

TEO GROCHOWSKI

EXPERIENCE SUMMARY

Extensive background in executive management of programs incorporating advanced technologies requiring:

- Operations Management
- Program/Project Management
- Strategic Planning
- Tactical Implementation Plans
- Subcontractor Management
- Fabrication
- Client Relations
- Technology Transfer
- Planning & Budgeting
- Cross Culture Relations
- Startups/New Ventures
- Corporate New Business Development
- Government (NRC) Licensing
- International and Domestic Contract Negotiations and management

Senior manager operating at the C-level offering a record of success built on significant contribution to organization revenue and operational management (engineering and technical). Over twenty years' experience in domestic and international program management, business development and launching new businesses. Dynamic manager with expertise in turning around organizations through business metrics, change management, technology commercialization (licensing and/or sale), intellectual property exploitation and fabrication management and subcontracting. A team player with demonstrated capability of facilitating international cooperation on complex projects and transferring technology. Quick study with broad technical background adept at assessing methods of improving program efficiency, strategic metrics and exceeding goals. Executed the development and USG licensing of the RT-100 shipping cask. Experienced balancing operational dynamics spanning private family held businesses to publicly traded organizations.

Strengths:

- Proven entrepreneur and executive
- Exceptional review, analysis, and evaluation skills supporting due diligence, joint ventures and merger and acquisition activities
- Technically astute
- Created multimillion dollar annual revenue streams ("rainmaker")
- Proven record managing advanced technology transfer and deployment from small-scale projects to large broadly based programs
- Demonstrated ability to establish successful project teams overcoming cultural differences, language barriers and diverse educational backgrounds
- Adaptable to all business protocols in a multi-cultural environment
- Meet & exceed goals and objectives
- New opportunity identification and development ("bird dog")

Career Highlights:

- Launched this privately held engineering firm and secured contracts generating annual revenue

of \$XXM/year in less than five years.

- Conceived and developed the RT-100 shipping cask through USG NRC licensing.
- Career bookings in excess of \$150M+ to date.
- Increased division revenue ~200% while establishing an international business unit.
- Transfer and commercialization of technologies lacking clearly defined markets.
- Startup development and revenue generation.
- Skilled international executive in multicultural business protocol.

DETAILED EXPERIENCE

Longenecker & Associates

2014-Current

Chief Executive Officer – Robatel Technologies, LLC

2009-2014

On behalf of European investors, I was the founding employee responsible for the launch and growth of this design engineering company to \$XXM in five years. Responsible for all operations required for the establishment and operation of a design engineering and fabrication firm. Hire/fire authority, P&L responsibility, business development, contract negotiations, strategic and tactical planning, and training programs. Extensive regulator interface, QA/QC program development, technical document preparation and review, oversaw all government licensing activities

Key milestones included:

- RT-100 shipping cask project. – concept through delivery including licensing
- Two (2) NQA-1 QA programs.
- NRC Approved Part 71 program.
- US ITER fusion reactor engineering support contract.
- Numerous one off design build projects to include hot cells and gloveboxes.

Principal – Tallinn Group, LLC

2002-Current

Key individual responsible for the daily operations of this woman-owned small business. Management of all daily operations including rain making, project performance, client interface, business development, contract negotiations, and technical reviews.

Noteworthy activities include:

- Engineering support subcontract for epidemiology dose reconstruction activities for implementation of the US Department of Energy Employees Occupational Illness Compensation Program Act (EEOICPA).
- Secured a North American exclusive license with a major international DOE contractor for a novel subsurface contaminate detection system based on a proprietary process verified and validated by Sandia National Lab.
- Advisor to the CEO and Board of Directors of Robatel SA (France) regarding an entry into the US nuclear market.

- Marketing and licensing of experimental anti-viral drug candidate.
- Launched this pharmaceutical startup in conjunction with a regional biotechnology incubator.
- Identification of US acquisition candidates for this UK based specialty machining and cutting tool company.
- Identification of potential US strategic partners for this UK based aerospace firm. Led the performance of due diligence on short listed candidates.

Other representative technologies include: radioactive waste management and encapsulation; novel composites for aerospace, military and space applications; stealth technology for coatings and fabrics; a novel anti-corrosive compound; polymer chemistries; electromagnetic and acoustic based contamination detection; terahertz subsurface analysis, solar power, nano-technology and defense and homeland security technologies.

