<table>
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<tr>
<th>CLIENT</th>
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<tr>
<td>Emery Oleochemicals</td>
<td>Oleochemicals</td>
<td>R&amp;D</td>
<td>Analytical Chemist</td>
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</tbody>
</table>
 COMPANY
Emery Oleochemicals

POSITION
Analytical Chemist

LOCATION
Cincinnati, OH

For more information contact:
Travis Oran
Executive Search Consultant
Ropella
850-983-8804
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North American Headquarters

8100 Opportunity Drive, Milton, Florida 32583
850-983-4777 | www.ropella.com
Emery Oleochemicals

The Company
Thomas Emery (Snr) started a tallow and candle business in 1840. A decade later, The Emery Candle Company offered clients sturdier, whiter, dripless candles made of stearic acid. Soon, the expanded product line also included elaine oil (oleic acid) and sweetwater (glycerine). By 1872, the company was involved in fatty acid exploration.

Today, 174 years later, Emery Oleochemicals is a name synonymous with the production of high quality, natural-based chemicals commonly made from natural oils and fats. Through the years this business became increasingly focused – driving an innovation agenda that saw them moving from developing functional chemicals (OleoBasic) to specialty chemicals.

With the establishment of six dedicated business units, namely Agro Green, Bio-Lubricants, Eco-Friendly Polyols, Green Polymer Additives, Home and Personal Wellness and OleoBasic, Emery Oleochemicals has the ability to provide an evolving marketplace with innovative and ‘market-based’ solutions.

Emery Oleochemicals applies its philosophy, Creating Value, for their clients through the wide-ranging, natural-based chemicals that they offer. Their customisable solutions are often sought-after for use in the home and personal care, construction, automotive, lubricants, packaging, food and beverage, pharmaceutical, textiles, electrical and electronics, and agriculture industries.

More Information: www.emeryoleo.com
Guided by this very same philosophy and premised on core values, Emery Oleochemicals believes they have a responsibility to produce effective renewable and sustainable solutions that contribute towards the development of more efficient end user goods and industrial products for customers. Driven by industry, consumer and customers’ evolving requirements, they have translated various market findings and regulatory requirements into tangible operational processes.

Today, Emery Oleochemicals is proud to offer customers products that are Roundtable for Sustainable Palm Oil (RSPO) Supply Chain System Certified for Segregated (SG) and Mass Balance (MB).

Headquartered in Shah Alam, Malaysia, their sales and marketing offices are located in Asia Pacific, Europe, and North America. They are backed by a diverse workforce of more than 1,000 people and an extensive distribution network covering over 50 countries globally.

**Business Units & Product Offerings**

As Emery Oleochemicals embraces innovation in their business, they strive to be of positive impact to the immediate societies in which they have operations. They have six business units dedicated to providing incredible innovation and significant service to their particular areas. Furthermore, their award-winning work ethic, as well as their amazing contributions to charities and society, make them stand out from amongst other companies. By uniting their people in a common cause, Emery Oleochemicals’ operations in each region has identified relevant stakeholders, depending upon the needs of the local community, in developing initiatives that are as diverse as their people.

First among the six business units of Emery Oleochemicals is their Agro Green niche. The business of Agro Green is entirely devoted to creating value for their customers in the development of natural-based, high performance, and homegrown crop care solutions. Their innovations provide continued advancements in agriculture technology and productivity which combat the numerous challenges of a rising global population.
Through their EMEREEN™, EMERION™, EMERLIFE™ and EMTROL™ trademarks, the agricultural marketplace is enhanced with alternative, natural-based solutions to address the need for environmentally responsible agrochemical formulations. Agro Green aims to strike a balance between the environment, commercial success and the needs of the modern consumer lifestyle as it works towards sustainable living.

In addition to working in agriculture, Emery’s Bio-Lubricant business unit provides high-performance, environmentally friendly solutions for lubricant formulations. Their brands DEHYLUB®, TERRADRIL® and EMEROX®, as well as EMERY™, are recognized for their ability to improve processing efficiencies, deliver outstanding technical performance and enhance environmental safety. Emery Oleochemicals’ natural-based esters can help formulators to meet demanding technical market requirements in many applications including: chain oils, gear and transmission oil, hydraulic fluids, metalworking fluids, and steel rolling oils. The Bio-Lubricant business unit has vastly improved the way that the world moves.

