



# VIEWS & VISIONS

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## Think Globally, Produce Locally

Keith Busby, Site Human Resources Leader  
Procter & Gamble

Keith Busby is the Site Human Resources Leader for Procter and Gamble's Tabler Station facility, located in the Eastern Panhandle of West Virginia.

Busby earned bachelor's and master's degrees from Brigham Young University, and previously worked in his family's franchised restaurant before joining Procter and Gamble in 2009. He has served in various human resources roles at the global company, including RetailPULSE Human Resources Manager and Plant Site Leader at the Mehoopany, Pennsylvania and Oxnard, California plants.

From 1999 to 2001, he served as a church missionary in Uruguay.

For the last several years, the new Procter & Gamble (P&G) facility near Martinsburg, West Virginia has been the largest construction site in the state. Since first breaking ground in 2015, construction has continued unabated as the modern manufacturing plant has gradually taken shape. Now, work has largely moved indoors. The first production line of Bounce fabric enhancers began successful operations in February 2018.

Our Tabler Station plant is truly a manufacturing site of the future. Trucks and trains can unload raw materials directly at the site, which has its own rail spur off the Winchester & Southern rail line. Multiple P&G suppliers have constructed co-located production facilities so that bottles and lids for our brands can be produced on demand and on location, in the necessary quantities, thereby eliminating waste and additional transportation costs.

**The new Tabler Station plant is the latest example of P&G's global supply network transformation, which is being designed so that P&G and its suppliers can rapidly meet consumer and retail customer demand in a replenishment-centric manner that reduces inventory while increasing on-shelf availability of P&G brands.**

From there, our products and the bottles and lids that will house them are transported by



automated guided vehicles – or robots – to the P&G manufacturing building where the magic happens and all components unite in a seamless blend that results in the following P&G brands: Pantene, Herbal Essences, Aussie and Head & Shoulders shampoos and conditioners; Olay, Old Spice and Gillette body washes; Dawn, Gain and Joy dish soaps; Bounce fabric enhancers; and Swiffer sweeper products. These items are then moved, again by robots, to the distribution warehouse where they are loaded onto trucks for shipment.

The entire production process is fully automated. Not a single human hand touches the brands – or any component – until they are physically loaded onto a store shelf near you about 24-48 hours after they leave the facility. The new Tabler Station plant is the latest example of P&G's global supply network transformation, which is being designed so that P&G and its suppliers can rapidly meet consumer and retail customer demand in a replenishment-centric manner that reduces inventory while increasing on-shelf availability of P&G brands. The objective is to create an end-to-end synchronized supply network where retailers, P&G and suppliers efficiently operate in a seamless manner. The entire process is digitized and automated, with robotics and advanced machines producing and moving product.

Operating the West Virginia plant and managing its machinery and equipment will be 900 full-time P&G employees once full operations begin





**P&G Brands Produced  
at the Tabler Station Plant:**

**PANTENE** **OLAY**



**Old Spice**

**Gillette™**



*The main building and “living wall” at Procter & Gamble’s Tabler Station facility*

in 2020. Today, already more than 700 of those employees are on-site. And P&G is still hiring! Tabler Station is looking for people with the right attitude and aptitude to learn. P&G will teach anyone, from any background, how to manufacture utilizing P&G’s lean manufacturing methods. As we seek to build a self-sufficient team, the responsibility to operate, maintain and improve the equipment and systems that make it a great place to work is universally shared.

Tabler Station already has a strong, servant leadership culture, and we continue to build on that so all who enjoy coming to work will receive the training, support and respect they deserve to perform at their highest capacity. In addition to developing and partnering with our employees, we are proud to partner with the community as well. Part of P&G’s purpose statement is to improve the lives of our employees and families in the community, now and for generations to come. We do this in many

ways, like donating over \$100,000 during the site’s first United Way campaign; by actively serving in the community; influencing change as board members of local organizations; and by leveraging a local P&G grant program.

We are truly proud to be in West Virginia and we look forward to a long, successful journey with our employees, our families, our community and our other partners. ▽

If you or anyone you know is interested in a career with P&G, you can apply at [www.pgcareers.com](http://www.pgcareers.com) – search and apply “West Virginia.”