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Dear Friends,

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When we reflect on 2009, how do we choose to remember the year? Some might define it entirely by the most significant financial crisis since the Great Depression. Others might describe it as a year when businesses lost their stakeholders' trust and respect. While we cannot discount the profound impact of the global recession, we can choose to remember 2009 as a year that challenged Fairmount Minerals' commitment to sustainable development, but strengthened our resolve.

The financial crisis in 2009 demonstrated the dire consequences of short-term thinking. Fairmount Minerals understands that operating in a way that respects the needs of our employees and society while protecting the environment enables our long-term viability. While other organizations viewed their economic challenges as a time to scale back their social and environmental efforts, we made a decision to maintain our commitments and empower our employee family to find new ways of generating sustainable value. With an emphasis on strong communications and hard work on the part of our Fairmount employee family, we achieved 98 percent of our Bold Goals for sustainable development.

When key markets began to falter in 2009, our people reacted quickly, drawing on the relationships and expertise we have developed in recent years as a result of our sustainable practices. Dramatic contractions in some of our key markets led to decreased production and, unfortunately, a workforce reduction at Fairmount Minerals. Through it all, our employee family members came together and demonstrated the ways in which our sustainable practices do, in fact, pay off. We focused on the small steps we could take today that would add up to something much greater tomorrow. One hour spent volunteering at a foodbank could mean much more than providing a single meal — it could give hope to a family in need. One site tour with local students could inspire the world's next great ecologist. And, one preventative health screening for an employee could be the wake-up call needed to save one life.

Our sustainability practices created prosperity in the form of cost savings and new revenue generation. Our wellness program once again helped us to achieve individual employee health cost savings, which we project to be 23 percent below industry trends. We implemented new processes and technologies to support environmental objectives



such as waste reduction, which will generate more than \$600,000 in annual savings. And, we launched a new subsidiary, Fairmount Water Solutions, that provides water filtration technology to combat the social and environmental issues related to global water scarcity. One by one, these efforts helped us to finish the year strong.

As we look ahead to 2010 and beyond, we see great opportunities to enhance prosperity through technological innovation and key talent development initiatives. We recognize that rapid shifts in external environmental, social and economic forces will require flexibility and adaptability. As customer and market demands will evolve in response to these forces, we will need to adeptly transition to a more technology-driven approach. The work of our Fairmount Minerals University team will become increasingly important as new skills and competencies will need to be developed within the strong core of people and expertise that already exists at Fairmount Minerals.

It is my distinct honor and pleasure to be a part of an organization that so fully embodies the values of a sustainable culture. One by one, we come to work each day, dedicated to exceeding expectations in all that we do. One by one, we perform in ways that respect people, planet and prosperity. One by one, we are making a difference. One by one, we are the change we wish to see in the world.

Sincerely,

A handwritten signature in black ink that reads "Chuck Fowler". The signature is written in a cursive, slightly slanted style.

Chuck Fowler

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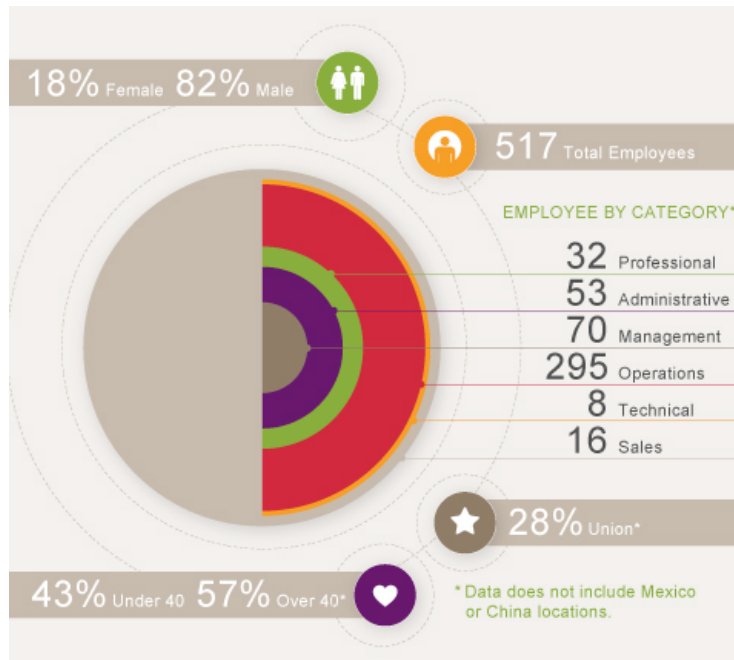


Fairmount Minerals is one of the largest industrial sand producers in the United States. We supply industrial sand and related products to the foundry, oil and gas, turf and landscape, water filtration, glass, construction, industrial, and retail markets.

