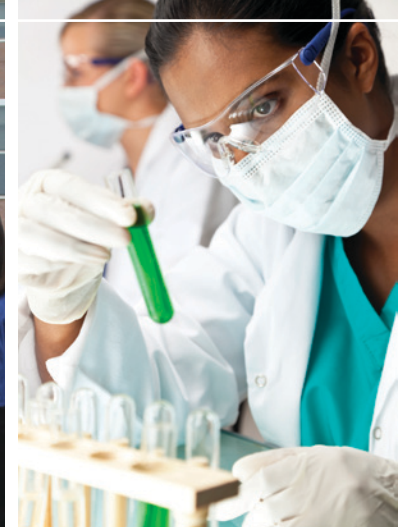




Shaping the Future



## Product Safety & Compliance Team

## John Phillips, M.S.

*Vice President, Technical Director*



Mr. Phillips is Vice President and Technical Director of the firm's global Product Safety and Compliance practice. In this capacity, he provides clients innovative strategies and systematic solutions that identify and resolve critical environmental, health and regulatory issues.

John brings a wealth of experience in issues management, regulatory toxicology, and product stewardship to his work. This expertise stems from over 30 years of experience at The Dow Chemical Company, where he served as the Global Director of Environmental, Health & Safety and was responsible for all chemical and health related issues, advocacy on global chemical policy, and advancing product stewardship programs across the chemical industry. Over the course of his career, John has designed and implemented numerous global compliance and product stewardship programs and was involved in setting the corporate direction for advocacy on the European Union Registration, Evaluation and Authorization of Chemicals (REACH), the US Toxic Substances Control Act (TSCA) and the California Green Chemistry Initiative.

He is skilled at guiding the development of effective global organizations and work processes for clients to meet strict regulatory requirements and company commitments to voluntary programs like product stewardship. Additionally, as practice lead, John provides clients valuable access to a deep well of experts at Cardno ENTRIX in chemistry, toxicology, environmental sciences, risk assessment, industrial hygiene and global compliance to meet international regulatory requirements and achieve client success.

## Wim Jetten, M.S.

*Senior Advisor*



Mr. Jetten is a Senior Advisor to Cardno ENTRIX. In this capacity, he serves as a key member of our global Product Safety & Compliance Leadership Team and is responsible for helping set the practice's strategic direction and expansion of services in Europe. He also actively consults with clients on REACH and other EU regulations. In doing so, he leverages the firm's deep well of scientific expertise in areas such as toxicology, environmental fate chemistry, risk assessment, and product regulatory management to support client engagements in Europe.

He brings over three decades of chemical industry experience and regulatory expertise to his role. Prior to Cardno ENTRIX, Mr. Jetten spent a successful 30-year career with The Dow Chemical Company, most recently, as the Director of Environmental Health & Safety (EH&S) for Dow Europe, Middle East and Africa. His breadth of experience includes advocacy on chemical policy including REACH (European Union Registration, Evaluation and Authorization of Chemicals), chemical product compliance and stewardship, and manufacturing site EH&S programs. In addition to his extensive work at Dow, Mr. Jetten actively participated in providing industry input during all stages of the development of the REACH regulation and subsequent implementation guidance materials. As a result of his breadth of experiences, he has become a widely and well respected expert in EU chemical policy with a strong record in helping clients succeed in their businesses by meeting compliance requirements and public expectations. Mr. Jetten holds a Masters Degree in Chemical Engineering and a Minor in Polymer Chemistry from the University of Groningen, the Netherlands.