Vice President and General Manager – EUROTECH LTD

2000-2003

Executive officer of this publicly traded late stage technology development company. Operational management of staff, research and development activities, 7 Israeli based business units and corporate business development. Management oversight of outsourced research and development with Russian based agencies, organizations and ministries. Standardized technology holdings due diligence including market readiness, competitor and financial analysis and intellectual property status. Compellingly demonstrated insufficient ROI on multiple technologies justifying a rationalization of R&D and operations returning greater than \$1M+ to operations budget. Identified critical cost reductions further reducing capital burn rate. Implemented change management to orient company away from R&D to focus on commercialization of its technologies. Established C-level relationships with Fortune 500 and numerous international companies and led negotiations with the same. Managed all legal activities and intellectual property (patents).

NUKEM GmbH

1998-2000

- **Director – U.S. Department of Energy (DOE) and North American Engineering Programs**
Promoted into this position and successfully turned around Corporate engineering operations in this market segment. Program management of all North American, U.S. Department of Energy and former Soviet Union cooperative threat reduction engineering opportunities and projects. Operational management of corporate and consultant staff. Business unit profit and loss (P&L) responsibility. Current and out-year business unit strategic and tactical planning. Profitably coordinated technology and experience transfer from international corporate units into the U.S. supporting U.S. business unit goals. Respected senior technical expert to European Union funded programs in the former Soviet Union related to nuclear remediation, submarine decommissioning spent nuclear fuel and radioactive and hazardous wastes.

Met and surpassed all goals including:

- Exceeded fiscal year booking commitment by 70% in nine months while implementing a 40% operating budget reduction.
- Won a major (~\$15 million) DNFSB project to resolve a priority issue at a DOE site.

- Led due diligence team analysis of potential acquisition candidates.
 - Established, staffed, and managed regional representative offices.
 - Identified candidates and negotiated teaming and joint venture agreements.
- **Director, Former Soviet Union and European Engineering Programs**
Recruited by the Corporate Management Board in Germany to oversee all corporate demilitarization engineering activities with funding originating outside of the European Union. Developed a comprehensive ten (10) year market analysis identifying in excess of \$1 billion including potential funding sources in Eastern European and former Soviet Union opportunities. Established and managed a representative office in the U.S. on behalf of German based corporate headquarters. Expanded core corporate capabilities by matrixing 5 operating divisions and 1 corporate partner. Technical Expert for numerous senior level U.S. government delegations to the former Soviet Union especially on projects related to CTR, WMD, PIERG and AMEC.

Executive Consultant – Framatome ANP (former Duke Engineering and Services)

1997-1998

Recruited to support senior management on their international operations and project opportunities. Provided liaison with U.S. and foreign government agencies. Identified a U.S. government opportunity and managed the successful bid and proposal effort resulting in award of a \$5 million BOA with the US Department of Energy in support of the International Nuclear Safety Program (INSP).

BXW Technologies (formerly B&W Nuclear Environmental Services, NESI (a Babcock & Wilcox Company))

1986-1997

During my tenure with multiple Divisions and Business Units of Babcock and Wilcox, positions of increasing responsibility were held that included Program and Project Manager, Technical Advisor, Health Physicist and global business development. Highlights are provided below.

- **Program Manager, European Operations**
One of two key individuals responsible for the successful establishment of an international business unit. This unit increased division revenue ~200%. Developed and implemented strategic and tactical strategies and capture plans focused on environmental remediation, energy and oil, and hazardous material (including radioactive) decontamination and decommissioning in Western and Eastern Europe, the Pacific Rim and the former Soviet Union. Specialized expertise in former Soviet Union demilitarization issues including weapons of mass destruction (WMD) and their associated delivery systems, the cooperative threat reduction program (CTR), the Artic Military Environmental Cooperation Program (AMEC) to radioactive waste management issues with a focus on submarine decommissioning and spent nuclear fuel. One of two key individuals in the conceptualization, opportunity development, technical specification and subsequent bid and proposal, contract negotiations and booking of a radioactive waste treatment facility associated with submarine decommissioning located in the Russian Far East. The final structure of this project involved political approval of the US and Russian governments, oversight by the US State Department, funding by the Japanese