Headquartered in Chardon, Ohio, Fairmount Minerals' global operations include 19 mining, mineral processing and manufacturing coating facilities. Fairmount Minerals is a privately held company with significant employee ownership. In 2009, our Fairmount family included more than 500 talented individuals whose unique skills and expertise helped us to achieve uncommon results.

LOCATIONS

- Best Sand | Chardon, OH
- Best Sand Southern | Beaver, OH
- Bridgman Resin | Bridgman, MI
- Bridgman Lake | Bridgman, MI
- CACM | Ferrysburg, MI
- Lakeshore Sand | Hamilton, Ontario
- Mineral Visions | Ottawa, IL
- Santrol de Mexico | Monterrey, Mexico
- Santrol Yixing Proppant | Yixing, China
- Santrol/Technisand | Fresno, TX
- Technisand | Roff, OK
- Technisand | Troy Grove, IL
- Technisand | Wedron, IL
- Water Solutions | Newbury, OH
- Wedron Silica | Wedron, IL
- Wexford Sand | Harrietta, MI
- WISC | Menomonie, WI
- WISC | Maiden Rock, WI
- WISC | Hager City/Bay City, WI



19 Total

Mission and Principles

Fairmount Minerals is united in our mission to "...exceed all expectations while fulfilling our economic, social and environmental responsibilities." The following principles serve as the foundation for our vision of sustainability and reinforce our organizational commitment to operating in a way that respects and appreciates People, Planet and Prosperity.

- Ethics
- Safety
- Health & Wellness
- Leadership
- Total Quality
- Environmental Stewardship
- Empowerment
- Celebrate / Fun
- Personal Excellence
- Continuous Improvement
- Teamwork / Shared Ownership
- Social Responsibility

Governance

Fairmount Minerals is governed by a seven-person Board of Directors, with one executive, three independent and three shareholder members. Board members are selected based on an internal review process as well as feedback from independent business partners. The Board has three standing committees — Compensation, Audit and Executive — that provide strategic counsel and oversight to the company. Our Board members act in accordance with our conflict of interest policy, which has been in existence since the formation of our Board.

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Strategy and Analysis



Can one single company really make a difference in the world? We think so.

Whether it's creating an engaging and supportive work environment for our employee family, collaborating with our business partners, practicing environmental stewardship in our operations or delivering profits for our shareholders, Fairmount Minerals is committed to improving social, environmental and economic outcomes for our stakeholders. If we make People, Planet and Prosperity balanced priorities in all that we do, Fairmount Minerals can and will make the world a better place.

Key Impacts

As a mining and mineral processing company, Fairmount Minerals has an inherent social and environmental impact that we address through policies and management systems in the areas of environment, health and safety, and community engagement. Our strategy of investing in long-life mines allows Fairmount Minerals to plan and deliver sustainable outcomes in social responsibility, environmental stewardship and economic development in the communities where we operate.

Our approach to environmental management enables Fairmount Minerals to improve our performance related to biodiversity and energy consumption. Extensive site planning and land restoration practices support the protection of natural habitats and biodiversity. In fact, all Fairmount Minerals restoration efforts return disturbed land to an environmentally responsible condition.

Natural resource conservation is a key objective of Fairmount Minerals' energy efficiency and alternative fuel initiatives. Through strategic energy conservation and creative renewable fuel applications, we work to reduce the greenhouse gas emissions associated with burning fossil fuels.

Fairmount Minerals' health and safety practices continue to be and will always remain a top priority for the Fairmount family. We address the unique hazards of mining industry through a comprehensive health and safety management program.

The industrial sand products manufactured at our global operations contribute to broad societal needs addressed by the industries we serve. Our operations create prosperity that supports employment and economic development, and our community investment activities provide support to social causes prioritized by our employee family.

Key Opportunities and Risks

In a world where rapidly changing social, environmental and economic forces directly affect the context in which Fairmount Minerals does business, we are responding by creating comprehensive sustainability goals and strategies. While the shifting


Our approach to sustainable development integrates environmental, social and economic analysis into our business decision-making. Through strategic management of our key sustainability impacts and a progressive view of our opportunities and risks, Fairmount Minerals strives to create sustainable value.

environmental and social landscape might be viewed as a challenge to our business, we see opportunities to create competitive advantage through progressive and comprehensive sustainability practices.

