

**JAMES N. TANIS**  
**21 Elliot St., Exeter, NH 03833, 603-778-1519, Jtanis9033@aol.com**

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*Senior Executive* successful in P&L leadership, operations, global business development, M & A  
Excellent people skills, proven ability to attract top talent & keep them motivated

- Grew business 50% to over \$400MM and profits improved over 100%
  - Managed annual capital budgets of ±\$25MM
  - Led ISO certification for all businesses within Division
  - Led acquisition and directed integration of 7 companies in 4 years, +sales of \$90 MM
  - Initiated Division's e-Commerce activities
- Results-driven leader adept at building own functional teams, business experience and success in 5 Fortune 500 companies. Extensive international travel. Lived in Brazil 3 years. Speak Portuguese & Spanish
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EDUCATION

MBA, Marketing, Fairleigh Dickinson University, two years at night  
BA, Chemistry, Marietta College, - Fraternity President, Varsity Baseball

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PROFESSIONAL EXPERIENCE

**The Antama Group, Inc. Exeter, NH** **2003 – present**  
Business consulting and brokering, specializing in businesses from \$2MM/yr to \$20MM/yr

**General Chemical Corp, Parsippany, N.J. (div. of Gentek, \$1.5 billion/yr NYSE)** **1987 – 2002**  
**VP&GM**, Performance Products Division, **Officer** General Chemical Corp, **President**, GCC,Ltd, \$15MM/yr

- Recruited by CEO from industry recommendation
- The group consists of between 6-8 diversified stand-alone businesses with over 50 plants in 3 countries

**Water Chemicals Business** - \$90MM/yr.

- Introduced polyaluminum chloride technology and used existing manufacturing assets. Sales grew to \$7MM
- Supported research of USDA scientist that led to formation of new Environmental Services Business Group with patent and license exclusivity and potential of over \$100 MM in new revenue
- Rationalized and closed 6 manufacturing plants due to oversupply.
- Developed markets for HCA waste material, avoiding potential \$10 MM cost
- Initiated “alum-op” marketing program which charged for technical service in P&P industry.
- Successfully integrated 3 acquisitions into the business unit.
- Invented Patent #6, 165, 369, Dec. 2000 for new water treatment suspensions

**Sulfur Products Business** - \$100MM/yr.

- Concentration of regeneration segment of business resulted in doubling EBIT
- Expanded capacity at DVW, Richmond, and Anacortes plants, doubling their regeneration capacities.
- Successfully renegotiated all major refinery and chemical regen customers into long-term contracts.
- Successfully integrated Peridot acquisition and completed design and start-up of new 850-tpd acid plant.

**DVW Plant Operations**

- From 1988-1997 had plant manager report directly to me due to modernization program effort.
- Developed 10-year modernization program (+80MM) for entire facility
- DVW largest chemical operation in corporation - +300 people
- Uniformly reduced headcount by over 100 to improve profitability.
- Concentrated on pollution abatement and obtained a TRI reduction of 94% from 1987 to 2000.
- Instituted new “3P” safety program to improve total recordables.

**Fine Chemicals Business** - \$60MM/yr.

- Increased capacity 50% of main ABS product allowing us to take out competitor – 8000 tons in 1994
- Negotiated 20 year steam supply agreement with Trigen.(cogeneration)
- Extracted \$3MM from Trigen after 3 years and prior to their being purchased.
- Focused on Specialty Fines part of business and turned perennial loss to profitability

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**Reheis** - \$60MM/yr.-**CEO** of Reheis, Inc and 5 holding companies

- Key contact bringing this acquisition into the division
- Exited money losing private label business in 1997.
- Reduced headcount 30% - 1998.
- Doubled KCl (Pharma-grade) capacity at Texas plant with \$3 MM capital infusion.

**Electronic Chemicals Business** - \$50MM/yr.

- Turned yearly losses of early 90's to profitability through product quality improvements and cost take-out.
- Built state-of-the-art "ppt" quality sulfuric plant.
- Key driver in 2 recent acquisitions into unit.
- Coordinated marketing plan to capture \$10MM/yr. of ARCH chemical business in 2001.

**Printing Development, Inc.** - \$35MM/yr. (non-chemical business)-**CEO**

- Managed this plate manufacturer from 1990 to present.
- EBIT increased 350% – all through organic (new product) growth.
- Personally recruited key R&D managers that resulted in breakthrough development of new laser-imageable polymers for revolutionary CTP (computer to plate) technology

**Balcrank** - \$15MM/yr. (non-chemical business)

- Diversified product line and customer base with high speed cooling system "jet pulsar"
- Signed up first large-scale oil customer contract for lube equipment.
- Doubled EBIT in 2 years.

**Ltan Inc., Ridgefield, CT** 1986 – 1987

**President, owner**, private company

- Consulting in specialty chemical industry
- Imported organic specialties & sold to niche markets in U.S.
- Wrote & self-published 400 page text "*Principles of Industrial Water Treatment*"

**Aquatec Quimica, Sao Paulo, Brazil (\$60MM/yr. specialty chemical corp.)** 1983 – 1986

**VP Marketing**, South America

- Recruited by owner, Dr. Ennio Rezende.
- Developed new marketing program with carboxylated phosphonates.
- Used Linus Pauling's Hybrid Orbital Theory (resonance) to develop SP<sub>2</sub> trademark/logo.
- Increased market share in Brasil from 50% - 65%.
- Took new program to Argentina, Uruguay, Venezuela, Columbia and Chile
- Lectured in Portuguese

**Perolin Bird-Archer, Wilton,CT (div. of General Signal Corp., \$1.2 Billion/Yr. NYSE)** 1979 - 1983

**VP&GM** Perolin, **President** Bird-Archer, Canada

- Was recruited by Drew CEO, Dr. Emilio Savinelli
- Increased sales and profits in U.S. and Canada.
- Introduced all new corrosion and scale inhibitors and defoamers and upgraded sales personnel.

**Drew Chemical Corp, Boonton, NJ. (div of U.S. Filter Corp)** 1975 – 1979

**Senior Consultant**, U.S. Filter Outstanding Achievement Award

- Personally recruited by VP Consulting, Drew Chemical
- Worked on key accounts and supported worldwide agents in Europe, E. Europe and South America
- Chosen for U.S. Filter Outstanding Achievement Award in 1978
- Co-Author Drew's *Principles of Water Treatment*

**E.I. DuPont de Nemours, Engineering Services Division, Newark, DE** 1973 – 1975

**Consultant** – Water and Wastewater Group

- Assigned 15 DuPont plants to act as water and waste consultant
- Saved DuPont over \$2MM/yr. with recommendations
- Managed \$250K/yr. R&D test loop and published results.

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**Olin Corp., Stamford, CT** 1970 – 1973

- As sales manager in Hartford, CT, saved Olin's largest account – UT's – Hamilton Standard
- Transferred to Los Angeles and sold 3 new accounts in 1<sup>st</sup> year – +\$3MM
- Led company in sales growth
- Pioneered combining full service concept with traditional industrial sale.

**Calgon Corp., (div. of Merck, Inc., Rahway, NJ)** 1966 – 1970

- Became #1 salesman in NY Sales Office
- Introduced Calgon's new polymers to industrial and municipal accounts.
- Handled 52 industrial and utility accounts in 3 states.