

NAME: XXXX

TITLE: Sr Technologist, R&D

COMPANY NAME

WORK ADDRESS:

WORK PHONE:

E-MAIL:

Confirmation that nominee is currently working as a chemical technician and has done so for at least five years (type yes or no): YES

CANDIDATE'S IMMEDIATE SUPERVISOR:

SUPERVISOR'S PHONE:

E-MAIL:

NOMINATOR'S PHONE:

E-MAIL:

Candidate's Contribution in six areas of Award Criteria

1. TECHNICAL ACHIEVEMENTS (worth 60%)

XXXX led the evaluation of a novel, proprietary specialty application. The evaluation included the generation of many formulations, production of application samples, and coordination of the analyses in the Lab. The data was successfully published and presented both internally and externally. XXXX always does reliable, high quality work. According to many experienced colleagues who work with XXXX, they remark that XXXX is one of the most productive and reliable technologists they ever worked with.

XXXX's recent accomplishments include the following:

1. Successful scale up of a new modified, currently under evaluation at a key customer. XXXX's carefully produced synthetic laboratory results, in addition to his thorough preparation of resources and paperwork, expedited the production of sample quantities for customer trials.
2. Successful adaptation of synthetic methods for a new developed for market, transferring the technology from to XXXX was the key departmental contact for preparations to meet customer requests.
3. Successful transition of 's biggest customer to a higher margin solution, requiring samples which were synthesized at an accelerated schedule and hand-delivered by XXXX. This new product eventually comprised the majority of customer's purchases.
4. Successful development and testing of 's newly launched Although XXXX was already carrying a full work-load, he prepared many different samples used for trials at different customers and gave a video-taped demonstration used for advertising. His efforts were awarded with awards.

General Technical skills

XXXX can independently do synthesis, formulations, product testing, performance evaluations, scale-up, and analytical testing. He generates excellent quality, highly reliable experimental data. He always carefully plans his experiments, anticipating the outcomes and effectively troubleshooting when his expectations are not met. He independently completely tasks and has a high tolerance for ambiguity. XXXX has previous experience in manufacturing, running the analytical lab, where he implemented and trained others on titrations, gel permeation chromatography (GPC), high-performance liquid chromatography (HPLC), rheology measurements, mechanical testing and other analytical methods. His broad skill-set allows him to contribute to a wide variety of projects in areas of,, and Because of his broad skill set, he effectively interacted with and contributed to several global projects and capability developments in China, Europe, and the newly acquired

..... He is always willing to learn new things, such as, allowing him to contribute to new product development and commercialization in new areas, such as the formulation development for He also helped set-up the R&D lab in China and a lab in the newly acquired He helped both locations acquire and implement new equipment, transferred methods and conducted training for local personnel. XXXX also mentors new technicians, contractors, and salaried personnel who join, always offering to help them learn new aspects of the business.

With 's increased emphasis on development work, XXXX's expertise in formulation and testing of is of great value to The majority of the formulation and testing expertise currently available to the business comes from the side of the business and not from

OTHER (Considered together to make up the remaining 40%)

2. LEADERSHIP/MENTORING (1-15%)

Leadership

XXXX made remarkable contributions to the smooth operation of our Test Lab (wet chemistry, rheology, thermal analysis and mechanical testing laboratory). He is familiar with all of the tests and is actively involved in improving the methodologies or modifying them for newer or different applications. He takes the initiative to offer experimental plans for addressing problems and carefully completes the experiments, providing valuable input to the analytical personnel to improve the existing methods. He is actively involved in method development.

Over the last 6 months, XXXX managed an in-house This was a major effort as it required renting, setting-up, writing safe work procedures, conducting safety reviews, and making large amounts of formulations for evaluation. XXXX led this project and almost single handedly managed all these tasks with 100% success. As a result of XXXX's contributions, we have laboratory equipment and procedures that allow us to successfully conduct trials on very short notice. XXXX always shows strong leadership and is a role model in doing what is right to make things happen

Mentorship

XXXX spends a lot of time mentoring and training his colleagues. He leads by example, setting the highest standards for his junior colleagues to follow. Given the network XXXX created within R&D, shipping, and manufacturing, he is the most sought-after employee if one wants large volumes of plant product procured, formulated with, and delivered to the customer. XXXX is also a good teacher and mentor to new employees in 's Shanghai labs and the acquired companies in

Customer Service

XXXX is highly successful because he focuses on providing timely results for the customer. Over the last three years he worked with all of our major customers. He is selected in all of the major projects because of his customer focus and commitment to do quality work in a timely manner. In the project, XXXX's focus was on delivering the results to the stakeholders and overcoming any challenges he faced in order to achieve project goals. As an example, the team had to move from to to measure because the latter was the preferred material used in the application. An unsuccessful effort was made to procure material from our customers. At that time, there was no fabrication capability within The lack of experimental capabilities or external sources did not stop XXXX from developing a procedure to make, then fabricating good

quality specimens that generated the required data. He also developed many new test methods relevant to the industry (since was a new player in the market). This project was part of the, a very important and fast growing platform for

XXXX is currently working closely with a new potential customer to develop a new for XXXX conducts laboratory evaluations of formulations, arranges the logistics to test the formulations for trials conducted with the customer, and documents all results in databooks, spreadsheets, and eventually technical reports. XXXX also participates in project meetings, customer interactions, and technical discussions. Because XXXX is extremely knowledgeable on process chemistries and analytical methodologies, the fact that he knows how our products are made and analyzed allows him to contribute to the resolution of a number of customer issues.