As a mining company, Fairmount Minerals is subject to compliance with regulations in many areas, including those relating to environmental protection and health and safety. Changes in the regulatory environment have the potential to increase costs associated with achieving compliance or to create delays in our operations. However, Fairmount Minerals' efforts to improve energy efficiency and integrate alternative energy into our operations position the organization to proactively address these challenges.

Water quality and availability is proving to be an increasingly significant and complex global issue. While access to water has a profound impact on our ability to operate, Fairmount Minerals sees the benefits of serving municipal and industrial markets in need of clean water supplies as an opportunity for our organization.

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Collaborations



As participants in the United Nations Global Compact, we embrace, support and enact a set of core values in the areas of human rights, labor standards, the environment, and ethics.

Beyond our commitment to upholding the universal principles of the Global Compact, we also participate in several industry and professional organizations. We have membership in or an association with the following organizations:

- American Chemistry Council Crystalline Silica Panel
- American Foundry Society
- American Institute of Chemical Engineers
- American Red Cross
- American Society for Quality
- American Society of Safety Engineers
- American Water Works Association
- Business as an Agent of World Benefit Center
- Casting Industry Supplier Association
- Foundry Education Foundation
- Golf Course Builders Association of America
- Golf Course Superintendents Association of America
- Industrial Minerals Association of North America
- International Society of Mine Safety Professionals
- National Association of Manufacturers
- National Freight Transportation Association
- National Industrial Sand Association
- National Plasterers Council
- National Safety Council
- North American Rail Shippers
- Northwest and Southwest Michigan Sustainable Business Forums
- Saving Birds Thru Habitat
- Society for Human Resources Management
- Society for Mining, Metallurgy and Exploration
- Society for Petroleum Engineers
- U.S. Business Council for Sustainable Development
- U.S. Chamber of Commerce Business Civic Leadership Center
- Water Environment Federation
- Western Wisconsin Land Conservancy
- Wildlife Habitat Council


Awards and Recognition



Fairmount Minerals is proud to be recognized for our efforts in sustainable development. A few of our most recent honors include:

- 2009 NEO Success Award
- 2009 Manny Award for Supply-Chain Management
- 2009 Weatherhead 100 Award
- 2009 *Crain's* Leading EDGE Award
- 2009 Illinois Association of Aggregate Producers (IAAP) Community Relations Award
- 2009 Environmental Achievement Award from the Ohio Environmental Council

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2009 Performance

Sixty-three Bold Goals support one key objective — to demonstrate and create value following a sustainable approach. Fairmount Minerals met 98 percent of our sustainable development goals in 2009, providing our People and Planet with enduring Prosperity. The following information describes our performance in sustainable development for 2009, detailing our key successes and areas for continued improvement.



 We will be a leader in education and communication.

DESCRIPTION	PERFORMANCE	COMMENTS	TREND
Establish video conferencing capability and host at least one video conference session in each Fairmount region.		Every region hosted at least one video conference session.	
Create an intranet site where Fairmount Family members can share information.		We developed a section on our intranet where FML family members can post information and communicate with one another.	
Create a repository for paper-based mailing data.		We assessed our mailings and identified opportunities to reduce the quantity of paper-based pieces we send to our stakeholders.	
Perpetuate environmental education by partnering with one educational organization in each of our five regions.		Every region conducted at least one environmental education session.	
Host at least one Community Investment Fair per region with family members, local businesses and non-profits.		Every FML region hosted a Community Investment Fair to support local charitable organizations.	
Create a signature sponsorship program.		We researched signature sponsorship options and decided to maintain our current giving program.	
Each of our five regions will partner with at least one local business for a Fairmount-sponsored corporate social responsibility activity.		Facilities in every FML region partnered with local businesses to engage in a volunteer or charitable fundraising activity.	
Complete the Fairmount Minerals Disaster Relief Policy and establish at least one pilot team.		We created our first Disaster Relief Policy and pilot team last year to respond to major natural disasters.	

