



JEM ADVISORS

A photograph of several large, cylindrical industrial storage tanks, likely for oil or gas, arranged in a row. The tanks are dark and have a metallic texture. The image is overlaid with a dark blue gradient that fades from the top to the bottom.

Client Focused.
Value Driven.

Our Core Competencies

We are a team of senior-level management and technical advisors, most of whom bring 30+ years each of industry practical experience. This team has intimate knowledge of Energy and Manufacturing Operations and Maintenance, Turnarounds, as well as significant expertise with large Capital Project Execution, Commissioning and Startup.

Process Safety and Operational Excellence – We have a passion for Process Safety and Operational Excellence which is evident in all our work. We offer expertise in Metrics/KPIs, Procedures, Operational Discipline, Competency and Training, and Operational Excellence assessment/improvement. Our focus is to ensure that client investment in our services realizes a high and sustainable ROI.

Operational Readiness and Capital Project Management Support – The JEM Advisors Operational Readiness process is a structured approach to planning of Operations, Maintenance, and other Owner activities to be executed concurrently with the project activities to assure optimal design, life cycle reliability, efficient project execution, and readiness for safe commissioning, startup and commercial operation. We have resources for contract development, engineering oversight, procurement processes, systems completions and handover support, and other functions of capital projects.

Transactional Due Diligence – We typically work alongside the purchaser or seller to assist with asset evaluation and environmental exposure of the transaction – as well as staffing options and profitability/CAPEX analysis when required.

Asset Preservation and Conversion Support – We have established cost effective preservation programs for capital projects during construction and for idled facilities, which keep the equipment in operable condition. Our advisors are experienced with evaluating multiple options for asset conversion to improve facility value. We have resources to evaluate contract strategies and advise details that should be included in EPC contracts to improve project outcomes.

Our Core Competencies

Mechanical Integrity, Maintenance, and Turnaround Support – We have deep experience establishing MI programs and optimized Maintenance and TAR processes. Effectiveness in these areas improves safety and reliability and drives down OPEX.

Litigation Support – JEM Advisors provides expert testimony for litigation support, specializing in the Energy sector. This unwavering dedication to integrity distinguishes our services in the field of litigation support.

Asset-Based Digital Transformation – We evaluate overall digitalization goals, but approach the client's digital strategy from a practical, problem-solving view, involving end users and stakeholders to ensure implementation success.

Functional and Business Strategy Formulation – We work alongside clients to define, align, and implement strategies and programs for new and existing businesses. We can objectively assess current asset performance in support of business strategy development. We are prepared to assist client companies discern how their operations best meet the energy transition.

Leadership Practices and Coaching – We have a track record of helping individuals and teams develop greater awareness and approaches to collaboration and leadership.

Our Team



Gary Yesavage

Gary retired in June 2016 after 42 years at Chevron, where he was President of Manufacturing for Chevron's Downstream and Chemicals. He managed Chevron's El Segundo Refinery and served as Chairman of the Western States Petroleum Association and on the Executive Committee of the American Fuels and Petrochemical Manufacturers Association. He holds a B.S. in Chemical Engineering from Newark College of Engineering.



Tom Hanson

Tom has 33 years with Chevron in Engineering, Operations, and major project leadership. After retiring from Chevron, he now consults in O&G, Petrochemical, and LNG. With a BS in Electrical Engineering from Tulane, Tom specializes in Maintenance, Reliability, efficiency, production improvement, and Turnaround management. Tom is dedicated to safety and mentoring leaders.



Rex Kenyon

Rex has over 50 years in the oil industry, with experience in refining, upstream, pipelines, and chemicals. He retired from Chevron after 29 years, holding Executive positions in El Segundo Refinery and Chevron USA Refining. Rex specializes in Process Safety Management, Risk Management, Turnaround Management, and Maintenance Planning. Rex is Professional Engineer in California with a Bachelor's in Electrical Engineering.