## Rich Hubner, M.P.H.

*Senior Consultant*



Mr. Hubner leads our team's practice in the Washington, DC metropolitan area. He is a well respected public health expert and risk analyst with more than two decades of experience in the fields of strategic risk management, toxicology, human health risk assessment, product stewardship, industrial hygiene, risk communication, and regulatory affairs. He consults with clients in a range of product safety and compliance matters, including product registration, product stewardship and regulatory advocacy. Moving forward, he will help extend the company's suite of offerings in resource economics, energy and litigation support throughout the nation's capital. Rich is versed in national and state regulatory arenas, having worked extensively with federal agencies and in helping private sector clients navigate complicated issues. In addition, he has a strong record of providing exceptional consultation, business leadership, and advocacy from his prior work as co-founder and president of an international risk management consulting firm for the past 15 years. Throughout his career, he has provided counsel to a diverse range of clients including private industry, non-profit organizations, trade associations, state and federal agencies, and law firms. Rich earned a Masters in Public Health from the University of Medicine and Dentistry of New Jersey and his B.S. degree in Biological Sciences from Rutgers University.

**Christina Clements, B.S.**

*Project Scientist*



Ms. Clements is a Senior Staff Scientist with nearly 20 years of experience at a major multinational chemical company in toxicology and regulatory compliance, hazard communication, and environmental health and safety. Christina headed several projects that have impacted both the national and international regulatory sectors. As a six-sigma black belt, her efforts related to chemical regulatory compliance led to the establishment of global business rules for the creation of Safety Data Sheets, which helped improve performance by highlighting areas of non-compliance or deviation. Christina also developed and provided training on Trade Secret compliance, as well as corporate Hazard Communication reporting. She is extremely knowledgeable in the varying national requirements of different regions around the world, and is well-versed in the specific requirements and legislation of the US Occupational Safety and Health Administration (OSHA); American National Standards Institute (ANSI); Registration, Evaluation, Authorization, and Restriction of Chemicals (REACH); and the Globally Harmonized System (GHS) for hazard classification and communication.

**Susan Erhardt, Ph.D.**

*Project Scientist*



Dr. Erhardt is a Project Scientist with a diverse background in environmental toxicology and environmental chemistry, with over 20 years of relevant experience in academia, contract laboratories, and multinational agrochemical and industrial chemical companies. She has extensive knowledge of the development and implementation of methods used to evaluate the potential impact of chemicals in the environment, and experience with numerous analytical methodologies, including residue method development for bioactive and industrial materials at the parts per billion (ppb) levels. Susan contributed to basic research under the Long-range Research Initiative (LRI) with the European chemical industry through European Chemical Industry Council (CEFIC), and is well-versed in the categorization of Persistent, Bioaccumulative and Toxic (PBT) substances using United Nations, Canadian, and European Registration, Evaluation, Authorization, and Restriction of Chemicals (REACH) criteria. Using these PBT criteria, Susan evaluated the components of over 1,000 products to preemptively define potential vulnerabilities and opportunities for improvement.

**Bill Snellings, Ph.D.**

*Senior Consultant, Toxicologist*



Dr. Snellings is a Toxicologist with extensive experience in leading an industrial toxicology laboratory for a major multinational chemical company, including product regulatory management, product stewardship, chemical risk assessment, and risk management. Bill led a number of industry consortia and worked on numerous regulatory initiatives such as the Registration, Evaluation, Authorization, and Restriction of Chemicals (REACH); Toxic Substances Control Act (TSCA); United States Environmental Protection Act (USEPA)'s Acute Exposure Guideline Levels (AEGs), and Canadian Domestic Substances List (DSL). He led industry initiatives and product advocacy at the American Chemistry Council in support of ethylene oxide and derivatives. This includes developing industry positions for certain chemicals under the High Production Volume (HPV) Challenge Program with the USEPA and the Screening Information Data Set (SIDS) program with Organisation for Economic Co-Operation and Development (OECD). Bill developed a uniform product risk characterization protocol for prioritizing the appropriate level of resources to mitigate potential risk. He conducted risk evaluations that included human and environmental toxicity, manufacturing and distribution processes, communication of safe handling information, regulatory control applications, and disposal techniques.

