



**Administration Committee
1:00 p.m., Thursday, November 13, 2025
City Hall Council Chambers
1207 Palm Boulevard, Isle of Palms, SC**

Public Comment:

Citizens who wish to speak during the meeting must email their first and last name, address and topic to Nicole DeNeane, City Clerk, at nicoled@iop.net no later than 3:00 p.m. the day before the meeting. Citizens may also provide written public comment here: <https://www.iop.net/public-comment-form>

Agenda

- 1. Call to order and acknowledgement that the press and the public have been duly notified of the meeting in accordance with the Freedom of Information Act.**
- 2. Approval of Previous Meeting's Minutes – October 7 and 21, 2025**
- 3. Old Business**
Discussion of parameters for program to recognize long-term Council members
- 4. New Business**
Interviews for Beach Preservation Committee
- 5. Executive Session** - Executive Session in accordance with SC Code Section 30-4-70(a)(1) to discuss appointments to City boards and commissions. Upon conclusion of Executive Session and return to public session, the Committee may vote on any matter related to Executive Session.
- 6. Miscellaneous Business – Next meeting date: TBA**
- 7. Adjournment**



**Administration Committee Meeting
1:00pm, Tuesday, October 7, 2025
1207 Palm Boulevard, Isle of Palms, SC and
broadcasted live on YouTube: <https://www.youtube.com/user/cityofisleofpalms>**

MINUTES

1. Call to Order

Present: Council members Bogosian and Carroll

Absent: Council Member Ward

Staff Present: Administrator Kerr, HR Officer Ladd

2. Citizen's Comments - none

3. Approval of Previous Meeting's Minutes

MOTION: Council Member Carroll made a motion to the minutes of the September 1, 2025 meeting. Council Member Bogosian seconded the motion. The motion passed unanimously.

4. Old Business

A. Discussion of parameters to recognize long-term Council members

Being that Council Member Ward was absent, this discussion will be continued to next month.

5. New Business

A. Discussion of timeline of interviews for Boards & Commissions' vacancies

Council Member Bogosian suggested that the Committee conduct interviews for the Environmental Advisory Committee and the Planning Commission on Tuesday, October 21 beginning at 2pm. Interviews for the Beach Preservation Committee will take place at the November regular meeting.

Administrator Kerr stated that Cindy Solomon has withdrawn her application for the Beach Preservation Committee.

6. Executive Session

MOTION: Council Member Bogosian made a motion to go into Executive Session in accordance with SC Code Section 30-4-70(a)(1) to discussion nominations for the Leola Hanbury Employee of the Year Award. Council Member Carroll seconded the motion. The motion passed unanimously.

The Committee entered into Executive Session with Mayor Pounds at 1:08pm.

The Committee returned from Executive Session at 1:17pm.

MOTION: Council Member Bogosian made a motion to approve the candidate for the Leola Hanbury award as discussed in Executive Session. Council Member Carroll seconded the motion. The motion passed unanimously.

7. Miscellaneous Business

The next meeting of the Administration Committee will be on Wednesday, November 5, 2025 at 1:00pm.

8.. Adjournment

Council Member Carroll made a motion to adjourn, and Council Member Bogosian seconded the motion. The meeting was adjourned at 1:18pm.

Respectfully submitted,

Nicole DeNeane
City Clerk



**Administration Committee Meeting
2:00pm, Tuesday, October 21, 2025
1207 Palm Boulevard, Isle of Palms, SC and
broadcasted live on YouTube: <https://www.youtube.com/user/cityofisleofpalms>**

MINUTES

1. Call to Order

Present: Council members Bogosian, Ward and Carroll

Staff Present: Administrator Kerr

2. Purpose – Interview candidates for Boards and Commissions

Mr. Bill Laughlin is a retired architect who has applied for the Planning Commission. He believes his knowledge of zoning codes would be a helpful skill set for that position. He is also open to serving on the Board of Zoning Appeals.

