



2013 EHS Compliance Excellence Conference

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SPEAKER BIOS



Don Bezek, *Global Environmental, Health and Safety Manager; Donaldson Co. Inc.*

Don Bezek is an environmental, health and safety (EHS) professional with more than 20 years of experience leading multi-site manufacturing, government services and multi-business EHS programs.

Currently Mr. Bezek leads the EHS function for Donaldson Co.'s more than 50 locations around the world. In the last two years he has led ISO 14001 certifications at six facilities and OHSAS 18001 certification at two facilities. Additionally, he has been audit leader on more than 30 comprehensive EHS compliance audits in the US, Canada, Mexico, China, England, Australia and South Africa.

He has a Bachelor of Science degree from Northern Illinois University from the School of Engineering and Engineering Technology.

Larry Deeney, *Senior Technical Leader – Global Environment; General Mills Inc.*

Larry Deeney provides strategic direction and oversight on environmental initiatives throughout General Mills Inc.'s North America and International operations.

In addition to his efforts to build a solid and vibrant environmental program within General Mills' manufacturing operations, Larry guides the company on other EHS matters, including development of policies and standards, environmental performance metrics, acquisitions and divestitures, sustainability initiatives, CSR reporting, managing external stakeholders and directing remediation efforts.

Mr. Deeney has more than 25 years of environmental experience, the past 19 with General Mills. He earned a Master of Science degree in Environmental Toxicology from the University of Minnesota.

Rachel Degenhardt, *EHS Regulatory Expert; Enhesa*

Rachel Degenhardt is an EHS Regulatory Expert at Enhesa, based in Washington, DC. She has experience working with environmental, health and safety issues in the private and public sectors. Ms. Degenhardt joined Enhesa in November 2010 and specializes in American EHS law and oil and gas issues. She has written audit protocols for several U.S. states, and monitors regulatory developments throughout the U.S.

Before joining Enhesa, Ms. Degenhardt worked as a litigation associate in environmental litigation and federal practice in Houston, Texas. She received her Juris Doctor degree from Vermont Law School and also holds a Master's of Environmental Law and Policy from Vermont Law School and a Bachelor of Arts degree in Humanistic Studies and Political Science from Notre Dame.

Thomas Hawkinson, *Corporate Manager, EHS; The Toro Co.*

Tom Hawkinson is a Corporate EHS Manager for The Toro Co. in Bloomington, Minn. He has previously worked in various environmental, health and safety assignments for Medtronic Inc., Seagate Technology Inc. and General Mills Inc.

Mr. Hawkinson is certified in the comprehensive practice of Industrial Hygiene and is a Certified Safety Professional in Comprehensive Practice. He has served in leadership roles in the local and national American Industrial Hygiene Association, is currently on the leadership team of the Upper Midwest Chapter of NAEM. He also chairs the Upper Midwest section of the Auditing Roundtable, and has served as a member of the Board of the Minnesota Safety Council. He holds a Six Sigma Black Belt and has served as adjunct faculty in the graduate and undergraduate programs teaching mathematics and statistics. He has presented research results at both local and national conferences, and is on the faculty of the Midwest Center for Occupational Health and Safety.

He has a Master of Science degree in Public Health from the University of Minnesota.

Dawn Krueger, Compliance Assurance Manager, Environmental Operations; 3M Co.

Dawn Krueger has been with 3M Co. for 20 years in the corporate Environmental Operations group, where she is the Environmental Compliance Assurance Manager. Her group is responsible for tracking, influencing, and implementing environmental regulations and compliance management for all U.S. operations. She also manages 3M's global environmental auditing program.

Ms. Krueger is a Qualified Environmental Professional and Certified Professional Environmental Auditor, and holds a Bachelor of Science degree in Chemical Engineering from the University of Minnesota.

Frank Marino, Senior Corporate Environmental, Health and Safety Manager; Raytheon Co.

Frank Marino is a Senior Corporate Environmental, Health and Safety Manager at Raytheon Co., where he works on a variety of EHS challenges including auditing, corporate social responsibility reporting, sustainability, injury prevention, the OSHA Voluntary Protection Program (VPP), and supplier partnerships.

He has more than 30 years of experience in industrial EHS management, including the manufacture of computers, appliances, military hardware and aircraft. He is a Special Government Employee (SGE) under OSHA VPP and he has performed numerous VPP assessments both internally at Raytheon and externally alongside OSHA inspectors. Mr. Marino holds a master's degree in environmental engineering from University of Massachusetts at Lowell.

