

## SCOTT NADLER

Environmental Resources Management (ERM)  
One Continental Towers  
1701 Golf Road, Suite 1000  
Rolling Meadows IL 60008  
scott.nadler@erm.com  
+1 847 258 8947 (direct)  
+1 610 202 2583 (mobile)

916 Michigan Avenue #2  
Evanston IL 60202

*Education* Harvard University, A.B. in Government, *magna cum laude*, 1975

### *ERM (1995-present)*

Principal at Environmental Resources Management (ERM), a world-wide environmental, health, safety and social (EHS&S) consulting firm with over 140 offices in 40 countries.

- Personal consulting work focuses on helping major corporations develop and implement global strategies for environmental, health, safety and social performance. Clients have included Boeing, Johnson & Johnson, Seagate Technologies, TRW, CSX Transportation, Fortune Brands, United Technologies, Global Environmental Management Initiative (GEMI).
- Currently serve as Global Director – Client Service. Responsible for driving strategic and cultural change across global organization to increase collaboration and assure consistent delivery of the outcomes and experience clients want.
- In thirteen years with ERM, progressed through a variety of different roles including:
  - *Consultant, management systems.* Worked with wide variety of Fortune 500 companies on developing and implementing effective systems to identify, assess and manage environmental impacts of business activities. Mainly US focus, as well as work with Hong Kong transit company, Portuguese multi-billion-dollar conglomerate, US subsidiaries of French and British companies.
  - *Lead consultant, Sustainable Development.* Worked with ERM team from UK, Italy, Netherlands, Sweden, Singapore, Hong Kong to develop shared understanding of and services to support sustainable development.
  - *Practice Leader, Corporate Advisory Services.* Developed and led practice helping companies align business strategies and EHS programs, bridging the gap between business management and EHS people, processes and perceptions. Services included policy development, organizational development, product and service life cycle analysis, supplier management, issues tracking and management, and corporate reporting (including Web-based reporting).
  - *Key Client Director, Consumer/Branded sectors.* Led global client teams for nine major multinational clients. Provide guidance and coaching to wide range of ERM teams working in those sectors in North America, Europe and Asia.
- From 1999-2007, directed ERM's Business Integration Forum series bringing together senior EHS&S managers and business leaders with EHS&S responsibilities. Forums provide participants from a wide range of industries with an opportunity to learn and share with their colleagues in a unique, focused setting, applying business and management strategy to EHS&S challenges. Started in North American in 1999, the program was expanded to Europe in 2000 and Asia Pacific with Beijing Forum in June, 2005.
- Served as Vice Chair of one of two Chief EHS Officers' Councils at The Conference Board.

*Prior Experience*

*Conrail (1977-78, 1981-1995)*

Participated in turn-around which took company from then-largest bankruptcy in US history to then-largest privatization and IPO in US history. Responsibilities at different times included abandonment, capital investment, economic development, marketing, real estate, and environmental management. Roles included:

- Director- Regional Market Development. Managed 14 field offices, international prospecting, and over 1000 site searches. Economic development activity included building network to attract Asian (especially Japanese and Korean) and European investment in Conrail territory, personally conducted European prospecting and network-building in UK, France, Netherlands, Belgium, Germany.
- Director- Real Estate Operations. Had responsibility for 6,000 tenants and hundreds of property transactions. Served as Vice-President of Conrail's property subsidiary and as a board member of jointly-held operating subsidiary.
- Company's first Assistant Vice-President, Environmental Quality. Created and implemented corporate environmental program for 12,000-mile, 14-state system, including policy development; compliance and pollution prevention programs; emergency management; assessment and remediation, including Superfund; financial and regulatory reporting; and communication with regulatory agencies and non-profit organizations. During that time also served as Vice-Chair of the Global Environmental Management Initiative (GEMI). Participated in US State Department environmental outreach in Korea, Philippines and Malaysia.

*Illinois Department of Transportation (1978-1981)*

Chief, Bureau of Railroads. Turned around \$10 million program, successfully terminating high-deficit operations, and winning major cost and service concessions from Amtrak. Responsible for policy development; management of grants, loans, capital program and operating subsidies for rail passenger and freight services; lobbying and testimony in Springfield, IL, and Washington, DC (before both House and Senate committees); mediation of labor issues.

*Illinois Department of Financial Institutions (1977)*

Assistant Supervisor, Unclaimed Property Division. Short-term assignment to assist in turn-around of corrupt and inefficient financial regulatory agency.

*Budget Examiner, Illinois Bureau of the Budget (1975-1977)*

Budget and policy review responsibility within Governor's Office for several areas including mass transit, transportation safety, and commerce regulation. Direct contact with two Governors, cabinet members, and key staff. Worked in media and legislative coordination, including during gubernatorial transition across party lines.

*Publications*

"Identifying and Prioritizing Stakeholders", *GEMI Conference Proceedings*, 1993.

"Environmental Management Systems: A Practical Overview", in *Environmental Management Systems: Strategies for Improving Environmental Performance*, Pennsylvania Bar Institute, 1997.

"The Green Stairway: Surviving and Flourishing in Environmental Management", in *Corporate Environmental Strategy*, volume 5 number 2, Winter 1998.

"Leading from Below", with James Kelly, in *Wall Street Journal*, March 3 2007