

# ISABELLE POLLASKI, PH.D.

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## SENIOR ENVIRONMENTAL, HEALTH, AND SAFETY LEADER

### PROFESSIONAL PROFILE

- ♦ Accomplished EHS professional with global experience in corporate, manufacturing, and start-ups.
- ♦ Motivated achiever with PhD in chemistry, MBA, and strengths that include developing cost-effective EHS programs that align with business goals and implementing sustainable cultural/organizational change through creating partnerships and buy-in.
- ♦ Strategic leader with proven track record of building and leading effective cross-functional, multi-site, and multi-business teams, driving change initiatives, and implementing EHS strategies.
- ♦ Proficient problem-solver with the analytical skills to evaluate risks and business strategies.
- ♦ Influential interpersonal communicator, negotiator, and presenter.

### AREAS OF EXPERTISE

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|--------------------------------------------|----------------------------------|-----------------------------------------|
| ♦ EHS legal requirements                   | ♦ EHS strategies and initiatives | ♦ EHS programs, policies, and practices |
| ♦ EHS liability analysis                   | ♦ EHS benchmarking               | ♦ EHS performance measures, metrics     |
| ♦ EHS training programs                    | ♦ Risk management                | ♦ Compliance violation reduction        |
| ♦ Project management                       | ♦ Risk ranking                   |                                         |
| ♦ Compliance and management-systems audits | ♦ Cost reduction                 |                                         |
|                                            | ♦ Remediation strategies         |                                         |

### PROFESSIONAL EXPERIENCE

#### **Independent Liability-Management Consultant, Portland, OR, July 2000 to present**

*Retained by top-50 law firm to consult on environmental and liability-management issues.*

- ♦ Evaluated acquisition assessment conducted by major environmental consulting firm for Australian-owned manufacturer; identified knowledge gaps and recommended strategy that allowed client to obtain funding despite prior rejections.
- ♦ Hired as expert for major food-products company in legal action to compel Fortune 500 company's cleanup of hazardous waste migrating to client's property; collaborated with client and legal counsel to prepare regulatory action and comprehensive negotiation plan.

#### **Corporate Director, Environmental Technology and EHS Compliance, Baker, Baker, and Dunn, Portland, OR, Nov. 1996 to July 2000**

*Recruited to improve company-wide EHS performance and lead environmental engineering department of \$5.2 billion global manufacturing company with 34,000 employees.*

- ♦ Supervised 19 direct reports in 28 domestic and international plants; oversaw \$3.1 million budget.
- ♦ Benchmarked EHS programs; conducted company-wide needs analysis; assessed risk; developed strategic plan and obtained executive support to execute.
  - Formed team of business leaders to identify barriers to change and align action plan with division resources, manufacturing plant loads, and company performance targets.
  - Developed auditing and training programs, metrics, and performance measurements in line with business strategy to drive accountability and change.
  - Reduced compliance violations 47 percent over two years by defining success factors and metrics to increase accountability.
- ♦ Implemented online EHS training delivery system for 24,000 employees worldwide, resulting in \$7.8 million in projected savings, estimated net present value.
  - Persuaded business-unit executives to provide \$1.2 million unbudgeted funding.
  - Assembled company-wide, cross-functional, vertically integrated team for implementation.
  - Reorganized corporate engineering team to align with business units and improve service to plants, resulting in increased internal customer focus and cost savings.
- ♦ Established global EHS auditing program and developed risk-ranking system to prioritize site selection for audits.
- ♦ Played key role as program manager for installation of enterprise-wide, relational database for EHS data management; projected annual savings: \$372K.

**Corporate Director, Environmental, Health, and Safety**, *Coastal Electronics Corporation*, Portland, OR, Jan. to Nov. 1996

*Hired into newly created position to manage Central American and US multi-site remediation and develop company-wide environmental compliance programs for former \$1.5 billion manufacturer of televisions and electronics.*

- ◆ Prepared status of 16 US and Central American air, water, soil, and asbestos remediation sites and \$13 million estimated remediation strategy proposal for CEO and senior executives.
- ◆ Negotiated \$1.2 million reduction in regulatory fines with legal team and avoided litigation.
- ◆ Improved confrontational relationships with IEPA, allowing Coastal to obtain operating permits.

**Corporate Director, Environmental, Health, and Safety**, *BL Corporation*, Portland, OR, 1996 to present

- ◆ Reduced workers' compensation cost 77 percent, OSHA recordable rate 31 percent, and lost-workday case rate 62 percent for \$200-million plastic-film manufacturer with 1,300 employees in nine US and three Indian plant sites.
- ◆ Saved \$180K in initial and \$40K in annual expense on pollution-control equipment by negotiating with environmental regulators to obtain more favorable permit conditions after review of competitor's air permits.
- ◆ Led environmental due-diligence consultant teams for India and Sri Lanka acquisitions and five US plant divestitures; functioned as project manager for Phase I and II assessments.

**Manager, Environmental, Health and Safety**, *AAA Aerospace*, Portland, OR, Oct. 1990 to Oct. 1994

**Compliance Assurance Manager**, *AAA Aerospace*, Portland, OR, Oct. 1989 to Oct. 1990

- ◆ Established AAA Aerospace auditing program, conducting 13 multi-media compliance and management-systems audits annually for \$3.3 billion manufacturer of satellites, nuclear weapons, microelectronics; assisted facilities in developing corrective action plans.
- ◆ Transferred from NY site to remediate multiple EHS issues at four NJ AAA Aerospace manufacturing facilities with 2,200+ employees.
- ◆ Managed 13-member team, \$300K operating budget, and \$1.5 million remediation project.
- ◆ Promoted three times during tenure at company.

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#### ADDITIONAL PROFESSIONAL EXPERIENCE

**Chemist and Senior Research Chemist**, *Apollo Incorporated*, Portland, OR

- ◆ Led R&D, analytical, technical service and pilot-plant manufacturing teams to produce Apollo's first new commercial furniture lacquer in 25 years in record time, resulting in \$2 million in annual sales for \$3.6 billion specialty chemicals company.
- ◆ Delivered presentations to customers, politicians, community organizations, and trade groups on environmental impact of company's products.

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#### EDUCATION

- ◆ Master of Business Administration, University of Washington, Seattle, WA
- ◆ PhD in Chemistry, Seattle University, Seattle, WA
- ◆ Bachelor of Science in Chemistry, University of Washington, Seattle, WA