

# TERMINE GROUP

## *Curriculum Vitae*

**Enrico J. Termine, Ph.D.**  
*Founder and Managing Partner*

Senior-level management consultant with twenty-five years experience and proven record in business development, mergers & acquisitions, marketing, and science & technology in the chemical and allied industry

- Developed numerous growth and vision initiatives, accomplished several multi-million dollar acquisitions and joint ventures, and commercialized new products
- Led discovery research efforts, directed new product development and marketing research groups of up to 150 scientists, engineers, and business specialists
- Worked with executive management to identify new business platforms through marketing research, strategic planning, and competitive intelligence activities
- Demonstrated entrepreneurship with successful start-ups of a management consulting firm, an internet service provider business, a computer hardware value-added reselling business, and a specialty food products manufacturing business
- Management strengths are: leading technology-driven efforts with sound business sense and focus on profitability; articulating growth strategies; and building effective business and technical teams

## CONSULTING EXPERIENCE

Examples of recent client engagements:

- Due diligence for the acquisition of a leading polymer additives company
- Due diligence for the acquisition of a refinery catalyst business
- Market analysis of luxury brand marketing for a large Japanese automobile manufacturer
- Growth strategy for a specialty curatives business for coating applications
- Business assessment and partner search for new venture producing nanomaterials
- Growth strategy for a cGMP fine chemistry service & intermediates business
- Identification of industrial chemical business opportunities for a biotechnology company with technology to produce microorganisms by genome shuffling

Examples of mergers and acquisition and alliance projects

- Albright & Wilson tender offer
- Ferro flame retardant product line
- Martinswerk aluminum and magnesium oxides business
- Atofina flame retardant business
- Alliance between Albemarle and US Borax for boron-based technology
- ChemFirst photoinitiator and polymer inhibitor business
- Ethyl antioxidant business
- Stannica, a joint venture between Albemarle and Atofina
- PolymerAdditives.com, an e-commerce venture with Albemarle, Cytec and GE Specialties

*Specialists in strategic development, mergers and acquisitions, and business intelligence for the chemical and allied industries*



**Termine Group, L.L.C.**

**Baton Rouge**

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[www.terminegroup.com](http://www.terminegroup.com)

## CORPORATE EXPERIENCE

### ALBEMARLE CORPORATION, Baton Rouge, LA

2002 - 2003 Director of Strategic Development and Science & Technology  
2001 - 2002 Acting Head of Development Resources  
1996 - 2002 Director, Corporate Development and Marketing Research

Roles of increasing responsibility with a main focus on marketing research and corporate development. Assisted the Executive Committee with growth and vision initiatives, reporting to the CEO. Provided marketing and strategy development to the polymer and fine chemical business units.

### GREAT LAKES CHEMICAL CORPORATION, W. Lafayette, IN

1991 -1996 Director of Technology  
1986 - 1991 Group Leader, Technical Service

Global responsibility for applied research and development. Duties included new product and process research, manufacturing support, applications development, technical service, and patent administration for flame retardants, bromine specialties, and water treatment chemicals.

### THE DOW CHEMICAL COMPANY, Midland, MI

1981 – 1984 Senior Research Chemist

Responsible for product research, technical service, and process improvement of flame retardants.

## EDUCATIONAL RECORD

Ph.D., Chemistry, University of Miami, 1981  
B.S., Chemistry, University of Miami, 1975

Creating Breakthrough Strategies Executive Program, Columbia Business School, 2002  
Mergers and Acquisition Executive Program, Columbia Business School, 1998  
Market Management Executive Program, Columbia Business School, 1996  
Industrial Research Institute Executive R&D Management, Harvard Business School, 1991

## COMMUNITY ACTIVITIES

Board Member, Commercial Development & Marketing Association Education Foundation  
Board Member, Baton Rouge Youth, Inc.  
Parish Council, Past-President

## PUBLICATIONS

Collaborated on more than 30 patents and publications. See: <http://www.termine.com/bibliography>

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