



STC EHS SOLUTIONS FOR BUSINESS RESULTS

Statement of Qualifications



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Specialty Technical Consultants, Inc. (STC) is a specialized management consulting firm that works globally to enhance our clients' environmental, health and safety (EHS) performance. We help our clients manage complex worker safety and environmental challenges as business issues, rather than as engineering or legal obstacles. As a result, our clients integrate EHS solutions directly into their core business operations. Through this process, STC uncovers opportunities for our clients to increase program efficiency, reduce costs, and gain competitive advantage.

Unique features of our services include: program design and performance improvement processes that are implemented company-wide; appropriate support tools that simplify the “alphabet soup” of regulatory compliance; and integrated audits of compliance actions and management systems that support greater effectiveness and risk reduction.

STC staff professionals have an average of more than 20 years of experience both as consultants and working in industry. They are comfortable working with all levels in client organizations to achieve successful ongoing program implementation. Our individual and collective experience allows us to be efficient, thorough, pragmatic, and innovative. We catch issues that are often missed by other consultants, and our attention to detail means our deliverables are right the first time. Because we're focused on contributing to our clients' business success, we provide value beyond the EHS function. By routinely exceeding expectations, we also provide excellent value to cost-conscious clients. Our small size enables us to be nimble, flexible, attentive, and responsive.

STC is a certified Women-Owned Business Enterprise (WBE) and also a certified Small Business Enterprise (SBE). STC's services are available directly to clients or in partnership with other firms. Our goal is to provide superior WBE and SBE EHS services to clients and partners.

Today's growing emphasis on “green” means that regulatory compliance and well-functioning management systems are more important than ever. The demand for transparency from customers, shareholders, and communities necessitates solid performance. Our clients can be confident, as they report on their progress toward EHS and sustainability goals, that their compliance status is sound.

OUR SERVICES

- Corporate Social Responsibility
- EHS Auditing
- EHS Management Strategies and Systems Implementation
- Regulatory Compliance Support
- Regulatory Information and Support Tools
- Safety and Health

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STC CLIENTS

Our client contacts are primarily senior managers within their companies responsible for the financial impact of EHS risks, issues, and program performance. They rely on STC to provide the comprehensive, quality EHS expertise needed to support their EHS performance. We are proud to list among our valued clients:

Genentech*

General Electric*

International Rectifier

Johnson & Johnson*

Meggitt-USA*

Nestlé*

PHI Holdings (Pepco)

RPM International

Santa Clara University

Thoratec Corporation

**Indicates professional relationship of more than 10 years.*

STC REFERENCES

STC is proud that our clients regularly refer new projects to us and allow us to use them as references. Feel free to contact our headquarters offices in Oakland, CA. We will be happy to provide you with specific names and contact information.

CORPORATE OFFICE

2100 Embarcadero, Suite 204

Oakland, CA 94606

800.476.9172 (tel)

510.533.4067 (tel)

510.533.6523 (fax)

www.specialtytechnicalconsultants.com

REGIONAL OFFICES

Idaho (Sagle)

California (Los Angeles)

Maryland (Baltimore)

New Hampshire (Nashua)

New Jersey (Bridgewater)

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CORPORATE RESPONSIBILITY AND SUSTAINABILITY (CR/S)

Whether it's called Corporate Social Responsibility, Corporate Responsibility or Sustainability or just CSR or CR/S, every company has a unique business case that successfully drives this initiative. Despite the twists and turns of the global economy, environmental trends and societal forces give momentum to these long-term corporate management systems. STC helps clients target their business drivers to design, implement, and improve Corporate Responsibility and Sustainability (CR/S) programs.

Establish the Business Case for Sustainability

Our real-life experience in industry and consulting allows us to consistently provide sound strategies to build CR/S programs that address stakeholder values and are vital to success in today's global organizations. Our CR/S practice leadership has experience with brands, consumers and NGOs, and has built programs from the ground up, both as internal senior leaders and as external expert consultants.

Assessment and Materiality

CR/S initiatives must be significant, or "material" to the organization's long-term success. STC consultants assist companies in assessment to determine material issues around which strategy and program are designed. We perform benchmarking studies and gap analyses, develop implementation road maps and establish key metrics that drive performance. Employing lifecycle thinking about a company's products, operations and services, we identify the sustainability initiatives that are critical to customer loyalty, employee engagement and business success. We assist in developing vision and policy statements, work with teams to set targets and objectives, and provide communications and training programs support.

Sustainability and Corporate Responsibility Reports

Public reporting and responding to various stakeholders are increasingly important elements of a CR/S program. We work with clients to develop reports, such as company annual Corporate Responsibility or Sustainability reports in conformity to the GRI G4 Guidance released in 2013. We draft company submittals to CR/S rating firms such as the Carbon Disclosure Project, Trucost, Sustainalytics and others. Some companies first become aware of the need for a corporate responsibility program when they receive inquiries from suppliers, customers, or NGOs. Others are suppliers to global brands who increasingly demand more sustainability data. We assist clients in crafting appropriate responses to various external inquiries from energy, GHG and waste data to responsible sourcing, conflict minerals and human rights.

Audits

Standards and audits are also important elements of implementing a CR/S program. STC is able guide clients through social accountability and industry standards such as SA 8000, EICC, and ISO 26000, and perform audits or work with corporate and site staff in preparation for third-party audits.