Develop talent following a four-phase approach: 1) Identify core leadership competencies; 2) Perform a technical and leadership analysis; 3) Establish an annual budget; 4) Establish a pilot program.		We defined the key attributes of the FML University concept in 2009 and began to identify the areas of organizational learning we want to target.	
Establish a mission and vision for FML University.		We created a mission and vision statement for FML University and began training members of our employee family on topics related to leadership, empowerment and innovation.	
Plant support of education and communication initiatives.			

We will be a leader in health and safety.

DESCRIPTION	PERFORMANCE	COMMENTS	TREND
Implement a children's wellness program and establish a pilot in the Illinois region.		Our first year piloting a new Children's Wellness Program included hosting a community children's wellness fair in one of our local communities.	
Achieve one million consecutive safe work hours as a total company.		Our longest run of safe working hours exceeded 438,000.	
Perform 25% better than our peers on industry averages on Incident Rates as a total company.		We improved our corporate incident rate to 3.58 in 2009, but missed our target of performing below the 3.3 industry average.	
Establish a safety observation process that provides for proactive safety involvement at 50% of the company operating facilities.		We implemented a safety observation program at more than half of all FML facilities. We plan to expand the program over the next year.	
Plant support of health and safety initiatives.			

We will invest our time, talents and treasure to enhance our communities, locally and globally.

DESCRIPTION	PERFORMANCE	COMMENTS	TREND
We will donate a minimum of 1.5% of our 2009 pre-tax/pre-equity earnings through financial, volunteer and in-kind support to 501(c)(3), tax-exempt organizations.		We exceeded our goal of donating 1.5% of our pre-tax/pre-equity earnings to non-profit organizations.	
Each plant will donate a minimum of .25% by their pre-tax/pre-equity earnings through financial, volunteer and in-kind support to 501(c)(3), tax-exempt organizations.		All FML facilities met their goal of donating .25% of their pre-tax/pre-equity income to non-profit organizations.	
We will achieve 100% participation in employee paid volunteerism.		95% of the FML employee family participated in the paid volunteer time program.	
We will achieve 10,000 paid volunteer hours.		The FML family donated more than 7,600 hours of volunteer time to charitable organizations.	
We will achieve 500 volunteer hours from Fairmount Family members' families (spouses, children, significant others) in Fairmount-sponsored community events.		We encouraged our friends and family to participate in volunteer efforts, resulting in more than 500 hours of volunteer service.	
Plant support of community investment initiatives.			

We will promote and support a healthy balance between community involvement, work and family.

DESCRIPTION	PERFORMANCE	COMMENTS	TREND
We will implement a "Know Your Numbers" Awareness Campaign with 80% of all employees knowing their biometric values.		We helped more than 80% of our employee family to learn important biometric values that serve as key health indicators.	
We will implement the "Pound for Pound" Challenge.		We donated more than \$13,000 to America's Second Harvest as a result of employee participation in the weight loss/charitable program.	
Plant support of work/life balance initiatives.			

 We will optimize assets and conserve resources.

DESCRIPTION	PERFORMANCE	COMMENTS	TREND
Identify a maintenance management system and implement at one site in each of the five regions.		We created a maintenance management program and began rolling it out at several FML locations.	
Identify three to five production, quality and safety best practices and implement at each manufacturing facility.		We implemented several best practice projects based on team learning and collaboration across FML facilities.	
The loading best practice team will develop and implement a blending program at targeted sites to improve loading times by 10%.		Through our new blending program, we improved loading times by 10%.	
The mining best practice team will make three improvement recommendations at targeted sites based on their best practice observations.		We shared more than three best practice ideas based on team observations and tours with Badger Mining.	
We will complete the Wind Turbine Project feasibility and planning.		We completed our wind turbine feasibility assessment and determined that we must find another location to generate the optimum wind energy needed for the project.	
Each site will develop a high-efficiency motor replacement plan.		We created a policy and are in the process of implementing a replacement plan across all facilities.	
We will introduce three new sustainable manufacturing products and/or processes.		We launched several new products and processes this year that improve energy efficiency and waste outputs.	
Implement three new corporate-wide technologies to increase energy conservation.		Our energy conservation projects helped FML save nearly \$40,000.	
Reduce Hazardous Air Pollutants (HAP) in the resin coating facilities by 15% based on 2008 data.		We reduced HAP emissions by 9.5% compared to 2008 levels.	
Reduce greenhouse gas emissions by 2.5% in 2009 on a per unit basis by facility based on 2006 baseline.		We reduced our greenhouse gas emissions by approximately 1.6% compared to 2006 levels.	
Meet Fairmount's carbon mitigation plan annual requirements.		We sequestered more than 90% of our Scope 1 & 2 greenhouse gas emissions.	
Every 3R (Recover, Recycle, Reuse) plant team will establish six specific plant goals. Cost savings or economic value generated from waste stream reductions will be tracked monthly.		Our 3R plant teams created specialized projects to reduce waste and measure the associated cost-savings.	
Pursue partnership arrangement with composters to recover spent foundry sand from customers for beneficial reuse.		We continued efforts to expand our spent foundry sand recovery program.	
Identify a minimum of three projects to utilize heat recovery methods at Fairmount plants to recycle heat and reduce utility costs.		We conducted three heat recovery projects that saved energy and reduced utility costs.	
Establish partnerships with key customers and suppliers to increase 3R focus by making at least 15 presentations.		We began the process of educating key suppliers and customers about waste reduction and recycling.	
Create a 3R/Sustainable Supply Chain Team sub-team to investigate packaging options to reduce waste streams.		The 3R Team collaborated with the Sustainable Supply Chain Team to successfully reduce our waste from packaging.	
Promote recycling projects, programs and use collection containers in communities where we operate. Each plant location will establish two or more activities to support this goal.		All FML facilities participated in recycling projects and programs resulting in more than 8 million pounds of recycled waste.	
Identify and select an ERP software and/or third party for railcar equipment management.		We identified an appropriate software solution and are in the process of assessing the investment.	
We will participate in proposed government		We successfully improved net weights on	

