

Lance R. LeFleur
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January 29, 2010

Alabama Environmental Management Commission
1400 Coliseum Boulevard
Montgomery, AL 36110-2059

Dear Commissioners:

I am pleased to submit my resume and a list of references in response to your request for applications for the position of Director of the Alabama Department of Environmental Management.

I have more than thirty years of managerial experience, twenty-five of which have been leading two businesses dedicated to environmental improvement. Much of this experience has been focused on innovative approaches to proactively address environmental issues.

By all accounts ADEM is blessed with a very capable professional staff with a history of sound science-based environmental regulation. My education includes extensive training in the fields of chemistry, physics, and mathematics so I can readily relate to and appreciate the importance of a strong professional staff grounded in science.

As a business owner and manager, I am also able to understand environmental regulation from the point of view of the private sector. My post-graduate training in management and finance provide the base on which my business career was built.

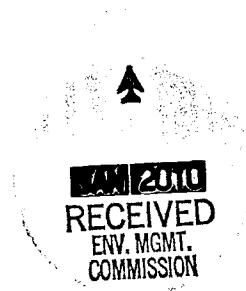
I am aware that by its nature ADEM must be responsive to many diverse groups including the citizens of Alabama, business interests, environmental organizations, the legislative and executive branches of state government, federal agencies and the AEMC. My experience, especially in waste-to-energy projects, has afforded me opportunities to successfully bring together such diverse constituencies.

As evidenced above, the vision that has guided my business endeavors is wholly consistent with the vision expressed by the AEMC and ADEM in their Unified Strategic Plan. I believe my demonstrated leadership and managerial skills, environmental business experience and my education provide that which will be necessary to successfully lead the Alabama Department of Environmental Management as its director. Thank you for your consideration.

Sincerely,



Lance R. LeFleur



LANCE R. LEFLEUR

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Montgomery, AL 36106

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SENIOR EXECUTIVE MANAGER WITH EXTENSIVE ENVIRONMENTAL EXPERIENCE

Background includes more than thirty years of senior level management experience in start up or rapidly changing organizations. For the last twenty-five years career has been focused on two businesses closely tied to environmental improvement. The organizations managed have been early developers or innovators in waste-to-energy and recycling. In many cases the development of the environmental projects involved close coordination with both public and private entities. Strengths include:

- Proven leadership and management skills.
- Experience in successfully implementing “real world” environmental initiatives.
- Experience in reaching consensus among diverse interest groups.
- Scientific and managerial educational background.

POSITION SOUGHT: Director, Alabama Department of Environmental Management

EDUCATION:

BS Chemistry, Georgia Institute of Technology, Atlanta, GA - 1969
MBA Management /Finance, Southern Methodist University, Dallas, TX - 1971
Advanced Management Program, Harvard Graduate School of Business, Cambridge, MA -1983

PROFESSIONAL EXPERIENCE:

Materials Recovery Corp **1990 – present**
Founder, principal stockholder and president

For twenty years Materials Recovery Corp has been a diversified plastic re-processing and recycling company which is now located at the Brookley Industrial Complex (a “Brownfield” site) in Mobile, AL. MRC has designed and implemented numerous recycling programs in eight states and developed new methods to recycle theretofore “un-recyclable” waste in the paper pulping and dairy packaging industries.

- Re-processor and recycler of post-industrial, post-commercial and post-consumer plastic waste streams including plastic film, auto and other manufacturing scrap, drink and food containers, packaging, etc.
- Pioneered reprocessing of post-industrial plastic waste generated by paper scrap pulping companies thereby ending decades of landfill disposal.
- Pioneered program to recycle expired dairy containers at dairy product manufacturers thereby ending decades of landfill disposal.
- Instrumental in the creation and implementation of numerous plastic recycling programs for businesses in Alabama, Florida, Georgia, Mississippi, Tennessee, Louisiana, Kansas and Oklahoma.
- Provider of substantial assistance to the City of Mobile with its “Keep Mobile Beautiful” recycling initiative.
- Recycled more than 200 million pounds of plastic.

Consulting for the City of Montgomery 2009 – present

Independent consultant through Materials Recovery Corp

Retained by the City of Montgomery, Alabama to assist with analyzing and subsequently negotiating the implementation of a plasma arc municipal solid waste gasification project. The project represents a substantial step forward for the city in its efforts to decrease landfill use and increase recycling at a much reduced cost to the city.

- Project represents a groundbreaking application of plasma technology developed by company headquartered in Huntsville, Alabama.
- Project designed to recycle virtually 100% of the 100,000 tons per year of city’s MSW to be delivered to the facility plus an additional 75,000 tons per year of waste from other generators.
- Will replace previous recycling program that recycled 3,000 tons per year (less than 1% of the city’s total waste stream) at a cost of \$975,000 per year.
- Project will have net benefit to the city of \$2 million per year for at least 20 years.

Blount Energy Resource Corp

1984 – 1989

Senior vice president

Joined Blount Energy Resource Corp to take part in organizing a new subsidiary of Blount Inc. created to develop resource recovery facilities employing a state-of-the-art European waste-to-energy technology. BERC assisted states and municipalities in dealing with their landfill problems while recovering energy to offset operating costs. These large projects required reaching accords with numerous interest groups including state and local elected officials, environmental organizations, labor groups, energy purchasers, and others to allow the projects to proceed.

- Designed, built, owned and operated MSW fueled waste-to-energy facilities.
- Projects include \$140 million project in downtown Minneapolis, MN and \$60 million project in Warren County, NJ.
- Facilities have been operational for 20 years using best available control technology.
- Facilities have processed more than 10 million tons of MSW.

First National Bank of Mobile / First Bancgroup-Alabama 1971 – 1983
Executive vice president

Joined the bank as a management trainee rising to executive vice president in the bank holding company. Instrumental in the formation, acquisitions and management of the company.

- Acquisition of ten commercial banks and three non-bank companies throughout Alabama.
- Consolidated banking operations at 54 offices.
- Consolidated assets of more than \$1 billion.
- Managed regulatory activities with Federal Reserve, FDIC, Comptroller of the Currency and State Superintendent of Banks.

References
for
Lance R. LeFleur

Honorable Todd Strange
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[REDACTED]

D. Joseph McInnes
Director, Alabama Department of Transportation
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Independent Consultant
Previously President of Blount Energy Resource Corp
127 Cherry Street
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Director and Founder of Computer Programming and Systems, Inc. (CPSI)
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