Examples of CR/S Engagements include:

- ***Confidential Consumer Electronics Client:*** STC briefed executives on the evolution of CSR as a business function, the current state of industry programs, and how recent trends impact the client's industry. We helped our client evaluate the potential value of CSR programs to its operations. We then crafted the company's first CSR program, leveraged the strength of existing programs, and proposed a path forward for subsequent development. We also helped define success measures.
- ***International Rectifier (IR):*** Acting as an extension of the corporate EHS / CSR department, STC guides the development of a complete program which will include supplier management, philanthropy, environmental sustainability leadership, and membership in the EICC. We helped IR prepare for its first EICC audit at a non-US facility. Through stakeholder analysis, coaching for audit participants, and as expert advisors to senior and executive managers, STC has helped launch an integrated CSR program for IR, to position the company competitively in the years ahead.

EHS AUDITING

Audits are an important tool for assuring compliance with regulatory requirements, company standards and management systems. Third party auditors add value by providing a fresh independent view. By proactively identifying issues through audits and addressing them through corrective and preventive actions, companies improve EHS performance, prevent violations and fines, and demonstrate due diligence in accordance with federal audit policy.

The STC team helps our clients design, implement, and improve their compliance audit programs. Depending on client objectives, STC will train the firm's own EHS auditors, join in-house audit teams, or conduct the audits ourselves. STC follows well-practiced standard procedures in conducting EHS compliance and management systems audits. Our audit professionals have performed hundreds of EHS audits over the past decade or more and their ongoing work in tracking EHS regulatory updates and keeping the company's eight audit/compliance guides up-to-date makes STC uniquely qualified. Because of their broad experience in industry and consulting, STC auditors consistently provide sound recommendations for improved compliance management actions. STC is a valued legal partner, having extensive experience in working under attorney-client privilege, both for law firms and for in-house counsel.

Representative clients for STC's specialized compliance auditing and consulting programs include:

- ***Medco Health Solutions:*** STC has been working with Medco since its spin-off from Merck in 2003, when the pharmacy benefits management leader selected STC to help develop and implement its EHS compliance and management systems audit program. Since then STC has helped Medco conduct more than 40 EHS audits and provided both classroom and in-the-field auditor training to Medco EHS staff. STC has also provided a series of EHS webinars designed to help Medco staff understand and assure compliance with key programs such as electrical safety and

pharmaceutical waste management; as a result, the frequency and severity of audit findings in these areas has decreased. Medco's EHS performance has improved steadily over the years and facility EHS staff members are happy to say that agency inspectors give them excellent reports on compliance.

- ***Meggitt-USA, Inc.***: Meggitt-USA (MUSA) is the domestic manufacturing arm of Meggitt PLC, a British firm specializing in aerospace and defense products. STC staff has participated in MUSA's compliance auditing program since 1995. What began as an environmental auditing program has since evolved into an environmental, health and safety audit program. STC staff has audited each of MUSA's manufacturing facilities, which are located throughout the U.S., and conducted pre-closure environmental assessments of several facilities that were being relocated.

EHS MANAGEMENT STRATEGIES AND SYSTEMS IMPLEMENTATION

STC works with clients to improve their business performance by strengthening, developing and implementing their EHS management systems. Our specialists integrate their technical knowledge of environmental compliance management, occupational safety, industrial hygiene, and fire safety with their capabilities in developing and improving effective management systems. These efforts may be based on the ISO 14001 or OHSAS 18001 standards, on the American Chemistry Council's Responsible Care Management System, or on approaches such as EPA's National Environmental Performance Track (NEPT) or OSHA's Voluntary Protection Program (VPP). Other efforts are specifically tailored to a company's corporate policies and performance objectives. STC has helped clients achieve ISO or OHSAS certification when that is their objective; in other cases, we have helped improve management performance independent of potential future certification.

STC's principals and key staff are known worldwide for their expertise in management systems assessment and development. Our *ISO 14001 Environmental Management Systems Implementation Guide*, first published in early 1999, has increasingly been recognized as the premier document of its kind. This book's many suggested written procedures, support tools, guidance documents, templates, and case studies turn EMS concepts into practical realities ready for use in the "real world." Our *OHSAS 18001 and VPP Implementation Guide*, published in 2003, similarly provides unparalleled practical guidance for implementing health and safety management systems. Thus it is fair to say that we quite literally wrote the book on these topics!

STC assists our clients by conducting management systems assessments, gap analyses and audits, and pinpointing the tasks needed to gain maximum effectiveness or meet certification requirements. Detailed recommendations help clients improve their systems and procedures. Our ISO lead assessors know how to certify facilities for conformance with the international standard and can assist in design, implementation, and improvement of clients' procedures. STC also trains clients' own EHS staff members in assessment techniques and procedures.

Some representative clients for STC's specialized EHS management systems assessment and consulting programs include:

- ***Gas and Electric Utilities (confidential)***: STC has assisted several different utilities in evaluating their EHS management systems. In evaluating the management



system of one client, STC assessed expectations for the management system in a top-down approach, and then compared those expectations with actual implementation using a bottom-up approach. By comparing management’s expectations with what the field was actually doing, STC was able to help bring the two into better alignment and help the utility focus efforts on its most important issues and most meaningful achievements. For another utility, STC supplements the client’s audit team with subject matter experts that also have management systems experience. By combining compliance and management systems audits, the time on site is reduced while still enabling focused corrections and effective long-term preventive.