Harbo Jensen

Harbo has 40 years in the Petroleum industry, including international operations, corporate governance, and joint venture management. After 36 years at Chevron, he successfully launched a plastics startup. Harbo served 11 years on the MIT Board of Trustees and led technical projects in over a dozen countries. He is an expert in Middle Eastern business and has been a Director at the National US Arab Chamber of Commerce. He holds a Bachelor's from Northeastern, a PhD from MIT, and attended the Haas School of Business and The Fletcher School.

Our Team



Marise Textor

Marise has over 40 years in EHS programs, working with Chevron, Honeywell, Western Refining, Tesoro/Andeavor, and Marathon Petroleum. She led EHS at major refining and chemical facilities and has extensive experience in EHS auditing, ESG Sustainability reporting, and regulatory advocacy, including air quality under the Clean Air Act. She holds B.S. and M.S. degrees in Chemical Engineering from Cornell University, with Professional Engineer certifications in Texas and California.



Tunji Taiwo

With nearly 30 years in Chemicals, Petrochemicals, and Energy, Tunji has held senior roles at DuPont, Williams Energy, and DCP Midstream. He drives Operational Excellence and business profitability, specializing in Process Safety, Reliability, efficiency improvements, Digital Transformation, Agile development, strategic planning, and risk assessment.



Gavin McLeod

Gavin has over 40 years in Refining and Chemicals with 37 years at Chevron. He specializes in Operational Excellence, Commissioning, Project Execution, and Systems Completion. Gavin has overseen the commissioning of 20+ hydroprocessing units and advanced chemical facilities. As Deputy Project Director in the Middle East, he led commissioning and operations. He has led Operational Readiness teams globally for Chevron clients.



Bill Straker

Bill retired after 34 years with BP Exploration & Production, having held key leadership roles. As the global custodian of BP's Common Maintenance Strategy (CMS), he improved plant availability and mechanical integrity. Bill specializes in Reliability, Maintenance, Turnarounds, Process Safety, Mechanical Integrity, and Operational Readiness and managed global contracts and organizational capability for major projects.

Our Team



Jan Ketcham

Jan has 38 years in Chemical Plant Manufacturing Operations, and Health, Safety, Environmental affairs, and more. She has extensive experience with chemical operations, capital projects, safety culture, and emergency response. Jan spent 26 years with Union Carbide Corporation and held senior roles at INEOS, TPC Group, and an EHS consulting firm. Jan holds degrees from Virginia Tech and is passionate about employee engagement in safety.



Rod Spackman

Rod retired in October 2020 after more than 42 years in Public Affairs with Chevron, most recently as Manager of Corporate Affairs for the Los Angeles Basin. He managed relationships with elected officials, regulatory agencies, media, and NGOs, focusing on policy and public affairs to support Chevron's U.S. Downstream operations. Rod also worked on offshore O&G development and regulatory issues at Chevron's headquarters and began his career in Washington, D.C. with the White House Office of Public Liaison and Capitol Hill.



George Dannecker

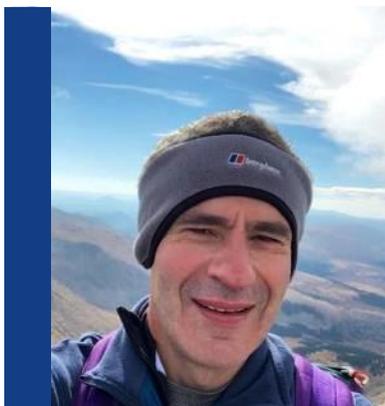
With 20+ years in O&G, George has expertise in marketing, trading crude oil, refining, and trading products. He excels in identifying and maximizing opportunities across the value chain and managing balanced physical and financial portfolios. His background includes Trading, Supply Chain Management, and a Chemical Engineering degree with extensive field engineering experience.



