

# LOPAREX

**OPPORTUNITY MARKETING PIECE**

## **Chief Talent / Culture Officer**

Location: Cary, NC



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## ABOUT **LOPAREX**

Loparex is the world's leading developer, marketer, and producer of release liners in the merchant market. The company leverages decades of application know how, industry leading material science expertise and a processing tool box to create competitive advantage. With a diverse and expanding range of end markets, healthy growth rates and highly favorable secular trends, Loparex is on a path to extraordinary sustained growth. With the 2019 acquisition of Infiana, a leading international release liner and engineering film company, Loparex is furthering its stated intent to become the universal release liner solutions provider of choice. Supported by its private equity financial sponsor, Pamplona Capital Management, Loparex has the ambition and resources to grow, improve and acquire its way beyond release liners to become a specialty materials/functional coatings company.

### **THE LOPAREX DIFFERENCE** **MARKET FOCUS**

As supplier of choice to industry leaders, Loparex provides expertise and experience in all markets they serve.

### **COMPREHENSIVE PORTFOLIO**

Loparex offers the most extensive portfolio in the industry, backed by deep technical knowledge.

### **ONE PARTNER FOR ALL NEEDS**

From conception to final rollout, Loparex provides support and added value at every step in the product cycle.

### **EVOLVING WITH YOU**

Loparex meets your emerging needs by monitoring and anticipating market and industry changes.

### **FLEXIBLE AND RELIABLE**

A distributed network of worldwide capabilities offers their customers supply options, security, and continuity.

### **WORLDWIDE SUPPORT**

Loparex's global production, technical, and customer service teams provide unparalleled support.

# PRODUCTS

Loparex offers release liner solutions on a wide variety of paper and film substrates. They provide all silicone types and curing methods to optimize the release properties of the final product.

## FILM SOLUTIONS

Loparex is proud to offer the industry’s most comprehensive portfolio of engineered films. No matter the market segment or end-use application, Loparex has a solution.

**Direct Coated Solutions:** liners coated with silicone on one or both sides.

**Poly-Coated Solutions:** liners coated with poly and silicone on one or both sides.

**Blown & Cast Solutions:** multi-layer liners that can be coated with silicone on one or both sides.

## PAPER SOLUTIONS

Loparex is proud to offer the industry’s most comprehensive portfolio of direct coated and poly-coated paper release liners. No matter the market segment or end-use application, Loparex has a solution.

**Direct Coated Solutions:** liners coated with silicone on one or both sides.

**Poly-Coated Solutions:** liners coated with poly and silicone on one or both sides.

# MARKETS

Loparex utilizes its technologies and global production network to develop innovative and competitive release liner solutions for diverse end markets. It is dedicated to creating value by enabling mission critical functionality across end applications. Loparex is the only release liner producer with design and manufacturing capabilities to serve all major markets, including:

- **Healthcare** (Transdermal / Advanced Wound Care / Electrodes / Ostomy)
- **Composites** (Aerospace / Wind Energy / Automotive / Recreational Industrial)
- **Industrial** (Building / Construction / Electronics / Automotive / Insulation / Waterproofing / Food and Beverage)
- **Label** (Food & Beverage / Non Look Labels / Functional / Security / Business)
- **Tapes** (Single side / Double side / Masking / HVAC / Specialty)
- **Hygiene** (Pantyliners / Sanitary Napkins / Incontinence Products)
- **Graphics** (Indoor and Outdoor Advertising / Vehicle Wraps / Traffic and Safety Signs / Over Laminating Films)





## LOPAREX PEOPLE AND CULTURE

At Loparex, employees are proud of their extraordinary growth and rapid evolution as a global leader in the release liner industry.

The culture is one of the exciting changes with a very inclusive approach, where collaboration is encouraged and wins are celebrated.

Every day, each employee has the opportunity to play an impactful role in helping Loparex fulfill their commitments, push boundaries, and achieve success.

