being managed by our local Lions' Club," explained Andre Van Agten, Plant Manager. "Our transportation fleet generates a lot of truck traffic and we wanted to make sure the roads were properly widened for everyone walking, but especially for school children on their daily trips. We donated a cash contribution of \$20,000 per year for three years to create the 'sidewalks'." ◀

In April, the **Richmond** office of Graymont entered a team in *The Vancouver Sun Run*, an event that attracts over 48,000 participants every year. The team included



(front row, l. to r.) Melissa Billesberger, Celine Grandmont, Jennifer Barnes, Shelley Houle, Manon Belanger, Debora Richards, (back row, l. to r.) Jared Herout, and Rob Van Nus. ◀

To date, **Graymont** and employees have donated over CAD\$19,000 (US\$15,500) towards South East Asian tsunami relief. These donations have also lever-

aged a further CAD\$8,000 (US\$6,400) in government funded relief. This means that total relief donations of over CAD\$27,000 (US\$21,600) have been made as the result of the generosity of Graymont employees, President & CEO Stuart Wolfe said. ◀

In **Plattsburgh**, Materials Group Sales Manager Scott Bombard was elected to the Ausable, (New York) School Board last year and this year assisted in getting a \$13 million capital improvements project approved by the district voters. ◀

The **Plattsburgh** Quarry sponsored a school field trip in May, which saw over 200 fifth and ninth grade students tour the quarry and the

operations, learning about geology and Graymont products. ◀



Skip Bushey, Superintendent of the **Plattsburgh** Quarry, played drums in a sold-out performance of his band *The Twiliters'* 30-year reunion.

Marie-Line Rhéaume, Administrative Assistant in the **Boucherville** office, devotes her leisure time to

collecting funds on behalf of the primary school attended by her two sons.



The money she raises goes towards the purchase of books and the installation of a playground. Recently, she brought her Graymont colleagues into the act by organizing a collection of 'spare change'. In the past two years, the Boucherville office and its employees have donated over \$400 to the school. ◀

GRAYMONT THEN AND NOW



Joliette plant celebrates 100th anniversary

In 2004, the Joliette plant, located in Quebec in Eastern Canada, celebrated its 100th anniversary. To mark this event, and with the support of retired employees, a series of events was organized.

André Lauzon, Plant Manager, recalled: "We were all agreed to mark the event. But what? How? Where? We were determined that the festivities should reflect an image of the company's success."

After a few brainstorming sessions, a program of activities started to take shape beginning in the fall of 2003.

"With the approach of the holiday season, the time was ripe to bring the staff into the picture," explained Lauzon. "We launched a drawing competition among the employees' children and the winning works were reproduced on our Christmas cards." A few weeks later, at the annual children's Christmas party, the Centennial program was unveiled.

Making a mark for posterity

Lauzon said to mark the centennial as an historic event, it was necessary to create a logo for it and again they turned to the talents of Graymont employees.

Claude Grenier, an electrician in the plant since 1979, produced the winning logo, an emblem that became the symbol of the celebrations. It was reproduced on the cover of the color brochure, 2,000 of which were published by the plant to demonstrate the principal stages of its history, its present scope and the dynamism of its staff.

"This brochure enabled us to gain a clearer picture of what has been achieved since 1904," noted Lauzon. "In years to come, it will remain one of the most visible signs of our celebrations."

The souvenir brochure also helped to reinforce the place of the plant in the community. In addition to being distributed to the current and retired staff, it was given to the plant's suppliers and clients. Copies were also deposited in some public places for use by local citizens.

Centennial golf tournament helps local charities

Since the plant is located in an area with a population of around 60,000 inhabitants, the organizing committee wished to produce an activity designed to say "thank you" to the community. In July, a golf tournament to benefit several local charities attracted hundreds of participants, among them Graymont suppliers and employees and \$10,000 was raised.



The excitement of the Centennial reached its peak several weeks later on the occasion of a daylong Open House, attended by the families of both present and retired employees. According to Lauzon, staff members acted as guides, explaining the variety of equipment on site and within the plant. Buses carried the families around the quarry, with a view to giving them a better understanding of how the limestone is extracted before being transported to the plant.

"The children were impressed by our 'larger-than-life' installations," said Lauzon.

"Many of them had photographs taken next to an off-road truck or a loader."

The day ended with a barbecue, with the Graymont Board of Directors as last-minute guests. They traveled to the Joliette celebrations from their meetings in Montreal.

"The celebrations will remain in our memories," said Lauzon. "It was a lot of work, but extremely rewarding. Many employees offered their help for free, and we value that a great deal. The appreciative testimonies from the staff and the positive effect of our activities in building team spirit are incomparable rewards. If we had to do it all over again, we would not hesitate for a moment." ◀

We were determined that the festivities should reflect an image of the company's success.

TOP OF PAGE, LEFT: Frédéric Bourgeois, a computer technician, threw himself into the task of making his colleagues dance during the party that followed the barbecue.

TOP OF PAGE, RIGHT: At the Open House, employees' children were thrilled to pose next to the huge vehicles that rumble over the plant's roads every day.

LEFT, ABOVE: Stuart Wolfe, President and CEO, Anthony Graham, Chairman of the Board, and James Cleave, Director, joined the festivities for the barbecue that wound up the Open House.

LEFT, BELOW: Electrician Claude Grenier, designer of the centennial logo, proudly displays the souvenir T-shirt presented to him by Christine Coutu, Secretary and coordinator of the Centennial festivities, and André Lauzon, Plant Manager.

NEW EMPLOYEES

The following employees joined or rejoined the Graymont team between July 1, 2004 and March 31, 2005. Welcome!

Bedford

Dario Carmel
Mathieu Day
Denis Drouin
John Fontaine
Sébastien Larocque
David Verville

Cricket Mountain

Josh Alldredge
Casey Bassett
Joseph Clark

Exshaw

Kyle Black
Doug Bullick
Ron Freadrich
Aaron Gaillard

Faulkner

Sirahuen Maldonado
Trevor Tindall

Joliette

Mathieu Dubé
Mario Guérette

New York

Charles Call
Keith Lashway
Kenneth Parent
Forrest Spaulding

Ohio

Kyle Wolford

Pennsylvania

David Gardner II
Kenneth Klinger
James Rinker
John Rockey
Calvin Struble

Pilot Peak

Tom White

Portneuf

Rémy Tessier

Richmond

Howard Ageson
Vince Bennett
Carlos Carneiro De Melo
Paul Epp
Bruce Law
Emilio Perez
Luisa Rocha
Diane Secord
Rob Van Nus

Salt Lake City

Jared Leikam
Doug Mavety
Teri Paskvan

Summit

Christian Therrien

Graymont Joliette – at a glance

- ▶ Founded in 1904, it was first known as Standard Lime before being acquired by Graymont in 1983.
- ▶ Operates two rotary lime-kilns – production capacity: 220,000 tons; hydration capacity: 75,000 tons.
- ▶ Employs 120 people, including the engineering staff.
- ▶ Storage capacity: 4,000 tons.
- ▶ Produces both quick and hydrated lime, and a full range of granular limestone products.
- ▶ Major producer of construction aggregates and powdered limestone.