

Douglas Hileman: General Resume

See www.douglashileman.com

Douglas Hileman is an independent consultant practicing in environmental, sustainability and related areas. He has over 30 years of experience in a broad range of environmental, health, safety (EHS), Sustainability and related risk management issues, including nine years of industry experience and nearly six years at a Big 4 public accounting firm. His areas of expertise include: EHS governance, risk and compliance (GRC); financial reporting and disclosure of environmental issues, Sustainability programs and reporting (internal and external); new and emerging regulations and risks (including climate change); performance metrics, EHS/Sustainability auditing, EHS/Sustainability transaction and integration support; business continuity planning, focused enterprise risk assessments, benchmarking surveys, stakeholder engagement, expert witness (testifying and non-testifying). He has supported clients in nearly every sector, and throughout the U.S. and in Europe, Russia, and Latin America. He is particularly adept at providing business perspective on EHS issues, and working with teams including Legal, Internal Audit, CEO/ CFOs, Risk Management, Accounting, Business Strategy, Supply Chain/ Procurement and others. Mr. Hileman was elected to the Board of Directors of the [EHS] Auditing Roundtable in 3Q08.

- **Environmental Policy Statement:** Drafted company environmental policy statement for wholly-owned subsidiary of private equity company.
- **Policies, procedures, and program improvement:** Developed of roles, responsibilities of Environmental staff. Vendor evaluation and selection for IT/ software for Environmental compliance and performance management. Developing Key Performance Indicators (KPIs) for internal and external reporting. Developing approach for introducing Environmental performance into supply chain for vendors and customers. Redesigning Environmental Auditing program.
- **Practice Development advisor:** advisor to growing environmental consulting firm on service and practice development; proposal assistance.
- **Course development** for “Carbon Footprint 101” for Environmental professional association.

PricewaterhouseCoopers LLP, Director, Risk & Regulatory group of Business Advisory Services, Los Angeles, CA, 2002 – 2008

Developed or improved service offerings for Sarbanes-Oxley compliance and program management (environmental, Sustainability); Governance, Risk, and Compliance; evaluation of financial reporting and disclosure of environmental matters; implementation of accounting rules applicable to Environmental. Core team member for Climate Change service offerings, championing multi-functional approach. Primary contact for Environmental and Sustainability to PwC Sector leaders for Entertainment & Media, Chemicals, Industrial Products, Utilities, Pharma/ Life Sciences. Informal coach to several staff; co-leader of diversity circle team.

Representative project experience at PwC:

- **Independent evaluation** of policies, procedures and internal controls: related to estimating environmental liabilities, and the client's complaint management process, to fulfill the client's requirements of an SEC enforcement order. Managed the evaluation, primary investigator, developed a tool to track interviews and document review. Wrote report for submittal to the client's C-suite, Audit Committee and to the SEC.
- **Business process redesign:** Worked on a collaborative client-PwC team to document existing business process, identify and prioritize improvement opportunities, estimate resources for improvements, and develop specifications for software selection. Guided client to create multi-functional team including Environmental, Legal, Corporate Accounting, Internal Audit, Operations and others.
- **Financial reporting and disclosure** of environmental liabilities: Specialist for over 20 financial audit teams and non-audit clients for environmental liabilities (AICPA SOP 96-1), decommissioning costs (FAS 143), and FIN 47 (Conditional Asset Retirement Obligations). Worked with audit teams on emerging accounting issues related to greenhouse gas (GHG) emissions, emissions reductions credits (ERC) valuations and accounting treatment.
- **Regulatory Readiness Evaluations:** worked with technology companies to evaluate readiness of processes, systems, and controls to comply with European Union's new regulations restricting use of hazardous substances and waste management. Similar experience for Sarbanes-Oxley readiness (302 and 404), REACH, and Department of Homeland Security rules for chemical facility security.

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- **Environmental Auditing Program Re-design:** Led review of design and operating effectiveness of an environmental auditing program. Considered COSO, Federal Sentencing Guidelines, EPA and other frameworks.
- **Emissions Allowances Control Review:** Reviewed compliance systems and controls, goals and objectives, functional roles and responsibilities, internal communications, quality assurance procedures, performance measurement, and risk management.
- **Corporate Citizenship (CC) and Environmental strategies:** Worked in a collaborative approach with a Client team on gap assessment, developing reporting guidelines, providing leading practices. Helped establish client priorities, performance metrics, and program elements.

Advizea Consulting, Inc.; Principal; Los Angeles, CA; 2001-2002

- Benchmarking studies on Environmental Compliance Self-Assessment programs and EHS due diligence and integration processes.
- Strategic Fuel Sourcing / Sustainability Plan: developed a strategic fuel sourcing plan for a public service agency with 60 facilities serving over a dozen communities. The Plan achieved economic value for multiple stakeholders, reduced overall quantity of fuel inventory required, lowered fuel costs.