### MISSION:

Cultivate a High Performance Organization

### WHAT DOES SUCCESS LOOK LIKE?

Loparex's success will stem from a high performing, collaborative, and professional team built upon self driven individuals striving for continuous learning in the achievement of their commitments. Loparex's leadership acts to inspire, coach & recognize people in cultivating an open, challenging environment built on integrity, trust & personal growth.

### HOW LOPAREX MEASURES PROGRESS?

- Through an annual engagement survey and periodic 'employee pulse' metric
- Development & succession planning
- Through professional fulfillment of our performance management process



*Click the image above to meet the real people of Loparex.*

# ATTRIBUTES OF TRANSFORMATIONAL LEADERS AT LOPAREX

## SHAPE STRATEGY

Envisions a compelling future by anticipating and interpreting market changes, from which clear strategic priorities and choices can be made.

## LEAD INNOVATION

Creates environments that encourage experimentation and where people feel safe to share ideas freely. Drives innovation through collaboration and scales and invests in new ideas.

## DRIVE RESULTS

Coordinates execution by setting appropriate pace: Evokes ownership and accountability, streamlines process/structure, and reallocated resources quickly and flexibly.

## PUT CUSTOMERS FIRST

Puts serving customers at the heart of everything the organization does:

Understands their needs, creates distinctive values, and builds meaningful relationships.

## INSPIRE AND INFLUENCE

Leads through influence (not just authority), builds powerful relationships, helps other find meaning and purpose in their work, inspires through energetic engagement.

## DISRUPT & CHALLENGE

Challenges conventional wisdom, speaks truth to power, and discovers creative possibilities.

## BUILD TALENT & TEAMS

Builds and harnesses highly talented, diverse teams: Coaches and develops others, understands team dynamics, and strengthens the overall capability of the organization.

## INTEGRITY AND VALUES

Demonstrates integrity and transparency, with a high focus on building trust and achieving personal growth

## SELF DRIVER

Takes accountability for the business as if it were his/her own; results oriented with a strong, hands on approach.

## COLLABORATIVE STYLE

Promotes an open, challenging team environment built on collaboration and continuous learning from one another.

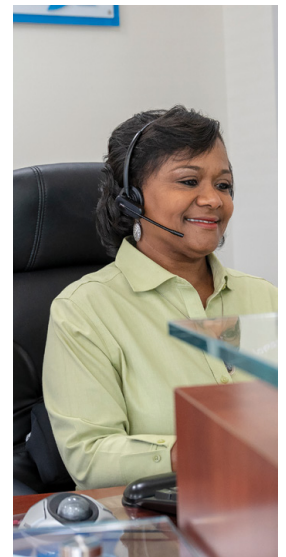
## STRONG COMMUNICATOR

Compelling communication skills with the ability to inspire, coach, and recognize others.

## GLOBAL PERSPECTIVE

A global leader with high sophistication and extensive experience leading diverse teams from different cultures.





## BENEFITS OF WORKING AT LOPAREX

### HEALTH BENEFITS

Loparex offers competitive health and insurance programs designed to provide peace of mind and meet the needs of employees and their families.

### WELLNESS PROGRAMS

Experience greater wellness through education, activities and services that encourage healthy lifestyles.

### RETIREMENT PROGRAMS

Financial planning programs provide strategies for retirement. Loparex offers matching contributions to 401(k) savings plan and/or retirement enhancement plans.

### SERVICE AWARDS

Loparex celebrates every year their employees have been with them with a personalized award or special gift.

### PERFORMANCE BASED COMPENSATION

Loparex's employees are their most valued asset, and competitive compensation is just the first step in demonstrating their commitment to them.

### TRAINING AND DEVELOPMENT

Loparex offers and supports professional development options that build knowledge and skills in various areas including leadership, project management and technology.



