

STEPHAN LEVITSKY, LEED AP

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Experienced Executive with broad base of sustainability, energy, compliance, water, soil, brownfield, and green building knowledge. Tenacious problem solver using knowledge and data to make critical sustainability and social responsibility decisions. Special Strengths in identifying innovative and simple ways in reducing the use of resources, understanding environmental impacts, and working and communicating with companies, organizations, and agencies to implement these ideas. Foundation skills in marketing, business strategy, P/L management, planning, and project direction.

EMPLOYMENT

Perdue Farms, Salisbury, MD 2015 - Present

Vice President, Sustainability

Report directly to the CEO and lead a global sustainability program. Implement sustainability strategy across 139 facilities, and ensure environmental compliance across the entire organization. Drive energy, water, greenhouse gas emission, and waste reduction efforts across all facilities. Lead stakeholder engagement, gather understanding of relevant environmental and sustainability issues, and develop strategies to address these issues.

- Built a sustainability plan and strategy for long-term sustainability program adoption after understanding company challenges and stakeholder needs.
- Revised the environmental/sustainability score card to address energy, water and waste specifically and drive change management through performance development scoring.
- Collection of relevant sustainability data to establish a baseline fiscal year and completion of the first annual internal Sustainability Report for the organization (2013 FY).
- Presented at Food Fight – Eastern Shore Land Conservancy discussion regarding nexus of food and the environment on the Delmarva Peninsula.
- Panel member at the Eastern Shore Blueprint Action Group – group of Riverkeepers discussing Agriculture, Oysters, and Water Quality.
- Testified regarding the proposed Poultry Litter Management Act – Poultry Industry successfully educated legislators about the downfalls of the bill and the fact it would not improve water quality in the Chesapeake Bay. Bill did not make it out of Committee.
- Built relationships with non-government organizations (NGO), government, and communities to understand stakeholder issues and materiality in relation to our operations.
- Reviewed and revised corporate Greenhouse Gas (GHG) calculations and revised to calculate Scope 1 and 2 Emissions vs. only EPA GHG protocol emissions.

ASR Group (Domino, Redpath, Tate & Lyle, and C&H Sugars), Baltimore, MD 2012 - 2015

Director, Corporate Sustainability

Interact with C-Level management creating mission, vision, and strategy for global sustainability program. Implement various aspects of that strategy across 18 manufacturing facilities in 7 different countries. Drive energy, water, greenhouse gas emission, and waste reduction efforts across all facilities. Work with management staff at the facility level to understand barriers to completing sustainability related projects and assist in removing those barriers. Present to various internal and external stakeholders.

- Built a sustainability plan and strategy for long-term sustainability program adoption after understanding company challenges and stakeholder needs.

STEPHAN LEVITSKY

- Collection of relevant sustainability data to establish a baseline fiscal year and completion of the first annual internal Sustainability Report for the organization (2012 FY).
- Completion of the first annual external Sustainability Report for the organization (2013 FY).
- Annual completion of carbon footprint (Scope 1 and 2) evaluation of all facilities (2012FY to Present).
- Percentage of non-process, non-product material recycled went from 28% (2012) to 63% (2014).
- Mass of landfilled material relative to production has decreased 29% compared to baseline year.
- Scope 1 and 2 Carbon equivalent emissions intensity has been reduced by 17% compared to baseline year.
- Potable water use intensity has decreased 18% compared to baseline year.
- Fossil fuel use intensity has decreased 2% compared to baseline year.

Sustainable Resources Group, Inc., State College, PA

2011 - 2012

Manager, Environmental and Sustainability Services

Identified new avenues for growth in the waste reuse, recycling, composting, animal feed, and land application arenas. Tasked with identifying unique ways and sustainable solutions for the oil and gas industry in relation to their operations and waste products.

- Worked with various clients in the food and beverage industry identifying ways to obtain zero waste goals and driving greater profitability with these strategies.
- Worked on creative ways to enable beneficial re-use of natural gas drill cuttings to divert greater than 100,000 tons annually from landfill disposal. At the same time, the project will enable the reclamation of former coal mine areas to a natural vegetated state.

Pennsylvania State University, University Park, PA

2010 - 2012

Research Associate

Worked in conjunction with the Penn State Smeal College of Business and other entities on the U.S. Department of Energy (USDOE) Greater Philadelphia Innovation Cluster for Energy Efficient Buildings (GPIC). The primary responsibilities of my group are to evaluate the current energy efficiency retrofit value chain, understand the potential for industry market transformation, and develop models to address a transformed energy efficiency retrofit industry.

- Completed both secondary and primary research on energy efficiency retrofit value chain and supply chain topics.
- Completed interviews with industry representatives to better understand barriers to energy efficiency retrofit market transformation.
- Worked with a team of engineers and business consultants to develop an energy efficiency retrofit model.

Chambers Environmental Group, Inc., Bellefonte, PA

2008-2010

Chief Operating Officer/Vice President (3-2008 to 11-2010)

Promoted to Vice President to run day to day operations, implement new vision and mission for the firm, address personnel issues, recruit talented scientists and geologists, ensure firm profitability through overhead cost reduction and proper billing procedures, and market the firm to various clientele. Managed up to 14 employees responsible for project management, field work, and project deliverables, which accounted for approximately \$2.4 million in annual revenue.

