

Mr. Chairman, my name is Mark Miguez and I'm here as a shareholder and employee of Compass Minerals. I'm also here as the President of United Steelworkers Local 14425, which represents employees of Compass Minerals at the Cote Blanche, Louisiana mine.

I am here to raise concerns with behavior by Compass Minerals that I believe is not only bad for Compass employees, it's bad for Compass shareholders too.

As you're aware, negotiations between Compass Minerals and USW Local 14425 for a new labor agreement have been ongoing since 2010. These negotiations have been contentious and we believe that Compass Minerals has committed numerous unfair labor practices.

Both the federal labor board and an Administrative Law Judge ruled that Compass Minerals violated the National Labor Relations Act by refusing to bargain in good faith and unilaterally changing working terms and conditions.

As a result, Compass Minerals is accruing back pay liability to affected employees. Rather than resolving this matter through negotiation with the union, Compass Minerals is racking up legal fees appealing the decision.

I recently met with other unions at Compass Minerals from the U.S., Canada and the United Kingdom. All of the unions agreed that Compass Minerals has shown an increasing disrespect for employees in recent years.

This disrespect of employees is harming Compass Minerals' ability to retain an adequate supply of experienced and qualified workers. It also increases the likelihood of work stoppages at Compass Minerals operations.

One glaring example of Compass Minerals management's disrespect for employees is the case of decorated veteran Derrick Forestier.

Compass Minerals fired Forestier for going to a mandatory VA appointment. A veteran who has served our country through three times in combat, five deployments and who's earned a bronze star should not be terminated for receiving required medical care.

Derrick's firing has recently caught the attention of legislators at both the state and national levels. Derrick could become a poster child in a high profile attempt to pass the Wounded Veteran Job Security Act, which would reflect very poorly on Compass Minerals.

My question is, does Compass Minerals believe that violating labor law and disrespecting company employees is consistent with the Compass Minerals Code of Conduct?