



Shannon Turner



Doug Yeargin



Kevin Pavel



Carrie Wang



Rikke Maj Ager

At Americhem, we prioritize and actively support career growth for our employees. We believe that professional development is crucial for both personal satisfaction and the overall success of our team. Our performance-based culture encourages employees to take on new challenges, expand their skill sets, and pursue higher roles within the organization. Let's look at some employees that have greatly expanded their careers within their time at Americhem!

Shannon Turner will be celebrating her 18-year anniversary in March 2024! When she started with Americhem in 2006, she was a lab technician eventually holding positions as Technical Service Specialist and Manufacturing Technical Support. Shannon's leadership started when she became Quality Supervisor, then Quality Manager, QMS Central Office Administrator, and served as a Plant Manager. Now, she is the Quality Manager for our Americhem Engineered Compounds division. Shannon has also been able to take advantage of many trainings offered by Americhem. These include Lean Manufacturing, Six Sigma, Lead Auditor, ISO and IATF certifications, Color Science, Emotional Intelligence, and 7 Habits of Highly Effective Leaders. Shannon was also able to earn her B.A.S. in Operations with a focus on Technology Management. Americhem University, Leadership Development Programs, and Lunch and Learns have also been an integral part of career development for Shannon. We asked Shannon about a memorable moment she has had with Americhem, she replied, "The most memorable moments were with my brilliant mentors that have always encouraged me to never stop being curious and always question the status quo." Thank you, Shannon, for all your hard work and growth over your career!

Doug Yeargin has been with Americhem for 38 years starting as 2nd shift compounder at our Dalton, Georgia facility. Doug has progressed through various positions over the years and now serves as Operations Manager in Dalton. Like Shannon, Doug has also taken advantage of many offerings from Americhem. These include Americhem University, management classes, Six Sigma certifications, and using tuition assistance to attend University of Akron. Doug has also been a crucial part in assisting operations teams globally to bring his expertise and knowledge



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to many departments. We asked Doug if he had a quote that he lives by, he replied “Work hard and take care of your people, and your people will take care of you!” We couldn’t agree more!

Kevin Pavel started with Americhem back in 1996, February 26th to be exact as Kevin recalled! He started in the blending/compounding department and is now the Maintenance Manager for our Morrisville, PA location. Kevin was an integral part of developing and implementing our “Onboarding Boot Camp” a program designed to train production employees on safety, operations, and product knowledge. In 2018, Kevin completed the Leadership Development

Program where he learned crucial leadership and management techniques. He has also completed Supervisory Training from Dale Carnegie and is First Aid and CPR certified. We asked Kevin if he had an inspirational quote that he wanted to share, he quoted Dale Carnegie saying, “Most of the important things in the world have been accomplished by people who have kept on trying when there seemed to be no hope at all.” Thank you, Kevin, for your dedication over the years!

Carrie Wang has been with Americhem for 18 years, joining in 2005. Carrie graduated from Nanjing University of Technology, majoring in Polymer Materials and Engineering. Initially serving as a lab technician, later promoted to lab shift leader, QT leader, lab supervisor, and QT manager. Since 2021, she served as the QA manager responsible for product quality management, leading the masterbatch QT team in product quality and improving customer satisfaction. At the same time, she has led her team to improve the utilization rate of defective inventory, with an average annual recycling of \$150,000 worth of materials. Since 2022, as the leader of government projects, she collaborated with various departments to jointly complete multiple projects such as Little Giant Enterprise, allowing our China facility to receive \$170,000 in R&D investments. Carrie encourages everyone on her team to “Work hard and live a happy life.” She believes sincerity and mutual respect are the key to achieving teamwork! Thank you, Carrie, for all your contributions!

Rikke Maj Ager joined Americhem in 2008 as a lab manager. She later was promoted to Director of Technology and Operations, and her most recent promotion to Director of R&D, Europe came in early 2023. Rikke holds multiple degrees from Aalborg University and is very involved in her local community. She has held multiple board member positions for various organizations in Denmark and has been an integral part of launching Americhem’s new clean compounding facility and Americhem Healthcare in Europe. Rikke can always be seen laughing but ensuring that her work gets done. Thank you, Rikke, for always bringing a smile to everyone’s face!



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Americhem would like to thank Shannon, Doug, Kevin, Carrie, and Rikke for their continued dedication and growth with Americhem!