

JOHN HORNE



My wife Suzanne and I became part-time residents of Crystal Lakes October of 2022 and immediately fell in love with the community. Since purchasing our cabin we look forward all week to getting back to our small slice of heaven. We are lucky enough to get to the cabin almost every weekend 12 months out of the year and more as our work schedules allow. I work in Loveland for Nutrien (World's largest agriculture company) as Vice President, Safety Health and Environment and my wife is the Principal at Severance Middle School. We are very much looking forward to finding more ways we can give back and get involved with the community.

About Me-

I grew up on a small tobacco farm in the Appalachian Mountains. In college, I studied Environmental Health and Safety. My first position was working for the state of Tennessee permitting septic systems and providing oversight for all aspects of environmental health for three mountain counties. From that position, I moved into the private sector with a focus in Environmental Health and Safety. I worked in safety for about five years before making a transition to Plant Manager for two chemical manufacturing facilities. I then had an opportunity to move back into Safety with Nutrien 14 years ago which ultimately brought us to Colorado in 2018.

I am passionate about this community and feel I bring some unique qualifications and perspectives to the board.

- Extensive background in Executive Leadership- currently lead a team of over 150 direct and 200 indirect employees
- Strong business and financial acumen- Hold an Executive MBA in Strategic Leadership from the University of Tennessee Knoxville (GO VOLS!)
- Extensive background in dealing with government bodies and regulatory agencies
- Highly skilled at strategic planning – currently responsible for Safety Health and Environmental strategy for 25,000 employee organization with over 2,000 locations
- Accomplished at developing and sustaining strong culture improvement and ownership
- Skilled communicator with proven track record of success

Objective:

My objective is simple- Support a strong community of property owners that sustain our vibrant and unique community.

To do that we must-

- First and foremost, operate as a service-based board putting our property owners first
- Establish a shared vision of the homeowners for our community and develop a five-year strategic plan in accordance with that vision
- Provide complete transparency to our property owners- the owners pay the bills and deserve strong transparency and accountability
- Enable a robust and effective budgeting process that matches expenses to collections
- Ensure our association is governed and managed in the most efficient and effective manner to be good stewards of our community resources
- Address the growing adversity and division and build a stronger community culture

My wife and I love our community and plan to retire at our cabin here. We are heavily invested in making sure the community remains strong and vibrant for many years to come. I would very much appreciate your support for board of directors. (detailed resume attached).

John

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SUMMARY

Accomplished and performance driven leader with twenty years progressive experience in Safety, Health, Environment and Operations Leadership roles with and Executive MBA in Strategic Leadership from the University of Tennessee.

EXPERIENCE

Nutrien- World's largest provider of crop inputs and services

2009- present

Vice President Safety Health and Environment- 2020- present

- Responsible for the development and leadership of Nutrien's Safety, Health, and Environment (SH&E)- function for our global operations of over 2,000 locations and 25,000+ employees
- Lead a team of 160 direct and over 200 indirect staff and manage a 32-million-dollar budget
- Created the Nutrien Safety Health and Environmental Strategy that serves as the culture carrier for the organization
- Developed the Nutrien Way to provide a playbook for how we do Safety, Health, and Environment in the organization
- Created and implemented the Nutrien Serious Injury and Fatality Prevention strategy that has delivered 4 years fatality free work across our global operations
- Executive sponsor of our global Equity, Diversity, and Inclusion Council
- Winner of 2021 Green Cross for Safety Advocate award for NH3 Training Development Project
- Delivered 27% improvement in lost time injury rate and 18% improvement in recordable injury rate
- Implemented a process to deliver a daily safety message from the VP SH&E to improve safety culture and keep safety at the center of how we approach our work
- Developed and implemented a structured process to conduct routine assessments of site safety programs and generate recommendations for improvement (short-term incentive leading indicator)
- Implemented a leadership development strategy to support field SH&E professionals
- Connect and build trust across business unit leadership teams to promote our SHE team as a valued partner
- Lead the safety leadership coaching strategy to improve safety commitment of front-line leaders
- Drive simplification of safety and reduction of non-value-added safety activities

