



**CHEM
GROUP**



OPPORTUNITY MARKETING PIECE

VICE PRESIDENT OF OPERATIONS

LOCATION | **Evansville, Indiana**

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CHEM-GROUP.COM

ABOUT **ORG CHEM GROUP**

ORG CHEM Group is a technology based company that specializes in the distillation of numerous types of materials with an emphasis on high boiling or heat sensitive materials. ORG CHEM Group has the capability to separate, blend, pastillate and/or react these materials to meet customer needs. Key applications and market segments include agricultural chemicals, industrial chemicals, petrochemicals and polymeric materials.

CORE VALUES

SAFETY - Above all, they value and strive to ensure the safety of their

employees, customers, vendors, and neighbors.

QUALITY - They maintain the highest quality standards in what they make and how they make it. They are committed to continuous improvement in all aspects of our enterprise.

INTEGRITY - They strictly adhere to the highest ethical and professional standards in how they conduct their business and they insist upon the same from their customers and vendors.

INNOVATION - They acknowledge

the importance of innovation and continuous improvement. They are hallmarks of their enterprise and the foundation of their reputation in the markets they serve.

PEOPLE - They believe people are most productive when they are treated with respect, work in an environment that fosters teamwork, and are fairly compensated for performance that is quantitatively and equitably evaluated.

VISION

Reduce the footprint of our industry by extracting residual value from materials that can be returned

QUICK FACTS



1979
FOUNDED



115
EMPLOYEES



EVANSVILLE, IN
HEADQUARTERS



PRESIDENT
TOM WALDMAN

to the market in safe, sustainable, and cost effective ways.

ORG CHEM'S MISSION

To safely provide quality products and services that add value and improve sustainability.

PHILOSOPHY AND ACTIVITIES

CHEM Group has been purifying, recycling, and recovering chemicals in key sectors of our industry for nearly 40 years.

Today, they are widely recognized for many of the unique strategies they've developed to accomplish this.

STEWARDSHIP

As a commercial toll processor, CHEM Group offers products and services that add value, help conserve the world's natural resources, and extend the limits of modern chemical process technology. Their mission is to minimize environmen-

tal impacts, practice safety, and align business with the concept of a circular economy. By-products of manufacturing become their valuable production inputs. They reclaim and recycle chemical streams that will go back to their original usage. CHEM Group is proud to be a member of the SOCMA Chem-Stewards® initiative, as well as being part of the Responsible Care® Family.

ORG CHEM GROUP LOCATIONS

CHEM Group operates three facilities in the central United States. Each site has the ability to perform their key distillation process technologies; short path, vacuum and simple distillation. Individual sites have the capabilities to perform atmospheric and vacuum fractionation and reaction chemistry.



EVANSVILLE, INDIANA

2406 Lynch Road
Evansville, IN 47711

- This is also the location of Corporate headquarters
- The production site specializes in processing high boiling or heat sensitive materials
- (4) 50 sq. ft. stainless short path distillation units, (1) 10,000 gallon reactor, pastillation and blending kettles
- Tank storage - 500,000 gallons



TROY, INDIANA

11210 Solomon Road
Troy, IN 47588

- This is the largest glycol reprocessing facility in the U.S.
- (2) Quad-column vacuum distillation systems, (1) 50 sq. ft. short path evaporator, (1) 2 foot diameter packed column, (1) Mott hypulse filter
- Tank storage - 2 million gallons with rail access



HOT SPRINGS, ARKANSAS

847 Blacksnake Road,
Hot Springs, AR 71913

- (2) 50 sq. ft. stainless short path distillation systems, (1) 75 sq. ft. short path system
- (1) 2 foot diameter packed column
- Custom reactor & distillation system
- Tank storage - 650,000 gallons with rail access



PRODUCTS

CHEM Group offers premium virgin product lines and high quality recycled chemicals purified to near new condition that provide significant cost savings and waste minimization opportunities for their valued customers.