**Kenneth Nitschke, B.S.**

*Senior Consultant*



Mr. Nitschke is a Senior Consultant with over 30 years experience at a major multinational chemical company in the evaluation and regulation of industrial chemicals. He is a recognized expert by the American Board of Toxicology, Society of Toxicology, and the American Industrial Hygiene Association. He prepared dossiers for and made recommendations on risk assessments to the Organisation for Economic Co-Operation and Development (OECD) and the United States Environmental Protection Agency (USEPA). He is experienced in hazard communication and related regulatory requirements. Ken designed and conducted laboratory testing of numerous industrial and agricultural chemicals following USEPA and OECD guidelines, and published many of his findings in peer reviewed journals. His career includes human health assessment with a focus on developmental toxicology and exposure pathways, as well as regulatory advocacy on high production volume chemicals.

**Paul Mehrle, Ph.D.**  
*Senior Vice President,  
Strategic Development Director*



Dr. Mehrle is a Strategic Development Director serving as an environmental toxicologist and chemist with 30 years of experience in ecological risk assessments, environmental chemistry, water quality and sediment quality criteria assessments, natural resource damage assessments, and international regulatory compliance of chemicals. His areas of expertise are in environmental fate and effects of chemicals including petroleum hydrocarbons, pesticides, PCBs, dioxins and furans, industrial and specialty chemicals, inorganics and metals, pharmaceuticals, and consumer products. He has developed strategies for risk-based closures at contaminated sites regulated by Comprehensive Environmental Response, Compensation, and Liability Act (CERCLA) and Resource Conservation and Recovery Act (RCRA). For 22 years Paul was a research scientist for the U.S. Fish and Wildlife Service, where he conducted research and managed multidisciplinary environmental toxicology and chemistry programs. Paul also worked for six years for a leading international contract research laboratory as Vice President and Director of Environmental Toxicology and Chemistry. In this capacity, he assisted chemical and pharmaceutical manufacturers and consumer product companies in environmental safety evaluations and global regulatory compliance of new chemical products. In addition, he directed development of product stewardship programs for activities related to research and development, ecolabeling, ecological risk assessments, and waste disposal strategies.

**Denise Kay, Ph.D.**  
*Senior Consultant*



Dr. Kay is a Senior Consultant with a unique interdisciplinary base in ecology, soil chemistry and microbiology that provides an insightful perspective on environmental fate, transport, bioavailability and bioaccumulation of chemicals. Denise's expertise includes design, management and interpretation of toxicity identification evaluations for use in risk assessment and risk management, planning and conducting screening level and baseline ecological risk assessments for complex and dynamic systems. In addition, she has extensive knowledge and experience in chemical partitioning, sorption reversibility, bioavailability and fate. Her training incorporates both field and laboratory studies. Denise's experience in site assessment has included both aquatic and soil environments. Denise is also an experience project manager.

**Barry Gillespie, Jr., Ph.D.**  
*Vice President, Ecotoxicologist*



Dr. Gillespie is an Ecotoxicologist with over 12 years experience in aquatic and sediment ecotoxicology, wetlands design/construction and restoration, ecological risk assessments, permitting, natural resource damage assessments, and project management. In addition to ecotoxicology based projects, he has worked extensively on liquefied natural gas (LNG) related permitting issues, wetland permitting issues (Individual 404 and Nationwide), restoration based natural resource damage assessments, and constructing wetlands for treatment of contaminated waste streams. He has worked on risk based studies concentrating on the fate and effects of chemicals in aquatic systems. Barry has managed numerous large projects addressing concerns associated with watershed based issues, pulp and paper mill effluents, chemical manufacturing and petroleum refinery effluents, and agricultural run-off. Barry has worked on many natural resource damage assessment claims (Oil Pollution Act (OPA) and Comprehensive Environmental Response, Compensation, and Liability Act (CERCLA)), focusing largely on restoration based compensation approaches.

**James Coleman, Ph.D.**  
*Senior Consultant, Toxicologist*



Dr. Coleman is a Toxicologist with over 16 years of experience in Comprehensive Environmental Response, Compensation, and Liability Act (CERCLA) and Resource Conservation and Recovery Act (RCRA) projects, brownfields redevelopment, litigation support projects for toxic tort litigation, and public sector water resources projects. James' diverse risk assessment experience has included the evaluation of potential impacts to human health and the environment associated with contamination in all types of environmental media from various classes of contaminants, including but not limited to volatile organic chemicals, semi-volatile organics, pesticides, and heavy metals. James' recent litigation support projects include work for one of the world's largest flavoring manufacturers in defense against both occupational and consumer allegations of butter flavoring related obstructive lung disease. James' recent water resources project experience relates to assistance for public sector clients with regard to Phase II National Pollutant Discharge Elimination System (NPDES) compliance and exploration of financing options for public agency stormwater management programs.