The Polyols portion of Emery strives for continuous product development and stringent quality standards. This enables them to equip the polyurethane industry with high-performance, unique and customized solutions that can be integrated economically into products and processes with sustainability needs. The Eco-Friendly Polyols business unit supports customers in the manufacture of flexible and rigid foam for transportation, construction, packaging, furniture, bedding and appliances through our EMEROX® Renewable Polyols and InfiGreen® Recycle Content Polyols. Their achievements and advancements in recycling continue to have a positive effect on the environment.
Emery Oleochemicals is one of the world’s leading global innovators of a broad range of polymer additives, providing the marketplace with high-performance renewable solutions for over 60 years. Today, their extensive product portfolio includes sustainable solutions for the building and construction, automotive, packaging, coating and inks industries. In their Green Polymer Additives business unit, they are committed to creating value by combining functionality with innovation using renewable feedstock to offer tailor-made, innovative and market-ready polymer additives solutions.

In their Home and Personal Wellness market the company is dedicated to product development based on the unique properties of the natural-based chemistry while maintaining ecological equilibrium.

Emery focuses on their portfolio which includes a wide range of Oleochemicals and Surfactants for a variety of applications such as solubilisers, emollients, intermediates, stabilizers, emulsifiers, detergents, dispersing agents and many more. Emery Oleochemicals’ customer-focused and solution-oriented approach to the Home and Personal Wellness market is driven by its extensive experience in surfactant, emulsifier, specialty esters and product formulations.

Their final business unit, OleoBasics, comes from 74 years of heritage and innovation for renewable solutions from basic to niche applications. Today, having established a brand that is synonymous with the production of high quality, natural-based chemicals - Emery Oleochemicals’ philosophy of Creating Value is principled on their ability of offering back-end integration, sustainable access to renewable feedstock; global footprint and in-depth technical know-how. With products that are predominantly made from natural oils and fats such as palm oil, palm kernel oil and tallow, Oleobasic’s wide ranging product portfolio caters to the diverse and unique needs of an evolving marketplace.
Corporate Culture

Emery Oleochemicals is set apart from other companies by their outstanding work ethic and philosophy, as well as their numerous achievements. They believe that tomorrow’s world will be shaped by all that we do today. Guided by their purpose as a company, they are committed to achieving sustainable, quality growth by creating value in their relationships.

Emery shows that they value their employees by striving to provide an exceptionally safe work environment. When they reached 1 million hours without a Lost Time Accident, the leadership celebrated by serving lunch to all their employees. Today they are close to reaching the two million hour mark!

Emery also strives to protect the world we live in. They have been awarded the Eagle Award twice, the Excellence Award for Environmental Excellence, and two Frost & Sullivan Asia Pacific awards: Green Excellence Award for Product Innovation in Renewable Chemicals as well as Best Oleochemicals Company of the Year.

Emery supports the communities they work and live in. They are a proud contributor of the Friends of the House Society. They support the Ronald McDonald House both through corporate contributions and the service hours of many employees. Over the last 6 years, Emery Oleochemicals LLC has contributed to the building and management of an “Emery Family Room” as part of the association’s effort to provide a “home-away-from-home” for families so they can stay close by their hospitalised child at little or no cost. Other initiatives include fundraising at the Red Tie Gala and Charity Golf.

Building strong relationships internally has always been one of the keys to Emery’s success. They have an employee retention rate enviable in the industry, with over 98% retention year over year. To help foster those relationships Emery offers opportunities for fun and fellowship including an annual employee family picnic, semi-formal holiday party and employee golf league.
Steve Turner

Steve Turner is the North American Director of Research and Innovation for Emery Oleochemicals and has been in this position since 2008. Steve joined Emery at the Cincinnati location in 1972 and has 42 years of experience with the company. Prior to his current position, Steve held positions of increasing responsibility spending 14 years in Basic Research developing new products, 14 years in Process Research improving products and processes at multiple manufacturing locations, 5 years in Production Technology supporting Cincinnati manufacturing and 3 years as Quality Systems Manager.

