

Richard Shaw

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SUMMARY

Technical Management Professional with extensive experience in varied market segments of the Agricultural Chemicals Industry. Proven track record in both Technical and People Management. Management style focused on both internal and external customers with strong skills in organizing and leading projects and people. Recent experience in cotton fiber quality and utilization.

Product Development Technical Service Supply Chain Development

Business Development Influencer Relations Sustainable Production

PROFESSIONAL EXPERIENCE

BAYER CROPSCIENCE and its legacy companies 1977-2007

Fiber Development Manager, Cotton Team, BioScience
Bayer Crop Science, Kansas City, MO (Jun 2007 to Jun 2013)

Managed Fiber Development Programs for Bayer cotton seed business.

- Worked with global textile industry to promote quality of FiberMax cotton.
- Represented Bayer fiber brands at global textile meetings.
- Interacted with mills, merchants, brands and retail companies.
- Authored and implemented program to develop branded apparel from FiberMax and Stoneville cotton.
- Acted as key interface with apparel partner Olah Inc. in apparel development, fiber promotion brand licensing and sub-licensing.
- Acted as key advisor to breeding and R&D on fiber quality and functionality characteristics and traits.
- Acted as key interface with textile researchers in the US.
- Lead market research on BioScience projects to develop future fiber traits.
- Coauthored the sustainable production program.

Agronomist, New Business Ventures, BioScience
Bayer Crop Science, Kansas City, MO (Oct 2006 to Jun 2007)

Conducted Agronomic evaluation of proposed new business ventures in BioScience.

- Produced Production budgets for proposed new crop enterprises and competitive crops.
- Proposed near and long term development program for proposed enterprise.
- Provided production input to business plan for presentation to Bayer Holding Co. Board.
- Interacted with technical team of potential acquisition candidate company to evaluate production practices for novel crop opportunity.

Regional Technical Service Manager, Coastal Region
 Bayer Crop Science, Kansas City, MO (Aug 8-2002 to Oct 2006)

Led the technical service team of 13 reps. in the Southern United States plus the Northeast and Pacific Northwest. Organized and directed all technical sales support activities in this region working closely with Regional Vice president, District Sales Managers, Product Development Managers and Marketing/Product Managers.

- Team was highly praised by the Sales and Marketing department and strongly defended by them through several headcount reductions in Bayer CropScience.
- Supported the introduction of several new fungicides, insecticides and a plant growth regulator.
- Successfully implemented new and innovative initiatives to improve company relationship with key influencers in the Research, Extension and Consultant communities.

Development Manager Insecticides, USA
 Aventis CropScience, Research Triangle Park, NC (10-2001 to 08-2002)

Planned and implemented product development and technical service activities for TEMIK, MOCAP, ASSAIL and INTRUDER. Implemented strategic planning & input processes leading to a U.S test program that had objectives, deliverables and resources clearly defined and communicated to department clients. Work was aligned with the Aventis project management process and based on clearly defined priorities supported by U.S. business objectives.

- Developed data and wrote use pattern assessment for use in Temik re-registration efforts.
- Played a key role in the introduction of acetamiprid (Assail and Intruder) in the pome fruit and cotton markets with sales training and development of technical literature.

StarLink Logistics Claims Processor
 Aventis CropScience, Omaha, NE (02-2001 to 10-2001)

Functioned as part of the 6 member StarLink Logistics Claims Processing Team responsible for designing, implementing and monitoring processes to result in the

equitable settlement of grower claims resulting from StarLink and Non-Starlink Cry9C corn.

- Goals set by the team and described as “probably impossible” by our manager were accomplished resulting in a premium performance rating.
- Within a few weeks of start, was established as the person to go to with difficult and complicated claims. Reviewed numerous difficult claims for which other personnel were uncomfortable including all claims in excess of \$50,000 before our manager would sign the check.
- Assignment later expanded to the final review of all claims prior to payment.

Business Development Manager, Northern Region

Sedagri/Aventis CropScience Mature Products, Kansas City, MO (08-1997 to 02-2001):

Functioned as Business Development Manager for the Northern Region of Sedagri Operating Unit of Rhone Poulenc and later Mature Products Group of Aventis CropScience. Coordinated Development and Tech Service activities for all mature products in the Northern Region and was Leader of the Herbicide Technology Team responsible for all functions traditionally carried out by Product Manager, Market Manager and Product Development Manager for the assigned products.