3. PUBLICATIONS (1-5%)

- EXTERNAL PUBLICATIONS, PRESENTATIONS, PATENTS
2 external presentations
1 patent disclosure
- INTERNAL PRESENTATIONS, PUBLICATIONS
49 internal technical reports (one of which selected internally for excellence in technical writing and scientific methodology)

4. CONTRIBUTION TO QUALITY, SAFETY, AND OTHER INITIATIVES (1-5%)

XXXX is a model in safety and sets high standards in the department. XXXX not only exhibits safety in his own work, but also intervenes when unsafe acts are observed, doing so in a conscientious, constructive manner. Just recently, he intervened when a salaried employee attempted to conduct an experiment that did not follow the appropriate safety protocols. XXXX's intervention prevented potential harm that could have come to the employee or others in the area. XXXX conducted the intervention in a manner which did not negatively impact their working relationship, but reinforced an accountable, behavior-based safety culture within XXXX is the lab owner of two labs in and routinely receives perfect scores in housekeeping. He also actively assisted in the housekeeping efforts for the large warehouse and RCRA (Resource Conservation and Recovery Act) area, disposing of several drums of materials that had no clear ownership, XXXX updated the Personal Protective Equipment (PPE) grids of over 20 procedures, some of which were not originally his own, in order to achieve departmental goals. When consolidated with another business in another building, XXXX took the lead to organize a group of technicians to clean out an old solvent shed in preparation for demolition. This included coordinating the disposal of old chemicals and supplies and organizing the rest of the supplies/solvent drums in the new solvent area. Leading this clean-out was above and beyond his normal work activities. XXXX also actively engages in leadership and involvement of the departmental safety program, volunteering to be the chair of our local Lab Owners Safety Focus Team for 1 year and a member of the Safety Action Committee.

5. AWARDS (1-5%)

In 2003, XXXX won a Award for scale-up of new technology with a net present value of \$15 million. Awards recognize and reward successful improvement and implementation of technology in In 2000, XXXX was nominated for the Award, created to recognize and reward employees for excellence in people development. XXXX received a Global Award in 1996. The award is a global, peer nominated, business leadership selected award that recognizes individuals for their

6. PROFESSIONAL AND COMMUNITY ACTIVITIES (ACS, AIChE, etc) (1-10%)

Service to R&D Community

In 2007, was setting up a laboratory in a rented facility in, China. To accelerate the start-up of the laboratory, XXXX worked remotely with personnel to provide them with detailed equipment lists, generate floor plans, and ship supplies and samples, and provide them with analytical methods and procedures for testing samples. When the equipment arrived, XXXX spent 3 weeks in to set up and wet chemistry equipment, provide hands-on training of the equipment to lab personnel, help with the safety program, and train new personnel in many other tasks necessary to get a lab running, including databook usage,, and method/procedure documentation and usage. His actions effectively built the relationships between the communities in and our other sites. XXXX exhibited a nice combination of technical experience, excellent communication skills and cultural awareness. His efforts were crucial to achieve our goal of a mostly functional lab in 1st quarter of 2007.

XXXX's contribution to a project always covers multiple areas. We always can count on his technical skills to generate high quality, reliable data, resulting in work that is exceptionally done. He is also adept at identifying and assembling the equipment necessary to successfully complete the project. He assembles and operates the equipment, usually becoming a trained operator by reading the manuals or consulting an expert, the manufacturer or technical representative. XXXX is also actively involved in solving safety related issues, creating research safety sheets, shipping samples, obtaining detailed sample information, specifications and test methods. He is always an essential member of the team, helping others with sample shipping, ordering, cleaning the labs, waste shipment, fixing titrators, helping other groups with their project. XXXX routinely receives unplanned urgent requests such as running analyses to solve customer problems, sending overnight samples, and ordering samples. He handles these requests very well and is always willing to help in spite of all the interruptions. His quality of work is excellent. His biggest asset is that he helps everyone quietly without ever complaining or craving to be recognized.

Service to other Functions

XXXX has strong relationships across R&D and Operations, serving as a valuable liaison between the two functions. XXXX also values his junior colleagues who seek his guidance and is able to effectively communicate with them and respond to their concerns. XXXX trains and mentors many new employees to the R&D group. He also creates strong relationships across many functions at including and, allowing XXXX to build an effective network that permits him to get a job done in a quick and efficient manner.

Service to the Local Community

XXXX manages and coaches a local freshman girls' softball team. He also serves on the parish council of his local church. XXXX also regularly donates blood and is a 5 gallon award recipient.

In summary, XXXX is experienced in synthesis, has strong technical abilities, is a highly sought-after and valued team member, and is highly knowledgeable about, As is evident from this nomination package, XXXX demonstrates an extremely high degree of professionalism and is strongly recommended to receive the National Chemical Technician Award.

If you have any additional questions, please do not hesitate to contact us.