government, project management coordinated through the UK government, design and build within the Russian Federation and project engineering in the US. Additionally, management of the involvement and regulatory approvals from Russian Federation Ministries and regulatory bodies was required as well as coordinated project tax exemptions with the Russian Duma. The final project value was approximately \$45 million. Managed joint ventures, teaming relationships, technology transfer, import/export certifications. Experienced with global market, competitor and opportunity identification and analysis. Experienced with negotiating and the licensing process of Russian Federation Ministries and regulatory bodies.

Directly responsible for the winning proposal regarding a \$15 million boiler upgrade project at the Chernobyl site in Ukraine funded through the EBRD and International Nuclear Safety Program (INSP).

Management of special biological programs utilizing former Soviet Union expertise.

- **Technical Advisor, Government of the Republic of Estonia**

Recruited by the U.S. Department of Energy on behalf of the State Department and White House to assume responsibility as a resident (expatriate) Advisor to the Ministries of Economy and Energy of the Government of Estonia. My role included providing expert guidance on environmental cleanup for legacy wastes arising from the former Soviet Union as well as coordinating international nuclear cleanup assistance received from 8+ countries including the UK.

Resident Project Manager for a U.S. government multi-million dollar nuclear support package to assist with the decommissioning of two Russian Navy nuclear reactors at the Russian Navy Paldiski facility (occupied territory within a sovereign country). Support included in-country airborne radiological contaminate mapping, nuclear and hazardous waste characterization of terrain and buildings, spent naval nuclear fuel recovery and storage and radioactive waste treatment and management. Also, including the performance testing or proof of prototype of innovative and cutting edge technologies deployed from the US.

Exceptional in-country pro-bono management support of a multi-million dollar international project led by the Government of Sweden with responsibility for the decommissioning of two Russian Navy nuclear training submarines.

Point person within the Estonian Government for the establishment; start up, structure, equipping and staffing for the Estonian government wholly owned radioactive waste management company, ALARA AS (www.alara.ee).

U.S. government sanctioned representative to United Nations International Atomic Energy Agency Technical Advisory Committees. Official Delegate to numerous international and regional technical committees sponsored by the governments of Sweden, Russia, Estonia, Germany and the United States. Routinely provided reports and briefings to staff and representatives of the White House, US Embassy, DOE, DOD, EPA, State and other executive level officials of the governments of the U.S., Sweden, Russia, Estonia, Germany, U.K. and others. Executive level Liaison with Ministries and Agencies of the Russian Federation including its Navy.

- **Project Manager, Special Projects**

Responsibility for conceptualization and management of “outside the box” projects of an unconventional and black nature. Initiated means of leveraging corporate capabilities across divisional lines (energy, environmental, oil, nuclear and shipbuilding) implementing project-enhancing synergies among disparate resources. Provided direct support to corporate management defining new business ventures utilizing cross-matrixed company holdings. Initiated and successfully managed experimental and new technology development, transfer and deployment.

- **Health Physicist**

Successful management of several broad scope nuclear facility operating licenses in support of U.S. government and commercial projects. Licensed facility experience incorporating fuel fabrication (HEU to LEU), R&D, military (naval) and commercial. Full spectrum fuel cycle experience including military, commercial and research enrichments and spent fuel handling (with destructive examination) and storage. Hot cell, radiochemistry and environmental lab experience. Extensive regulatory implementation and oversight with federal, state and international health and safety and radiological regulations. Direct responsibility for technical staff. Management of respiratory protection, bioassay, radiological physicals, instrument calibration and use and radiological monitoring programs to include procedure development, staff training and record management. Generation and approval of Radiation Work Permits (RWP).

EDUCATION

Concord University School of Law, Los Angeles, CA

Juris Doctor (on-hold)

University of Virginia Medical Center/Lynchburg College, Charlottesville & Lynchburg, VA

Bachelor of Science (Honors) in Nuclear Medicine Technology

Lynchburg College, Lynchburg, VA

Bachelor of Science in Biology and Chemistry

Central Virginia Community College, Lynchburg, VA

Associate of Science