Miss Charlotte Webster is applying for the student position on the Environmental Advisory Committee. She is a sophomore at Veritas Classical School. She would like to give back to her community and help preserve the environment, particularly the beach.

Ms. Susan Smith, former Council member, would like to serve on the Environmental Advisory Committee, which she helped create. She currently leads the IOP Clean-Up Crew and served on the City's Community Enrichment Task Force Environmental subcommittee last year. She believes her passion for the environment and her background in journalism and corporate communications will be beneficial to the Environmental Advisory Committee.

Ms. Suzanne Nagelski, a current member of the Planning Commission at the end of her second term, would like to re-apply for her position on the Planning Commission. She has a technical background in environmental and Hazmat work and was on the Watershed Committee in Charlotte. She enjoys her work on the Planning Commission and likes participating in the problem-solving processes of the group. She spoke about some of the issues she has worked on with the Commission and offered some changes to parking on the island that may bring some balance to visitors and residents.

Mr. Ron Denton, also a current and long-serving member of the Planning Commission, would like to re-apply for his position on the Planning Commission. Mr. Denton is an architect and builder who brings knowledge of codes and ordinances from surrounding communities. He believes his background offers insight to the Planning Commission. He said he would like for the Planning Commission to investigate loopholes with regards to non-conforming lots on the island. He spoke briefly to an updated version of the lighting ordinance currently being considered by City Council.

Mr. Britton Foy is applying for an opening on the Environmental Advisory Committee. Mr. Foy believes his knowledge and background in risk management and assessment could be valuable to the Committee. He has done personal research on environmental concerns and understands the importance of protecting the environment.

Ms. June Levine is also applying for an opening on the Environmental Advisory Committee. Ms. Levine is a nurse and finishing a horticulture degree. She also has knowledge of turf and pest management she feels could be valuable to the Committee. She would like to be a part of implementing policy that would protect the island environment.

3. Miscellaneous Business

The next regular meeting of the Administration Committee will be on Wednesday, November 5, 2025 at 1:00pm when candidates for the Beach Preservation Committee will be interviewed. The Committee will also meet on Thursday, November 6 at 2pm to conduct the rest of the interviews.

4. Adjournment

Council Member Ward made a motion to adjourn, and Council Member Carroll seconded the motion. The meeting was adjourned at 3:35pm.

Respectfully submitted,

Nicole DeNeane
City Clerk

Beach Preservation Committee Interviews – Thursday, November 13, 2025

1:15pm	D. Ostermann, 4 Commons Ct.
1:35pm	J. Bernstein, 13 Beachwood East
1:50pm	C. Vanderham, 302 Ocean Blvd.
2:10pm	W. Pasterik, 600 Ocean Blvd.
3:00pm	J. Anderson, 44 Seagrass Lane
3:20pm	J. Marrs, 43 Morgan Place Dr.
3:40pm	J. Shilling, 9 Shad Row

At the 2/4/25 Administration Committee, the Committee suggested a preference that 3 members of the Beach Preservation Committee be oceanfront property owners from different parts of the island.

Since the application process closed, two others have expressed interest in this Committee:

A. Bova, 403 Palm Blvd.

G. Force, 26 Beachside Drive

JOHN F. MARRS, JR.

43 Morgan Place Dr
Isle of Palms, SC 29451

john.marrs@gmail.com

Cell: (617) 840-0066

GLOBAL HUMAN RESOURCES EXECUTIVE

Proven business partner, adept at creating and aligning Human Resource processes and procedures to support business strategy. Experience within world class HR functions includes roles at **Fidelity Investments**, **State Street Corporation**, and **Pepsi-Cola**. Trusted advisor to leaders at all levels up through CEO. Experience in all facets of HR, with expertise in organizational design and development, succession planning, compensation, recruitment and management development, and employee relations. Experienced in performing due diligence and integration for mergers and acquisitions. Success leading a global human resources organization including significant experience working abroad while heading a European HR function.