- ***Semiconductor Firm (confidential)***: STC conducted an EHS-MS assessment of this company’s worldwide manufacturing sites, including a benchmark of its management systems against both competitors and industry leaders. Based on this benchmark study, STC developed a detailed action program designed to allow the company to achieve top quartile performance within two years.

REGULATORY COMPLIANCE SUPPORT

STC Principals and key staff members draw on their wealth of experience in compliance management, permitting, training, and other consulting services to help our clients meet their EHS compliance responsibilities efficiently and effectively. Several of the country’s leading law firms frequently refer clients to STC for such services. We have extensive experience in working under attorney-client privilege, both for law firms and for in-house counsel.

A basic starting point of regulatory compliance is the identification of applicable requirements. STC has developed registries of requirements for many clients, tailoring the format and level of detail to client specifications. Additional information about STC’s regulatory update tracking and analysis services is presented in the *Regulatory Information and Support Tools* section.

STC consultants provide a wide range of implementation support based on the applicable requirements. We assist clients in all aspects of the permitting and licensing processes, including assembling information, submitting applications, and working with client and agency staff to remove roadblocks. Our consultants also work with clients to establish effective processes and tools for compiling the information needed for regulatory reports.

STC consultants have developed a broad range of written programs from clients ranging from universities, pharmaceutical companies, food manufacturers and many others. These programs are pragmatic in approach and customized to clients’ operations, activities and culture.

Site acquisitions and closures are a time of regulatory compliance concern. STC works with clients during an acquisition to design techniques for successful integration of the new facilities’ programs into our client’s own existing systems. We help clients develop and align policies, objectives, procedures, and metrics, allowing clients to accelerate technology transfer, ensure smooth corporate integration, and reduce risk. STC consultants have assisted with site closure activities, including interaction with regulatory agencies, sampling, and direction of cleanup activities through final closure.

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- ***Alza (a Johnson & Johnson company):*** STC is providing extensive air quality compliance assistance, including permitting and control technology assessment. We have also supported the firm's development of storm water and SPCC compliance programs.
- ***Genentech:*** STC is providing environmental, health, and safety management assistance to this large biotech company, including chemical safety reviews, program audits, hazardous waste assessments and development of program documents.
- ***Thoratec:*** STC has provided outsourced EHS management to this manufacturer of medical devices since 2008. Our support has extended to all aspects of EHS compliance, including compiling a registry of requirements, developing written programs, delivering training, conducting area inspections, investigating incidents, tracking the implementation of corrective and preventive actions (CAPAs), and submitting regulatory reports.

REGULATORY INFORMATION AND SUPPORT TOOLS

Keeping current with regulatory changes can be a time consuming task. For an organization with manufacturing operations in several states and jurisdictions, it might take hours to sort through the myriad federal and state rule proposals and adoptions. STC has available a variety of program support tools designed to keep our clients current on these diverse – and frequently changing -- EHS regulatory requirements.

STC's *Regulatory Update Tracking Service* provides periodic summaries of federal and state proposed and final rules and communicates the compliance program impacts of these changes, customized to the scope and applicability of each clients operations and activities. STC's experienced regulatory analysts monitor federal and state regulatory changes and provide customized summaries of these changes for review and distribution t. Our regulatory update tracking services are customized to your operations and needs - site location(s), processes and operations, and federal/state regulatory program applicability. We currently provide these services for clients in the semiconductor and food processing industries, as well as a diversified global manufacturing client. STC's *Regulatory Update Tracking Service* can provide either monthly or quarterly summaries – and is available in a variety of formats to support your EHS information management specifications.

Revisions to ISO 14001 have accentuated the need for companies to identify their compliance obligations in detail. STC helps clients complete the task of compiling registries of requirements by identifying the regulatory and company requirements applicable their sites and operations. The scope of each registry is customized to the site's operations, activities and program responsibilities. We have the experience and knowledge to effectively and efficiently build these registries to present federal, state and local environmental and health and safety regulatory obligations – as well as company and site-specific compliance management program requirements – into user-friendly tools that assure continued compliance.

STC regulatory specialists also serve as the content authors responsible for 19 different EHS regulatory compliance and management systems audit guides, information guides, which are

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published by Specialty Technical Publishers (STP) of Vancouver, BC, Canada. The publications listed below cover many different aspects of EHS management and compliance.