Senior Director of SHE Services- 2018- 2019

- Established goals and objectives to drive integration post-merger for SHE services team and delivered identified synergy targets
- Developed performance goals and objectives for SHE Services team and provided coaching and support to drive improvement
- Provided leadership and strategic direction to the technical training team
- Created strategy for development and implementation of Power BI automated SHE

- metrics dashboard
- Developed a mental health strategy and initiated a cross functional team to address mental health concerns at our operating sites
- Provided safety vision and support for IT/Safety Fatigue Management work
- Provided leadership for the development of revised SHE audit strategy
- Provided strategic direction to establish Nutrien Safety Vision, Principles, and Priorities

Director of Safety and Health- 2015-2018

- Winner of the 2017 National Safety Council Green Cross for Safety Excellence Award for the development and implementation of an innovative and comprehensive approach to SIF Prevention
- Responsible for global safety and health strategy- achieved companywide 33% reduction recordable injury rate
- Developed and led Safety Leadership Development program to improve leadership and accountability of front-line leaders
- Responsible for development and administration of safety and health audit system
- Conducted routine assessments of site safety programs to generate recommendations for improvement
- Managed leadership development program for site safety and health professionals
- Responsible for development and maintenance of the PotashCorp SHE Management System
- Provided expertise for Safety and Health Regulatory Affairs

Manager of Safety Systems - Corporate Safety and Health- Nutrien – (2012-2015)

- Responsible for the development of PotashCorp five-year safety improvement strategy
- Conducted routine assessments of site safety programs and generate recommendations for improvement
- Partnered with HR team to create PotashCorp Technical Training Strategy as part of our five-year safety improvement plan
- Selected for first class of PotashCorp Growing Leaders program for high potential employees
- Led the planning and execution of PotashCorp annual Safety Summit

Manager Safety, PSM, and Security- Nutrien Augusta Nitrogen Operations- (2009-2012)

- Responsible for all Safety, Health, & Security activities for the Augusta manufacturing facility
- Implemented injury reduction program ~ Achieved a total site (PotashCorp and contractors) 78% TRIR reduction from .89 to .20 and a lost time incident rate reduction from .33 to zero
- Worked 3.6MM hours without a lost-time injury
- PSM Improvement- Reduced overdue MOC's from 400+ to 0 and overdue action items from 52 to zero
- Increased participation in behavior based safety program by 30%
- Complete ownership of site process safety- implemented \$51 million risk mitigation plan

Hexion Specialty Chemicals 2006 - 2009

Site Leader-Columbus, GA & Alexandria, LA (2007-2009)

- Complete ownership of sites- manufacturing, EHS, quality, shipping, and maintenance

functions

- Winner of the 2008 Corporate Site of the Year and Productivity Site of the Year- (Columbus Site)
- Responsible for all environmental compliance for the manufacturing facilities
- Certified Six Sigma Green Belt- improved quality scores by 61%
- Achieved 3+ years without a recordable injury
- Completed process optimization resulting in 78% reduction in overtime costs
- Conducted complete revision of operations manual and implemented ISO quality program

Site Safety Leader-Fayetteville, NC (2006-2007)

- Responsible for all EHS activities for large scale PSM regulated chemical manufacturing facility

**URS Corporation
2004-2006**

Environmental Scientist/Safety Officer

- Provided SHE support to military units on the Fort Brag Army Base

**Wyeth Vaccines
2003-2004**

Environmental Health and Safety Technician

- Provided SHE support for large vaccine development site

EDUCATION

Executive MBA, Strategic Leadership- University of Tennessee, December 2022

**Bachelor of Science, Environmental Health and Safety-East Tennessee State University,
2002**