PLAINTIFF'S EXHIBIT DOW-416d

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CURRICULUM VITAE

JOHN W. SPENCER, CIH, CSP, RS

Date of Birth: 12 February 1954
Citizenship: USA

Education:

1972-1973	St. Mary's College St. Mary's City, Maryland
1973-1976	B.S. Biological Sciences University of Maryland College Park, Maryland
1980-1981	National Institute for Occupational Safety and Health and OSHA Training Institutes – Special Programs

Professional Experience:

1993 - present	President Environmental Profiles, Inc. Columbia, Maryland
June 1990 - 1993	Vice President and Director of Environmental Sciences National Medical Advisory Service Bethesda, Maryland
1988-1990	Principal Daft-McCune-Walker, Inc. Towson, Maryland President DMW Environmental Services, Inc. a subsidiary of Daft-McCune-Walker
1987-1988	Corporate Industrial Hygienist and Environmental Coordinator United States Fidelity and Guarantee Company Baltimore, Maryland
1982-1987	Director of Industrial Hygiene and Occupational Health Programs United States Coast Guard 5th District Portsmouth, Virginia

Professional Experience cont.:

1980-1982	Team Leader/Industrial Hygienist National Institute for Occupational Safety and Health National Occupational Hazard Survey Cincinnati, Ohio
1978-1980	Industrial Hygienist Equitable Environmental Health Rockville, Maryland

Certifications and Registrations:

1987	American Board of Industrial Hygiene Certified Industrial Hygienist
1988	Maryland Department of the Environment Registered Environmental Sanitarian
1991	Board of Certified Safety Professionals Certified Safety Professional

Professional Societies:

	American Industrial Hygiene Association
	American Board of Industrial Hygiene
	American Conference of Governmental Industrial Hygienists
	Board of Certified Safety Professionals
	American Association for the Advancement of Science
	Society for Chemical Hazard Communication
1992	President-Elect, American Industrial Hygiene Association, Chesapeake Section
1992-93	President, American Industrial Hygiene Association, Chesapeake Section
1993-94	Member, Maryland Industrial Hygiene Council
1996	Member, New York Academy of Sciences
1998	Member, American Association for the Advancement of Science
1999	Member, American Society of Safety Engineers

Committees:

American Industrial Hygiene Association:
Product Health and Safety Committee (1991-1995)
-MSDS and Labeling and other Warning Issues

Emergency Response Planning Committee (1991-present)

Awards:

1987 USF&G Company Excellence Through Service Award

1976 National Institutes of Health Outstanding Achievement Award

Selected Project Management Experience:

1997 Planned and conducted facility audits for health and safety regulatory requirements, and Voluntary Protection Programs elements. Completed eleven (11) facilities in a three-week period using in-house developed software auditing and tracking tools.

1994-1996 Developed and implemented exposure assessment strategies of film processing operations. The operations included mass color film processing, and color film processing during the operation of a minilab. Investigations have also included the review of potential chemical exposures resulting from the use of X-ray development equipment in private doctors' offices and hospital environments.

1994 Conducted oversight of the environmental clean up of a U.S. naval aircraft carrier during a shipbreaking process. Evaluated for contaminated waters, painted surfaces, PCB and asbestos containing materials. Insured the proper removal and disposal of all waste materials.

Developed product warning labels and material safety data sheets for industrial and consumer products.

Managed the final clearance of asbestos from approximately 25 occupied apartment buildings. Oversaw clean-up strategy, including air monitoring of work and adjacent spaces.

1994 Have conducted numerous indoor air quality investigations of commercial office space, clinical laboratories, and on University campuses. Assessments included review of the heating ventilating and air condition system, management programs to respond to IAQ complaints and real time monitoring for chemical, physical and biological agents.

Selected Project Management Experience cont.:

1994	Conducted audits of health, safety, environmental and management programs of multiple chemical processing facilities.
1991, 1992, 1993	Designed and implemented several comprehensive product risk analysis evaluations for product manufacturers. Analysis included hazard identification, toxicological assessments, industrial hygiene exposure assessment, and risk characterization. Recommendations to control or eliminate potential user exposures were provided.
1991, 1992, 1993	Supplemental information for product warnings by the MSDS, labels, and technical information bulletins was also included.
1990, 1991, 1993	Provided expert opinion on sufficiency of labels and warnings for chlorinated solvents, isocyanate and benzene containing products.
1989	Evaluated a 460 acre manufacturing facility with nearly 3 million square feet of manufacturing and warehouse space for hazardous substances which may have represented liability to the potential purchaser under CERCLA. Reported directly to the Rouse Company in Columbia, Maryland as their environmental advisor for the approximate $43 million property transfer.
1988-1990	Have conducted numerous exposure assessments to evaluate actual personal exposure levels that resulted from various workplace tasks and environments. Benzene, asbestos, formaldehyde, chlorinated solvents and automobile by-products of combustion were evaluated via real-time assessments to assess actual personal exposures.
1988-1989	Developed a groundwater monitoring and protection program for a new golf course facility. Determined environmental base line parameters to be applied to subsequent future groundwater sampling. Assessed pesticide environmental fate mechanisms and degradates resultant from turf management practices.
1988-1989	Evaluated hazardous material haulers exposure to cargo during pick-up, transit and off-loading. Established recommendations for personal protective equipment and work practices to reduce and eliminate significant exposures to cargo. Chemicals evaluated included the isocyanates, MDI and TDI and methylene chloride.