

# STEVEN L. LUDMERER

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## **SENIOR MANAGEMENT & ENTREPRENEURIAL LEADERSHIP**

*Executive Management / Technology Assessment / Technology Transfer / Strategic Marketing  
DuPont / Union Carbide Dow / Parelec / Quantix Systems / Top Source Technologies  
Advanced Materials / Specialty Chemicals / Clean Energy / Electronics / Medical Devices*

## **CAREER PROFILE**

- Strategic Business Planning
- Technology Assessment
- Mergers, Acquisitions, Licenses and Alliances
- Technology Transfer
- Business Unit Management
- Market & Business Development
- Angel, Venture and Strategic Capital Raise
- Recipient of Industry Award for Business Growth

## **PROFESSIONAL EXPERIENCE**

### **LUDMERER AND ASSOCIATES LLC - Principal**

**1994 to 1999 and 2007 to PRESENT**

Management Consultant providing business solutions to technology-based growth companies across a broad spectrum of industries. Clients include DuPont, Pfizer, Teleglobe, NIST, NEI Corporation, Sofinnova Ventures, and a variety of innovative companies in advanced materials, chemicals, medical devices, and clean energy.

- Commercialization and alliance support for early stage companies, including DOE, DOA, and NIH SBIR grantees. Assignments to define market niche, competitive environment, entry strategy and to identify strategic alliance or licensing opportunities. Actively support management to implement appropriate strategies. Projects include advanced materials, biomaterials, clean energy, nanotechnology, specialty chemicals, and medical devices. Certain projects in collaboration with Foresight Science and Technology.
- Consulted to U.S. Department of Commerce's National Institute of Standards and Technology's Advanced Technology Program providing business and market analysis of project funding requests in nanotechnology, solar power, biotechnology, semiconductor, chemical and automotive industries.
- Developed business plans and offering memoranda to secure \$7 million in funding for Biotechnology Company.
- Member of the Investment Advisory Committee of Ben Franklin Technology Partners (a Pennsylvania Corporation).
- Developed global business/organizational strategies for DuPont's \$100+ million Teflon<sup>®</sup> and SilverStone<sup>®</sup> businesses.
- Member of the Board of Directors and advisor to innovative consumer packaging solutions business.
- Guided management in their efforts to assess strategic direction resulting in divestment of industrial adhesives unit.
- Conducted extensive on-site evaluation of ERP processes: prospect development, quotation, product engineering and manufacturing for an air pollution control company. Identified and eliminated constraints to revenue growth.

### **PARELEC INC. - President**

**1999 to 2006**

Led this advanced electronic materials, specialty chemical and nanotechnology company from technical concept, through market identification, prototype development, and the raising of \$9 million capital from both venture and strategic investors. Identified and gained revenue traction in key radio frequency identification (RFID), specialty circuit and semiconductor packaging markets. Licensed non-core assets. Staffed all sales, marketing, manufacturing, financial and administrative operations. Secured ISO 9001:2000 certifications. Responsible for all corporate functions reporting to the Board of Directors. Member of the Board.

### **TOP SOURCE TECHNOLOGIES - President - Petrochemical Technology Group**

**1996**

Senior Operating Executive of company providing a national network of oil analysis services to customers in the transportation and refining industries. Full operating responsibility for two subsidiaries in four locations with revenues of \$6 million and 110 employees. Commercialized a 'stat' analyzer using spectrometry and artificial intelligence software.

- Established and expanded relationships with Exxon, and other multinational strategic partners.
- Captured \$500,000 cost reduction through reorganization, process redesign and value-added pricing structures.
- Transitioned sales from direct to strategic alliances, reducing SG&A by \$350,000.

**QUANTIX SYSTEMS - President & Chief Executive Officer**  
(Subsidiary of DNA Plant Technology Corporation)

1992 to 1994

Orchestrated successful turnaround and market repositioning of company developing, manufacturing and marketing rapid on-site environmental analysis systems using immunoassay technology. Redirected business from agricultural to environmental markets, growing revenues from zero in 1991 to \$2 million in 1994. Reported to CEO of parent company.

- Negotiated five-year requirements contract with DuPont yielding \$3 million in revenues.
- Acquired exclusive, preemptive patent rights to several products and technologies from Monsanto.
- Member of policy committee which raised \$20 million in equity for NASDAQ listed parent company.

**UNION CARBIDE/DOW - Business Director - Specialty Chemicals**

1989 to 1992

Recruited to establish a \$1 billion division in high margin growth businesses with a 10-year \$350 million investment commitment. Reported to Vice President.

- Led investment portfolio in environmental services, biomaterials and health care with \$6 million budget.
- Closed, sold or divested operations in recycling, consulting and sample packaging, saving \$8 million.
- Developed and introduced UCAIR™, air cleaning system for indoor air pollution abatement.

**E.I. DuPONT DE NEMOURS AND COMPANY**

1965 to 1989

**Manager - Safety & Environmental Services**

Launched start-up of environmental consulting, training and seminar business and built it from concept to \$3 million in first year revenues. Subsequently assumed domestic and international responsibility for marketing of safety consulting, seminar and training materials. P&L responsibility for \$30 million and 35 person staff.

- Profitably introduced new consulting services, seminars, video, interactive video and software.

**Manager - Development Businesses**

Managed new growth opportunities in specialty polymers, composites, environmental and biomedical markets.

- Identified market demand and spearheaded development and launch of Barricade™ and Tychem®, two new brands subsequently generating \$100 million in combined annual sales revenues.

**Worldwide Product & Marketing Manager**

Directed marketing, sales, manufacturing and technical operations of the \$50 million industrial finishes business. Restructured organization, merged compatible operations, divested others and saved \$12 million.

**Regional Director - Business Development**

Three-year assignment on-site in Hong Kong, reporting to the President of DuPont Asia-Pacific (\$1.5 billion business). Directed corporate development and investment strategy. Contributed to 17% annual revenue growth. Established manufacturing operations, negotiated distribution and JV agreements, and obtained economic development incentives from governments throughout the region.

**Early Professional Experience with DuPont**

Advanced through sales, marketing, strategic planning and technical assignments. Negotiated DuPont's first \$1+ million contracts in coating sales to beverage makers. Led R&D and marketing efforts for successful development of consumer products including Reach® toothbrush, Good 'n Clean® hand cleaning lotion, Carpet Fresh™ and others. Key developer of Teflon II® cookware coatings. Developed strategic Information Systems plan for Corporate Executive Committee.

**EDUCATION**

**Master of Business Administration**, Drexel University  
**BS (Chemical Engineering)**, Northeastern University  
**Business Executive Program**, University of Virginia, The Darden School