Audit/Compliance Guides:

- Environmental Auditing: Federal Compliance Guide
- Environmental State Differences: Regulatory Summaries And Checklists
- Environmental Auditing: California Compliance Guide
- OSHA Facilities Auditing: Federal Compliance Guide
- Health and Safety State Differences: Regulatory Summaries And Checklists
- OSHA Construction Auditing: Federal Compliance Guide
- Cal/OSHA Compliance and Auditing Guide
- Motor Carrier Safety Auditing: Federal (DOT) Regulatory Inspections Guide
- Pipeline Safety Auditing: Federal (DOT) Compliance Guide

Management Systems Guides:

- ISO 14001 EMS Implementation: Guidance Manual

- OHSAS 18000 Health and Safety Management Systems Implementation: Guidance Manual

Training Guides:

- Regulatory Training Requirements: EPA, OSHA, and DOT Compliance Guide
- Regulatory Training Requirements: California Compliance Guide
- Regulatory Training Requirements: Healthcare Facilities Compliance Guide

Specialized Guides:

- Vehicle Maintenance Facilities: Federal Compliance Guide
- Vehicle Maintenance Facilities: California Compliance Guide
- Fire Code Management of Hazardous Materials: Essential Guide
- ANSI Standard for Safe Use of Lasers
- Manufacturer Testing Requirements for New Large Nonroad Spark Ignition Engines

Preparing regular quarterly updates for these guides and our *Regulatory Tracking Service* monitoring allows STC's regulatory specialists to retain their nationally-recognized roles as experts both on the content of these complex issues and on techniques to present this complicated information in the most readable, user-friendly form. We endeavor to keep our clients and the regulated industry current on major regulatory changes and EHS topics through our quarterly newsletter, *The Advisor: News You Can Use*, and *Opportunities for Learning* EHS webinar series. More information about these quarterly communications can be found on the Resources page of our website (www.specialtytechnicalconsultants.com)

The following examples demonstrate the power and utility of STC's EHS regulatory information and support tools:

- ***Confidential Electronics Manufacturer:*** STC Principals has provided this client with monthly EHS regulatory update summaries customized to their North American operations. Additionally, STC has served as the third-party auditor responsible for conducting periodic compliance audits of these operations pursuant to the ISO 14001 EMS (monitoring and measuring/internal audit)
- ***Major Oil Company (confidential):*** STC's Guides were used as the basis for producing detailed legal requirements analyses for a major oil company's federal, state, and local EH&S, DOT, Coast Guard, and related regulatory compliance requirements at more than 50 bulk oil terminals, pipelines, and support facilities in

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23 different states. STC specialists helped identify what requirements applied to each facility and then integrated facility permit requirements into the applicable sections of the federal and state compliance guides. The result was facility-specific detailed summaries of all their compliance requirements, including regulatory deadlines, and relevant training, reporting, and recordkeeping needs that the client is using to organize and manage its regulatory compliance activities. The project is now being extended to one of the largest refineries in the United States.

SAFETY AND HEALTH

STC helps our clients strengthen their health and safety compliance and management systems by providing senior level expert guidance, program development and complete implementation. STC provides all levels of health and safety support, including regulatory analysis, hazard and risk assessments, program design and document development and health and safety training.

Hazard and Risk Assessment

STC supports clients in the development of their hazard and risk assessment processes. Risk assessment is a multi-step process involving the identification of site and operational hazards and the assessment of the the severity of the potential outcome of each hazard and the probability that the outcome will occur. This structured process results in a prioritization of risks and the corrective and preventive measures that reduce these risks. STC consultants conduct risk assessments directly or support site staff or teams.

We support other related assessments such as personal protective equipment assessments (PPE) and exposure assessments. Through the PPE assessment process, the types of PPE required for specific tasks, areas and operations are identified, documented and implemented. PPE assessments can be performed as part of the risk assessment process or as a separate process.

Industrial Hygiene

STC industrial hygienists perform exposure assessments, develop sampling plans and conduct air and wipe sampling. The goal of the assessment process is to identify potential exposures to chemical and physical agents and to prioritize them using established protocols. Sampling is performed in accordance with recognized sampling methodology, and samples are analyzed by accredited laboratories. Reports include recommendations as appropriate, and STC staff can also assist with their implementation.

Program Development

STC consultants are experienced at developing safety and health programs customized to fit company or site culture and structure. Consultants have developed safety related programs such as crane safety, confined space entry, electrical safety, hotwork, and powered industrial trucks as well as health related programs such as bloodborne pathogens, hazard communication, hearing conservation, radiation safety, and respirators. We also support program implementation by providing program tools, training, and other implementation services.

Training

STC staff has extensive training experience, including both conducting instructor-led training and in the development of online training. Training is tailored to company operations and is based on clear learning and behavioral objectives. Because of their extensive background and experience, STC's consultants are able to provide a broad range of training in regulatory topics such as hazard communication, bloodborne pathogens, electrical safety or cranes and hoists and in health and safety tools such as incident investigation and new employee EHS orientation.

Onsite Health and Safety Team Support

STC consultants assist clients with health and safety team support, such as safety committees and emergency response teams. Consultants may lead the teams or provide technical support to client personnel responsible for the teams. We have conducted benchmarking studies and other types of staffing reviews and provided staffing recommendations to company managements. STC staff have also provided temporary and ongoing safety and health services and led special projects.

For more information about health and safety services, contact Carol Robinson at (510) 495-6070 or crobinson@stcenv.com.

Examples of safety and health projects include:

- ***Confidential Client:*** STC has conducted a site-wide exposure assessment, developed a sampling plan and conducted sampling in accordance with the plan.
- ***Santa Clara University:*** Served as interim staff and supported all health and safety programs, such as indoor air quality, radiation safety, biosafety, chemical safety, pesticide management and confined spaces. Conducted site-wide hazard assessments and inspections, including laboratories, other academic department areas and facilities areas.

