

ED SAUNDERS

BACKGROUND EXPERTISE

- International experience in chemical plant engineering, operations and maintenance.
- Extensive experience with improving teamwork, empowering workers and improving profit margins without workforce reduction.
- Certified Facilitator and Trainer for leadership and team building development, including "Creating the High Performance Team" and Covey Leadership program "7 Habits of Highly Successful People".
- Experienced manager and leader of maintenance organizations for chemical plant instrumentation, refrigeration and process control.

AREAS OF ACCOMPLISHMENT

- Plant Superintendent of both specialty and bulk chemical plants, where technology and processes were improved significantly.
- Project Manager responsible for engineering and construction of major modifications of a large Dow Chemical plant; which improved raw material yield from 78% to 93%, decreased energy use by 60% and reduced waste discharge by 80%. The project was completed four months ahead of schedule and under budget.
- Successfully managed instrument, refrigeration and process control maintenance for Dow's Midland plant, involving 200 maintenance personnel. Instituted organizational development concepts which improved training, morale, service level and reduced annual costs by 22%.
- Facilitated experiential team building for Dow and community organizations that improve training, empowerment, teamwork, interpersonal skills, and management of change.

PROFESSIONAL WORK EXPERIENCE

1965-1995

The Dow Chemical Company, Midland, Michigan

- **Superintendent**, Technical Services 1986-1995
- **Superintendent**, Engineering, Maintenance, and Training 1985-1986
- **Superintendent**, Diphenyl Oxide, Chloroalkali, and Chlorobenzol Plants 1981-1985
- **Superintendent**, Salicylic Acid Plant 1979-1981
- **Superintendent**, Specialty Phenolics Plant 1978-1979
- **Energy Technical Specialist** 1977-1978
- **Superintendent**, Dowicide Plant 1975-1976
- **Ethylene Oxide Project Team Member** 1969-1973
- **Superintendent**, Propylene Oxide Plant 1967-1969
- **Assistant Superintendent**, Propylene Oxide Plant 1965-1967
- **Production Development Engineer**

The Dow Chemical Company, Stade, Germany

1973-1975

- Project Manager, Propylene Oxide Phase II

EDUCATION and OTHER

- MBA Major: Management Minor: Finance Central Michigan University 1971
- B.S. Chemical Engineering Drexel University 1965