legislation to increase allowable maximum weights on over-the-road carriers. Improve net weights of truckloads between Menomonie and our Wheeler transload by 3%.		truckloads to reduce the total number of shipments needed to transport our products and raw materials.	
Identify routes and procedures needed to optimize 10% of the transportation between our industrial and manufacturing plants and terminals.	🟢	We improved the efficiency of our logistics by triangulating shipments.	⬆️
Three Fairmount sites will formalize land restoration plans.	🟢	Three FML sites worked to enhance the biodiversity of the area by creating site restoration plans.	⬆️
Develop a plan for controlling invasive species at each Fairmount facility.	🟢	We improved our environmental footprint by creating a plan for invasive species removal and mitigation.	⬆️
Plant support of resource conservation and efficiency initiatives.			





▣ We will be a leader in the development of sustainable products and processes.

DESCRIPTION	PERFORMANCE	COMMENTS	TREND
Review revolutionary innovation programs as applied to business.	🟢	We applied our learning from innovation experts to create an innovation process at FML.	⬆️
Design a sustainable innovation program for Fairmount including an innovation center/facility concept and a process for innovation input from all facilities.	🟢	Our Business Innovation team developed a physical innovation center and designed a process to enable innovation across the organization.	⬆️
Complete a water market survey to identify segments in which we might "Do Good and Do Well."	🟢	We utilized information from water market surveys to better understand the segments where FML might successfully provide water filtration solutions.	⬆️
Coordinate minimum of three joint meetings with Water Filtration Partners.	🟢	In late 2009, FML launched a new subsidiary, Fairmount Water Solutions, to manufacture and market water filtration technology.	⬆️
Place 2,009 AquaClara water filtration units in the field.	🟢	We nearly doubled our goal by installing 4,000 water filtration units in developing countries.	⬆️
Develop a new Fairmount Minerals/AquaClara system that reduces heavy metal contaminants levels in drinking water.	🟡	We are in the process of enhancing our water filtration technology to eliminate heavy metal contaminants.	⬆️
Increase the amount (quantity) of recycled, recyclable, or re-useable raw material in finished goods packaging impacting a minimum of 10,000 units.	🟢	We exceeded our goal of increasing the amount of recycled material in our packaging.	⬆️
Create a Customer Bulk Bag Reuse Program and implement with two customers.	🟢	FML worked with key customers to implement a new bulk bag reuse program that resulted in more than 190,000 pounds of waste diverted from landfill.	⬆️
Plant support of sustainable product and process initiatives.			

▣ We will demonstrate that Sustainable Development pays.

DESCRIPTION	PERFORMANCE	COMMENTS	TREND
We will demonstrate that Sustainable Development pays through value creation and cost saving measures.	🟢	We calculated the value generated from FML's sustainability practices to exceed \$1 million.	⬆️
Our annual 2009 healthcare spend will be 10% below industry trend.	🟢	Our healthcare costs are estimated to be 23% below industry averages.	⬆️
Plant support of sustainable value generation initiatives.			