## SIMON MEDLEY

*Chief Executive Officer at Loparex Group*



Simon Medley is the CEO of Loparex and is an international leader with a track record of transformational success over thirty years working across various industries. Before Loparex, he was an Executive Vice President and a Business President at Chemtura, until its recent sale to Lanxess. While there he led the Petroleum Additives division, and then the larger Industrial Performance Products and Great Lakes Solutions divisions. Prior to his tenure at Chemtura, Simon worked for BASF Personal Care while also serving as Chairman of the Board of Directors for the Research Institute for Fragrance Materials. Although he ultimately moved to the commercial side, he started his career as a technical professional, working as a Process Engineer and then an Operations Manager with ICI Chemicals and Polymers after receiving his Bachelor's in Chemical Engineering from Teesside University.

Simon is known as a visionary, and as a charismatic leader; his sterling reputation precedes him. He is known to be a consummate professional, a role model of a true leader who builds and supports his team.

His colleagues value his outstanding skills in building trustworthy relationships and unfolding his employees' maximum potential. Employees across divisions strive to become part of his team, and he is one of the most motivating people you will ever meet, inspiring motivation across an organization. He is especially adept at guiding organizations through transitions; he maintains calm professionalism under intensive pressure, wins buy-in from the bottom to the top, and juggles complexities with ease.

A few guiding principles help him to achieve this transformational success. Integrity and inclusiveness are two cornerstones on which he builds success, knowing that any venture lacking either of these two values is doomed to fail. He then focuses on making his current workplace the best place to work. Believing that people are the key to extraordinary success, he seeks to bring top talent to strategy development, innovative concept creation, and professional execution. He finds great reward in working alongside this top talent, both in learning from them and creating believers in the organization.



## TROY RANDOLPH

*Chief Financial Officer*



Troy served as a US Army Artillery Officer before starting his corporate career with General Electric. He was selected for GE's Corporate Audit Staff and worked across several key divisions: Appliances, Healthcare and Nuclear. From GE, he went to private equity with a portfolio company of Cerberus Capital in Automotive Textiles. While there he became CFO helping lead a successful sale/integration into Lear Automotive. He continued as a Private Equity CFO, working the turnaround of a recreational boat company and then the growth development of an Ag Tech Company. He joined Loparex in January of 2018. Troy has a proven track and over 20 years of experience in P&L management, turnaround/re-structuring programs, business development and experience in developing teams in environments ranging from Fortune 500 to Venture Capital.



## DAVID LAFLAMME

*Global SVP Manufacturing Operations*



A Chemical Engineer and certified Lean Six Sigma Black Belt with 25 years of experience in graphic arts and pulp & paper manufacturing. David's broad experience at Champion International, Mead Corporation, NewPage Corporation, and Evergreen Packaging includes process engineering, environmental compliance, lean manufacturing, quality assurance, ERP implementation, merger and acquisition integration, and manufacturing leadership. Since joining Loparex in 2012, David has driven improvement in safety performance, workplace culture, and in manufacturing KPIs in his roles as Director, Global Enterprise Excellence and as Site Director for the Eden, NC facility.



## POSITION PROFILE

**CHIEF TALENT /  
CULTURE OFFICER**

LOPAREX

*3 years ago Loparex was a 400 million dollar company. Since then, they have grown to \$750 million with almost 2,000 employees globally. The company expects to be at \$1 billion (through acquisition) by 2022 and very likely \$2 billion by 2025. With that tremendous growth in mind, the CT/CO position was created and is crucial to the future success of Loparex. It's crucial that the entrepreneurial agility of Loparex is maintained, while necessary systems, procedures and people are added to manage a much larger company.*

*Loparex's success will stem from a high-performing, collaborative, and professional team, built upon self-driven individuals striving for continuous learning in the achievement of their commitments. Loparex leadership serves to inspire, coach & recognize people in cultivating an open, challenging environment built on integrity, trust, and personal growth.*

**CORE RESPONSIBILITIES****HIRING 'A' PLAYERS**

- Source, interview and court high performers (at all levels), executing the world's best practices.
- Assess & hire people of excellence who can carry much heavier loads, that will be put on current Loparex employees and leaders due to expansion and acquisition integration.
- Partner to successfully create and collaborate with a world leading talent management team.