Paul Narog, Manager, Environmental Operations; 3M Co.

Paul Narog is Manager of Environmental Operations in the corporate Environmental, Health and Safety Operations organization at 3M Co. Mr. Narog has worked in a wide variety of roles in the environmental field, with specific focus on air emission control, compliance management, regulatory advocacy and stakeholder communications.

In his current position, Mr. Narog manages a group of environmental professionals responsible for regulatory compliance management, governance programs (policies and auditing) and pollution prevention. He also manages sustainability professionals with responsibility for corporate-level sustainability strategy, sustainability goals and cross-functional sustainability initiatives, customer engagement and external communications.

He has a bachelor's degree in Mechanical Engineering from the University of Minnesota and has served as a Six Sigma Master Black Belt for the company's environmental, health, safety and medical organizations. Mr. Narog is a member of NAEM, the Air & Waste Management Association (A&WMA) and is a Qualified Environmental Professional (QEP).

Zhaleh Naghibzadeh, Senior Manager of Health, Safety and Environmental Process; PepsiCo

Zhaleh Naghibzadeh, P.E. is a Senior Manager of Health, Safety and Environmental Process for the North America Beverages (NAB) division of PepsiCo, which supports the supply chain for the carbonated soft drink, Gatorade, and Tropicana businesses. In her role, Ms. Naghibzadeh manages implementation of holistic HSE processes and systems including Audit, Risk Assessment (Aspects and Impacts), Information Management Systems, and other support processes.

She has more than 15 years of experience in EHS management, including university hazardous waste management, air emissions management for a power generating utility and EHS management for chemical manufacturing and light-equipment assembly. Her experience includes auditing, management system development and implementation, and information solution implementation.

Ms. Naghibzadeh has a Bachelor of Science degree in Chemical Engineering from the University of Illinois Chicago and a Master of Science degree in Environmental Management from the Illinois Institute of Technology.

Timothy M. O'Brien, Director of Product Safety & Compliance/Corporate Toxicologist; ECOLAB

Dr. Timothy O'Brien joined Ecolab in 2008 as a product toxicologist and is now the Global Director of Product Safety and Corporate Toxicologist. In his present role he is responsible for GHS implementation for Ecolab globally.

After pursuing degrees in Chemistry and Aquatic Biology at the University of Wisconsin Superior, Dr. O'Brien began his career as a licensed waste water operator, managing the waste water collection system for the City of Superior, Wisc. In 2000 he entered the Toxicology Graduate Program at the University of Minnesota conducting safety assessments describing the mechanism of metabolic toxicity of perfluoroctanes, graduating in 2007. Concurrent with his graduate research Dr. O'Brien also consulted for a nation-wide environmental engineering firm on water and waste water management topics.

Leo Raudys, Senior Director of Environmental Sustainability; Best Buy Co. Inc.

Leo Raudys is the Senior Director of environmental sustainability for Best Buy Co. Inc., a multinational retailer of technology and entertainment products and services. In this capacity, Mr. Raudys oversees the company's green business development, product stewardship, and carbon reduction strategies. He has been instrumental in positioning Best Buy as a leading advocate of energy efficiency solutions for customers and the responsible recycling of electronic waste. Prior to joining Best Buy in March 2009, Mr. Raudys was the State of Minnesota's deputy environmental commissioner and served on the boards of the Association of State and Interstate Water Pollution Control Administrators, and the Midwest Low-Level Radioactive Waste Compact Commission.

Mr. Raudys is active throughout the industry and community with his involvement in various organizations, such as AchieveMPLS, the private fundraising arm of the Minneapolis Public School System, in which he serves on the board of directors. Additionally, he serves on the board of the University of Minnesota's North Star Initiative for Sustainable Enterprise. He received his BS in Biology and Psychology from the University of Illinois at Chicago and his MS in Ecology from the University of Minnesota.

Jean-Pierre Salgado, Corporate Vice President of Environment, Health and Safety; Oracle Corp.

Jean-Pierre Salgado leads Corporate Environment, Health and Safety (EHS) for Oracle Corp. In this capacity, he directs EHS Program development, implementation and compliance for the company with more than 120,000 employees worldwide.

Beyond the traditional areas for EHS under his direction, Mr. Salgado also oversees the company's programs for ISO14000/14001, Electronic Product Stewardship, while supporting corporate mergers and acquisitions (EHS Due Diligence) and sustainability (Waste Pillar) functions. He and his team are responsible for harmonizing EHS compliance activities across the global real estate portfolio and various lines of business at Oracle through EHS program integration.

