

ALICE L. LENTHE, P.E.

SUMMARY

Senior environmental health and safety leader with broad operational experience and outstanding people management capabilities. Excels in delivering results by building relationships with colleagues at all levels to assure compliance and achieve EHS objectives and working collaboratively with external regulatory agencies (federal, state, and local).

PROFESSIONAL EXPERIENCE

VILLANOVA UNIVERSITY, VILLANOVA, PA

Environmental Health & Safety Director: 2014 – Present

Lead professional safety and environmental staff to promote health, safety, and environmental protection in all aspects of university life. Provide safety-related support services to the Villanova community. Ensure compliance with federal, state, and local regulations to achieve optimal control or reduction of hazards and exposures that are detrimental to people and the environment.

MERCK & CO., INC., WEST POINT, PA

Executive Director, North America and Puerto Rico EHS Operations: 2011 – 2014

Lead professional safety and environmental staff of 160 to develop and implement industry leading safety and environmental programs driving injury/illness prevention, regulatory compliance, and protection of company assets. Support more than 20 locations, (four of company's five largest plant sites) in ten states, Canada and Puerto Rico. Partner with senior executives in all divisions (pharmaceutical and vaccine manufacturing, research/development, and facilities management) to drive EHS accountability, sustainability, and ownership across the organization. Restructure EHS organization to effectively utilize limited resources and assure lean "right person-right job" staffing while sustaining compliance and improving performance. Guide staff in their technical and managerial development.

Key accomplishments:

- Drove post-merger integration of Schering Plough and Merck EHS operating models into consistent program based on compliance assurance and continuous performance improvement at all North America manufacturing locations.
- Built a virtual team of EHS managers at locations across North America. Promoted regional sharing of best practice, inter-site mentoring, and talent development systems.
- Capitalized on operations level experience to relentlessly champion development of lean practical programs.

EHS Regional Leader, NJ & PA Operations: 2010 – 2011

Led professional safety and environmental staff of 110 (six manufacturing/research and six office locations) to implement safety and environmental programs driving injury/illness prevention, regulatory compliance, and protection of company assets. Collaborated with senior executives to instill EHS accountability, sustainability, and ownership across the organization. Negotiated effectively with regulators to ensure delivery of flexible permitting and resolve emerging compliance issues.

Key accomplishments:

- Created leaner post-merger regional organization to integrate diverse Schering Plough and Merck EHS operating models into consistent program to provide operational flexibility founded on compliance assurance.
- Drove technical response to EPA/PADEP multimedia inspections of two Pennsylvania sites to successful resolution. Penalty reduction from proposed \$256 million to actual \$1.5 million.
- Played key role in implementation of integrated facilities management model to assure compliant operations and constructive collaboration.

Director, West Point Safety and Environmental Management: 2006 – 2010

Led a professional staff of 32 to ensure site-wide safety and environmental compliance and performance for 10,000 employees at Merck's largest single location (manufacturing, research, facilities maintenance, offices).

Key accomplishments:

- Assumed role after critical safety and environmental incidents had impacted site's EHS program credibility and functionality; re-organized and re-engaged staff and led effort to return to full performance.
- Provided technical leadership to environmental regulatory agency negotiations leading to multi-facet consent decree.
- Led significant modification in working relationship with bargaining unit employees to drive personal ownership and accountability and facilitate continuous improvement.
- Integrated safety and environmental requirements into standard work processes.
- Effectively managed external relationships with community, NGO's and regulatory agencies.

Director, Business Support Services: 2003 – 2006

Directed provision of compliant, cost-effective, safe, high quality site services: Housekeeping, Grounds, Dining, Mail, Audio/Visual, Convenience Copiers, Record Retention, Forms Center, and Child Learning Centers to support West Point site operations. Guided technical and managerial development of 15 exempt employees and managed labor relations for 185 non-exempt employees in two unions and approximately 175 vendor employees. Administered \$17 million annual budget.

Key accomplishments:

- Led development and implementation of innovative programs to increase efficiency while maintaining compliance (e.g. 1st shift cleaning to reduce energy consumption, biweekly trash collection, etc.).
- Partnered with service providers to facilitate best practice and obtain optimum pricing.
- Assessed appropriate service levels and monitored customer satisfaction.

Area Head, Solid Waste Management: 2001 – 2003

Planned, coordinated, and implemented safe, environmentally sound, cost effective waste management service for the West Point site, including: collection, storage, incineration, recycle, and disposal of infectious, radioactive, chemical, manufacturing and other waste. Responsible for purchase, operation, and maintenance of facilities and equipment; vendor contract administration and controls; capital improvement guidance; and document/report preparation.

Site Environmental Engineering: 1983-1985, 1987 - 2000

Positions of increasing responsibility leading to Senior Environmental Engineer. Developed strategies to assure continuing compliance with new/revised environmental regulations with minimum impact on production and research activities.

Supervisor, Solid Waste Management: 1985-1986

Supervised seven hourly employees and associated equipment for all site waste collection/handling.

ROY F. WESTON, INC., West Chester, PA: 1978 - 1983

Associate Project Engineer: Environmental consulting.

PROFESSIONAL AFFILIATIONS

Board Certified Environmental Engineer (American Academy of Environmental Engineers)
Registered Professional Engineer in the Commonwealth of Pennsylvania
Member: American Society of Safety Engineers; National Fire Protection Association; American Society of Civil Engineers; Society of Women Engineers

EDUCATION

B. S., Civil Engineering with Highest Honors, Lehigh University, Bethlehem, PA, 1978
Lean Six Sigma Executive Belt
Frequent ongoing education to maintain certifications