

Shaw Industries • Dalton

With about 25,000 employees, Shaw Industries, the Dalton-based flooring company, ranks as the world's largest broadloom carpet maker and one of Georgia's leading manufacturers. However, it strives through sustainability initiatives not to track up the rug with its industrial processes.

"Shaw's dedication to environmental responsibility in everything we do is the main reason I chose to work here," says Emma Williams, environmental communications manager. "Every day I learn something new about the things we are doing to make sure our business has the smallest impact possible on our environment. There is an overall culture of dedication to people, the community, and – critically – the environment."

As part of the "evergreen cradle-to-cradle" policy, Shaw uses 50 collection points across the country to gather post-consumer carpet, which is converted back into nylon – a process that saves landfill space and recycles more than 100 million pounds of waste a year.

The company is similarly committed to its human resources with Shaw Learning Academy, ranked among the top 125 employee-development programs for six consecutive years in *Training* magazine. The Academy offers certifications, mentoring, job rotations and other instruction along with educational tracks for employees, ranging from GED to MBA programs.

"Economic declines in the housing industry have forced us to make painful cutbacks, which we try to handle with sensitivity and dignity," says CEO Vance Bell. "But one thing we have not cut back on are these opportunities for personal and leadership development that benefit associates throughout all of their roles in life." – CD



SHAW INDUSTRIES

Green Policy: Vance Bell, CEO of Shaw Industries