

Steven W. Baker

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Professional Profile

Environmental, health, and safety director with a broad based background in manufacturing and specialized expertise in the mining industry.

- Deep passion for driving culture change and delivering tangible results.
- Articulate communicator across all levels of a corporation from plant personnel to executive leaders.
- Highly effective presenter with significant experience in the development of training materials.
- Record of leading consistent and substantial improvements in health and safety performance.

Experience

IMERYS, Sylacauga, AL

2014 to present

Senior Environmental, Health, and Safety Manager

Recruited for a newly created position and charged with building and leading a centralized EHS program for 650 personnel employed at 10 carbonate manufacturing and mining facilities in the US and Mexico, including 3 PCC plants. Manage a team of five EHS professionals and control EHS budget. Selected to conduct EHS assessments and audits of global facilities, including sites in Singapore, Malaysia, and Belgium.

- Spearheaded an in-depth assessment and gap analysis of the EHS infrastructure and culture. Created and implemented EHS policies and procedures, which eliminated ambiguous standards and improved accountability, consistency, and compliance at all sites.
- Promoted a new EHS focused culture within the division that permeated the entire organization. Developed and delivered compelling presentations that correlated scientific data to actual business operations, garnering the support of executive leaders and shifting the EHS paradigm throughout the organization.
- Developed a reputation for calmly managing crises, limiting the company's risk exposure, and reducing the negative impact of situations. Built excellent relationships with regulatory agencies, reducing citations, severity of citations, and improving all key EHS metrics.
- Launched a behavioral based safety program, which in the first year reduced NLTAs 50% and resulted in no LTAs for 2.5 years. Created a structured accident/incident reporting system. Educated on-site accident investigation teams in methods for conducting root cause analyses.
- Restructured the EHS team, providing training, coaching, and delegating assignments and projects that fostered the professional skills of team members. Led EHS staff in increasing professional capabilities and achieving an increased level of performance.

UNITED STATES LIME & MINERALS, INC., Dallas, TX

2013 to 2014

Safety Director

Directed the health and safety programs for four limestone, lime, and natural gas mining, processing, and transportation facilities in the Midwest. Promoted a new safety culture through articulating the benefits of safety changes to all levels of personnel.

- Introduced new LOTO, accident/injury reporting, industrial hygiene monitoring policies, and a compliance tracking management system, resulting in reduced severity of incidents and improved compliance with corporate policies and procedures and regulatory standards.
- Significantly enhanced safety and health awareness, education, and training programs. Changed the method and content for annual refresher and other regularly conducted training to increase employees' engagement and retention of information.
- Created standardized tracking systems and audit protocols to ensure continuous, sustainable improvements in achieving short- and long-term health and safety goals.

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LHOIST NA, Calera, AL

2004 to 2013

Regional Safety Manager, Calera, AL (2010 to 2013)

Developed and implemented all safety and health programs for the Southeast Region operations of a limestone mining and manufacturing company. Led health and safety initiatives and MSHA compliance programs for underground mines, quarries, manufacturing facilities, and terminal operating centers with 400+ employees. Conducted field audits, and guided facility managers in implementing programs and resolving Workers' Compensation cases. Prepared and allocated annual regional safety budget. Advised corporate leadership on emerging issues and provided strategic recommendations to capitalize on anticipated regulatory changes.

- Created region's first standardized safety and health program. Adopted best practices and developed solid methodologies for all work functions. Introduced consistent standards, policies, training programs, and employee safety incentives that reduced total citations 53%, decreased 104D violations 93%, and drove penalty assessments down 87%.
- Revitalized the relationship between region and MSHA through actively reaching out to local inspectors and district managers, vastly improving company's credibility and convincing regulatory agencies of company's commitment to safety and health.
- Upgraded the expectations of safety supervisors and re-educated supervisors on new roles. Developed a safety training matrix and played a key role in educating plant managers.
- Achieved dramatic savings through eliminating the use of legal counsel to contest MSHA citations. Led global settlement of 116 MSHA violations, resulting in 35% reduction in penalty assessments, eliminating all personal penalties, and securing MSHA agreement for a phased-in penalty history.
- Launched a cross-disciplinary Safety Task Force charged with creating safety policies and procedures and securing employees' involvement to drive safety improvements. Piloted project with the underperforming Alabama operations with project adopted for nationwide rollout.
- Pioneered the Cardinal Safety Rule Program, which set and defined life critical practices, standards, and violation consequences. Established clear expectations and employee incentives for achieving milestones. Launched program in Alabama with project adopted for national implementation.

Environmental, Health & Safety Manager, Kimballton, VA (2004 to 2010)

Managed environmental, health, and safety compliance for an underground mine and a manufacturing facility with 120 employees. Advised management on best practices. Trained employees on policies and regulations. Prepared permit applications for capital projects and facilitated plant expansions.

- Reduced total citations 50%, 104D violations 75%, and penalty assessments 37%.
- Developed plan to achieve compliance with new MSHA DPM standard.

VIRGINIA DEPARTMENT OF TRANSPORTATION, Wytheville, VA

2001 to 2004

Senior Environmental Engineer

VOLVO TRUCK, NA, Dublin, VA

1999 to 2001

Senior Environmental Engineer

JIM WALTER RESOURCES, Brookwood, AL

1995 to 1999

Senior Environmental Engineer (1996 to 1999)

Mine Engineer (1995 to 1996)

Education

Samford University, **Master of Science in Environmental Management** – 2001

Virginia Tech, **Bachelor of Science in Mining Engineering** – 1995