STC'S PRINCIPALS AND KEY STAFF MEMBERS QUALIFICATIONS AND EXPERIENCE SUMMARY

STC's senior consultant team offers our clients vast experience in all aspects of EHS management systems, auditing, permitting, and compliance assurance. Many of STC's principals and staff have also held leadership positions in both industry and government, meaning that we have the sensitivity and experience for meeting the needs of counsel, while also being able to provide operations personnel with straightforward easy-to-understand and easy-to-implement guidance to get things running correctly and efficiently. Brief biographical statements of STC's leadership and key staff are provided below. You may contact any of our offices for more detailed information.

In finding and recruiting these individuals, we have acknowledged and dealt with the fact that the top talent in any field is, by definition, rare, and that the individuals with the best mix of skills for a particular job do not always have the same logo on their business card. When the project would benefit from a certain talent or specialization, STC is able to draw on the capabilities of other qualified individuals and firms with whom we have worked closely in the past providing our clients with seamless availability of persons with the highest level of expertise and the greatest stake in getting it right the first time.

Barbara Jo Ruble, QEP, CPEA, and STC President, has more than 30 years of experience helping corporations to develop, assess, and improve their EHS management systems and compliance programs. She is a Qualified Environmental Professional (QEP) and a Certified Professional Environmental Auditor (CPEA) for both ISO 14000/EMS and compliance auditing. Ms. Ruble has assisted clients in a variety of industries to implement ISO 14001 management systems and obtain certification. She has developed comprehensive EHS guidance manuals, training programs, and multi-media auditing protocols for various industrial clients and is the primary author of *OHSAS 18001/OSHA-VPP Occupational Health & Safety Management Systems: A Complete Implementation Guide*, published by Specialty Technical Publishers of Vancouver, Canada. She has performed more than 150 EHS compliance audits or management systems assessments of industrial facilities worldwide. She has also provided independent review of corporate EHS auditing programs. Her ability to put EHS issues in laymen's language and find practical solutions to complex problems helps her provide solution-oriented audit services. A member of The Auditing Roundtable since 1989, Ms. Ruble is a past President of the association and continues to assist the organization with national meetings and strategic planning.

Carol Robinson, CIH, CSP, and STC Vice President, has over 30 years experience in EHS management and consulting for a wide range of industries that include biotech, chemical, high tech, personal care and petrochemical companies. Carol uses her understanding of clients' organizations to develop EHS strategies, EHS compliance programs, and ISO 14001 and OHSAS 18000 management systems that fit their operations and cultures. She has created registries of requirements, performed compliance and management systems gap analyses, and conducted hazard and exposure assessments. She has extensive EHS audit experience, including designing audit programs, performing audit team training, and serving as team leader. She has performed more than 100 EHS compliance audits and management systems assessments using standard or custom client protocols. She has implemented a wide range of programs at client sites, including electrical safety, machine guarding,

lockout/tagout, confined space, hazard communication, biosafety, bloodborne pathogens, and hazardous waste management. She produced customized instructor-led and online EHS training programs including new employee EHS orientation, hazard communication, bloodborne pathogens, contractor safety, and waste management. She has assisted clients in producing regulatory reports, such as Hazardous Materials Business Plans and Biennial Waste reports. As head of corporate EHS programs at JDS Uniphase and Helene Curtis, Carol developed corporate objectives, metrics, policies and strategic direction. She led injury reduction and waste minimization efforts that resulted in reduced costs. Her experience managing non-EHS groups including engineering, facilities, corporate security and TSCA compliance has exposed her to a diverse range of business issues and backgrounds, enabling her to provide focused, understandable and actionable guidance and training. Carol is a Certified Industrial Hygienist and a Certified Safety Professional.

Melanie Powers-Schanbacher, CPEA, STC Principal and CFO, has over 20 years of experience in EHS compliance auditing and environmental management systems assessments. Ms. Powers-Schanbacher has served as the audit team leader for EHS compliance and management systems audits conducted for clients in the chemical, pharmaceutical, consumer products, petroleum and utility sectors, as well as a variety of industrial manufacturing operations. She has provided third-party review and oversight to clients developing internal audit and self-assessment programs, including developing audit procedures and protocols, auditor training programs, and audit program metrics, evaluation processes and management reporting criteria. Ms. Powers-Schanbacher has assisted clients to develop EHS compliance management. She has also assisted clients to design and implement environmental management systems for conformance with ISO 14001, as well as EPA's compliance-based EMS and National Environmental Performance Track models. Her experience includes developing EHS training programs, regulatory and legal requirements analysis, legislative tracking processes, and permit compliance and regulatory reporting procedures and work instructions. She oversees a number of STC's regulatory information services, including the regulatory monitoring services STC provides its clients and managing STC's authoring efforts for a number of EHS auditing, training and management systems guides published by Specialty Technical Publishers of Vancouver, B.C. She is a member of the Auditing Roundtable and a Certified Professional Environmental Auditor (CPEA) in Environmental Compliance and in Environmental, Health and Safety Management Systems. She currently serves as the Chairman for BEAC's Examination Committee and the Auditing Roundtable's Auditor Resources Interest Group.

