# LON BAUER

Seville, Ohio 44273 ● BauerLH@gmail.com ● 216-272-1761 Mobile
www.linkedin.com/in/lonbauer

## TECHNICAL MANAGER and ENGINEER
## COATINGS, POLYMERS, RESINS and ADHESIVES INDUSTRY

Proven track record in researching and analyzing innovative technologies, new products, customer problems, and quality performance. Recognized for the ability to manage, develop, formulate, and modify polymers, coatings, adhesives, and resins to ensure conformance with manufacturing design, product specification, and technical performance for on time delivery. Key skills:

- New Product Development
- Cross-Functional Team Management
- Product Marketing Launches
- Customer Trials
- Quality and Product Testing
- Formulations and Coatings Development
- Product Recommendations
- Improved Process Efficiencies
- Technical Service
- Stage-Gate

**LUBRIZOL / NOVEON / BFGOODRICH CHEMICAL, Cleveland, OH (1990 to 2015)**
Provider of specialty chemicals for the transportation, industrial, and consumer markets. Lubrizol acquired BFGoodrich/Noveon Inc. in 2004 and then Berkshire Hathaway acquired Lubrizol in 2011.

**Regional Technical Manager, Graphic Arts & Packaging, Lubrizol (September 2011 to December 2015)**
Regional resource manager supporting Global Business Team projects and regional sales for technical service projects.

- Managed and directed up to 4 scientist and technicians to perform ink and coating evaluations, complete projects, perform safe operations, work with customers, and contribute to manufacturing, business and product development.
- Scheduled project team meetings, tracked progress, created reports and suggested course of action to senior leaders.
- Increased New Product sales 15% by providing input to New Product Development Business Profiles based on regional input for all projects; then assisting marketing to develop product launch strategies.
- Reduced irrelevant projects by 40% to increase technical efficiencies on commercially viable new developments.
- Supported global teams with regional testing and formulation using Stage-Gate process completing projects on time.
- Provided product recommendations, new product development, application analysis, formulations, technical service, structure/property relationships, and product scale-up for R&D, marketing, sales, manufacturing, and customers.
- Responsible for technical progress and scale up of a novel water in oil emulsion technology for lithographic inks. Completed installation of a continuous emulsification process at the plant for product development and supply.

**Principal Engineer, Graphic Arts & Packaging, Performance Coatings Division, Lubrizol (2008 to 2011)**
Technical team leader for product development, business growth and customer support of graphic arts ink and coatings.

- Supervised 2 technical service and application scientist/technicians; scaled-up products and attended line trials.
- Produced water-borne/solvent-borne inks, resins, overprint varnishes, ink dispersions, tie coats, polymers, resins, polyurethanes, adhesives, laminations, and formulated coatings for flexible films, foils, and paper board.
- Developed a self-crosslinking acrylic ink polymer for outdoor polyethylene packaging.
- Re-engineered a PVC coating to replace an aziridine cross-linked coating for vinyl recreational seats/wall coverings which increased polymer gross margins by 20%.
- Developed an innovative formulated inline press re-sealable waterborne elastomeric adhesive coating that is activated by a standard heat seal process for the packaging market.

**R&D Engineer, Adhesives and Functional Coatings, Performance Coatings Division, Lubrizol (2004 to 2008)**
Technical leader for development of adhesives, sealants, laminations and coatings on films, foils, paper, and board using waterborne, solvent-borne, acrylic, polyurethane, styrene acrylic, acrylic/PU hybrid, PVC, and formulated technologies.

- Provided product recommendations, new product development, application analysis, technical service, product scale-up, formulations development, PHA and business growth support for customers, marketing, sales, engineering, and manufacturing.
- Increased adhesive product overall sales 30% by developing new products, working with customers, ensuring quality assurance, and discussing new innovative technology.
- Designed new adhesive systems for reduced formulated costs via lower cost raw materials or process improvement.