Kim Post

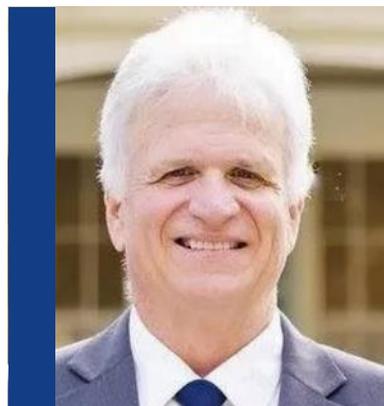
Kim has over 25 years developing leaders in Fortune 100 companies globally. She specializes in group dynamics, coaching CEOs and C-Suite executives to transform corporate cultures and enhance agility. Kim's expertise includes leadership coaching, strategic focus, and personal effectiveness. She holds a Master's in Consulting Psychology and is certified in HBDI, Myers-Briggs, DiSC, and other assessments.

Our Team



Tim Ziman

Tim has a 30-year career with extensive experience across engineering, maintenance, EHS, procurement, trading, risk management, and more in the Energy, Refining, Petrochemicals, and Specialty Chemicals sectors. He worked in Europe with ICI and Huntsman Corp and in the USA with Huntsman and Ascend Performance Materials. His most recent role was VP of Operations and Strategy for TotalEnergies, overseeing commercial operations, business development, and major capital projects.



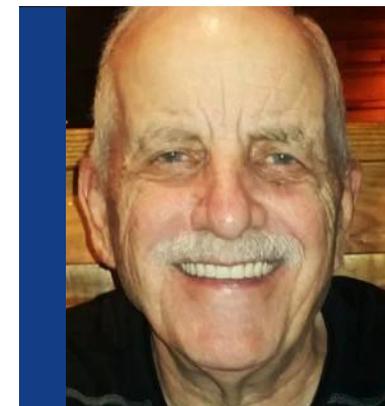
Gary Ladnier

Gary has nearly 40 years in refining, chemicals, and upstream operations, mostly with Chevron. He has extensive experience in Project Operations, Operational Readiness, and Turnaround Coordination. Gary worked on major projects in Kazakhstan, Nigeria, and the UK, serving as Lead Operations Rep. and Commissioning Manager. After retiring from Chevron, he joined Bapco Refining as a Training Advisor.



Dave Reeves

Dave spent 37 years with Chevron in Research and Development, Safety, Compliance, Shipping, Offshore, and Refining. He pioneered gasket and bolting technology, resolving leaks in various applications and significantly impacting global industries. Dave is on the ASME B16.20 committee, has published technical papers, and teaches sealing and bolting at AFPM conferences. He has extensive experience in training and consulting on bolted connection issues worldwide.



Tony Semenza

Tony served as Chevron's Fire Chief for 22 years in New Jersey and Richmond, CA. After retiring from Chevron in 2000, he became Executive Director of Contra Costa Community Awareness Emergency Response (CAER) and consults globally on fire protection, emergency response, and security. Tony developed Incident Command System training for Chevron, mutual aid programs, and was involved in emergency alert system development in Contra Costa County.

Who We Are

Vision

To be the recognized leader of value optimization in the Energy, Manufacturing and Petrochemical industries, driving measurable improvements in efficiency, safety, and performance.

Mission

We share our domain knowledge of Safety Leadership, Process Safety Best Practices, Project Management and Execution, Operational Readiness, Business Continuity Practices, Asset-based Digital Transformation, and Continuous Improvement to uncover the value within our client organizations through strategies, practices and sustainable implementation.

Core Values

- Integrity
- Leadership
- Momentum
- Collaboration
- Client Service
- Innovation

LNG • Petrochemicals • Refining • Offshore
Upstream • Midstream • Manufacturing • Transition

Our Value Proposition

We act with integrity.

We promote an environment of trust, transparency and client service.

We do what we say.

We collaborate with clients to clearly define scope, schedule, budget, and project checkpoints.

We lead by example.

We provide subject matter expertise on all projects.

We are available before, during and after projects as support to our clients.

We anticipate emerging trends and focus on developing more efficient and effective solutions for our clients.

WE LISTEN.

