

ELIZABETH M. FRISCH

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PROFESSIONAL SUMMARY OF EXPERIENCE

Organizational and program development expert with experience leading major environmental initiatives in over 50 industries, local, state, and federal government agencies and non-profit organizations. Personal and organizational development expert cross-trained in creating/promoting organizational viability, performance, planning and culture change. Extensive background in training/curricula development, software design, project planning and management and business development

EDUCATION

Bachelor of Science in Chemical Engineering 1992
Purdue University, West Lafayette, Indiana

WORK EXPERIENCE

Culture Technologies, Inc. Austin, Texas August 2002 - Present
President/CEO

- Provides organizational behavior change through innovative training methods and auditing services which focus on compliance, pollution prevention, resource conservation, and risk/liability control.
- Supports personal and organizational development of for-profit and non-profit organizations with environmental based vision/missions including strategic planning, business planning, coaching, leadership development, program design, metrics, management and other related areas
- Manages EMS consulting practice which provides comprehensive environmental performance-based management system support to clients as a historically underutilized business (HUB)
- Provides auditing, training, and train-the-trainer services to industry and governments seeking to develop performance-based environmental programs.

A Nurtured World, Inc., Austin, Texas August 2002 - Present
Chief Operating Officer, Senior Trainer

- Provides behavior-based training for a wide range of audiences to drive personal and organization behavior change that conserves utilities and reduces pollution.
- Provides capacity building, training, and auditing that focus on compliance, pollution prevention, resource conservation, and risk/liability control.
- Creates 'triple-bottom line' social programs in partnership with other non-profits and communities.
- Develops strategic partners, revenue streams, funding opportunities, and related activities.

ERM-CVS, Austin, Texas November 2002 – May 2004
EHSMS Assessor

- Assisted in environmental, health, and safety certification assessment and training for companies to meet the requirements of ISO14001 using the performance-based EMS certification approach.

Texas Natural Resource Conservation Commission, Austin, Texas December 1999 – July 2002
Senior Technical Program Specialist and Program Administrator

- Environmental Management System (EMS) Program manager responsible for authoring the EMS rule package implementing House Bill 2997 affecting more than 500,000 regulated entities across the State of Texas, managing internal and external stakeholder groups on EMS, development of various EMS protocols, training division staff on the review of EMS, as well as routinely interfacing with commission upper management to brief and advise them on program implementation.

- Assistant to the Division Director of an innovative programs technical support group within the TNRCC responsible for assisting the director in division responsibilities and oversight and implementation of various pollution prevention and waste reduction programs.
- Legislative liaison responsible for monitoring and commenting on proposed legislation.
- Rules/projects liaison responsible for reviewing, commenting, and managing TNRCC rule proposals affecting innovative programs and various industry, government, and private entities.
- Personnel Manager responsible for the supervision and evaluation of eleven (11) small business and local government assistance specialists located in five regions across the State of Texas.
- Project Manager for air, water, and waste special projects in five industries and local governments. Responsible for the implementation and measurement of over fifty (50) projects.

ERM-Southwest, Inc., Austin, Texas

September 1998 – December 1999

EHS Project Manager

- Project manager responsible for comprehensive, multimedia, environmental, health, and safety (EHS), environmental management, and code compliance support for various industries.
- Additional responsibilities included client/employee EHS training programs, environmental management programs, new business/market development, and reputation/communication projects.
- Specific project experience includes EHS litigation support for industry; EHS auditing; Title V, PSD, NNSR and state air permitting; control technology review; and EHS program development and implementation through the use of environmental management system (EMS) techniques.

Jacobs Engineering Group, Inc., Portland, Oregon

February 1997 – August 1998

EHS and Process Projects Manager, Technical Lead, and Process Engineer

- Project Manager responsible for air permitting, development of emissions estimation methods, control technology analyses, and environmental tracking/management systems.
- Technical Lead and Process Engineer responsible for design of support systems in semiconductor fabrication facilities including chemical delivery/distribution, waste collection/reclaim, etc.
- Responsible for the development and review of tool installation packages for wet etch, thin films, planar, and lithography areas of semiconductor facilities.
- Advocate for clientele with government agencies for any environmental, health, and safety design and permitting issues related to new construction projects and industrial facility modifications.

Zephyr Environmental Corporation, Austin, Texas

February 1995 - January 1997

Environmental Project Manager, Technical Lead, and Project Engineer

- Managed, supervised, and provided technical support for environmental projects in the semiconductor/microelectronics, chemical, oil and gas, printing, chrome plating, and hazardous waste recycling industries and developed regulatory tracking services.
- Prepared state and federal air permit applications in various states under the Title V operating permit, Prevention of Significant Deterioration (PSD), and Nonattainment New Source Review (NNSR) programs and provided comprehensive environmental, health, and safety (EHS) project management to facilities involved in construction projects, including representing clientele at meetings with local politicians, city governments, and neighborhood organizations.

TRC Environmental Corporation, Austin, Texas

May 1992 - February 1995

Project Manager, Technical Lead, and Chemical Engineering Staff

- Prepared project proposal and was awarded a \$500,000 project from SEMATECH to complete a comprehensive study of existing and experimental VOC abatement technologies. As Project Manager, provided main technical support for the project coordinating the efforts of 12 member companies which included: equipment performance characterization, process simulations, cost-of-ownership analyses, reliability analyses, and research on current pollution prevention practices.
- Supported multiple nationwide operating permit programs for various industrial source groups. Projects included preparation of emission inventories, state-by-state operating permit program review, preparation of operating permits, and client training on various state and federal programs including enhanced monitoring, accidental release provisions, and MACT regulations.