**Kenneth Washburn, Ph.D.**  
*Senior Consultant*



Dr. Kenneth Washburn is a Senior Consultant and a highly regarded product safety expert with extensive experience across the petroleum, specialty chemical and contract research industries. As an analytical chemist and board certified toxicologist from the American Board of Toxicology, he brings a wealth of experience in product stewardship, regulatory affairs, hazard communication and litigation support to Cardno ENTRIX clients.

Kenneth spent six years working as a Senior Product Safety and Toxicology Professional at CITGO Petroleum Corporation. In this capacity, he was a lead member of the team responsible for the optimization and implementation of corporate product stewardship programs across diverse business units as well as the lead toxicologist responsible for managing mammalian toxicology and environmental toxicology testing used to support CITGO's product registration, environmental permitting, hazard communications, and litigation support efforts. After receiving a B.S. in Chemistry/Sociology from Stephen F. Austin State University, he earned a Ph.D. in Toxicology from Texas A&M University, where he also completed a Postdoctoral Fellowship in Analytical and Environment Toxicology. Kenneth is widely published in the areas of mass spectrometry, chromatography, environmental toxicology, inhalation toxicology and cellular toxicology. Fluent in Spanish, he also authors technical translations.

**Karen Favret, Ph.D.**  
*Staff Scientist*



Dr. Favret is a Staff Scientist with a background in cell biology, marine and aquatic ecotoxicology, and zoology. Karen's research career has focused on studies of life stage sensitivity and detecting cellular biomarkers of pesticide effects in embryos and larvae of aquatic invertebrates, as well as studies investigating synergistic toxicity of PAH-metal mixtures in aquatic and sediment bioassays. She is skilled in various laboratory practices and techniques, such as immunohistochemistry, fluorescent and confocal microscopy, flow cytometry, PCR, Western blotting, and spectrophotometry. Karen has experience in preparing baseline ecological risk assessments and natural resource damage assessments.

**John Newsted, Ph.D.**  
*Senior Project Scientist,  
Toxicologist*



Dr. Newsted is a Toxicologist with over 15 years of experience in aquatic ecology, environmental toxicology and ecological risk assessment. His expertise includes the design, management, and interpretation of toxicological studies on the effects of environmental contaminants in ecological systems. In addition, he has extensive experience in mechanism-based biomarker development and the use of bioassays to evaluate toxicity of complex environmental mixtures [polychlorinated biphenyls (PCBs), polycyclic aromatic hydrocarbons (PAHs), and organochlorine pesticides]. He has also conducted research in the area of endocrine disruption in aquatic species including vertebrate and invertebrate species. He also has experience with metals, in particular the evaluation of the fate and accumulation of mercury and methyl-mercury into macroinvertebrates and fish in lotic and lentic environments. John maintains an appointment at Michigan State University to participate with ongoing research at the University and to remain on the cutting edge of research issues and literature within in the field on environmental toxicology.

**William Stott, Ph.D.**  
*Senior Scientist,*



Dr. William T. Stott is a Senior Toxicologist with over 30 years of experience in the chemical industry. He has led toxicology research across a wide range of disciplines including toxicogenomics, biotransformation, pharmacokinetics and the application of Quantitative Structure Activity Relationship (QSAR) models.

His experience also includes the conduct and interpretation of sub-chronic and chronic toxicology studies following EPA and OECD guidelines. He has provided business and industry consultation on the design of toxicology testing programs to meet regulatory and voluntary initiatives for specialty chemicals, agricultural chemicals, polymers and chlorinated organics.

