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Nauset Mountain, LLC - Principal
Specialty Chemical Strategic Advisory Services

11/23 - current

Verdant Specialty Solutions - Project Director
Responsible for the successful integration of DeForest Enterprises into Verdant Specialty Solutions.

7/21 - 10/22

DeForest Enterprises, LLC / Innoleo, LLC, Boca Raton, FL - President
P&L responsibility for two specialty chemical businesses on behalf of Chemical Services Group, Inc., a Macedonia, OH based ownership group. Delivered portfolio Revenue growth from \$5 million/yr to >\$20 million/yr and EBITDA growth from \$700,000/yr to >\$2 million/yr between 2007 and 2021. Launched Innoleo in 2011. Identified and approached strategic buyers for both operating entities in 2021 and facilitated the closing on transactions of DeForest Enterprises in July and Innoleo in December, 2021, completing successful divestitures.

1/07 - 7/21

Clariant Corporation, Functional Chemicals Division, Charlotte, NC
Director-Performance Chemicals North America BU

4/97 - 1/07

Responsibility for approximately \$100 million in revenue across Clariant's Personal Care, Industrial Performance Chemicals, Industrial Biocides, and Crop Protection Surfactant businesses in North America, generating +/- \$15 million in annual EBIT. Prior to ascending to the BU Director position, Business Line responsibility for Raw Materials, Industrial Performance Chemicals, and Personal Care as well as Sales Management and Marketing positions across multiple segments including the Detergents BU. Tasked with leading the North American Alkoxylation Asset Team on reactor use optimization and capital investments, including justification for Clariant's grass roots ethoxylation investment in Coatzacoalcos, Mexico and reactor upgrade investments in Mt. Holly, NC. Intimately involved in EO contract negotiations.

Huntsman Corporation, Houston, TX (Texaco Chemical Co. 9/90-4/94)

9/90 - 4/97

Marketing Manager- Surfactants

Marketing responsibility for the company's \$50 million, 100 million pound Industrial Nonionic Surfactants Business.

Market Development Manager-Ethyleneamines

Responsible for the introduction and differentiation of Texaco's TEXLIN™ line of linear higher ethyleneamines.

Co-inventor on U.S. Patent #5,214,155 "Method For 1,2 Substituted Imidazoline Compositions" in May, 1993.

Technical Sales positions with the following Specialty Chemical companies between 1979 and 1990

B.F. Goodrich Chemical Co., Specialty Polymers and Chemicals Division, Cleveland, OH

(Carbopol®, Carboset®, Hycar®, and Goodrite® specialty additives, divested as Noveon and subsequently acquired by Lubrizol)

Air Products and Chemicals, Inc., Performance Chemicals Division, Allentown, PA

(Surfynol® Surfactants and Amicure® Amine Curing Agents, integrated with Tomah and subsequently acquired by Evonik)

Core Technical and Business Management Competency

Extensive technical and commercial experience in the North American Surfactant Industry space with broad knowledge of the supply chain for alkoxyates as well as other nonionic, anionic, and amphoteric surfactants. Considerable raw material and customer contract negotiation and drafting experience. Extensive relationships across the industry derived from >40 years of specialty chemical industry involvement.

Professional Training Courses:

Quality Management Skills I, II, III

Financial Management

Supervisory Leadership Skills

Xerox Professional Selling Skills II, III

Effective Presentations

Managing Account Potential

Achieve Global Professional Selling Skills

Effective Negotiation – Karrass

Clariant's Executive Leadership Training

Education:

B.S. Chemical Engineering, 1979
Rensselaer Polytechnic Institute
Troy, New York

Master of Business Administration, 1988
University of North Carolina
Charlotte, North Carolina

Publications:

Nutshell Management: A 40 Year Career in Specialty Chemicals

May 9, 2020

Lessons in Career Choices, Leadership, Partnerships, Differentiation, Inspiration, Achievement, Disappointment, and Perseverance.

Available in paperback from Amazon Books and in E-format via Kindle, Nook, Apple Books