

Vikram C Kapasi
9 Colonial Drive, Pelham, NH 03076
603-232-9080 vkapasi@comcast.net

SUMMARY OF QUALIFICATIONS

A creative, self-starter, proactive and result oriented **Senior Technical and Business Development Manager**, demonstrating exceptional leadership, initiative and productive creativity to drive your company's ability to deliver profitable growth. The outstanding experience in the processing technologies of Thermoplastics Polyurethanes (TPUs), TPEs, and PVC compounds. Significant experience with challenging situations in manufacturing, customer service and tight timeline to meet product development-to-commercialization schedule.

- Technology** *TPU Elastomers:* Extrusion, Injection Molding, Fiber Spinning, Calendering, Rotational (Slush) Molding, Adhesives, Coatings, Wet/Dry Coagulation technology for Asymmetric Membrane and Synthetic Leather, Foam, Powder, Alloys and Blends made with other plastics/TPEs.
- PVC compounds:* Solids and Foams versions of Plastisol, Organosol, Dry blends and compounds, TPU/PVC Alloys, PVC/Rubber blends.
- Processing Know-how: Single Screw and Twin-Screw Extrusion (Compounding as well as Reaction type), Injection Molding, Thermoforming, Blow-Molding.
- Characterization: Rheology, Screw/Die design, Materials testing and characterization by capillary and other types of rheological methods, DMTA, Thermal techniques.
- Polyurethane Design: Translating end-use requirements into Polyurethane formulations through theoretical know-how and practical experience.
- Business Development** Developed and implemented strategy to retain existing customer base as well as new customer procurement on a global basis during last 10 years. Secured leading supplier position for Aliphatic TPU elastomers in Industrial applications as well as Safety Glass laminate markets, Calendering process oriented TPU elastomers in Taiwan, Germany, UK and Israel. Created initial entry position through TPU/Rubber product line development for soft-touch market segment
- Goal Oriented** Focused and contributed to realize business plan with "Can do" attitude. Business achieved 14% PTI target at \$85 MM sales of TPU products under Rohm and Haas ownership. Did what it took to bring new customers and kept onboard by providing values through service and/or product enhancement. Maintained profit margin of large volume product line during Korean financial crisis by converting product-manufacturing platform and reduction of raw material cost by in-house development.
- Analytical Skills** Strong analytic capability allowed saving business worth several millions of dollars over past ten years at key customers. The analytic model based on historical data allowed to reduce Quality Department workload by 20% (2 man-year) annually and avoided further capitol equipment cost of about \$45000/-.
- Leadership** Formed and led multi-disciplinary teams when required to achieve key objectives during the development and launching of newly developed products/platforms as well as ISO 9001 certification. Operated at Level III and assisted the groups at Level II and I with good communication. Managed 3 R&D/Technical service Teams of 18 (USA, Germany and Belgium) and 2 QA/QC Teams (USA and Germany) globally. Designed and have built a new Regional Development Center for Huntsman Polyurethanes – TPU business at Derry, New Hampshire.

PROFESSIONAL EXPERIENCE

Huntsman Polyurethanes, Derry, NH 2002 – 2003

Global New Business Development Manager – TPU Business

Responsible for identifying growth opportunities, development of new business platforms, and establishing alliances with external compounding houses to commercialize product line.

• **Accomplishments**

- Developed TPU/Rubber blend platform for soft-grade product line processable via Extrusion, Molding and Calendering type processes
- Established "TPU-Foam" platform
- Expanded "Elastic TPU" platform product line and applications
- Participated in development of TPU Business and Market Plan to meet growth criteria set out by corporate

Huntsman Polyurethanes, Derry, NH
(Formerly, Rohm and Haas's TPU business)

2000 – 2002

Global Technical Manager – TPU Business

Responsible for leading Global Technical Continuum representing 2 Regional Development Centers (USA and Germany) and a linkage with Polyurethanes Central Research Center (Belgium) to develop new products and platforms to meet market requirement.

• **Accomplishments**

- Shared responsibility with other managers to deliver \$22.5 MM EBITDA on \$75 MM of sales
- Established the TPU platforms for Calendering grades, Expanded Highly Elastic grades platform by securing new customers and introduction of new grades. TPU/PVC compounding platform made significant inroads on a global level via new applications and customers
- Solved quality problems for Magnetic Tape Coating Sector in Korea and Ireland as well as for Aliphatic TPU sector in Japan
- Guided technical professional at Central Research Center to build prototype from conceptual thinking to establish platform
- Responsible for setting up and monitoring intellectual property protection program and guide patent attorneys team
- Recommended and participated in products line consolidation and created Sectors for business organization
- Trained and applied Huntsman's HAX Business strategy to create TPU Business and Market plan

Rohm and Haas Company, No. Andover, MA
(Formerly, Morton International)

1988 – 2000

Director of R & D – Global TPU Business

Responsible for worldwide R & D, New Product Development, Technical Service to customers and manufacturing, quality of products for TPU business worth \$85 MM annual sales. Operated from USA and German business sites.

• **Accomplishments**

- Developed extrudable "Breathable TPU" platform with high MVTR characteristic, Highly elastic TPU family of products for Melt-spun Spandex yarn manufacturing and Elastic film production, Super soft Aliphatic TPU line for low warpage type asymmetric Glass/PC laminate production
- Successfully transferred TPU grades manufactured from Batch to Continuous Reactive process
- Spearheaded Aliphatic TPU grades development to gain leadership position in the global market
- Increased market share of Shoes Adhesive business in APAC and So. Americas
- Developed systems to provide technical assistance to manufacturing and customers

K. J. Quinn & Co., Seabrook, NH
(Business sold to Morton international)

1985 – 1988

Director of Technical Operations – TPU Business

Responsible for the TPU formulations and in-house manufacturing technologies development. Also, to provide extrusion, molding and lamination technical support to USA and European customers.