 We will continue to embrace and share the principles of the UN Global Compact as we expand internationally.

DESCRIPTION	PERFORMANCE	COMMENTS	TREND
Fairmount to sponsor one regional UN Global Compact meeting.		We hosted a regional UN Global Compact meeting in collaboration with our partners at Case Western Reserve University.	
Obtain sustainability surveys from suppliers who represent at least 50% of our 2008 non-inventory spend.		More than 50% of our non-inventory suppliers participated in our sustainability survey.	
Plant support of UN Global Compact principles.			

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2010 Bold Goals

Year after year, Fairmount Minerals strives to strengthen our commitment to sustainable development. As we enter into a new decade, we see great opportunity to expand our efforts relative to the Three P's (People, Planet and Prosperity). In 2010, we set the bar high with 57 targets for the organization that support eight bold goals.

New to our Bold Goal list in 2010 are long-term stretch goals that challenge the organization to improve our sustainability performance. In responding to feedback from Fairmount Minerals' internal stakeholders, we also refined the organization of our 2010 Bold Goals to better illustrate which sustainable development teams have responsibility for a particular goal.

Best Practices Team Goals

BOLD GOAL	DESCRIPTION
We will optimize assets and conserve resources.	<ul style="list-style-type: none"> Corporate Best Practice Team will implement three projects in the areas of safety, quality and production.
We will be a leader in the development of sustainable products and processes.	<ul style="list-style-type: none"> Create a "Best Practice culture" by 2013. In 2010, the Best Practice team will develop a list of criteria and techniques for the identification of Best Practices both internally and externally.

Business Innovation Team Goals

BOLD GOAL	DESCRIPTION
We will be a leader in education and communication.	<ul style="list-style-type: none"> Further define opportunities for innovative collaboration. Develop one long-term partnership.
We will be a leader in the development of sustainable products and processes.	<ul style="list-style-type: none"> 1) Conduct one innovation assembly in each FML region and track at least two projects through the innovation program structure. 2) Implement innovation center concept.

Clean Water Team Goals

BOLD GOAL	DESCRIPTION
We will be a leader in education and communication.	<ul style="list-style-type: none"> Collaborate with academic or business partners to develop a new and unique water filtration or treatment technology.
We will be a leader in health and safety.	<ul style="list-style-type: none"> Identify a partner to help support Aqua Clara's mission.
We will be a leader in the development of sustainable products and processes.	<ul style="list-style-type: none"> Work with Aqua Clara to develop a reactor tracking system for new and existing installations.

Communications Team Goals

BOLD GOAL	DESCRIPTION
We will optimize assets and conserve resources.	<ul style="list-style-type: none"> Reduce paper-based mailings by 20% versus the 2009 baseline.
We will be a leader in education and	<ul style="list-style-type: none"> Conduct communications survey to identify ideal communication vehicles.

communication.

- Ensure that 100% of Sustainable Development teams will host at least one video conference.
- Provide our support to Case Western Reserve University as the secretariat for the UN Global Compact in their 2010 initiatives.

Corporate Social Responsibility Team Goals

BOLD GOAL

DESCRIPTION

We will invest our time, talents and treasure to enhance our communities, locally and globally.

- Conduct a company-wide skills assessment survey to help launch a skill-based volunteerism campaign. Target an employee response rate of at least 50%.
- Expand our Disaster Relief program by creating one new Disaster Relief Team in Southern Region.
- Every facility will conduct a volunteer Day of Caring on or near September 11, 2010.
- Our investments of time, talent and treasure will touch one million lives by 2020. In 2010, we will touch 100,000 lives.
- We will achieve 100% participation in employee paid volunteerism.
- We will reach 10,000 paid volunteer hours.

Eco-Efficiency Team Goals

BOLD GOAL

DESCRIPTION

We will optimize assets and conserve resources.

- Track all new motor purchases to ensure high-efficiency standards as defined by the FML motor replacement initiative.
- Implement an alternative energy project in 2011. In 2010, research and identify an alternative energy project.
- Support regional energy reduction initiatives through best practice sharing by team members.
- Reduce greenhouse gas emissions per unit of product sold by 10% of 2009 levels by 2015. In 2010, we will reduce greenhouse gas emissions (normalized) per unit of product sold by 2%.

We will be a leader in education and communication.

