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Mike H. Freeman

Experience

1997- Current **Consulting Wood Scientist** Memphis, TN

- Expert in Wood Preservation Issues in the Bldg Codes
- Expert Witness on Lawsuits and Patent Infringement
- Developed and help commercialize new wood preservatives
- Research on new wood preservative systems
- Guest Lecturer at over a two dozen Universities
- Manages over \$750 K annually in outside research

1994–1997 **ISK Biosciences, Inc. - IBD** Memphis, TN
Technical Manager – Wood Preservation

- Managed Annual R & D Budget of \$1.25 million.
- Managed Technical Services Group and R & D.
- Developed 15 New products, and many patented products.

1992–1993 **ISK BIOTECH, INC.- IBD** Memphis, TN
Technical Manager

- Managed Annual R & D Budget of + \$1 million.
- Managed Technical Services Group and R & D.
- Managed complaint resolution and new product development.

1989–1991 **Chapman Chemical Co., Inc.** Memphis, TN
Vice President - Sales & Marketing

- Expanded sales team from 6 to 25 representatives (Including Marketing Agents)
- Increased revenues and profits for each sales representative.
- Expanded sales both domestically and Internationally.
- Received Award for most increased Sales and Profits-Internationally

1988–1989 **Chapman Chemical Co., Inc.** Memphis, TN
National Sales Manager

- Expanded territorial sales by 125%.
- Received company's highest sales award.
- Launched the sale and distribution of 4 new products.
- Received Award for most increased Sales and Profits-Domestically

1979–1988 **Wood Protection Products Co.** Charlotte, NC
Wood Products Manager

- Expanded territorial sales from Va. to Arkansas.
- Increased sales and Profits for 9 consecutive years.
- Identified and purchased 10+ new raw materials.
- Obtained 40 new EPA Registrations and prepared OSHA compliant MSDS/Safety/Regulatory Programs.
- Managed Health, Safety, and Environmental Compliance for 5 subsidiary companies of Forshaw Industries.

Education 1980 - 1982 **North Carolina State University** Raleigh,NC,

- Bachelor of Science Degrees
- Wood Science & Technology.
- Chemistry.

Interests PTA Executive Board, photography, pharmacology, computers.

Publications See attached partial list of Recent Publications.

Awards

1977 American Chemical Society Freshman CRC Chemistry Award for highest score on ACS Standardized Test

1978 American Chemical Society Organic Chemistry Award for highest score on ACS Standardized Test

1980 Radcliffe Chemistry Award for high achievement in Chemistry and Community Service

1981 Student Government Award – Senator-at-large to the School of Forest Resources

1982 Forest Products Research Society Outstanding Senior Award for Students in Forest Products and related fields.

1989 Chapman Chemical Company Outstanding Achievement Award for Sales – Domestic Territory Increase

1990 Chapman Chemical Company Outstanding Achievement Award for Sales – International Territory Increase

1991 Xerox Corporation Outstanding Achievement Award for Sales and Marketing Development Coursework.

1992 ISK BIOTECH Corporation Quality Performance Award

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1995 Columbia University Graduate Business School -
Negotiation Skills

1996 Northwestern University Graduate Business School - Building
Brand Equity

1996 The Wharton School – Univ. of Pennsylvania- Leadership
Development - Training the Trainer

1996 ISK Biosciences Corporation President's Discretionary Award for
Achievement of Corporate Goals

2001 AWPA Subcommittee P-3, Organic and Organometallic
Wood Preservative Systems, including Creosote and
Creosote Systems Award for Exceptional Service to the
Subcommittee as Chair

2001 AWPA Special Recognition Award for outstanding contributions
to the Technical Committees

2004 Kepner Trego - Engineering Management and Problem Solving
Short Course