• **Accomplishments**

- Stabilize Batch manufacturing process to improve quality of the final products
- Developed in-house Twin Screw polymerization process for TPU elastomers synthesis and purchased production line
- Developed and perfected Aliphatic TPU batch-manufacturing process and removed bottleneck from production. Opened the door for the growth in PC/TPU based high security Safety Glass Market

- Developed specially formulated TPU grades for Plasticized PVC compounding business

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Lord Corp., Gloucester, MA

1984 - 1985

Sr. Tech. Dev. Specialist – Extrusion Products/Process Engineering

Responsible for planning, designing, and modification of production/laboratory equipment, products, processes used to manufacture TPU and other elastomers based films via Casting and Blown process.

• **Accomplishments**

- Developed film/sheet and coated products based on TPU, Copolyester, EVA, SBS, SEBS, etc.
- Implemented SPC in manufacturing and SQC to monitor quality of products

Compo Ind., Lowell, MA

1977 - 1984

Research Director – PVC and PU Coated Fabrics

Responsible for the synthetic leather products development based on PVC, PU, Acrylics, Rubber polymers for Shoes, Fashion, Recreational, Upholstery and Automotive end-uses. Processes involved are Plastisol, Organosol, PU coagulation (Wet and dry), Direct coating, transfer coating, lamination, printing and topcoating.

• **Accomplishments**

- Developed complete know-how of PU coagulation technology to manufacture synthetic leather for shoes, garment and upholstery end-uses
- Introduced and practiced the concept of Reactive PU (100% active) technology, PU Dispersion technology in synthetic leather manufacturing

Chief Development Chemist

1973 - 1977

Responsible for the development of formulations developments based on Plastisol, Organosol and solution PU used in textile coating.

• **Accomplishments**

- Commercialized PU Transfer coating technology to manufacture synthetic leather
- Assisted in PVC Foam formulations development and its applications in textile coating

EDUCATION

- Ph. D. program course work (only) completed – Uni. of Lowell, MA
- Master levels selected courses in Analytical Chemistry, Coating option (a part of Plastics program)
- ACS Certificate course in Rubber Technology – Uni. of Akron, Ohio
- **M. S. Plastics** – Lowell Technological Institute, Lowell, MA
- **M. S. Organic Chemistry** – Petrochemicals - Gujarat Uni., India
- **B. S. Chemistry** – Gujarat Uni., India

THESIS

M. S. Plastics – “Composition and Structure of Plasticized PVC Foam chemically blown at atmospheric pressure”

ACADEMIC

- Guided three M. S. Theses at Uni. of Lowell Plastics dept. in the area of:
 - TPU Elastomer development using Polyester polyol – 1985
 - Composition and Structure of Plasticized PVC Foam chemically blown under pressure - 1977
 - Composition and Structure of Plasticized PVC Foam mechanically blown at atmospheric pressure – 1976
- Visiting Lecturer at Nypro Institute of Technology – Course taught: Plastics Testing - 1985
- Visiting Professor at Uni. of Lowell, Graduate School, Plastics dept. – Course taught: Plastics foams – 1985~1986

PATENTS

Granted 2 U.S. patents on PU Synthetic leather manufacturing using Transfer coating process technology

BOOK

Contributing author on "Thermoplastic Polyurethanes" chapter of the book titled: "The Polyurethanes Handbook" by Randall and Lee, Published by John Wiley & Sons, Ltd. 2002

TECHNICAL PUBLICATIONS

- "Composition, and structure of Plasticized PVC Foams", ACS, Div. of Organic Coatings and Plastics Chemistry, 165th Meeting, Vol. 33, No. 1, April 8-13, 1973
- "Composition, and properties of Plasticized PVC Foams", ACS, Div. of Organic Coatings and Plastics Chemistry, 165th Meeting, Vol. 33, No. 1, April 8-13, 1973
- "Volume Resistivity of Plasticized PVC Foams", ACS, Div. of Organic Coatings and Plastics Chemistry, August 1973
- "Hysteresis of Plasticized PVC", ACS, Div. of Polymer Chemistry, August 1973
- "Structure and Properties of Flexible Vinyl Foams", SPE, Engineering Properties and structural Div., Divisional Technical Conference, Oct. 9-10, 1973
- "Open cell PVC Foam by Mechanical Frothing of Plastisol", SPE ANTEC 22, 1976
- "Structure and Properties relationship of Thermoplastic Polyurethane Elastomers (TPU)", SPE ANTEC 1985

PROFESSIONAL TRAINING AND AFFILIATIONS

- Statistical Concepts and Applications – McGraw Hills training
- Experimental Design Techniques for developing New Processes – Qualpro
- Development of Countrywide Quality Improvement Process – Qualpro
- Training: Total Quality Management (TQM) – 3M program
- Training: The Strategy Concept and Process – Hax, Majluf
- Training: Key Account Management – Peter Cheverton
- Developing and Managing A Successful Technology & Product Strategy – MIT professional development program
- Managing Complex Product Development Projects – MIT professional development program
- Membership: ACS, SPE, AATCC, IFA