Russ Boesch, CPEA, CHMM is an STC Senior Program Director with more than 25 years of experience conducting environmental compliance and management systems audits, regulatory analysis, and environmental management consulting. He has managed and performed more than 400 compliance audits covering environmental and/or health and safety (EHS) issues at facilities throughout the United States and in several foreign countries. He has audited a wide variety of industries, including pharmaceuticals, medical devices, optical devices, commercial laboratories, petroleum refining, chemical manufacturing, natural gas processing, hazardous waste TSDFs, aerospace, automotive, utilities, foods, electronics, cruise ships, educational institutions, and federal government installations; including extensive participation in several audit programs performed for the Department of Justice under federal consent decrees. Mr. Boesch has performed environmental management

systems (EMS) conformance audits for a number of organizations in the pharmaceuticals, petroleum refining, automotive, electronics, and hazardous waste management industries. He has assisted several large corporations to design and implement audit programs by preparing facility- and state-specific audit protocols, conducting auditor training, and leading audit teams in the field. Mr. Boesch has written and/or revised environmental plans such as RCRA Contingency Plans, Spill Prevention Control and Countermeasures (SPCC) Plans, and Storm Water Pollution Prevention Plans for a variety of clients, and has conducted required regulatory training on such plans for facility staff. Mr. Boesch is a Certified Professional Environmental Auditor (CPEA) in environmental compliance auditing and Responsible Care® Management Systems auditing, and is a Certified Hazardous Materials Manager.

Jenni Cawein and STC Program Director located in Lexington, NY and has over 16 years experience in the environmental industry. Jenni brings global experience in the performance, structure, strategy, planning, and development of programs related to sustainability and EHS within the healthcare manufacturing and electrical utility industries. As corporate environmental manager at Baxter International for more than 10 years, she participated in the development of sustainability performance metrics, transparent sustainability reports, and innovative management standards that helped Baxter win over 300 EHS excellence awards, including Dow Jones Sustainability Index leader, Innovest's Global 100 Most Sustainable Corporations and CRO's 100 Best Corporate Citizens. Jenni's innovative approaches to integrating six sigma and lean manufacturing into EHS became the model for USEPA's "Lean and Environment" and "Lean and Energy" toolkits, and her work managing supply chain EHS issues resulted in the launch of USEPA's Green Supplier Network. While serving as Chairman of the Board of CHWMEG she drove globalization of hazardous waste site audits into China, India, Singapore, Brazil, and most countries in Europe. Jenni is an experienced ISO 14001 Lead Auditor and has operational direct experience managing air, water, and waste compliance programs within the electric utility industry, as well as site remediation projects and emergency response programs. She has presented at NAEM, AME/SME, BSR, and the Conference Board meetings on topics such as EHS supply chain management, "Lean and Green", integration of sustainability into business operations, the business value of sustainability, and threat management. Jenni is a Six Sigma Green Belt and has served as a Baldrige National Quality Award Examiner.

Kahlilah L. Guyah, CHMM, and STC Senior Analyst has over 12 years of comprehensive experience in delivering EHS compliance solutions and implementing management systems. Her expertise include, but are not limited to EHS regulatory compliance, EHS auditing, hazardous material storage and disposal, international and domestic hazardous materials transportation, training development and administration, wastewater and stormwater management, emergency response, and environmental permitting and reporting. Kahlilah is a strong communicator, team leader and problem solver. She led EHS programs at Cordis Corporation, Cordis Neurovascular and Codman Neurovascular, each a part of the Johnson & Johnson family of companies. Most recently she designed and implemented the EHS program for Heartware Inc. including, among others environmental permitting, hazard communications, hazardous energy control, chemical and waste management, lithium ion battery shipment program and an EHS impact analysis process. These experiences and her desire to continually expand her knowledge have given Kahlilah the ability to flourish in fast

paced manufacturing environments with a special emphasis on management of change from design to implementation. Kahlilah is a Certified Hazardous Materials Manager.

Gregory J. Haet, P.E. has a wide range of experience in both environmental management and engineering. Experienced in EH&S program management, with particular specialization in air quality, he has completed numerous permitting, auditing, abatement design, odor mitigation, and risk analysis projects for clients in California and nationwide. Greg has also managed a full-service chemical, radioactive, and biohazardous waste and hazardous materials shipping program for a large university, and has additional specialization in construction site EHS management, stormwater pollution prevention, underground storage tank inspection and compliance, and sustainability assessment, with a focus on alternative transportation and bicycle program planning.

Joseph (Joe) Hardman, PE, CHMM, CPEA STC Program Director has over 30 years of experience in EHS compliance auditing, providing technical support for EHS permits and licenses, and conducting risk assessments. Mr. Hardman has served as the audit team leader for EHS compliance and management systems audits conducted on a global basis for operations in the chemical, pharmaceutical, consumer products, manufacturing and petroleum sectors. He has conducted third-party manufacturing and supplier reviews and provided due diligence support and project management oversight for corporate acquisitions and divestitures, including reviewing gap and compliance data, assessing permit and licenses, and meeting closure/decommissioning requirements. Mr. Hardman has assisted facilities to develop and implement EHS compliance management tools such as streamlining and validating Title V air emission and NPDES wastewater discharge data for program compliance and sustainable solutions. His experience includes developing and conducting EHS training programs for auditing, workplace and contractor safety; developing compliance templates and audit checklists; and developing guidance and company system standards and procedures. He has developed and presented ISO laboratory certification training programs, waste minimization, oil spill prevention program management, SPCC and emergency response plan development, training and implementation. He is a Certified Hazardous Materials Manager (CHMM), a Licensed Professional Engineer and a Certified Professional Environmental Auditor (CPEA) Health and Safety and is a member of the Auditing Roundtable. Mr. Hardman currently serves as a member of the BEAC's Examination Committee.

