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A results-oriented Senior Compliance leader with the required subject matter expertise and executive level experience needed to execute strategic compliance objectives, improve performance, develop successful stakeholder relationships, and contribute to financial stability by reducing compliance risks.

Professional Summary:

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| 2008 – 2016 | Hydroid, Inc. (A Kongsberg Company) <u>Director, Export, Security, and EHS Compliance</u> , assignment as Empowered Official, Technology Control Officer, and Facility Security Officer |
| 2004 - 2008 | Lockheed Martin Sippican, Inc. |
| 2007-2008 | <u>Manager, Security</u> |
| 2004-2007 | <u>Manager, Security and EHS</u> |
| 1990 - 2004 | Sippican, Inc. |
| 1997-2004 | <u>Manager, Security and EHS</u> |
| 1994-1997 | <u>EHS Engineer and Facility Security Officer</u> |
| 1990-1994 | <u>EHS Engineer II / Chemical Safety Engineer I</u> |

Experience:

11 years developing and leading successful U.S. Export/Import (EAR, ITAR, FTR, Customs) compliance programs in cleared contractor environments. Ground up design and implementation of an Export/Import program for Hydroid, including:

- Classification and license determinations for offices in the U.S. and the United Kingdom
- Management of changes due to U.S. export control reform
- Preparation, approval, execution, and maintenance of agreements and licenses in collaboration with foreign licensees
- Development and submission of Part 130 reports, initial and supplemental, based on company sales and financial information
- Development and implementation of an automated system to generate export shipping paperwork in compliance with FTR and provide documentation of licenses, exemptions or exceptions used
- Development of technology control plan; implementation of visitor and network access controls for the protection of controlled technology
- Investigation of potential issues, preparation of disclosures, communication of corrective actions
- Educational outreach to customers and Kongsberg affiliates on U.S. ITAR compliance in support of agreements
- Development of good relationships with internal and external stakeholders (customers, affiliates, attorneys, freight forwarders, customs brokers, regulators, employees)

22 years leading successful U.S. DoD international security programs for the protection of controlled information and hardware at Class AA and Class D cleared facilities, including:

- Review of proposals and contracts for compliance with export and security requirements (DFAR and FAR compliance)
- Board and senior management level briefings on compliance status quarterly, including reporting on metrics and status against annual goals (must win battles)

- Four consecutive years of Defense Security Service (DSS) Superior Ratings at Hydroid (less than 10% of foreign-owned, cleared companies achieve this highest rating each year)
- Implementation of Special Security Agreement (SSA) for the mitigation of foreign ownership (FOCI)
- Management of SECRET and higher classified programs (TS, SAP/SAR), including COMSEC
- Development of very beneficial relationships with DSS, NCIS, FBI, Customs, and Homeland Security Agents
- Maintenance of multiple facility security clearances
- Assignment by DSS as Designated Government Representative (DGR) for classified hardware exports
- Licensing and approvals for controlled military GPS

25 years leading successful environmental and safety compliance programs for electro-mechanical assembly, maintenance, and office facilities in the United States, Mexico, and the United Kingdom. Participation in acquisition due diligence, ISO 14001 certification, new building projects and new processes, as part of multi-function teams.

Functionally responsible for:

- Integration of newly acquired businesses into the existing compliance structure, both as the parent company and as the acquired company
- Participation in multi-function due diligence teams for acquisition and mergers
- Participation in Massachusetts Environmental Results Program, resulting in a good reputation with State officials and simplified environmental permitting and reporting
- Good personal relationships with regulators from ATF, Massachusetts Department of Environmental Protection, Town Police and Fire
- Strong partnerships with outside attorneys, regulatory consultants, and insurance carriers
- DOT hazmat shipping and RCRA hazardous waste compliance
- U.S. Environmental compliance, including permitting and reporting (TRI, TURA, Tier II, stormwater, hazardous waste)
- European REACH compliance
- Explosive device assembly safety and site permitting (in accordance with DoD, State, and Federal rules)
- OSHA compliance, including cranes, forklifts, personal protective gear, fleet safety, hazard communication, recordkeeping and reporting

Education and Certifications:

Bachelor of Science, Chemistry, University of Arizona 1988

Massachusetts Toxics Use Reduction Planner, General Practice, 1996

Certified Safety Professional, 1998

Associations:

Society for International Affairs

International Compliance Professionals Association

American Society of Safety Engineers