**MANAGING THE CULTURE CURVE**

- Refining Loparex's cultural definition, then translating and controlling it company wide, with the goal of maintaining the pragmatism and agility of what is working. Then improving where ever needed, all the while motivating great teamwork.
- Closing organizational behavior gaps (professional, process-, market-, data-and self-driven).
- Generating ideas for managing transformational change and unlocking the power of the organization's potential globally.
- Utilizing Sr. Leadership town halls, employee dialogue and engagement tools and relevant team based events, to uncover locked in aspirations.
- Motivate, challenge and demand performance of individuals without damaging team ethic.
- Drive a winning mindset without taking ourselves too seriously. Success & fun go hand in hand.

**LEADING TALENT & LEADERSHIP  
DEVELOPMENT PROGRAMS**

- Development Programs start at the top (with the C-Suite) and cascade through the whole organization. Focusing on Accountability, Communication and Trust. Identify and provide high quality Training and Leadership Development programs directly and through outsourced T&LD vendors.
- Evaluate Competency Frameworks & conduct Competency Profiling. Develop the Ideal Leadership Profile and address Transformational Change Management Structures necessary to manage a continued high rate of growth.
- Focus on "Holding the Gains" as it relates to key process & procedures (Playbooks & Rhythms) that must be institutionalized. Will do so through continuous education, retraining and special events.
- Raise the level of professionalism by driving common global functional standards of excellence, including practices, processes and policies.
- Serving the Board and C-Suite colleagues as a Strategic Sounding Board and then developing and executing the correct path for further corporate strategic development of the global organization.
- Much like a Bradley Curve (as it relates to instilling safety behaviors across an organization), Loparex wants to do the same by institutionalizing best talent assessment and best leadership development practices across the organization.



## ABOUT CARY AND RALEIGH, NORTH CAROLINA

### CARY, NC

Cary is a suburb of Raleigh with a population of 163,266. Cary is in Wake County and is one of the best places to live in North Carolina. Living in Cary offers residents a dense suburban feel and most residents own their homes. In Cary there are a lot of restaurants, coffee shops, and parks. Many families live in Cary and residents tend to have moderate political views. The public schools in Cary are highly rated.

### RALEIGH, NC

The capital of the state of North Carolina, Raleigh is known as the “City of Oaks” for its strong oak trees, which line the streets in the heart of the city. Home to over 415,000 residents, Raleigh is currently the second largest city in the state and one of the fastest-growing cities in the country. Raleigh frequently receives national recognition from organizations such as Business Week, Forbes, and the Wall Street Journal for its quality of life and favor-

able business climate. Raleigh is best known for its world-class museums, Broadway shows, live concerts, capitol area historic sites, professional and amateur sporting events, and status as a shopping mecca. The greater Raleigh area truly offers something for everyone.

Raleigh is home to numerous cultural, educational, and historic sites. Museums in Raleigh include the North Carolina Museum of Art in West Raleigh, as well as the North Carolina Museum of History and North Carolina Museum of Natural Sciences located next to each other near the State Capitol in Downtown Raleigh.

From the Red Hat Amphitheater to the Progress Energy Center for the Performing Arts complex, Raleigh offers a wide variety of live entertainment. Additionally, Raleigh is home to several professional arts organizations, including the North Carolina Symphony, the Opera Company of North Carolina, Theatre In The Park, Burning Coal The-

atre Company, the North Carolina Theatre, Broadway Series South and the Carolina Ballet.

Raleigh’s downtown is also home to many local art galleries such as Art Space and Visual Art Exchange in City Market and Bee Hive Studios on Harget Street. CAM Raleigh is a downtown modern art museum that serves to promote new artists and does not house a permanent collection. CAM Raleigh was designed by the award-winning architectural firm Brooks+Scarpa of Los Angeles, CA.