- Maintained sufficient revenue in the worst economy in 80 years (2009 fiscal year) to meet fixed and variable costs, while giving cost of living raises, maintaining current 401K contribution, 100% coverage of health care costs, and not eliminating staff.
- Prepared a business strategy and strategy implementation plan for new environmental consulting technical service markets.
- Maintained client relations, address client issues, communicate with clients, internal personnel, and regulatory agencies to ensure vision and mission of Chambers were implemented and executed.

STEPHAN LEVITSKY

- Review and revise overhead multipliers and profit multiples, revised billing rates, and addressed internal expectations related to billing utilization and profitability goals.
- Resized and restructured technical staff to increase technical abilities and reputation of the firm. Followed up with clients and regulatory agencies to validate increased report quality and technical branding.
- Completed a focused marketing effort to obtain subcontracting agreements with Engineering News Record (ENR) top 100 environmental engineering firms, and obtained over \$400,000 of guaranteed contract work with four of these firms.
- Assisted in the completion of a \$6 million site characterization and remediation of a Brownfield site to facilitate the sustainable reuse of the property for the Marmon Group.

Chambers Environmental Group, Inc., Bellefonte, PA

2002-2008

Senior Manager

Managed four project managers responsible for environmental projects at the firm, which accounted for approximately \$3 million in annual revenue, and personally managed 15 to 25 environmental projects ranging in fee from several thousand dollars to \$1 million. Brought an adept capacity at understanding regulations and their interaction with clients needs including expertise in the following areas: NPDES permitting and storm water management, storage tank registration and closure, site characterization, site remediation, groundwater supply drilling and permitting, landfill permitting and waste management, wastewater spray irrigation permitting, soil investigation for wastewater drip irrigation systems, wetland delineation, completion of PPC and SPPC plans, and environmental site assessment.

- Managed the completion of greater than 50 Phase I and II Environmental Assessments assessing environmental risks for current and future owners of the properties.
- Remediated and obtained approval for the cleanup of a brownfield property ensuring the sustainable reuse of an industrial property and saving 15 full-time jobs in Bellefonte, PA.
- Improved quality assurance/control procedures for proposal and report preparation and report submittal.
- Assisted in the redesign and completion of a wastewater drip irrigation system to maintain Leadership in Energy and Environmental Design (LEED) certification.
- Added greater than 30 new clients to the firm's portfolio and increased assessment projects by 80%.

The Sear-Brown Group, State College, PA

2000-2002

Senior Environmental Scientist

Brought to the firm to start and develop an environmental consulting group within the Sear-Brown State College branch office. Responsible for marketing, managerial, and technical aspects of the Environmental/Soils Department and worked closely with electrical, mechanical, industrial, and structural engineers in multi-disciplinary projects in Sear-Brown's State College branch office. Also prepared budgets, proposals, contract documents, and schedules for various projects.

- Studied market potential, assessed core competencies, and developed a business plan to penetrate profitable environmental consulting markets.
- Completed feasibility study for construction of the LEED green building certification for the Juniata College Field Station.
- Identified, managed, and tracked sustainable technologies used in obtaining the LEED green building certification for the Juniata College Field Station.
- Brought one-quarter million dollars of consulting projects to the firm in just two years, while maintaining high personal consulting revenue (\$200,000).
- Instrumental to obtaining all required environmental permits/approvals in an unprecedented time frame (6 months) for a \$150 million fiber optics industrial plant built on a former Brownfield site.

Blazosky Associates, Inc., State College, PA

1992-2000

Project Manager

STEPHAN LEVITSKY

Started as a scientist and was promoted to a project manager at the firm. Initial responsibilities included completion of environmental site assessments, Brownfield characterization and reuse, wetland delineations, solid waste landfill and biosolids reuse permit completion, facility compliance reviews, site characterization studies, and report preparation. Project management duties included project budgeting, proposal preparation, client and regulator communication, team supervision, and ensuring quality deliverable completion.

- Directly responsible for the revision of sampling and permit documentation requirements for sustainable wetland mitigation project that reduced client costs by \$180,000 over the remaining inspection period.
- Completed 10 biosolids (composted sewage sludge) sustainable agricultural reuse permits for the City of Philadelphia Water Department.
- Increased assessment work by 75% via networking with current and potential clients.

EDUCATION

Pennsylvania State University

University Park, PA

Master of Business Administration – Smeal College of Business

August 2005

Master of Science courses in Soil Science – 29 credits taken

1998 - 2002

Bachelor of Science in Environmental Resource Management (Air Pollution Control) December 1991

PROFESSIONAL CERTIFICATIONS/AFFILIATIONS

- LEED Accredited Professional for New Construction (2009).
- Professional Member of the International Society of Sustainability Professionals (ISSP).

TECHNICAL – BUSINESS POST GRADUATE EDUCATION

- ISSP Sustainability Planning Workshop.
- Leadership Flight School I – Bartell & Bartell LTD.

VOLUNTEER WORK

- Maryland State Commission on Environmental Justice and Sustainable Communities – Appointed by the Governor of Maryland – December 2013 to present.
 - ISSP - Board of Directors – January 1, 2012 to December 2015.
 - ISSP - Board Leadership Team – Developed Strategy for ISSP and implementation plan – July 2013 to July 2014
 - Owner and Manager of LinkedIn Sustainability Professionals Group – currently manage over 150,000 sustainability professional members.
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