From heat transfer fluids to process oils and sodium nitrite, re-claimed glycols and ethanol amines, CHEM Group products represent a unique array of industrial and specialty chemicals. Building on their reprocessing capabilities for these materials, they have added superior virgin product positions to support their product lines. CHEM Group is a master distributor for several major chemical producers, including Eastman, Petro-Canada, and others.

This unique combination of providing both virgin and recycled products without favoring one over the other allows them to offer their customers the most cost effective solution for their industrial application.

MARKET SEGMENTS AND TYPICAL CHEMICALS

CHEM Group’s entry into market segments has been based on their ability to apply their core technology, short path distillation to all types of heat sensitive chemicals. Over the years, CHEM Group has added processing capabilities for traditional column distillation, purification, pastillation, blending and reacting. These additional technologies have allowed CHEM Group to reprocesses numerous types of materials. Some typical chemicals that they handle are:

PRODUCTS AND MARKETS

AGRO-CHEMICALS

- Sterols
- Monoglycerides
- Tocopherols
- Fatty Acids
- Biodiesel

INDUSTRIAL CHEMICALS

- Alcohols
- Catalyst Recovery
- Cutting Oils
- Glycols
- Glycol ethers
- Glycol esters
- Glycol bottoms
- Heat Transfer Fluids
- Hydraulic Fluids
- Mineral Spirits
- Phosphate Esters
- Rolling Oils
- Specialty Solvents

POLYMERIC MATERIALS

- Monomers
- Epoxy resins
- Polymers

PETROCHEMICALS

- Decant oils
- Ethanolamines
- Ethyleneamines
- High aromatic oils
- Lube oil additives
- Synthetic lubricants
- Waxes





TOM WALDMAN

President, ORG CHEM Group



Tom began his career in corporate Research and Develop at Monsanto over 30 years ago. He quickly rose through the organization and gained responsibility for New Product Development and Innovation globally. Spun off into the Solutia business unit in 1997, he found a place in Corporate Strategy and Mergers & Acquisitions.

After leading the acquisition of two pharma service companies in Switzerland, Tom found himself relocating internationally to lead a team of 200, including 100 Ph.D chemists. His leadership allowed Carbogen-AMCIS to grow from \$23mm to over \$100mm in four years. Looking for new challenges, he relocated to Chicago in 2004 to lead Business Development and Corporate Strategy for Stepan Company. A joint venture with Nalco Champion in Enhanced Oil Recovery led him to Denver as the COO of this project, growing it from the ground up to \$105mm in revenue by 2015. Moving into Fine Chemical and Custom Manufacturing, Tom took the role as President of Pennakem for several years increasing its revenue by over 50% during his time there.

In the past year, Tom has joined and become the driving force behind the growth and development of ORG Chem Group in his role as President. This company, with over 40 years of success, is revitalizing itself under Tom's leadership and looking towards diversifying its product and service offerings.

In addition to his stellar track record in business, Tom received his B.S in Chemistry from the University of California, and his Ph.D. in Inorganic Chemistry from the University of Utah. He holds 12 patents and has authored numerous peer reviewed publications.

He and his wife of over 35 years, Kristina, live near Evansville, IN and enjoy spending time with their dogs, gardening, traveling, and fishing.

POSITION OVERVIEW

**VICE PRESIDENT
OF OPERATIONS**

ORG CHEM GROUP

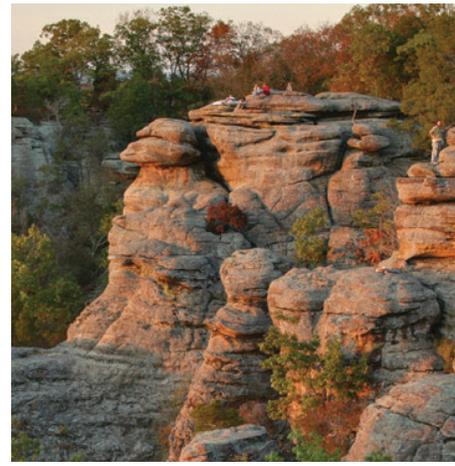
Reporting to the President, this position is responsible for managing ongoing operations of the company at all three current locations: Evansville, Indiana; Troy, Indiana; and Hot Springs, Arkansas. The incumbent will work closely with individual plant management teams to ensure maximum operational efficiency, the prompt completion of all on-site capital projects, and full compliance with all environmental and safety regulations. This is a key position on the operations team within a rapidly growing organization.

