



VIEWS&VISIONS

A publication of Bowles Rice LLP

Fall 2016



Coming Soon to the Eastern Panhandle

Keith Busby, Plant HR Site Leader
The Procter & Gamble Company

Keith Busby is the Plant HR Site Leader for Procter & Gamble's new Tabler Station facility, scheduled to open in the Eastern Panhandle in late 2017.

Busby earned bachelor's and master's degrees from Brigham Young University, and previously worked in his family's franchised restaurant before joining P&G in 2009. He has served in various human resources roles at P&G including, RetailPULSE HR Manager and Plant Site Leader at the company's Methoopyany (Pennsylvania) and Oxnard (California) plants.

He served as a church missionary in Uruguay from 1999 to 2001.

Procter & Gamble is redesigning its North American supply network, including manufacturing and distribution, so it can more efficiently reach retailers and increase the availability of P&G brands like Pantene®, Head & Shoulders® and Bounce® for shoppers like you. An early step toward that goal was sourcing land to build a new, innovative manufacturing plant that would make multiple brands and have 700 full-time P&G employees. Such a large commitment required the perfect place, and P&G found it in Berkeley County, West Virginia.

P&G's business model dictates that we manufacture near the people who buy our brands. That's why we operate more than 130 plants in 40-plus countries, including 25 manufacturing sites in the United States. In fact, about 94 percent of our products purchased in the U.S. are made in the U.S. Starting in late 2017, some of those brands will be made by West Virginians.

We evaluated 70 potential sites, and our first choice was near Martinsburg, West Virginia, in the Eastern Panhandle. The location has close proximity to East Coast population centers, infrastructure and a strong labor force. It is strategically located in the East to allow P&G to improve service to retailers and consumers and help achieve P&G's goal of reaching 80 percent of shoppers within one-day transit from the manufacturing site. Major interstates and rail spurs near the



site were critical to the site's selection, as well as the fact that P&G recently opened new distribution centers near Shippensburg, Pennsylvania; Dayton, Ohio; and Atlanta, Georgia.

The area is also attractive for talent recruitment – we want people to stay at P&G for a career, not a job. The education system and schools are excellent and the region has easy access to many diverse activities and locations, including Washington, D.C., Baltimore and the Shenandoah Valley. And, importantly, the Eastern Panhandle is a great place to work, live and raise a family.

We were excited to start construction in September 2015 for the plant we've named Tabler Station. Tabler Station will be one of the most advanced and sustainable sites among P&G's global manufacturing and supply-chain operations. It will include production areas, a warehouse, an employee center and rail yard. It will be LEED



Silver certified. It will be a modern, climate-controlled, clean facility that is aesthetically pleasing. The one million square-foot-plus facility will produce shampoos and conditioners (like Pantene® and Head & Shoulders®), body washes (like Olay® and Old Spice®), and Bounce®, when it's fully operational.

By late 2017, West Virginia will be home to our 26th plant in the United States. P&G will be a good neighbor to West Virginians. We are passionate sponsors of the United Way and involved in other philanthropic efforts. As much as P&G will be proud to call the Eastern Panhandle home, we are certain that West Virginians will be pleased to have P&G in their neighborhood. ▼