- Create an online forum that tracks on-site solar energy production and offers education on clean energy and future projects.

Environmentally Responsible Products and Processes Team Goals

BOLD GOAL

DESCRIPTION

We will optimize assets and conserve resources.

- One hundred percent of FML-owned computers will meet internal standards for environmental responsibility by 2014. In 2010, we will increase environmentally friendly computers to 40%.

We will be a leader in the development of sustainable products and processes.

- Launch five new sustainable products or processes in 2010.
- Register or achieve compliance with ISO 14000 at all FML facilities by 2014. In 2010, we will have 60% of the Fairmount facilities ISO 14000 registered or compliant.

FML University Team Goals

BOLD GOAL

DESCRIPTION

We will be a leader in education and communication.

- Launch a talent development pilot program.
- Partner with the HR department to enhance the talent management program in the following areas: talent acquisition, talent development, and learning and succession planning.
- Conduct benchmarking research to identify exceptional talent development and learning programs and bring best practices from those programs back to Fairmount Minerals.

Health and Wellness Team Goals

BOLD GOAL

DESCRIPTION

We will be a leader in health and safety.

- Implement a company-wide Children's Wellness Program.
- Conduct a "Fruit and Veggie Bowl" competition to encourage healthy

nutrition across organization. Consume a total of 500,000 servings of fruit and vegetables in 2010.

- Enhance the health and wellness of our extended Fairmount family by increasing spouse participation in the FML Wellness Program to 60%.
- Our annual healthcare spend will be 10% below industry trend.

QUEST Team Goals

BOLD GOAL	DESCRIPTION
We will optimize assets and conserve resources.	<ul style="list-style-type: none">• Sequester all FML Scope 1 and 2 greenhouse gas emissions in 2010.• Reduce FML's disturbed land by 2.5%.• Develop an invasive species removal plan by 2015. In 2010, 20% of FML Sites will have a completed plant inventory list and developed a removal plan.• Sequester all greenhouse gas emissions (Scopes 1-3) by 2020. In 2010, establish Scope 3 greenhouse gas emissions levels at 20% of FML facilities.
We will be a leader in education and communication.	<ul style="list-style-type: none">• Earn a minimum of one grant project related to the mission of the QUEST Team.• Conduct one environmental-related project per region.• Achieve Wildlife Habitat and/or Saving Birds Thru Habitat certification at all FML sites by 2015. In 2010, 20% of FML sites will achieve WHC or SBTH certification.

Recover, Recycle, Reuse Team Goals

BOLD GOAL	DESCRIPTION
We will be a leader in education and communication.	<ul style="list-style-type: none">• Promote waste reduction by hosting community recycling events in each FML region.
We will optimize assets and conserve resources.	<ul style="list-style-type: none">• Fairmount Minerals will be zero waste by 2015 through 20% increments per year.

Safety Team Goals

BOLD GOAL	DESCRIPTION
We will be a leader in health and safety.	<ul style="list-style-type: none">• Achieve one million consecutive safe work hours as a total company.• Achieve a lower safety incident rate than industry peers as a company in 2010.• Expand our observation-based safety (OBS) program to all our operating facilities in the United States and Canada.• Register FML to OSHAS18000 by 2015. In 2010, we will have 20% of the program in place.

Sustainable Supply Chain Team Goals

BOLD GOAL	DESCRIPTION
We will be a leader in the development of sustainable products and processes.	<ul style="list-style-type: none">• Implement a bulk bag reuse program for 30% of 2009 bulk bag volume shipped.• Provide all FML facilities with a sustainable reference guide to help increase the quantity of purchases from sustainable organizations.• 1) Provide all inventory suppliers with their current SD Index Score and offer the opportunity to update their information. 2) Increase the percentage of inventory spend with sustainable suppliers by 10% versus 2009. 3) Deliver at least one sustainability training session for our suppliers.

Transportation Team Goals

BOLD GOAL	DESCRIPTION
We will optimize assets and conserve resources.	<ul style="list-style-type: none">• Reduce demurrage at FML plants and terminals through improvements to inbound and outbound logistics.• Update loading and unloading procedures to improve efficiency and avoid fees/charges.

- Identify, implement, and improve the economics of car cleaning procedures for each loading facility.
 - Increase gross weights on rail for at least 10% of all freight-collect customers.
 - Collaborate with the Best Practice Loading team to improve loading practices at all facilities and reduce fugitive dust and track-out sand.
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