

## **Fiscal Year 2024 Success Story**

### **Helms Fertilizer Terminal, Inc.**



**The Helms Fertilizer employees and managers are pictured with the various Safety Awards the company has received for having a safe operation. The company has spent tens of millions of dollars for improvement.**

Helms Fertilizer Terminal, Inc. has been in operation since 1996. The company has been recognized as a SHARP site since February 20, 2020, and is an active member of the Arkansas SHARP/VPP Association - a statewide network of SHARP and VPP sites, along with companies aspiring to membership, including both construction firms and organizations across the public sector. For more than 21 years, the Association has promoted collaboration, knowledge-sharing, and excellence in workplace safety.

Helms commitment to safety extends beyond its own operations. The company's Safety Director has served as a presenter at monthly SHARP/VPP meetings and at the statewide SHARP/VPP Conference, an event that draws an average of 150 participants, including representatives from OSHA's National, Regional, and Area Offices, as well as leadership from the Arkansas Department of Labor and Licensing (ADLL). Helms not only participates but also provides financial support to ensure these conferences continue to thrive.

Their outstanding safety record has earned Helms the Sharley Pettit Award for four consecutive years. This prestigious award recognizes companies that attend at least half of the monthly meetings, actively participate in outreach, and maintain injury and illness rates below the national average. Final selection goes to the company with the lowest incident statistics, underscoring Helms' ongoing commitment to workplace safety.

The Arkansas Department of Labor and Licensing OSHA Consultation Section has also introduced SHARP Incentive Awards - including the Gold Award, Platinum Award, and the Secretary and Director's Awards. Helms has proudly achieved both the Gold and Platinum Awards, further cementing their leadership in workplace health and safety.

**Criteria for the Gold Award:**

- SHARP participant for four consecutive years
- Active member of the SHARP/VPP Association, attending at least 50% of meetings
- Demonstrated effective safety and health program
- Mentorship of at least three companies annually
- Scores of "3" on at least 80% of the 33 Form 33 attributes
- No more than two lost or restricted workdays

**Criteria for the Platinum Award:**

- Scores of "3" on 90% of the Form 33 attributes
- No more than one recordable case annually
- No more than one lost or restricted workday
- Mentorship of at least four companies annually

Helms meets and exceeds these standards. The company has established a comprehensive safety and health management system, where policies and procedures are clearly communicated and actively practiced. Arkansas OSHA Consultation confirmed that both management and employees consistently adhere to these procedures during workplace observations.

Employee training is a cornerstone of Helms safety culture. Programs cover critical areas such as forklift and pedestrian safety, emergency action planning, and confined space entry. Employees are encouraged to identify hazards and recommend improvements through an incentive program tied to both leading and lagging indicators.

Equally important is the company's strong culture of communication. Plant leadership prioritizes open dialogue with employees, starting from onboarding and extending throughout each worker's tenure. This foundation of trust and collaboration fosters lasting relationships and a proactive approach to safety.

Helms has also invested heavily in physical improvements to its facility, dedicating thousands of dollars annually to workplace modernization. A robust capital improvement plan ensures that safety enhancements and modernization efforts remain a priority well into the future.

Helms Fertilizer Terminal, Inc. stands as a model of what workplace safety, proactive leadership, and employee engagement can achieve. Their record of awards and recognitions in Fiscal Year 2024 reflects not only compliance but a deep and sustained culture of excellence.