

## **Ian C. Lulham**

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### **SELECTED ACCOMPLISHMENTS:**

- Production output increased from 30 million pounds/year to 50+ million pounds/year within first three years' employment as Plant Manager / Chemist (at Caraustar)
- Developed new products and modified existing products to increase annual sales by 140% within two years' time (at HPTA)
- Modified product line to achieve an average overall margin of 25% (at HPTA)
- Achieved OSHA Star status while serving on Safety Committee (at HPCC / HPTA)
- Wrote and approved testing protocol for ISO-9000 requirements (at Para-Chem)
- Developed new products to expand into new areas of focus where higher margins and more secure opportunities were available (at OMNOVA)
- Oversaw second-shift lab operations in completing approximately 75% of the total lab output (at Amoco)
- Ran the QC lab on off shifts during the interim period until production scaled up to three shifts (at Para-Chem)
- Modified an existing polymer formulation to reduce scrap 95% thus saving the company \$100,000/year in disposal costs (at Para-Chem)
- Developed a polymer for roofing substrates that resulted in 8% of total company sales per year, which was the company's highest single-product sales at the time (at Para-Chem)

### **EMPLOYMENT HISTORY** (from most recent employment):

*Company Confidential*

5- 2008 – 7- 2008

Position: Consultant

Provided consulting services on resin formulations, production improvements, and design, set up and equipping a lab to test raw materials, in-process samples, and physical values of the finished goods.

*Caraustar Adhesives Plant*, Kernersville, NC

2004 - 2008

Position: **Plant Manager / Chemist**

Manage all aspects of the production facility, which includes direct management of all production personnel, overseeing inventory, and approving all PO's for materials and services. Responsible for formulating and reformulating products, performing lab testing, conducting plant trials, and scaling-up to production water-based adhesives to meet customer needs. Provide technical support to customers and sales staff. Within the first three years of my employment, production output increased from 30 million pounds/year to 50+ million pounds/year. I directly oversaw and coordinated project to increase storage and production capacity. I revamped and updated plant safety procedures and oversaw compliance. Wrote and implemented facility procedures including Job Safety Analysis, Lock-Out / Tag-Out, Right-to-Know, Emergency Evacuation Procedure, etc.

*OMNOVA Solutions*, Greensboro, NC

2000 – 2004

Position: **Specialty Coatings Applications Manager**

Reformulated and converted all products to OMNOVA polymers. Responded to all questions regarding coating applications and products. Worked closely with both sales personnel and the customers to prioritize projects and provide extensive customer support. Directly responsible for managing lab personnel and overseeing their training and job performance, including annual reviews.

*High Point Chemical / HPTA*, High Point, NC

1996 – 2000

Position: **Lab Manager, Specialty Coatings**

Managed technicians and the product coordinator in completion of projects supplied by customers and sales. Reported to the business unit manager on project status and lab operations. Closely worked with the business unit manager to set project priorities as well as set and manage the budget and employee reviews. Developed, tested, and supported new products and provided technical support to the plant on new and existing products.

### **EMPLOYMENT HISTORY** (continued):

*Para-Chem Southern, Inc.*, Simpsonville, SC (second employment with this company)

1992 – 1996

Position: **Group Leader / Lab Manager, Specialty Coatings Lab**

Position: **Senior Technician, Specialty Coatings Lab**

Group Leader Responsibilities: Responsibilities included preparation of weekly progress reports on all projects and presentations for annual sales meetings, as well as overseeing projects and providing support when needed in the field. Prioritization of projects, completing the projects within the parameters and deadlines given, and providing technical support and follow-up to customers were key responsibilities.

Senior Technician Responsibilities: Instrumental in developing, testing, and providing technical support for a variety of coating compounds. Promoted to Group Leader / Lab Manager before receiving and accepting an unsolicited offer from High Point Chemical.

*Fiberweb North America*, Simpsonville, SC (later known as BBA Nonwovens)

1992

Position: **Physical and Chemical Testing Lab Technician**

Operated and maintained the Instron and other physical testing equipment to test various nonwoven substrates. Conducted tests on permeability (air and moisture), ran melt index on raw materials, and tested competitive samples for data generation. Worked directly with the product development engineers to ensure testing provided all the required data.

*Amoco Performance Chemicals*, Greenville, SC

1989 – 1991

Position: **Mechanical Testing Lab Technician**

Position: **Analytical Testing Lab Technician**

Mechanical Testing Technician Responsibilities: Prepared and tested parts based on tight tolerances dictated by engineering specs. Parts would be laid up in a specified composition (orientation, number of layers, etc.), and then would be prepared and machined on precision cutting equipment. Tests on the Instron for tension and compression with stress gauges would then be run, and summarized results in reports to the engineering group would be generated.

Analytical Testing Technician Responsibilities: Tested incoming raw materials to approve for use in production. In-process testing on epoxy resins was performed. Equipment used in this capacity included Karl Fisher, DSC / TDA, IR, Rheometrics (viscometer), Haake Viscometer, and Brookfield with thermal controller.

*Para-Chem Southern*, Simpsonville, SC (initial employment with this company)

1983 – 1988

Position: **QC Lab Technician**

Position: **Polymer Applications Lab Technician**

Position: **Polymer Synthesis Lab Technician**

QC Responsibilities: Trained eight weeks to learn methods for conducting physical property testing to assure products met specifications for release for use or distribution. Transferred to the Polymer Applications Lab for additional training and to fill a need there. Worked in both labs simultaneously, i.e. the Polymer Applications Lab first shift and covered the QC lab on off shifts. Developed and maintained a log of samples and test results to help establish staffing requirements for future second and third shifts.

Polymer Applications Responsibilities: Tested a variety of polymers in customer-directed applications to determine best match, QC solids, pH, viscosity, gas chromatograph, IR, and thickener efficiency. Promoted to the Polymer Synthesis Lab and formulated, compounded, and scaled up new products and reworked existing products.

Polymer Synthesis Responsibilities: Worked on the development of acrylic polymers, vinyl acrylics, acid thickeners, and sodium polyacrylate thickeners. Scale-up work was done in the lab and then subsequently to 4000-gallon plant batches. Also, supervised plant scale-up and product transfer, as well as ran a three-drum pilot reactor, provided technical service in the field, and ran customer trials.

**EDUCATIONAL BACKGROUND:**

**Lander College**, Greenwood, SC  
B.S. in Chemistry in 1982

**Guilford Technical Community College**, Jamestown, NC  
Accounting and Finance for Non-Financial Managers (post-graduate work)

**Greenville Technical Community College**, Greenville, SC  
Polymer Chemistry (post-graduate work)

**Workshops:** Include AFMA Flammability Seminars, Coated Fabrics (Clemson), DOE, Managing Safety, OSHA Star, Six Sigma Overview, ISO-9000 Basic and Applications.

**REFERENCES:**

Available upon request.