Mr. Salgado draws from more than 20 years professional experience in environmental engineering, regulatory affairs, EHS and risk management. He holds degrees from the University of California, at Berkeley (BSc.) and the University of San Francisco (MSc.), in addition to post-graduate legal studies.

Patrick Smith, Senior Environmental Engineer; Donaldson Co. Inc.

Patrick Smith is an environmental professional with more than 20 years of experience, including global and multi-site manufacturing and consulting. He has worked on projects and conducted regulatory compliance audits throughout North America, Europe, China, South Africa, and Australia, and has extensive experience in leading the environmental due diligence process for merger and acquisition projects in the US, Europe and Asia.

His expertise includes environmental permitting and compliance programs, ISO 14001 Environmental Management Systems, sustainability, waste minimization, pollution prevention, soil and groundwater investigations, and corrective actions.

Mr. Smith has a Bachelor of Science degree in Civil and Environmental Engineering from the University of Wisconsin Madison, and is a Registered Professional Engineer.

Mary Joann Thurman, *Director Environmental Health and Safety*; Rockwell Automation Inc.

“Majo” Thurman is responsible for EHS management systems, performance and global compliance for Rockwell Automation Inc. The department at the global headquarters provides leadership, strategy and technical resources to drive continual improvement of the company’s EHS performance. It also conducts compliance audits globally to ensure compliance. Additionally, she is the project lead for producing the Rockwell Automation Corporate Responsibility Report.

Ms. Thurman earned a Bachelor of Science degree in Chemical Engineering from the University of Notre Dame and a Master of Science degree in Environmental Engineering from the Milwaukee School of Engineering.

Harlan Toy, *Global EHS Manager*; Minteq International

“Dunny” Toy is the Global EHS Manager for Minteq International, which is a refractory manufacturing and steel mill service business. In his current position, Mr. Toy is responsible for safety and compliance on a global basis for various manufacturing operations as well as a business that provides service within steel manufacturing operations. He oversees a team of regional and local EHS professionals in North America, Europe and Asia, who are responsible for the development and implementation of management systems that provide the structure for sustainable safety and compliance performance. He is also the chair of the EHS Lead Team for Minerals Technologies, the parent company of Minteq.

Prior to joining Minteq, Mr. Toy managed environmental, health and safety in a variety of roles, providing oversight at plant and corporate leadership levels in the chemical, manufacturing and minerals industries

Mr. Toy has a bachelor’s degree in Environmental Sciences from Slippery Rock University as well as a master’s degree in Environmental Sciences from the University of Cincinnati. Mr. Toy is a current member of NAEM.

Kara L. Udarbe, *Health Safety and Environment Manager*; PepsiCo North American Beverages

Kara Udarbe is a Health, Safety and Environmental Manager at PepsiCo for the North American Beverages (PNAB), the division of PepsiCo that manages all of the manufacturing and distribution for beverages in the United States and Canada. Her current role includes the management of HSE Aspects and Impacts Risk Assessments, which is an integral piece of the overall HSE Risk Management Process for PNAB.

She has more than 11 years of experience in the HSE field. She began her career in environmental consulting and quickly moved into a corporate environmental management position in the building materials industry, most recently transitioning to a combined HSE role in the food and beverage industry.

Ms. Darbe holds a Bachelor of Science degree in Environmental Science from Gannon University in Erie, Penn., and an M.S. in Environmental Management from Illinois Institute of Technology, Stuart School of Business in Chicago.

Karen Yeadon, *Manager of Environment, Health & Safety*; Emerson Process Management- Rosemount Inc.

Karen Yeadon is the Manager of Environment, Health and Safety for Emerson Process Management, a division of Rosemount Inc. She has more than 25 years of experience in the EHS field and has held a variety of positions with the private and public sector.

During her 11-year tenure in her current position, her responsibilities have grown from EHS compliance for facilities and processes within the United States, to global oversight of environmental programs at all manufacturing locations. Rosemount currently has 17 manufacturing locations, on four continents. Her role has expanded in recent years to include global regulations and directives, targeting the substances used in the production of finished goods.

Ms. Yeadon is a graduate of the University of Minnesota, with Bachelor of Science degrees in chemical and metallurgical engineering. In addition, she is a 1997 graduate of the University of Minnesota’s Technological Leadership Institute with a Master of Science degree for Management of Technology.