- Awarded 1998 “Outstanding Sedagri Team Member” for activities during the roll out year of Sedagri. Only one of these awards was presented per year with selection based on survey of all Sedagri employees to determine who best represented the core values of the company.
- Identified, developed and introduced formulation changes that significantly improved profitability of HBN products on cereals by developing Buctril 4 Cereals concept and developing the new 5 lb Bronate formulation. (Bronate Advanced)
- Generic defense plans were developed and implemented that significantly blocked Albaugh entry into our markets the first year and reduced their impact for at least 2 years.
- Took lead role in ensuring that the US activities on HBNs met the expectations of the Aventis/NuFarm joint venture and with Global Product Development and Product Managers.

Senior Field Research Scientist, MS, LA, AR

Rhone Poulenc Ag., Madison, MS (09-1988 to 08-1997):

Carried out development and technical support activities for Rhone Poulenc products in South MS and Northeast LA.

- Development and commercial introduction of Finnish harvest aid, Start fungicide, Temik side-dress, and Buctril Herbicide on cotton and Icon Insecticide on Rice.
- Development Team leader for fipronil on cotton in all producing states working closely with both the US and global development manager for this product.

- Recognized as expert on cotton insect control globally and was asked to participate in several global meetings on cotton and cotton insecticides.

Product Development Manager, Herbicides and PGRs.

Union Carbide Ag. Company/Rhone Poulenc S. A. Research Triangle Park, NC/Lyon France (09-1981 to 09-1988):

Managed Team of Product Development Managers and Product Specialists to carry out global development plans for herbicides and PGRs. In US, managed a team of as many as 7 Product Specialists and 2 administrative personnel, in France functioned as Team Leader for 2 other Global Product Development Managers. Teams were responsible for US and global development programs for a broad product line of herbicides and PGRs. In the US. Responsibility included all agronomic and home and garden uses as well as industrial and forestry products.

- Developed Prep harvest aid on cotton through its rapid market expansion phase in the US and its initial introduction in other countries. Recognized as instrumental in development of Prep on cotton in Australia.
- Team responsible for early identification of cyclanilid as ethephon synergist and development of Finnish harvest aid.

Product Development Specialist

Union Carbide Ag. Products, Jacksonville,FL (08-1979 to 08-1981):

Coordinated product development activities with Temik and Standak on cotton, pecans, tomatoes and peanuts in US and acted as technical advisor to global development activities.

- Investigated and resolved Temik applicator exposure problems on bananas in Panama and investigated several alleged aldicarb overexposure cases including one death in FL.
- Coordinated numerous sales support activities in successful program to reintroduce Temik on cotton in the mid-south.

Field Development Representative, GA, SC, FL, AL

Union Carbide Ag. Products, Columbia, SC (02-1977 to 08-1979):

Coordinated and implemented Field Development and Tech Service activities with Union Carbide products in SC, FL, GA and AL.

- Introduced Temik on Pecans and Citrus and provided sales support for Temik on cotton, tobacco and peanuts.
- Developed Larvin on cotton and soybeans.

PENNWALT CORPORATION

1974-1977

Technical Supervisor, TX, NM, KS, MO, AR, LA
Pennwalt Corporation, Ft. Worth, TX

Responsible for sales support and development activities for Pennwalt products in the states of TX, AR, LA, NM, KS and MO.

CLARENDON COLLEGE

1972-1974

Teacher for first and second year college and vocational courses in agriculture and biology

Taught college level courses in Botany, Zoology, Agronomy, Entomology, Agristology and Agricultural Economics.

Education

MS Entomology
Texas Tech U

BS Entomology
Texas Tech U.

Professional Development

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| Managing Innovation and Technology-Wharton Business School-U of PA | 1983 |
| Agribusiness Management Short Course-Kinnert School-Purdue University | 1984 |
| Managing People - Wharton Business School-U of PA | 1987 |
| Managing Innovation- Darden Business School-U of VA | 1999 |
| Textile technology basics-NC State University, College of Textiles | 2007 |
| Textile quality measurements-NC State University, College of Textiles | 2008 |
| Textile production lab-NC State University, College of Textiles | 2008 |
| Dyeing and finishing of textiles- NC State University, College of Textiles | 2009 |