Pilko & Associates, Inc. Senior Consultant, 1990-2000

Business development, client and project management in Los Angeles office. Representative project experience:

- **Entertainment Studio Environmental program support:** Supported a major entertainment studio in several engagements involving permitting, environmental plans and training, environmental compliance audits and risk assessments.
- **Paint Recovery Project for Studio:** evaluated client's existing practice of disposal of waste paint and related debris and waste at annual cost of nearly \$1 million per year. Developed program to segregate unused paint for donation to local municipality for graffiti cover. Treated wastewater to allow discharge to city sewer. Helped develop public communications to tout company citizenship. Net benefit to the client was reduction of costs by approximately 75%.
- **Environmental audit for entertainment company:** performed environmental audit of major entertainment studio's facilities in Southern California with Corporate staff. Helped develop action plan to close findings, improve performance, and implement more effective compliance procedures.
- **Environmental management framework for entertainment client:** Developed a framework of environmental aspects, operations, and affected entities for a highly-visible entertainment industry company that relies upon public attendance for revenues and reputation. Identified gaps in management, compliance, and contractual processes, and helped develop action plans to close gaps, achieve and document compliance, and improve business processes to manage risks on an ongoing basis.
- **Environmental training at entertainment venue:** prepared and conducted training on environmental compliance requirements and management practices for a large entertainment venue, shortly after the company had been subjected to regulatory actions.
- **Multi-site Hotel Environmental Due Diligence:** Managed a process for augmented environmental due diligence for 100+ properties, with customized reports for client, financial institution, and site managers.

AeroVironment, Inc. Environmental Consultant and Program Manager; 1985-1990

Developed business for transaction assessments, conducted environmental audits, managed clientele, including financial institutions, industries, law firms and public agencies, assisted in marketing and development for air quality studies, indoor air testing, landfill gas testing, managed litigation support effort for hazardous waste and other environmental cases.

Standard Oil (Sohio) Senior Environmental Engineer; Cleveland, OH 1983-1985

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Conducted field surveys of refineries, including environmental chemistry QA. Developed sampling programs with rigorous QA, developed hazardous waste management procedures for research laboratory with over 700 employees, developed and implemented regulatory compliance and auditing program for metals sector facilities.

Diamond Shamrock Corporation Environmental Program Manager and Engineer (two positions); Cleveland, OH and Delaware City, DE; 1976-1983

Managed effort to develop and implement hazardous waste management program at 28 chemical plants for hazardous waste regulations and amendments, read, interpreted and summarized hazardous waste regulations and amendments, led effort for EPA clarification/exemption for certain operations. Prepared Notification of Hazardous Waste forms, wrote plans for waste analysis, preparedness and prevention, contingency planning, emergency response, spill prevention control and countermeasure (SPCC), and training. Environmental process engineer (3 years) implementing environmental programs for vinyl chloride monomer (VCM) compliance; managed OSHA enforcement case. Team member to develop first environmental compliance audit (1978) and first environmental due diligence (1981) and off-site supply chain/ waste disposal vendor audits (1977) at this company.

PROFESSIONAL AND BUSINESS AFFILIATIONS

- Auditing Roundtable (see www.auditing-roundtable.org); Board of Directors (elected September 2008); (1987-present, seven years in leadership role); co-chair of Greenhouse Gas Interest Group; Chair of International Interest Group (2002), Management Systems Interest Group (2005-present) Meeting chair (Western Region 2005 - 2007, national meeting April 2007) and presenter (annually 2004 - 2007)
- Instructor, Environmental Auditing – UC Irvine Extension (1987-1994); class included field exercises to develop and hone auditing skills.
- Instructor, Environmental Auditing - UC Berkeley Extension (1996-2001; online course offering)
- Board Advisor to two non-profit organizations: City at Peace Los Angeles (www.cpnational.org/la) and Hands4Hope (www.hands4hope.org)

EDUCATION AND CERTIFICATIONS

- B.S. Chemical Engineering and B.S. Mathematics; Rose-Hulman Institute of Technology, IN; also technical certificate in German
- MBA (emphasis Marketing) Cleveland State University
- Registered Professional Engineer (Chemical), California (CH 4379) and Ohio (#47263)
- Qualified Environmental Professional (#05950017), Institute of Professional Environmental Practice
- Nevada Certified Environmental Manager (#1263)

PUBLICATIONS, PRESENTATIONS, AND TESTIMONY EXPERIENCE

- Numerous publications and presentations; Available as Attachment 1
- Testimony experience as testifying expert witness, and non-testifying expert supporting case strategy.

KEYWORDS

Acquisitions, AICPA SOP 96-1, asset retirement obligations (AROs) business continuity planning, carbon footprint, Climate change, complaint management, conditional asset retirement obligations (CAROs), corporate philanthropy, corporate social responsibility (CSR), corporate responsibility, divestitures, emissions inventory, enterprise risk

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management, environment, environmental, environmental due diligence, environmental ethics, environmental liabilities, environmental management systems, EPA, expert witness, financial reporting and disclosure, FAS 143, FIN 47, green businesses, groundwater, hazardous materials, hazardous waste, health and safety, integration, joint ventures, leading indicators, life safety, Management Discussion & Analysis (MD&A), occupational safety, OSHA, performance metrics, REACH, regulatory compliance, remediation, RoHS, service agreements, site assessments, supply chain, sustainability, inventory, emission, greenhouse gas, waste management, water supply, water management, wastewater, WEEE.

Aerospace, chemicals, energy, defense, entertainment, food products, government entities, hospital products, hotels, industrial products, law firms, media, movie production studios, non-profits, oil & gas, paints, paper mills, petroleum terminals, pharmaceuticals, ports, proposals, railroads, real estate, refining, terminals, transportation and logistics, universities, utilities, waste management.