EXPERIENCE

MARRS ASSOCIATES, Wellesley, MA

2011 – 2019

Human Resources consulting firm advising on issues related to a wide array of Human Capital and Human Resources policies, practices, and procedures.

Principal – Assignments Include:

Steward Health Care System, Boston, MA

- Redesigned the staffing processes and procedures at Steward. Created consistent tools to be utilized across the system, streamlined processes, and redesigned the web based applicant tracking system to improve the candidate experience.
- Developed a Talent Management process to support the identification and development of management talent in the organization. Designed process to drive cross organizational conversations regarding our talent, with the end product identifying top talent, talent gaps, and organizational opportunities.
- Developing an On Boarding process for senior and middle managers to ensure a successful assimilation into the organization.

Candescent Partners, Boston, MA

- Worked closely with Candescent Partners, a Boston-based private equity firm to help their portfolio company, Eye Health Centers, institute a range of HR initiatives.
- Developed a Performance Management process for a multi office optical care provider. Trained and coached the management team on how to conduct effective performance reviews.
- Created job descriptions and job families for the entire organization.
- Conducted a compensation market analysis and developed recommendations for salary bands as well as individual adjustments based on current pay position to market.

Emovera, Boston, MA

- Partnered with a small neuroscience survey company to develop a strategy to penetrate the corporate employee engagement market as well as to formulate an operating structure for the company.

BEST DOCTORS, Boston, MA

2011

Global healthcare services company that provides second opinion diagnosis and treatment plan.

Global Head of Human Resources

Responsible for the leadership of all Human Resource activities including HR Strategy, Compensation Administration, Staffing, Payroll and Benefits Administration, Organization Design and Planning, and Training for this global organization with 360 employees and over \$125M in revenue.

- Developed a comprehensive HR plan that aligned the HR initiatives and objectives with the business plan. This included developing organization design principles to support rapid growth, developing a leadership training curriculum, a benefit plan redesign, creating a staffing plan, etc.
- Led the implementation of a new HR information system with the objective of automating many of the HR processes while providing self service and real time data access to managers and employees.
- Led a Talent Management and Succession Planning process to identify high potentials, structural opportunities, and talent needs to help drive the ongoing success of the organization.

FIDELITY INVESTMENTS, Boston, MA

2005 – 2010

One of Nation's leading providers of Investment Products and Financial Servicing solutions to individuals and institutions.

Senior Vice President, Human Resources – INSTITUTIONAL GROUP (2005 – 2010)

Reporting to the Institutional Group President, responsible for the strategic leadership of Human Resources activities, supporting a group of companies selling Fidelity products to the Institutional market. Approximately \$2.3B in annual revenue with over 6,500 employees. Managed a budget of \$20M while leading a team of approximately 70 HR professionals. Member of enterprise Human Resource Leadership Team, responsible for the strategy and leadership of the function across all divisions. Promoted to role after leading HR activities for Intermediary Distribution group.

- Developed a comprehensive HR plan, aligning human capital with the business strategy. Drove discussions resulting in a new business operating model to improve customer service while reducing operating expenses.
- Saved \$55M leading an organization redesign process. The new organization design created a more competitive cost structure while streamlining organizational structure, decision making, and communications.
- As member of enterprise HR Leadership Team, was the senior sponsor of a redesigned staffing organization; led development of a new leadership success profile as well as the design, pilot, and roll out of the employee survey.
- Partnered with the CFO and BU Presidents to create an annual business scorecard for each business group, aligning the individual performance objectives and the compensation to be commensurate with business performance.
- Led Talent Management process, introduced a process to drive honest and candid conversations regarding our talent, resulting in a robust and effective process which formed our succession plan.
- Consolidated disparate training groups into one team that delivered a much improved and integrated training product while reducing training cost per associate by 35%.
- Led the development and implementation of a new Management Development program for front line and middle management positions that improved the quality of the management scores by 40%.