Steve received an Associate Degree in Chemical Technology from the Ohio College of Applied Science and a BS and MS degree in chemistry from Xavier University. Steve has additional training in Design of Experimentation, Quality Management and is a Six Sigma Black Belt.

Steve enjoys gardening, golf, fishing and relaxing on white sandy beaches.

Tom Mueller

Tom Mueller is currently the Senior Analytical Chemist for Emery Oleochemicals and has been in this role since 2010. Tom has 30 years of experience in analytical chemistry and quality control, where he developed a wide range of analytical expertise that includes NMR, FTIR, HPLC, GC/HS, GC/Py and GC/MS.

Tom joined the Henkel organization at their Ambler, PA location in 1984 and relocated to their Emery division located in Cincinnati, OH in 1999. Tom has held positions of increasing responsibility within Henkel and later the Cognis organization at both the Ambler and Cincinnati sites. Tom worked as an Analytical Chemist in a self-managed group, was Quality Operations Manager and Manger of an Analytical Group.

Tom received a Bachelor of Science degree in Biology from Penn State University and a Master Degree in Chemistry from West Chester State University.
Analytical Chemist

Role
We are seeking an Analytical Chemist with 10-15 years of industrial experience to support a variety of technical service requests and to support research and development projects.

Responsibilities
- The successful candidate will be expected to provide concise, accurate analysis reports in a timely fashion to both internal and external customers.
- The candidate will be regarded as the technical expert and be responsible for all aspects of the analysis including method development and data interpretation.
- The person must have good oral and written communication skills to interact with customers, sales and marketing representatives, manufacturing personnel and the technical staff.
- The candidate will be expert in operation and interpretation of GC, GC/MS, FTIR, NMR, HPLC and GPC and have the ability to determine the best analysis method needed.
- The candidate will be responsible for maintenance and troubleshooting instrument problems.
- The candidate will analyze known and unknown organic substances in a variety of complex matrixes to support customer problems, manufacturing issues and to support research and development activities.
- Provides training to technical staff members on analytical techniques and concepts.
- Will be responsible for determining analytical needs and making recommendations for improving overall analytical capabilities.
- Ability to perform other laboratory duties as required or directed.
Requirements

- Bachelor’s Degree in Chemistry. Graduate Degree, with analytical chemistry focus, preferred.

- Prefer 10-15 years of experience working in an industrial analytical laboratory supporting research and development projects.

- Demonstrated proficiency in developing analytical methods to characterize known and unknown substances in complex chemical matrixes.

- Expert in (experienced in most) GC, GC/MS, FTIR and NMR. Additional experience in Headspace GC, Py/GC/MS, HPLC, GPC, DSC or other techniques desirable but not required.

- Must be capable of working near strong magnetic fields.

- Must follow all company and department policies.
Cincinnati, OH

Location Information

Among the beautiful and rolling hills of Ohio lays the exciting city of Cincinnati. It is the home of worldwide business and industry leaders, sought-after international events, renowned arts and culture, and a global world view and influence that impacts every neighborhood and every business. Offering a multitude of things to do as well as places to go and see, Cincinnati is a wonderful place to live.

The arts culture is alive and thriving in Cincinnati. Dramas, ballet, the symphony orchestra, opera, and Broadway musicals and comedies frequent the Cincinnati Arts Association’s Arnoff Center and Music Hall. The city also hosts numerous tours of famous bands, artists, and musicians. So whether you’re willing to dress to the nines and attend a culture filled evening at the opera, or put on your craziest clothes and rave the night away, Cincinnati has something for everyone. Along with a bright and beautiful performing arts and music culture, the city is the location of many museums and attractions. Become inspired at the National Underground Freedom Center or stroll through the Cincinnati Zoo and Botanical Garden. Are you a thrill seeker? Ride the greatest wooden roller coaster ever built at Kings Island and hold on tight! Cincinnati attractions are wonderful for family friendly fun.

