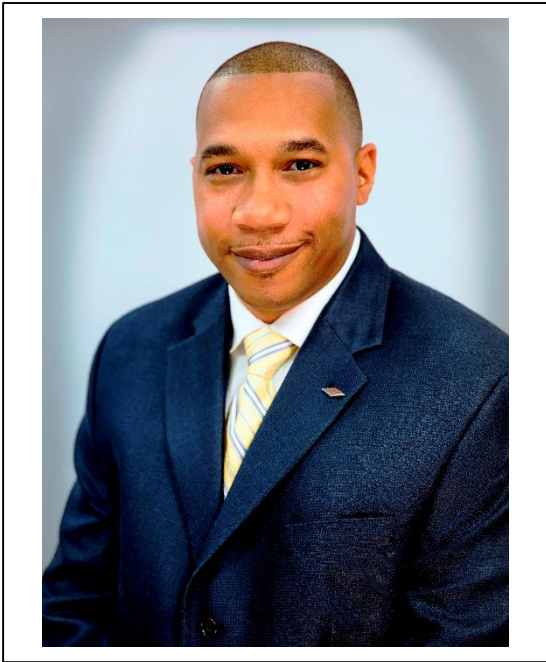


Re.engineer in Action Mentoring Program



Shadrach Stephens

Family/Hobbies/Interest/Motto:

Traveling, volunteering/mentoring in the community, enjoying 3 year son & 1 year old daughter. Fun Fact, led a \$6.5MM community center project (basketball gym, movie theater, kitchen/restaurant, coffee shop, music studio, fitness center, computer lab, billiards room and several other youth development rooms. "Live life like there is no box"

Current Role:

Global Reliability & Improvement
Director – Environmental Tech Center

Professional/Educational Background:

- 20 years of manufacturing experience in maintenance and reliability
- BSEE Southern University and A&M College

Years of Experience:

- 11 years with Dow Inc.

Work Passions:

Continuous Improvement Projects
Value Creation & Reliability Projects
Mentoring junior level professionals

Career Aspirations:

Develop a Global Value Creation Model

Shadrach Stephens



Role: Global Improvement Leader & Reliability Director

Education: BS Electrical Engineering

Location: Houston, TX

CURRENT EXPERIENCE:

- Responsible for the global continuous improvement and reliability strategies for 14 sites across North America and Europe.
- Developed a Competitive Excellence model in an effort to reduce our cost to serve and increase our capital efficiency. The first site implementation has achieved \$3MM in annual cost reductions.
- Leading a 10 year Asset Life Extension capital program across 7 sites.
- 2019 was the best global capital spending & reliability performance of record while also managing a significant reduction in maintenance & turnaround funding.

WORK EXPERIENCE:

- | | |
|--|----------------|
| • Dow Inc. Environmental Tech Center, GIL & Reliability Director | 2018 – Present |
| • Dow Inc. Environmental Maintenance Productivity Leader | 2015 – 2018 |
| • Dow Inc. Tech Services Maintenance Group Leader | 2013 – 2015 |
| • Dow Inc. Sr. I&E Reliability Manager | 2011 – 2013 |
| • Dow Inc. I&E Reliability Engineer | 2007 – 2009 |

CERTIFICATIONS and EDUCATION:

- BS Electrical Engineering, Southern University
- Six Sigma MAIC Green Belt Project Leader Certified
- Kaizen – Continuous Improvement Leader Certification
- Dow Leadership Institute

ORGANIZATIONS:

- Global African American Network
- Southern University HBCU Recruiting Team
- Brazosport College Instrumentation Advisory Committee

DESIRED ROLES in the next 2 -3 years:

- Expanded Reliability Director role
- Competitive Excellence Director

STRENGTH COMPETENCIES:

- Generating Customer Value - \$85MM of value creation delivered throughout my career
- Courageous Leadership – I am passionate about program development; 3 significant improvement models that I have created have led to \$12MM in value.

DEVELOPMENT ACTIONS:

- Build business acumen to understand the companies needs to leverage solutions more effectively.

REENGINEER