Jerry F. Hendel, CIH, CSP and Senior Program Director has over 25 years of experience in EHS management and consulting in the corporate and governmental sectors with particular focus on safety and industrial hygiene. His extensive work experience includes a wide variety of industries including biotechnology, pharmaceutical, healthcare settings, semiconductor, petrochemical, power generation and wine industries. Jerry has created health and safety programs specifically tailored to the client's needs and operations. He has conducted and managed safety and industrial hygiene field evaluations for a variety of hazards; including anesthetic gases, sanitizing agents, chemical exposures, biological hazards, indoor air quality, noise and other physical hazards. He has created hazardous energy control procedures for a large biotechnology facility, including production and facilities equipment. Jerry has assisted clients in developing corporate safety strategies, emergency response plans, injury reduction programs, implementation of compliance driven safety programs, and safety metrics. Jerry has performed training on many safety and health topics

including chemical safety, biosafety, respiratory protection, lockout/tagout, crane safety, and emergency response. He compiled and submitted to regulators Hazardous Materials Business Plans, including one for a facility with over 2000 chemicals. Jerry's broad experience, education and training enable him to provide best practices and unique approaches with clients to address their safety and industrial hygiene needs. Jerry is a Certified Industrial Hygienist and a Certified Safety Professional.

Deborah Hunsicker and STC Senior Analyst and regulatory specialist, directs STC's regional office in northern Idaho and has over 20 years experience in environmental consulting and regulatory compliance. She is a recognized expert in federal and state hazardous waste and hazardous materials regulatory issues, and has assisted various legal and industrial clients in the development of customized environmental auditing protocols, legal requirements analyses, ongoing regulatory tracking, and compliance programs, as well as the assessment of enforcement options. Currently, she coordinates several projects for key clients that involve tracking federal and state regulatory changes and preparing monthly summary reports of final and proposed regulatory changes that may impact operations. Ms. Hunsicker is STC's lead author and project manager for our *California Environmental Audit Guide* and our training guide series, covering both federal and California training requirements. She is also a contributing author to the *Environmental Auditing: Federal Compliance Guide* and our *Environmental State Differences Summary*, covering both hazardous waste and solid waste issues.

Curtis J. Johnson, CPEA and STC Senior Program Director, has more than 30 years experience in development and implementation of effective environmental, health and safety (EHS) management systems solutions. A former Corporate Vice-President of EHS Auditing at Browning-Ferris Industries, Mr. Johnson's consulting practice focuses on implementation and auditing of management systems, agency negotiations, and facility change management. Recent projects include conformance assessment of EHS management systems with respect to the US Federal Sentencing Guidelines, development of the management system and its documentation for a major food producer; coordination of EHS issues during facility closings, EHS auditing of energy, manufacturing, pharmaceutical, food, waste, and transportation facilities for a variety of clients; and developing compliance programs for an electronics manufacturer. Mr. Johnson is a contributing author for STC's *Pipeline Safety Auditing: Federal Compliance Guide* and for *ISO 14001 Environmental Management Systems: A Complete Implementation Guide* and is currently working on an auditing protocol for upstream oil and gas activities. He is a Certified Professional Environmental Auditor (CPEA) in all four disciplines: Management Systems (Certificate No. 2), Responsible Care[®] Management Systems, Environmental Compliance and Health and Safety Compliance. He was chair of the 2010 and 2011 Environmental Challenges and Innovations Conference for the Texas Association of Environmental Professionals, is a past member of the Auditing Roundtable Board of Directors, has served on the Ethics Committee of the Board of Environmental Auditor Certifications (BEAC) since its inception and is the 2005 recipient of the BEAC *Chairman's Leadership Award*.

Kathy McKinney-Tovar is an STC Senior Analyst and has over 20 years experience in the consulting industry assisting businesses with environmental compliance, regulatory issues, and due diligence. She has extensive project management experience and technical knowledge across a wide range of environmental programs. Ms. McKinney-Tovar has

performed multi-media environmental compliance audits throughout the U.S. at aerospace and cogeneration facilities, hazardous waste TSDFs, oil terminals, semiconductor, electronics, pharmaceutical, explosives, chemical and paint manufacturing facilities and office buildings, and has assisted numerous industrial clients in the development of customized environmental auditing protocols and training programs. She has provided EHS regulatory compliance assistance to companies in the manufacturing, pharmaceutical, energy, and education sectors. Recently she has tracked federal regulatory changes for a multi-national company and a consumer products company on a monthly basis to identify and provide a summary of final and proposed regulatory changes that affect operations. Ms. McKinney-Tovar is the lead author and project manager of our *Vehicle Maintenance Facilities: A Federal Compliance Guide* and *Vehicle Maintenance Facilities in California: A Federal and State Compliance Guide*. She is also a contributing author to our *Environmental Auditing: Federal Compliance Guide*, and our *Environmental State Differences Guide*. She was central to the development of our web-based protocol that combines our federal protocols with the state difference guide.