Cincinnati boasts an exciting and unique shopping experience. With outstanding outlets, signature stores, and delightful destinations, the city is filled with great deals and amazing bargains. Kenwood Towne Centre is Cincinnati’s premier destination. Three leading department stores and 180 specialty shops make Kenwood Towne Centre Cincinnati’s finest. Excellent galleries, wineries, and bookstores abound. Cincinnati surprises one with an awesome selection of specialty stores, malls, outlets, and shops.

Sports abound in Cincinnati- the birthplace of major league baseball. Visit the Great American Ballpark, home of the Cincinnati Reds. More of a football fan? The Paul Brown Stadium is a the massive location of home Bengals games. In addition to this, the Cincinnati Cyclones are a two time Kelly Cup Champion, professional hockey team who play at the U.S. Bank Arena. Anyone can get into the sports with Cincinnati’s varied and awesome sporting events!

Award-winning and bursting at the seams with fun things to do, Cincinnati is an exciting destination with a booming economy, arts culture, and collection of sports teams.
Location Links

Cincinnati, OH

Shopping
http://www.cincyusa.com/attractions/shopping/
http://www.premiumoutlets.com/outlets/outlet.asp?id=79
http://www.kenwoodtowncentre.com/

Sports
http://www.cincyusa.com/attractions/sports/
http://www.cycloneshockey.com/
http://cincinnati.reds.mlb.com/index.jsp?c_id=cin
http://www.bengals.com/

Arts & Entertainment
http://www.cincyusa.com/attractions/arts/
http://www.cincinnatiarts.org/
http://www.enjoythearts.org/

Fun & Festivals
https://www.visitkingsisland.com/
http://cincinnatizoo.org/
http://www.cincyusa.com/events/popular/

Education
Cincinnati Public Schools
www.cps-k12.org
Northern Kentucky University
www.nku.edu
University of Cincinnati
www.uc.edu

Realty
Cincinnati Realty
www.cincinnatirealtyco.com
Sibcycine Realtors
www.sibcycine.com

News
Cincinnati Enquirer
www.communitypress.cincinnati.com
Business Courier
www.cincinnati.bizjournals.com
If you have open positions in your organization, give us a call and put our people and our process to work for you.

For more information contact:
Travis Oran
Executive Search Consultant
Ropella
850-983-8804
Travis@ropella.com
Skill Survey
Analytical Chemist

Name:        Date:

1. Outline University Degree(s):
   (Please provide the Name, the Location, and the Phone Number of each Institution)

2. Provide a broad overview of your industrial analytical chemistry experience, including years' experience.

3. Describe your depth of experience and level of expertise with GC (Gas Chromatography) analysis.

4. Describe your depth of experience and level of expertise with GC/MS (Gas Chromatography/Mass Spectrometry) analysis.

5. Describe your depth of experience and level of expertise with FTIR (Fourier Transform Infrared Spectroscopy) analysis.

6. Describe your depth of experience and level of expertise with NMR (Nuclear magnetic Resonance) analysis.

7. Describe your depth of experience and level of expertise with HPLC (High Performance Liquid Chromatography) analysis.

8. Outline other analytical techniques which you have a high level of experience using.
9. Of the analytical methods listed in questions 2 through 7, which do you use the most often. Would you consider yourself a "jack-of-all-trades" where analytical testing is concerned or do you have an area of specialization?

10. Share an example that demonstrates your ability to creatively solve problems and develop analytical methods to characterize know and unknown substances. What were some of the roadblocks you encountered through this process?

11. Describe your experience maintaining and troubleshooting analytical instrumentation.

12. Tell us about any non-compete and/or employer restrictions that you may have. Please provide these documents for our review.

13. Are you a US Citizen? If no, what is your Visa status and provide the type of Visa that you are currently working under and any restrictions/issues our client will have to deal with.

14. If asked one of the following questions during an interview, how would you answer? Why are you considering this opportunity? (or) What motivated you to consider a job change at this time?

Relocation Acknowledge Agreement
I , acknowledge the condition to relocate to Cincinnati, Ohio area for the specific opportunity with Emery Oleochemicals and am willing to do so if hired.

As evidenced by my initials below, I fully understand that this acknowledgment is a requirement for the interview process and states that I have already spoken with any parties (i.e. spouse, significant other, children, parents, etc.) who may directly be impacted by my final decision to relocate.