STATE STREET CORPORATION, Boston, MA

1993 – 2005

A global leader in providing research, investment management, trading services and investment servicing to institutional investor.

Senior Vice President, Human Resources, STATE STREET GLOBAL ADVISORS, Boston, MA (2002 – 2005)

Reporting to the CEO, was responsible for the strategic leadership of all Human Resources activities globally for State Street Global Advisors, with more than \$1.4T in AUM and 1,500 employees in 18 countries. Led a team of 11 Human Resource professionals with an operating budget of \$3.5M in support of the Investment Management Division. In addition, led a team of 29 Staffing professionals in support of all of State Street Corporation with an operating budget of \$5M.

- Designed and implemented a comprehensive global compensation plan, resulting in a market-competitive, performance-based program affecting the base salary line of \$245M per annum.
- Served as the HR lead on the divestiture of the Private Asset Management business.
- Partnered with the Executive Team in implementing a major headcount reduction at State Street Global Advisors, resulting in \$32M per annum in savings without incident or losing a client.
- Developed and implemented an executive assessment process, a formal training curriculum, and a talent management review, increasing the leadership capabilities of the organization and the succession planning capabilities.
- Sourced and implemented an end-to-end, web-based staffing tool, reducing recruiting costs by more than \$800K while significantly improving the process.

Senior Vice President, Human Resources Europe, London, England (1997 – 2002)

Responsible for strategic leadership of all Human Resources activities, including Staffing, Learning and Development, Compensation and Benefits, and Employee Relations, across our offices in London, Edinburgh, Luxembourg, Zurich, Munich, Johannesburg, Amsterdam, and Brussels, while leading a team of 67 Human Resource professionals with an operating budget of \$3.95M per annum. Provided day-to-day coaching and consultation to the senior managers of the Custody and Accounting, Capital Markets, and Investment Management business groups.

- Led HR due diligence in the acquisition of Scottish Widows' middle and back office as well as the acquisition of Bank of Scotland's Trustee Administration function, giving State Street a leadership position in Europe.
- Designed and implemented a Defined Contribution Plan in the UK, saving more than \$2.9M per annum.
- Designed and implemented a stock delivery vehicle (SAYE) for the employees in the UK, providing tax savings of approximately \$2.5M for the employees and the employer.
- Sourced and implemented a pan-European web-based recruiting tool facilitating candidate identification across the European community, enabling headcount growth from 450 to more than 2,800 employees.
- Implemented salary banding with short-term and long-term incentive targets in all European locations.

- Designed and implemented a Performance Management Process in Europe that was later implemented globally.
- Created a European Learning and Development Team that provided skills training and management development training to more than 1,500 employees each year.

Vice President, Human Resources, Quincy, MA (1993 – 1997)

Responsible for all HR activities in the Securities Operations group in support of 1,800 employees. Provided day-to-day consultation to senior executives and operations managers regarding HR issues.

- Led a major reorganization effort in a 700 person department, reducing operating costs by more than \$10M.
- Developed and implemented a new performance management system, which incorporated individual employee development and employee participation into the process.
- Led a team in the design and develop a modular based training program for the securities operation business.

PEPSI-COLA, Waltham, MA

1989 – 1992

Premier consumer products company focused on providing convenient food and beverage.

Area Human Resource Manager, New England Area

Led the Human Resource function for the New England region, which consisted of 14 facilities and more than 1,000 employees. Responsible for all HR activities in the region and actively participated on the business team that ran all aspects of the business. Was accountable for team dynamics and contributed to day to day business decisions such as pricing, package mix, acquisitions and divestitures, delivery systems, etc.

- Responsible for the Human Resource planning process, which drove succession, staffing, training and development plans, and provided focus to the diversity initiatives.
- Developed and implemented a performance planning and alignment process that was later implemented nationally.
- Successfully integrated five franchise-owned acquisitions into company-owned operations. Negotiated six labor agreements within our bargaining objectives without incident.
- Led initiatives to reduce workers' compensation costs by more than \$350K per year.