Gerald (Jerry) Reid is an STC Program Director and has over 25 years of professional experience in the development and implementation of environmental, health and safety (EHS) programs. Mr. Reid's experience includes EHS compliance in the chemical intensive field of semiconductor manufacturing, developing EHS programs in the aluminum fabrication industry, as well as managing environmental compliance at a US Air Force installation. During his four years with STC, Mr. Reid has provided clients with EHS program assessments, development and implementation support; he has also developed numerous training presentations including electrical safety, lock-out/tag-out, cranes and hoists, confined space entry, fall protection, excavation safety, and scaffold safety; as well as provided hands-on training on topics including cranes and hoists, hazardous waste management, confined space entry, and hazard communication. In addition to standard EHS programs, Mr. Reid's experience includes the incorporation of NFPA 70E workplace electrical safety principles into clients' electrical safety programs, development of toxic gas compliance programs, fire code compliance, development and implementation of emergency response programs, and management of radiation and laser safety programs. Mr. Reid is an ISO 14000 Lead Auditor and has conducted EHS compliance and management systems audits throughout the United States, the United Kingdom, China, Singapore and Malaysia. He has also supported OHSAS 18001 and ISO 14001 site certification processes, including conducting gap analysis audits, completing site risk assessments, determining legal and other requirements, and leading the development of aspects and impacts and objectives and targets.

Teresa Sabol Spezio, Ph.D., P.E. is an STC Program Director in Los Angeles with over 25 years of experience in environmental compliance and auditing activities. Ms. Spezio began her career at the Ohio Environmental Protection Agency where she inspected industrial facilities for compliance with air pollution and hazardous waste regulations. As an inspector she visited myriad facilities, developed Notices of Violations, provided information for compliance improvement and worked with federal officials on permitting of hazardous waste treatment, storage and disposal facilities. After Ohio EPA, Ms. Spezio worked as the Environmental and Safety Coordinator for an academic institution. There she developed programs for compliance with environmental and safety regulations continuously working to create programs that minimized the exposure to the regulatory overview by assisting her co-

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workers to developed processes that minimized hazardous waste use, air emissions and water discharges. After having experience with both government and industry, Ms. Spezio began her career as a consultant. For close to twenty years, she has used her experience to minimize the use of chemicals, minimize environmental exposure through discharges into air, water and land, and developed plans and programs to minimize spills and accidents.

Danny Wong, DrPH, STC Senior Program Director and CSR Practice Leader, has over 30 years experience in sustainability and EHS as a global corporate leader and as a consultant to Fortune 500 companies. Danny set the vision and strategies for the sustainability program at Avery Dennison, effectively embedding sustainability into all sectors of the business. In manufacturing, he led the development of business scorecards that drove energy use savings in excess of \$5MM per year and Zero Waste-to-Landfill actions that diverted 50,000 tons of waste from landfills globally. For HR, product marketing and global procurement, Danny implemented new policies on employee and supply chain standards for human rights, Green Products Claims and Responsible Paper Procurement. He was responsible for a lifecycle-based eco-design tool called AD Greenprint, which is an online tool for product developers and sales teams, providing rapid comparative environmental metrics for product innovation and differentiation that influenced customer decisions on over \$40MM sales. Danny also led the development of Avery Dennison's Corporate Sustainability Report. As the company's health & safety director, Danny drove the global recordable injury rate from 3 to less than 1, provided oversight for worldwide H&S audits, built the product compliance program, created a Risk Analysis for Product Development process and implemented a Banned and Restricted substances list for manufacturing. For the Atlantic Richfield Company, he was corporate advisor to the global oil & gas exploration and refining operation and the corporate remediation group. Danny defined risk-based clean-up criteria for site remediation and restoration, and collaborated with IT and cross-divisional stakeholders to develop the company's first chemical hygiene and exposure assessment database.

WOMEN-OWNED AND SMALL BUSINESS ENTERPRISE

STC is a women-owned business enterprise (WBE) and has been certified by the Women’s Business Enterprise National Council (WBENC), certificate number 2005115942, and the Supplier Clearinghouse for the California Public Utilities Commission, Certificate #10AS0062.

STC is certified by the State of California/Port of Oakland as a Small Business Enterprise (SBE); Certificate No. 217904. STC also is certified as an SBE (Certificate No. 18550) by a group of seven agencies in southern California, including the Metropolitan Water District, Port of Long Beach, City of San Diego, Los Angeles Unified School District, and the Minority Business Development Agency.

Working with STC as a WBE/SBE can help:

- Engineering and consulting firms with government contracts grow their market share by meeting diversity requirements in the bidding and procurement processes.
- Companies and organizations demonstrate their commitment to supplier diversity, thereby reflecting diversity in their customer base, gaining access to small business innovation, and increasing competitive advantage.

As a subcontractor, partner, and/or direct provider of high-quality EHS management and compliance services, STC brings its additional WBE assets to all our project work and valued relationships.

CORPORATE OFFICE

2100 Embarcadero, Suite 204
Oakland, CA 94606
510.533.4067 (tel)
510.533.6523 (fax)
www.specialtytechnicalconsultants.com

REGIONAL OFFICES

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|--------------------------|--------------|
| Idaho (Sagle) | 208.255.2780 |
| California (Los Angeles) | 310-220-0225 |
| Maryland (Baltimore) | 410.625.1952 |
| New Hampshire (Nashua) | 603.888.2952 |
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