

DIVERSITY IN THE WORKFORCE: A Key to ExxonMobil PPG's Success



The Polypropylene Growth Project (PPG) is ExxonMobil's largest investment in Louisiana in the past decade. The project will double the Polyolefins Plant's polypropylene capacity by 450,000 metric tons per year to meet growing demand in North America and the Asia Pacific for high-performance, lightweight durable plastics. Construction is nearing completion with start-up expected in the fourth quarter of 2022. The project will give the plant the capability to manufacture lightweight, durable plastics that can be used for car parts to achieve better fuel efficiency; products that provide strength, flexibility and insulation for appliances like washers and dryers; and plastics used in packaging to help preserve food for longer. The project is providing the local area 650 construction jobs, of which Turner Industries employees hold almost 600.

"As I have recently joined the Polypropylene Growth team, I have been impressed with the diversity and strength of our construction workforce," said PPG Venture Executive Pamela Rafferty. "One area that I am particularly proud of is how we are empowering

women to build better lives for themselves and their families. Our female construction talent is remarkable in their skills and dedication. And as we build more diverse teams, we know that better business results follow.

"The construction industry like many others is defined by its people. Diversity is not just a buzz word; it is the reality of how to be more successful. PPG is proud to be an industry leader, and we challenge other ventures to go further. I am thrilled to see many women joining our team at all levels of experience from helpers or flaggers to highly skilled craftspeople. These hard-working women are building up their families by mastering a trade. They are proud to be part of the PPG team, and we are pleased to provide well-paying jobs in a safe work environment."

"On a sunny morning in September, we had the opportunity to get together for a group photo. Thank you to all—we are proud to have you be part of our Turner family—and thank you ExxonMobil for letting us be a part of this exciting project," said Turner Project Manager Kevin B. Landry.

We also had the opportunity to get to know four of the women a little bit better. Please meet Frontline Supervisor Erica Johnson; Timekeeper A'lvil Cushenberry; and E/I Helper Mayra Galeas and E/I Helper Jazmine A. Barro, a mother-daughter team who both serve on the site safety committee.



Erica Johnson – Laborer Frontline Supervisor

Years with Turner Industries: 8

Years in the industry: 16

Why did you choose to work in heavy construction? At first it was just a job, but then I realized how much I like being part of building something from the ground up.

What has been your favorite moment during this project? Watching crews come together and building friendships and families outside of your own. And celebrating each other on jobs well done.

What advice would you give women considering entering heavy industry? Don't let anyone tell you that construction is not for women.



MOTHER AND DAUGHTER TEAM

Jazmine A. Barro

E/I Helper

Years with Turner Industries: 3 months

Years in the industry: 3 months

Why did you choose to work in heavy industry? This line of work runs in the family.

What is your favorite part of your job? Getting paid and knowing I worked hard for it.

What has been your favorite moment during this project? Meeting my co-workers and joining the safety committee.

Mayra Galeas

E/I Helper

Time with Turner: 10 months

Years in the industry: 5 years

Why did you choose to work in heavy industry? It is a new learning experience and a well-paying job.

What has been the most rewarding aspect of being a part of this project? Being able to be a part of the safety committee.

What was your favorite moment during this project? My favorite part is being able to say that I have more than one favorite moment.



A'lvil Cushenberry – Timekeeper

Years with Turner Industries: 7

Years in the industry: 8

Why did you choose to work in heavy construction? I needed a change, and I wanted a higher paying career.

What has been the most rewarding aspect of being part of this project? Building relationships and the work-life balance this job affords me.

What has been your favorite moment during this project? That employees are continuously rewarded for working safely and meeting quotas. It means a lot to be appreciated.