Print Name ______
Initials ______

References
Please provide three to six references. The first priority is past bosses, then employees, then peers.

Example: Bob Smith, currently - Business Director at ABC Corporation 412-123-4567, Email: bob.smith@abccorp.com. Was Business Director, my direct boss, while I was a Manager at ABC Corporation.

We will NOT contact any references until after completing the interview process and not without notifying you first.

1)  
2)  
3)
Our Candidate Scorecard is a form you complete on every candidate you have now screened as a potential fit. If you can tell that some of the candidates are probably C level in a superficial overview in comparison to others you set those aside now and grade the rest. The grading sheet will help you objectively weigh all the Must Haves and even the preferences in such a way that at the end of using the grading sheet process you can be pretty sure who the A plus candidates are, who the A candidates are, and who the B candidates are. Then we focus on scheduling for the A’s.

<table>
<thead>
<tr>
<th>Attribute</th>
<th>A/B/C</th>
<th>Comment</th>
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<tbody>
<tr>
<td>1. Education</td>
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</tr>
<tr>
<td>A = Master's or Ph.D. level in analytical chemistry or closely related area of focus</td>
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<td></td>
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<tr>
<td>B = Bachelor's degree in analytical chemistry</td>
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<tr>
<td>C = education in an unrelated field</td>
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<td>2. Years of experience with industrial analytical chemistry</td>
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<tr>
<td>A = 7 - 10 years experience</td>
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<tr>
<td>B = 5 years experience</td>
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<tr>
<td>C = less than 5 years</td>
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<td>3. Experience level with GC (Gas Chromatography) analysis</td>
<td></td>
<td></td>
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<tr>
<td>A = very experienced</td>
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<tr>
<td>B = familiar or little experience</td>
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<tr>
<td>C = no experience</td>
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<tr>
<td>4. Experience with GC/MS (Gas Chromatography/ Mass Spectrometry) analysis</td>
<td></td>
<td></td>
</tr>
<tr>
<td>A = very experienced</td>
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<td>C = no experience</td>
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<tr>
<td>5. Experience with FTIR (Fourier Transform Infrared Spectroscopy) analysis</td>
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<tr>
<td>A = very experienced</td>
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<td></td>
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<tr>
<td>B = familiar or little experience</td>
<td></td>
<td></td>
</tr>
<tr>
<td>C = no experience</td>
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</tbody>
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Grader's Name: [Name]
Candidate Name: [Name]
Client Name: Emery Oleochemicals
Position: Analytical Chemist
Hiring Mgr: [Name]
HR Contact: [Name]
6. Experience with NMR (Nuclear magnetic Resonance) analysis  
A = very experienced  
B = familiar or little experience  
C = no experience

7. Experience with HPLC (High Performance Liquid Chromatography) analysis  
A = very experienced  
B = familiar or little experience  
C = no experience

8. Experience with other analytical techniques or methods  
A = numerous additional techniques or methods listed  
B = few additional techniques or methods  
C = no additional techniques or methods listed

9. "Jack of all trades" or focused on one area of analytical chemistry  
A = "Jack of all trades" or numerous areas  
B = exp. focused on a couple or few different analytical methods  
C = highly focused in one or only a couple of analytical areas

10. Problem solving and overcoming roadblocks  
A = Thorough example of problem solving abilities  
B = general or non-specific example  
C = weak or little problem solving experience

11. Experience maintaining or troubleshooting analytical equipment  
A = highly experienced  
B = general or little experience  
C = no experience

12. Non-compete or non-disclosure agreement  
A = no or none  
B = yes but not a concern  
C = yes and may cause complications

13. US citizenship  
A = yes, or green card  
B = H1-B or other visa consideration  
C = outside of US with no visa
Grading Point System:
A’s = 4
B’s = 3
C’s = 2
Bonus Points = .5

Now add up the numerical value of each grade and then divide by the total number of grades

<table>
<thead>
<tr>
<th>Total Points:</th>
<th>Divided by 13 grades =</th>
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<tbody>
<tr>
<td>Avg. Grade:</td>
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