DUTIES AND RESPONSIBILITIES

- Direct supervision of three Plant Managers, the Engineering Manager, and an HES Manager.
- Ongoing analysis of plant operations so as to highlight opportunities for greater operational efficiency, process flexibility, and cost savings.
- Development of site-specific capital and preventative maintenance budgets.
- Participation and leadership of all plant commissioning and startup activities.
- Preparation of training, operations and startup manuals.
- Development of technically innovative and creative ideas for CHEM Group to expand and grow their operations.
- HAZOP leadership and support
- Abide by the principles in the EHS&S mission statement

SKILLS AND EDUCATION REQUIREMENTS

- 5 years manufacturing leadership experience; particularly in specialty chemicals or commercial toll processing.
- Extensive experience with distillation preferably with focus on short path distillation with wiped film evaporators.
- Experience with purification, pressure vessels, reaction, distillation, and an assortment of unit operations such as pumping, metering, multiphase heat exchange, flares, vacuum systems, catalyst systems and process control
- Experience with Hazard and Operability Studies
- Proven leadership and management skills
- Demonstrated problem solving skills;
- Strong interpersonal skills and capable of establishing respect and credibility through actions, communications, understanding and personal presence;
- Self-starter and highly motivated;
- Flexible to work in a small company atmosphere.



ABOUT EVANSVILLE, INDIANA

The City of Evansville, Indiana, was founded in 1812 on a scenic bend in the Ohio River. With a population of nearly 120,000 people in the city limits and more than 300,000 people in the metropolitan area, Evansville is the third-largest city in Indiana. Evansville is the social and economic hub for the region, which includes Southwest Indiana, Southeast Illinois and Northwest Kentucky.

SHOPPING

Evansville's comprehensive shopping districts are an attraction all their own. Downtown Evansville's Main Street is lined with carefully curated boutiques, specialty shops, and galleries. To the west, Franklin Street is home to many long standing small businesses and local favorites. The East Side is where you'll find thriving shopping centers. Eastland Mall is a shopper's paradise with a variety of retailers and dining options. Lloyd Commons is conveniently located right off the Lloyd Expressway and has all the essentials you need.

RESTAURANTS

Foodies rejoice! One of Evansville's most booming startup scenes is dining and drinks. There's nothing like getting out and sampling the local flavor. Many of their popular eateries are steps from the Ford Center or Old National Events Plaza, like Bru Burger Bar. It operates in the historic, bright blue, Art Deco Greyhound Bus terminal and is one of

the most Instagrammed spots in Evansville. For fast casual pizza with unprecedented flavors, try Azzip Pizza. It's the home of the world-famous March Crabness, a crab rangoon pizza. The home-grown pizzeria has 4 area locations. Evansville's food truck community is unmatched in the Midwest. Only Pizza Revolution serves wood-fired pizzas made in a red doubledecker bus. Plus, you can eat everything from the classic hot dog cart to fried avocado tacos to artisan popsicles.

NIGHTLIFE

It's easy to transition from happy hour to nightlife with one of their five local breweries or many craft cocktail houses in their thriving neighborhoods. At Mo's House, your favorite classic cocktails take a new twist.

Don't let the sophisticated vibe fool you, every weekend is a party in this Haynie's Corner bar. Close by, Walton's makes memorable hand-crafted cocktails and seasonal sangrias. Or, head upstairs to Fidel's Bourbon Bar and Cigar Lounge for over 100 premium bourbons and classic prohibition-era craft cocktails.

