

# Titan America

## Executive Profile

21-Feb-16



**Bill Zarkalis**

Chief Executive Officer

Bill joined Titan America as Chief Executive Officer in 2014 and is a member of the Executive Committee and the Board of Directors of the parent company Titan Cement SA. He served for four years as the Group's Chief Financial Officer and before that as the Executive Director of Business Development and Strategic Planning.

Prior to joining Titan in 2008, Bill served in a number of global business leadership roles with the Dow Chemical Company. During his 18-year career in chemicals and plastics, Bill was located primarily in the US and Switzerland, holding positions such as Global Vice President, Dow Automotive; Global Business Director, Dow Specialty Plastics and Elastomers; and Global Business Director, Dow Synthetic Latex.

Bill has represented Titan in the World Business Council for Sustainable Development (WBCSD), the European Round Table (ERT) and the Cement Sustainability Initiative (CSI). He holds a MSc. in Chemical Engineering from The National Technical University of Athens and a MSc. in Chemical Engineering from Pennsylvania State University.

**Industry:** Nonmetallic Mineral Mining & Quarrying  
**Vertical:** Manufacturing  
**Analyst:** Daniel Lee

- Joined Titan in 2008
- Previously served as Titan's CFO
- 18 years of experience in upper management positions in the chemicals and plastics industry
- Represented Titan America in various conferences

**Steven Brown**

Vice President, Human Resources

As Vice President, Human Resources, Steve is responsible for organizational development and talent strategies that support a high performance culture by focusing on employee engagement, talent management, talent development and succession planning.

Steve joined Titan America in 2015 from Hexion, where he held the position of Vice President, Culture and Leadership Development. Prior to that, he held progressively senior HR roles with Kaiser Aluminum and LyondellBasell.

During his career, Steve successfully piloted senior division and corporate level HR positions supporting several business units and global functions. His experience included compensation and benefit design, talent management and lead roles with mergers and acquisitions.

Steve holds a bachelor's degree in Psychology from Duquesne University and a master's degree in HR Management from Indiana University of Pennsylvania.

- Responsible for organizational development and talent strategies that support a high performance culture by focusing on employee engagement, talent management, talent development and succession planning
- Experience in compensation and benefit design, talent management and lead roles with mergers and acquisitions



### Rajesh M. Kulkarni

Vice President, Information Technology

Raj leads Titan America's Information Technology Department with full-scope responsibilities, including applications, infrastructure and improving operational and end-user productivity using technology.

Prior to joining Titan America in 2015, Raj held various senior leadership positions and served as Chief Information Officer with a number of global manufacturing firms, including Textron, Inc., Scotts Miracle Gro and Rich Products. He also served as Vice President, Information Technology and Global Chief Information Officer at **Kautex-Textron** in Bonn, Germany, where he was responsible for managing global IT operations and directing business process standardization initiatives across multiple continents.

Raj holds Six Sigma Green Belt, a bachelor's degree in Commerce - Financial Accounting and a master's degree in Computer Management and Business Administration.

- Leads Titan America's Information Technology Department with full-scope responsibilities
- Has held various senior leadership positions with many companies  
Holds Six Sigma Green Belt, a bachelor's degree in Commerce - Financial Accounting and a master's degree in Computer Management and Business Administration

**Kautex-Textron is one of Kronos' customers; using its timekeeper.**

**Jennifer Rafferty**

Vice President, General Counsel & Secretary

Jen has provided business and legal counsel with the Titan America LLC Legal Services Department since September 2003 and accepted the position of Vice President, General Counsel and Secretary in September of 2015. Jen currently serves on Titan America's Leadership Team, heads the Legal Services Department and is responsible for directing all U.S. legal affairs for Titan America and its subsidiaries.

Prior to joining Titan, Jen was a business attorney with the law firm of Willcox & Savage in Norfolk, VA. Jen is a graduate of the University of Virginia School of Law, holds a Master's Degree in Counseling Psychology from Boston College and earned her Bachelor of Arts degree in English from St. Bonaventure University.

- Responsible for directing all U.S. legal affairs for Titan America and its subsidiaries
- Serves on Titan America's Leadership Team and heads the Legal Services Department



**Lawrence H. Wilt, Jr.**  
Vice President, Chief Financial Officer

Larry began his career with Tarmac America, Inc. in 1995 as Manager, Internal Audit and was promoted to Corporate Controller in 1996. After Titan America acquired Tarmac America, he was appointed Chief Financial Officer of Titan America LLC. Prior to joining Tarmac, he worked for Ernst & Young LLP as a Senior Manager.

Larry earned his bachelor's degree in commerce from the University of Virginia in 1986 and is a Certified Public Accountant in Virginia and Georgia.

- Previously served as Corporate Controller of Tarmac America
- Earned his bachelor's degree in commerce from the University of Virginia
- Is a Certified Public Accountant in Virginia and Georgia