This area boasts three major shopping malls, plus other prominent shopping areas and an abundance of local boutiques selling everything from haute couture to one-of-a-kind vintage frocks. Greater Raleigh’s three traditional shopping malls — located in Midtown, North Raleigh, and Cary — offer the highest concentrations of department stores that are unique to the region.

The Raleigh area has earned a well-

deserved reputation as a must-see destination for professional and collegiate sports fans. The NHL's Carolina Hurricanes, the North American Soccer League's North Carolina FC, and minor league baseball's Carolina Mudcats all reside in and out of Raleigh, as does the Wolfpack, North Carolina State University's 24 intercollegiate varsity sports teams. The state of North Carolina is especially well-known for being home to some of the best college basketball teams. In addition to the NCSU Wolfpack, both the Duke Blue Devils and University of North Carolina-Chapel Hill Tar Heels home courts are located less than an hour's drive from Raleigh. This "Research Triangle" region has also hosted the PGA's Rex Hospital Open since 1994,

at Raleigh's TPC Wakefield Plantation. Whether playing, watching live or on TV, or offering other types of support, the Raleigh area has proven itself time and time again to be one of the most sports-friendly regions of the country. For the nature lover, the award-winning City of Raleigh Parks and Recreation has more than 8,800 acres of parkland and almost 1,300 acres of water within the city. This offers a wide variety of leisure opportunities at more than 150 sites throughout the city, which include: park land, greenway, community centers, a BMX championship-caliber race track, tennis courts, public lakes, and public aquatic facilities. Whether you're in the mood for a canoeing or sailing excursion, taking a nature hike through the woods or playing a round

of golf in the summer sun, the Raleigh area is the perfect place to spend time outdoors.

As the home to 10 traditional universities and colleges and numerous satellite campuses and for-profit institutions of higher education, the Raleigh area is unusually rich in educational opportunities. Among the traditional colleges are North Carolina State University, a major research center; a private women's college; a law school; two seminaries; and two historically black universities. As one of the three "corners" of the Research Triangle Region, Raleigh's academic research network is enhanced by the presence of the University of North Carolina at Chapel Hill and by Duke University and North Carolina Central University in Durham.



# CARY AND RALEIGH, NORTH CAROLINA

## HIGHLIGHTS AND AREAS LINKS

### RALEIGH AREA LINKS

**Town of Cary**  
townofcary.org

**City of Raleigh**  
raleighnc.gov

**Visit Raleigh**  
visitraleigh.com

### SHOPPING

**Crabtree Valley Mall**  
crabtree-valley-mall.com

**North Hills**  
northhillsraleigh.com

### ARTS & ENTERTAINMENT

**Duke Energy Center**  
dukeenergycenterraleigh.com

**Carolina Ballet**  
carolinaballet.com

**North Carolina Museum of Art**  
ncartmuseum.org

**North Carolina Museum of History**  
ncdcr.gov

**City of Raleigh Parks&Rec**  
raleighnc.gov/parks-recreation-and-cultural-resources

### EDUCATION

**North Carolina State University**  
ncsu.edu

**Duke University**  
duke.edu

**Wake Tech**  
waketech.edu

### SPORTS

**Carolina Hurricanes**  
nhl.com/hurricanes

**Carolina Mudcats**  
milb.com/carolina-mudcats

**North Carolina State University Athletics**  
gopack.com

### NEWS

**The News & Observer**  
newsobserver.com

**The Triangle Downtowner**  
triangledowntowner.com



## **Consider Us Your Executive Search Partner**

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### **For more information, contact:**

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### **Interested in taking our partnership to the next level?**

*We can help you assess and upgrade your executive team with 'A' players.*

### **Looking to improve your recruitment process?**

*We'll show you the ROI impact our clients achieve with Ropella's RPO (Recruitment Process Outsourcing) services.*

### **Do you have a Succession Plan for your impending retirements?**

*Roughly 10,000 Baby Boomers will turn 65 every day for the next decade. We're here to help!*