Craft beer connoisseurs will be right at home in Evansville. One of the newest is Damsel Brew Pub, a family-friendly brewery with ales and lagers that take on the names of memorable ladies. There are up to 13 original craft beers on tap at any given time.

On the north side, Carson's Brewery was one of Evansville's first standalone microbreweries and the first to offer some truly unique drinking experiences, like beer yoga and brewery bingo.

Downtown Evansville is an entertainment destination. Summer evenings get a lot cooler with popular events like Night on Main. The fun never ends when the games begin at Tropicana Evansville. Indiana's first 24-hour land-based casino has over 1,100 slot games and 30 table games as well as full-service sports betting.

THE OUTDOORS

Your next adventure awaits you in Evansville. Walk, hike, run, cycle or canoe your way through the city. Our outdoor trails traverse 23 acres of marshland, under canopies of massive old-growth trees, and wind around the river banks.

Extending over 45 acres, historic Mesker Park Zoo is home to more than 700 animals and is open 365 days a year! Pathways bloom and grow with local and exotic trees and plants. The crown jewel of the zoo is Amazonia—a walk through the wild expanse of the South American Rainforest. Encounter hundreds of animals representing species from around the globe.

Home to the Evansville Otters of the Independent Frontier League, Bosse Field opened in 1915 and was the first municipally owned sports facility in the

LOCATION OVERVIEW

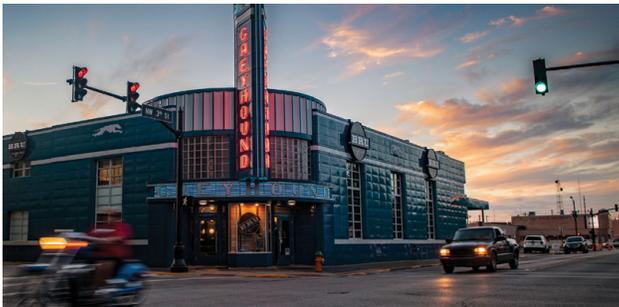
United States. Only Boston's Fenway Park (1912) and Chicago's Wrigley Field (1914) are older than Evansville's Bosse Field. It is the site for the filming of "A League of Their Own" in 1992. Whether

you're a sports fan or a history buff, this 100-year-old structure for America's favorite pastime is a must see!

Seasons come and seasons go. But

you'll always enjoy discovering all there is to love about Evansville's unique neighborhoods, attractions, and events and the way they ebb and flow with the weather.

EVANSVILLE, INDIANA HIGHLIGHTS AND LINKS



HIGHLIGHTS



119,806
POPULATION



\$120,300
MEDIAN HOME PRICE



RANKED #27 OUT OF 100
SAFEST METRO CITIES IN AMERICA

GENERAL AREA LINKS

Visit Evansville

visitevansville.com

Best Places to Live

bestplaces.net/city/indiana/evansville

ARTS & ENTERTAINMENT

Angel Mounds State Historic Site

indianaMuseum.org/Angel-Mounds-State-Historic-Site

Mesker Park Zoo & Botanic Garden with Amazonia!

meskerParkZoo.com

Burdette Park Aquatic Center

burdettePark.org

Evansville Wartime Museum

evansvilleWartimeMuseum.org

SHOPPING

Eastland Mall

shopeastlandmall.com

Evansville Pavillion

goodmanproperties.org/evansville-pavilion

SPORTS

Evansville Otters

evansvilleOtters.com

Evansville Thunderbolts

evansvilleThunderbolts.com

Consider Us Your Executive Search Partner

Let us remove the delays and frustrations from hiring hard to reach executives



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Interested in taking our partnership to the next level?

We can help you assess and upgrade your executive team with A players.

Looking to improve your recruitment process?

We'll show you the ROI impact our clients achieve with Ropella's RPO (Recruitment Process Outsourcing) services.

Do you have a Succession Plan for your impending retirements?

Roughly 10,000 Baby Boomers will turn 65 every day for the next decade. We're here to help!