

**PAUL C. KIRSCH**

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*Senior executive who has led global automotive and chemicals businesses in entrepreneurial and public company settings. Global P&L leader (\$3B) with a strong operations, strategy, and business development foundation. Track record of impact and innovation as growth-focused CEO of data disposal company; as President of \$2B auto and \$3B chemicals companies; as global supply chain and operations leader for a \$10B business across 144 factories and 60+ countries; and as co-founder of telematics company that went on to IPO.*

**THE 4<sup>th</sup> BIN**, New York, NY

*Leading e-recycler and data destruction company*

**CHIEF EXECUTIVE OFFICER AND CO-FOUNDER**

11/19 – Present

Driving top line expansion and leading innovative, profitable growth

- Leading strategy development as well as all fundraising and tech development activities
- Building a team of professionals to drive growth and improve business processes

**THE CHEMOURS COMPANY**, Wilmington, DE

*\$6B manufacturer and distributor of performance chemicals*

**PRESIDENT, FLUOROPRODUCTS DIVISION**

6/16 – 11/19

P&L responsibility for a \$3B division of The Chemours Company serving a wide variety of end markets with high-performance Scope of business included 17 manufacturing facilities and 3300 employees globally

- Drove growth through the introduction of innovative new products and development of unique, high value customer applications
- Drove cost improvements through capital investment, implementation of lean, Industry 4.0, and differentiated portfolio management
- Oversaw multiple consumer and industrial brands such as Teflon, Freon, Opteon, Viton, and Krytox
- Senior executive champion for the implementation of Chemours' corporate responsibility commitments
- Reversed 15 quarters of negative top-line growth in the polymers business and grew bottom line by 75% from 2016-18

**HENKEL AG**, Rocky Hill, CT/Amsterdam

*\$20B German chemical and consumer goods company*

**SVP SUPPLY CHAIN AND OPERATIONS**

5/13 – 6/16

Led global supply chain and operations activities including customer service, production planning, materials management, logistics, product safety, regulatory affairs, quality, process technology, packaging engineering, and business process development

- Scope of operations included 140 factories, 200 warehouses, 15,000 employees in 62 countries
- Reorganized five separate supply organizations into a single operating unit
- Drove value creation - quality, delivery, cost, and cash - through the implementation of lean and footprint optimization

**PRESIDENT, TRANSPORTATION DIVISION**, Düsseldorf, Germany

9/09 – 4/13

P&L leader for a 1.6B€ (\$2.0B) division of Henkel AG serving the automotive, metals, and aerospace industries with specialty and commodity chemical solutions

- Scope of business includes over 2500 customers and 3800 employees in 42 sites in 20 countries
- Executed a new automotive strategy and retooled the executive team
- Grew top line 63% (2012 vs 2009)
- Achieved an 18ppt improvement in EBIT (2012 vs. 2009)
- Developed plans to deliver an additional 4 points of EBIT though 2016

- Improved product and delivery quality by more than 40% (2012 vs 2009)
- Divested and/or exited unprofitable businesses in all regions

**HUGHES TELEMATICS, Atlanta, GA**

10/06 – 9/09

*Disruptive start-up in the automotive electronics market*

**VICE PRESIDENT AND CO-FOUNDER**

Led the development of new business with global automotive manufacturers, as well as content, and technology partners

- Secured long term distribution agreements with Mercedes-Benz and Chrysler
- Responsible for the successful launch of new features and services
- Member of the founding leadership and IPO team

**XM SATELLITE RADIO, Washington DC/Detroit, MI**

5/04 – 10/06

*Leading provider of mobile entertainment and data services*

**VICE PRESIDENT, AUTOMOTIVE**

P&L leader for the OEM distribution channel including the automotive, aerospace, and marine industries

- Signed long term distribution agreements with GM, Honda, Toyota, Nissan, Hyundai, Subaru, and Porsche
- Signed marketing agreements with Avis, National and Alamo as well as United and Jet Blue airlines
- Introduced first-to-market XM Real-Time Traffic and XM Weather data applications with multiple OEM's and aftermarket device manufacturers
- Increased new vehicle installations 66% in two years
- Maintained 60% market leadership position while improving financial performance

**DELPHI AUTOMOTIVE SYSTEMS, Ohio, Detroit, Germany, Singapore**

6/85-5/04

*\$30B global supplier of automotive systems and components*

***Delphi Safety, Thermal, and Interior Systems***

11/02 – 5/04      **General Director, Sales, Marketing and Strategic Planning**      Troy, MI

***Delphi Packard Electric Systems***

10/01 – 11/02      **Director, Mergers and Acquisitions**      Troy, MI

10/98 – 10/01      **North American Sales Director**      Troy, MI

8/96 – 10/98      **Director of Engineering, Asia/Pacific**      Singapore

6/92 – 8/96      **Manager, Product Engineering**      Wuppertal, Germany

6/85 – 6/92      **Product Engineer and Program Manager**      Detroit, MI & Warren, OH

**Education**

Harvard University AMP Program, Sep - Oct 2012

University of Michigan, MBA, April 1992

University of Pittsburgh, BSME, April 1985

**Volunteer**

Harvard Alumni for Climate and the Environment – Heavy Industrial Team Leader

**Languages**

English (native), German (conversational)

**Licensed Pilot**

**Accomplished Triathlete**