**R&D Engineer…Continued**

- Developed a high tack and peel protective film adhesive with better adhesion for the carpet industry that hit $1MM in sales the first year.
- Designed and implemented a new manufacturing QC test to combine the Tg, molecular weight, peel adhesion, and rheology of a PSA emulsion polymer using the results from a simple Williams Plasticity Parallel Plate Tester.
- Initial development of a water based polyurethane primer coating system for various types of polypropylene and vinyl films to support numerous types of water, solvent, and UV/EB based inks. – Ink Receptive Coatings.
- Developed a water-borne flooring mastic with good shear for the tile market, a moisture activated label adhesive, and a water based heat seal to replace solvent coatings.
- Created and tested adhesive polymers, adhesive formulations and coated samples to meet customer requirements, product QC specifications, or standard PSTC, FINAT, and ASTM test methods.

**Research and Development Engineer** & **Textile Group Leader, BFGoodrich/Noveon Inc. (1996 to 2004)**
Midwest's Textile group leader in charge of the R&D application efforts and new product developments for the automotive, home furnishing and technical fabric markets.

- Supervised up to 7 R&D scientists and technicians. Technical team leader for strategic customers and first level partners.
- Reduced customer's coated fabric residual formaldehyde levels 90% by developing a water based all acrylic cross-linker for the home furnishing market.
- Developed coatings and formulated compounds using polymeric emulsions of acrylic, PVC, acrylonitrile, styrene-butadiene, vinyl acetate, polyurethane dispersions, and hybrid technologies for better formulation stability, abrasion resistance, water resistance, flame retardance, appearance, feel/hand, breathability and moisture vapor transmission.
- Scaled-up new water-borne polymers and compounds to pilot plant scale then to numerous manufacturing sites.
- Increased global polymer production 20% by round robin quality and coating application testing of polymers between existing and new manufacturing plants.
- Applied and analyzed the performance of coatings on fabrics such as cotton, polyester, poly-cotton, rayon, vinyl, and nylon to meet customer requirements or ASTM/AATCC test methods.
- Modified compound inventory for improved product performance and efficiency.
- Provided process designs, product applications, technical service, customer visits and line trials.

**Process and Quality Engineer, Specialty Additives Department, BFGoodrich Avon Lake Plant (1990 to 1996)**
Provided technical coverage and quality control for the emulsion and solution polymerization manufacturing facility

- Supported processes which produced polymer emulsions, solutions and dry resin products using batch, semi-batch, solvent exchange, mixing, distillation, and resin extrusion systems.
- Process leader for capital improvements, process designs, PHA/HAZOP and enhanced manufacturing efficiencies.
- Increased work efficiencies 15% by modifying recipes, evaluating processes and implementing capital projects.
- Team leader of ISO 9002 certification for 4 operations areas of the Specialty Additives Manufacturing division.
- Continued quality maintenance of ISO systems and lead auditor for quality management systems.
- Supervised QA laboratory during managerial transition periods.
- Worked with marketing, sales, R&D, raw material suppliers, and the customers. Scaled up new products.
- Adjusted product recipes, troubleshoot process problems, diagnosed system upsets, and programmed the Provox DCS system to maintain product QC specifications and manufacturing tolerances.
- Developed procedures, operating instructions, manufacturing tolerances, recipe conversions, process capability trends, SPC charts, and DCS programs for new products and equipment.

## EDUCATION & TRAINING

BS, Chemical Engineering, Minor in Chemistry, 1990 Graduate Cleveland State University, Cleveland, OH
Harvard Business's New Manager Transitions training | Commercialization Acceleration Process |Stage Gate Market Driven Management | LMI Supervisory Management courses | Large Account Management

## PROFESSIONAL INTERESTS

The Adhesive and Sealant Council | American Association of Textile Chemists and Colorists | Boy Scouts of America Shadow-An-Engineer | Cleveland State University Alumni | Buick GS Club of America | Buick Performance Club

## COMPUTER SKILLS

Microsoft Word | Excel | PowerPoint | Outlook | Lotus Notes | Minitab | Extensity | Prism | Provox | Envox