COLT INDUSTRIES – WALBAR, INC., Peabody, MA

1981 – 1989

Holding company of a diverse set of heavy manufacturing companies focused primarily on engine products.

Manager, Human Resources (1981 – 1989)

Progressively served in various roles, rising to the HR Manager position for three Walbar facilities in Peabody. Developed and implemented HR policies and programs, including wage and salary systems, employee relations programs, training and development, benefits administration, safety, communications, and recruiting.

EDUCATION

RENSSELAER POLYTECHNIC INSTITUTE, Troy, NY

M.S., Management, 1986

LE MOYNE COLLEGE, Syracuse, NY

B.S., Industrial Labor Relations, 1981

UNIVERSITY OF MICHIGAN, Advanced Human Resource Executive Program

LONDON BUSINESS SCHOOL, Human Resource Strategy

JOHN SHILLING

9 Shad Row, Isle of Palms, SC 29451 • 203-216-0707 • jpshilling@gmail.com

Summary

Experienced business leader and problem-solver with a track record of building global partnerships, leading diverse teams, and delivering complex projects from concept to completion. Skilled in fostering collaboration, streamlining processes, and making data-driven decisions. Eager to apply organizational, leadership, and analytical skills to mission-driven volunteer initiatives.

Core Skills

- **Leadership & Collaboration** – Led cross-functional teams across departments and cultures to achieve common goals.
 - **Problem Solving & Innovation** – Designed creative solutions to complex operational and strategic challenges.
 - **Communication** – Delivered presentations to international audiences; clear, concise written and verbal communication.
 - **Data Analysis & Systems** – Leveraged data insights to improve efficiency; implemented advanced information systems.
-

Experience**Artisan House, Inc. / Artisan House Europe, B.V. – Owner & President**

2001 – 2025

Directed a global design and manufacturing company, overseeing operations in North America, Europe, and Asia.

- Built global distribution network; represented company in international trade shows (Paris, Frankfurt, Dubai, Singapore, Tokyo, Moscow, New Delhi).
- Implemented quality control programs, improving product consistency and customer satisfaction.
- Upgraded IT and finance systems, increasing operational efficiency.
- Established two new production facilities, expanding manufacturing capacity.

Morgan Stanley – *Manager, Corporate Funding Desk & Global Capital; Treasurer, Morgan Stanley International*

Led cash and capital management, foreign exchange, and treasury operations across global offices. Directed a 25-person team implementing a fixed-income trading platform.

Drexel Burnham Lambert – *Vice President*

Founded and managed a 15-person group focused on improving profitability; developed executive reporting systems.

Arthur Young – *Manager, Finance & Administration Consulting*

Conducted profitability, industry, and competitive analyses; presented strategic recommendations to senior leadership.

IBM – *Systems Engineer*

Managed hardware/software conversion projects and client relationships in private sector accounts.

Education

Harvard Business School, Boston, MA

MBA with concentration in Finance and Control

Middlebury College, Middlebury, VT

BA – Double major Economics and History

Porter-Gaud High School, Charleston, SC

High School diploma

Dietmar Ostermann

Independent Board Member, Former CEO, Former Strategy Consulting Partner



Dietmar Ostermann

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Strategic Leadership

Board Experience

Mergers &
Acquisitions

Supply Chain
Expertise

Operations
Improvement

Global Acumen

Dietmar Ostermann concluded a 33-year career in **management consulting** in 2022, during which he served as CEO of \$1.3B top management consulting firm **A.T.Kearney** for 3 years and as Kearney's German and Central European leader for another 3 years. At \$35B professional services firm **PwC** Dietmar lead the global and US auto advisory practices for 10 years.

A recognized expert in the auto and industrial manufacturing industries, he advised senior management teams and Boards of many global corporations – including *General Motors, Ford, Stellantis, BMW, Daimler, VW, Hyundai, Nissan, BASF, Dana, Denso, Delphi, IAC, Magna and ZF*.