Articles Published

HP HYDROCARBON PROCESSING®

August 2023 - ORR Article JEM Advisors Hydrocarbon Processing

- ▶ **The Importance of Operational Readiness**

October 2023 - OE Article JEM Advisors Hydrocarbon Processing

- ▶ **Operational Excellence: Repetitive Incidents in the Energy Business**

July 2024 - Hydrocarbon Processing Robust Maintenance Article

- ▶ **Maximize Benefits with Robust Maintenance Planning and Scheduling**

August 2024 - Hydrocarbon Processing Special Focus Plant Safety & Environment

- ▶ **Best Practices for Proper Alarm Management**

April 2025 – TAR Article JEM Advisors Hydrocarbon Processing

- ▶ **Phase-gate process for optimal turnaround performance: Long range turnaround planning**

(Click ▶ to view the article)

Testimonials



"It has been a pleasure to work with the JEM team as we progress our capabilities for technical development and operations of assets in emerging hydrogen and CCS hubs. The JEM team offers a breadth of expertise from strategic planning all the way to hands on support and tools. Their commitment to customer service and integrity at all steps of our engagement has been first class. As a result, we have been able to effectively progress our strategic thinking and capabilities in some very challenging areas for our organization."

- Midstream Energy Company Executive

"Gary and the team from JEM provide us practical and real-world advice. Their input helps us be confident that the plans we build to improve our safety and reliability have the benefit of solid experience and best practices."

- Energy Company Executive



Testimonials

“JEM Advisors has a very deep bench of capital project management expertise. We found JEM Advisors consultants to be very experienced, knowledgeable, and most capable. JEM Advisors consultants assisted our organization in an assessment of a newly developed Operational Readiness process incorporated into the existing project management process. They led and participated in OR reviews of a suite of projects. The Advisors went well beyond expectations to provide various practical templates and tools for projects that have now evolved into standardized procedures and processes for future projects. We highly recommend JEM Advisors in any capacity to assist any organization in Capital Project Management.”

- Major Petrochemical Company Global Projects Leader

“The JEM team’s clear and actionable work provided the catalyst needed to move toward operational excellence at the storage facility.”

- CEO, Storage Asset Company



Testimonials

"JEM Advisors are top-flight experts in the refining industry. They are extremely knowledgeable, and possess the rare ability to communicate that knowledge in a clear, concise manner that any judge or juror could understand. I would definitely recommend JEM Advisors to any law firm with a refining or petrochemical case."

- Attorney, AmLaw100 Firm

"As part of our overall Readiness planning for a major project, we asked for a 3rd party review from JEM in addition to the extensive reviews that were completed by our partner organizations. JEM provided highly experienced US based manufacturing folks who looked at the full program, our tracking tools and the timeline and helped us to feel confident that we were READY for startup. I recommend JEM Advisors for any capital project."

- President, Chemical Company



Testimonials

"JEM Advisors has a very deep bench of capital project management expertise. We found JEM Advisors consultants to be very experienced, knowledgeable, and most capable. JEM Advisor's consultants assisted our organization in an assessment of a newly developed Operational Readiness process incorporated into the existing project management process. Their input led to constructive changes and ultimately a much more robust overall project management program. JEM Advisors also assisted us in conducting several project Operational Readiness Reviews along the project lifecycle at designated review control points. During these reviews the Advisor's consultants helped to identify significant gaps and provided professional recommendations for actionable improvements helping these projects track towards successful operationally effective project delivery. The Advisors went well beyond expectations to provide various practical templates and tools for projects that have also evolved into standardized procedures and processes for future projects. We worked with Bill Straker and Tom Hanson on several occasions, and they were instrumental in assisting troubled projects. Bill and Tom continued to provide their expertise after their initial assignments to assist project teams and they remained engaged in a mentoring capacity. We also found Jenny Meyer, JEM Advisor's President & CEO, was very easy to work with, and she provided creative ideas and solutions as to how her company Advisors could "come along side" trouble project teams to assist them and help them get or stay on track in constructive and non-threatening ways. We highly recommend JEM Advisors in any capacity to assist any organization in Capital Project Management."

- Austin C. Mattson II, Global Projects Execution Consultant, LyondellBasell





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