Dr. Stott has over 60 peer-reviewed research publications, and has served on numerous industry trade association groups as well as governmental and university advisory panels. His extensive knowledge and unique background in toxicology, microbiology, and chemistry allow him to make valuable contributions to Cardno ENTRIX clients.

*Dr. Stott is a Diplomat of the American Board of Toxicology and a member of the Society of Toxicology. He received his Ph.D. from the Oregon State University, an M.S. from the University of Nebraska and a B.S. degree from the University of Wisconsin.*

## Denise S. Hill, Ph.D.

### *Project Scientist*

Dr. Hill is a Project Scientist with extensive interdisciplinary training in molecular biology, genetics, metabolism and embryonic and fetal development as it informs maternal and reproductive toxicology. Her expertise includes mechanisms by which maternal exposures to environmental toxicants or pharmaceuticals interact with factors such as genetic susceptibility and nutritional status to disrupt in utero development, resulting in structural malformations or neurobehavioral disorders.

She has extensive experience communicating technical information to lay, as well as scientific, audiences. She has provided litigation support for Fortune 500 companies, and has lectured Ph.D. and D.D.S. students. She has also been active in outreach and service activities, having represented Harris County Pct. 4 Parks Department, Houston, TX as their Outreach Coordinator, and served on the Board of Directors of the National Wildlife Rehabilitators Association.



## Jennifer Johnson, M.A.

### *Senior Staff Scientist, Ecotoxicologist*

Ms. Johnson is a Senior Staff Scientist / Ecotoxicologist and has participated in a variety of environmental projects including Phase I and Phase II Environmental Site Assessments (ESA), Environmental Risk Assessments, Natural Resource Planning Assessments, and Human Health Risk Assessments. She has also participated in project management, budgeting, surface and subsurface sampling, report writing and submittal, analytical testing and review, agency negotiations, generating plans and manuals, and file review of contaminated sites.



## Aaron Owen, B.S.

### *Senior Staff Scientist*

Mr. Owen has extensive experience in the assimilation of toxicology information to meet regulatory and hazard communication requirements. He is an expert in the Globally Harmonized System (GHS) for hazard communication. This includes expertise in the European Regulation on Classification, Labeling and Packaging (CLP) of chemical substances and mixtures, and similar hazard communication regulations in other countries. He has worked with legal departments to assist with safety data sheet (SDS) phrase validation. Aaron has over 5 years experience in SDS generation, specializing in Classification and Labeling, Toxicology, Environmental, and Transportation sections. He has used SAP software for this type of work and is very proficient in many SAP transactions. Aaron has met the requirements for certification by the Dangerous Goods Advisory Council for monitoring company's compliance with the rules governing the transport of dangerous goods.



## Amy Bass, M.S.

### *Senior Staff Scientist*

Ms. Bass is a Senior Staff Scientist with over 18 years experience in all aspects of project management and environmental risk assessment. Areas of particular expertise relate to the field of human health risk assessment and include lead exposure and risk assessment for adults and children, vapor intrusion modeling and assessment, data analysis and interpretation for the derivation of appropriate exposure point concentrations, site-specific exposure modeling, probabilistic risk assessment, and fate-and-transport modeling for contaminants in groundwater, surface water, air, and soil. Amy also is an experienced statistician and data manager.



## Ryan Holem, M.S.

### *Senior Staff Scientist*

Mr. Holem is a Senior Staff Scientist with background and training in wildlife ecology, zoology, and toxicology. Ryan's experience includes developing and implementing substantial sampling and analysis work plans supporting the study of ecological and human health. His experience includes ecological and human health risk assessment of aquatic and terrestrial environments. Recent experience also includes training and use of tools related to the implementation of the Registration, Evaluation, Authorization, and Restriction of Chemicals (REACH) program.



Laboratory experience includes microbial DNA isolation, gene sequencing and application of polymerase chain reaction (PCR). Aaron also has experience in Scanning Electron Microscopy (SEM) and the necessary preparation that allows for specimen viewing with SEM.