Throughout his career, Dietmar was also often engaged by leading private equity firms, including *TPG, Onex and Apollo*, to assist with automotive deal strategy, due diligence and synergy analyses.

At **PwC**, Dietmar led the Global and North American Auto Advisory teams from 2012 until his retirement in 2022. Revenue responsibilities included \$500M and \$200M, respectively. At **A.T.Kearney**, he served as CEO from 2000 to 2003, responsible for 5000 people in 40 offices around the world and revenues of \$1.3B. During that time, he also served on the Management Board of \$13B parent **Electronic Data Systems (NYSE: EDS)**, while integrating Kearney into EDS.

Dietmar joined the **Board of Shape Corp** in July 2022, a privately held \$1.2B auto supplier of crash management systems. At Shape he serves on the Compensation and Asia Strategy Committees. Also, in 2022 Dietmar was elected to the **Board of Directors** of EV manufacturer **ElectraMeccanica (Nasdaq: SOLO)**. Here he served on the Audit and Compensation Committees and chaired the M&A Committee. ElectraMeccanica merged into **XOS Trucks (Nasdaq: XOS)** in April 2024. Dietmar was elected to join the XOS Board after the merger. At XOS he is the Independent Lead Director and chairs the Compensation Committee. Dietmar also serves on the **Board of Directors** of privately held **North American Stamping Group (NASG)** since early 2023, a \$500M metal Stamper. At NASG he chairs the Audit Committee. In late 2023 he joined the **Board** of PE-owned interior damping and NVH supplier **VisTech**.

At PwC Dietmar authored an annual publication analyzing the performance of auto suppliers and discussing their M&A activities.

He earned a Diploma in business and engineering from the TU Hamburg, and a MS in industrial and systems engineering from USC.

BOARD ASSETS

Strategic Leadership:

- Transformed PwC's \$300M Auto Practice into an integrated Consulting, M&A and Tax firm 2015-20
- Spearheaded the expansion of PRTM's Auto Practice into China, 2006 – 11
- Led integration of \$1.3B A.T.Kearney into Electronic Data Systems (EDS), 2000 – 03
- Accelerated growth at \$400M Kearney Germany, doubled revenue, tripled profits, 1997 – 2000
- Advised the CEOs of 18 European and North American corporations on their growth strategies
- Advised the CEOs and CXOs of 5 major global corporations on cross-functional transformations

Board Experience:

- **Shape Corp** - Grand Haven, MI, family owned \$1.2B Auto Supplier of Crash Management Systems and Body Structures, Board of Directors, 2022 – present; member Asia Strategy and Compensation Committees
- **ElectraMeccanica** Vehicles Corporation – Vancouver, BC, NASDAQ: SOLO, EV Manufacturer, Board of Directors, 2022 – 2024; member Audit and Compensation Committees, chair Strategic Committee
- **XOS Trucks** – Los Angeles, CA, NASDAQ: XOS, EV Truck maker, Board of Directors 2024 – present; independent Lead Director, chair Compensation Committee
- **North American Stamping Group** – Nashville, TN, privately owned \$500M metal stamping supplier, Board of Directors, 2023 – present, Audit Committee Chair, Strategy Committee
- **VisTech** – Modesto, CA, PE-owned carpet and NVH supplier, Board of Directors, 2023 - present
- **PRTM** – Boston, MA, privately owned \$350M Operations Consulting firm, Board of Directors, 2006 – 2011, Leadership Evaluation and Compensation Committee
- **A.T.Kearney** – Chicago, IL; corporate owned \$1.3B Top Management Consulting and Executive Search firm, Board of Directors, 2001 – 2004; Governance Committee
- **Indiana University**, Kelley Business School, Top 10 US Undergraduate Business School, Executive Advisory Board, 2014 – present; Program and Content Committee

Mergers & Acquisitions:

- Advised the CEOs and Boards of private and public companies as well as the deal teams of Private Equity firms on 33 acquisitions or divestitures on search & screen, deal strategy, due diligence, valuation, deal negotiation, synergy assessment and post deal value creation
- Highlights include acquisitions of JLR, Chrysler, Delphi and Magneti Marelli, merger and BU divestiture of IAC, acquisition of Android Industries and Husky Injection Molding Systems
- Published PwC's Global Auto Supplier Consolidation study for 14 years in a row

Supply Chain Expertise/ Operations Improvement:

- Expert in Supply Chain (SC), Manufacturing (MFG) and Product Development (PD)
- Optimized inbound and outbound Logistics for General Motors, Stellantis, Rivian, Denso, and Dana
- Re-designed the global PD function and processes for Daimler and GM, ran the supplier hospital for Stellantis during the Covid shut-down, re-defined key commodity strategies for Ford, fixed supplier launch problems at VW, BMW, Daimler, Stellantis and Honda
- Conducted 17 world-class manufacturing operations improvement projects at US and EU suppliers
- Performed numerous strategic sourcing engagements for two dozen purchasing commodities

Global Acumen:

- Fluent in German and English; lived 31 years in Germany and 31 years in the US, dual citizen
- Conducted many consulting projects in the US, Canada and Mexico and all over Europe, as well as in Brazil (4), China (13), India (3), Japan (3), South Korea (2) and Thailand (1)

SUMMARY

Retired strategy and marketing professional for BP, a global leader in energy and chemicals.

- Over twenty years of marketing strategy (segmentation, positioning, pricing, offer development, insights, cost-to-serve, value proposition).
- Ten years experience in business or product line strategy (portfolio analysis, growth strategies, profitability enhancement, go to market approaches, new business development)
- Industry experience includes fuel and convenience retailing, commodity chemicals, chemical intermediates, injection molding, blow molding, extrusion, woven and non-woven fabrication, and construction.

EXPERIENCE

BP and Amoco, Chicago, Illinois and western suburbs (1987-2015)

Value Proposition Manager, Fuels Marketing (2006-2015)

Responsible for driving strategic change based on customer insight for fuel and retail marketing.

- Developed a brand strategy to maintain market share in competitive market through quality focus.
- Identified winning customers to target which enabled significant savings via streamlining sales approach.

Capabilities Program Manager, Chemicals and Fuels Marketing (2001-2005)

Developed new sales and marketing capabilities across fuels, and chemicals globally. Boosted value by 1% ROS

- Led pricing diagnostics to define path to value. Projects resulted in over \$20MM of value within first year.
- Developed key account management process; recognized for progressiveness and financial performance.

Consultant, Performance Chemicals (2000-2001)

Consultant to business manager for Purified Isophthalic Acid (PIA) to reduce costs while maintaining growth

Strategy Manager, Global Aromatics (1997 - 1999)

Responsible for developing paraxylene and metaxylene global business strategy.

- Drove more focused investment approach for growth.
- Led commercial strategy that resulted in significantly reduced logistic costs and improved buying leverage.

Marketing and Strategy Manager, PTA Americas (1996 - 1997)

Responsible for marketing strategy for purified terephthalic acid business in the Americas

- Evaluated strategic opportunity for growth in Latin America through a joint venture.
- Changed pricing and structural relationships with customers to defend against imports from Asia.

Business Associate, Chemicals Business Analysis & Acquisitions, (1994 - 1996)

Internal consultant to US chemical business units; specialized in business and marketing strategy.

Various strategy analyst and financial positions (1987 - 1994)

EDUCATION & CERTIFICATIONS

MBA, NORTHWESTERN UNIVERSITY, THE MANAGERS PROGRAM (1993).

Concentration in Strategy, Marketing and Finance. Graduated with honors

BBA (ACCOUNTING), UNIVERISTY OF IOWA (1986)

Full ride academic scholarship; Graduated with honors

Certified Zumba instructor

(2014 – present)

Certified Public Accountant, Illinois

1989