Louise Lammons, M.S.  
*Staff Scientist*



Ms. Lammons is a Staff Scientist with a broad background and training in the biological sciences, and a focus in physiological ecology. Louise has experience designing and implementing laboratory and field investigations, and her field experience includes fish collection and wetlands and habitat surveys. She has participated in a diverse suite of environmental projects, including tiered ecological risk assessments, environmental impact statements, and natural resource damage assessments.

John Matousek, M.S.  
*Staff Scientist*



Mr. Matousek is a Staff Scientist with a strong background in ecology, fisheries, and aquatic invertebrate ecology and taxonomy. John has extensive experience planning and executing field collection of biological samples and managing field crews during sample collection. His field based experience includes habitat surveys, stream channel mapping, collection of water quality measurements, freshwater mussel surveys, surface water and soil sample collection, invertebrate collection, and collection of fish and wildgame. John has a strong background in aquatic invertebrate taxonomy and has worked on many projects collecting and identifying species from across North America and is certified by the North American Benthological Society for taxonomic identification to genus.

Lori Williams, B.S.  
*Staff Scientist*



Ms. Williams has been trained in and providing clients with support on the European Union Registration, Evaluation, Authorization, and Restriction of Chemicals (REACH). This includes extensive work on developing Extended Safety Data Sheets for numerous substances and exposure scenarios. Lori also has multiple years of diverse experience working on ecological risk assessment, natural resource damage assessments, and research studies of the impact of chemicals on environmental species. Her experience includes maintaining databases, chain-of-custody and records, as well as inventory of sampling equipment. Her field experience encompasses observation, sample collection/processing, avian surveys, floodplain and shoreline surveys, nest monitoring, bird banding, and identification. Lori has a Bachelor of Science degree from Michigan State University.

Jamie Bailer, B.S.  
*Assistant Staff Scientist*



Ms. Bailer is an Assistant Staff Scientist with a diverse background in biology and a focus in natural resource management. She has experience in ecological risk assessment and human health risk assessment, as well as a combination of field and laboratory experience. Jamie's field based experience includes the collection of wild game and fish, conducting surveys, and collecting water quality samples. Jamie's laboratory experience includes processing tissue samples, identifying wildlife diseases, extracting DNA, and processing teeth for aging purposes, evaluating the toxicity of water samples. She also has experience handling large datasets, maintaining databases, and tracking samples and supporting documentation.

Ryan Grafton, B.S.  
*Assistant Staff Scientist*



Mr. Grafton is an Assistant Staff Scientist who has participated in a variety of environmental projects including ecological assessments, litigation support, lead sampling project, and public sector water resources projects with regard to Phase II NPDES compliance. Recent experience is comprised primarily of conducting ecological assessments for various chemicals through the use of ECETOC TRA software to create chemical safety reports in order to comply with the European REACH regulations for chemical products for international chemical companies. Litigation support involved assisting industrial clients in defense against occupational injury claims. Field experience includes conducting a QHEI (Qualitative Habitat Evaluation Index) on multiple urban streams and an intensive lead sampling project utilizing a XRF (X-ray fluorescence spectrometer). Further field experience utilized Ryan Grafton's strong background in freshwater aquatic systems and water quality. He has spent extensive time in the field mapping and inspecting stormwater outfalls and BMP's utilizing GPS and GIS software. Aquatic systems field experience includes a mussel survey, brook trout sampling, plankton sampling, collecting water quality samples and macroinvertebrate sampling. Mr. Grafton's extensive field time has helped him develop his knowledge of freshwater aquatic systems of the Midwest, Great Lakes Region, and East Coast. In addition, he has participated in a fisheries research project funded by the Virginia Department of Game and Inland Fisheries. Areas of interest for future work and research include fisheries related projects, ecological surveys, and risk assessments.



Cardno ENTRIX is committed to conserving and restoring our natural resources and the environment. We practice stewardship through the conduct of our business, the development of our staff, and the services we provide our clients.

To establish an effective PS&C program for your company, contact either John Phillips in our Okemos, MI office or Richard Hubner in our Arlington, VA office. To learn more about Cardno ENTRIX, visit our website at [www.cardnoentrix.com](http://www.cardnoentrix.com).

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