

# Bob Trogele, PhD

## COO AMVAC Chemical Corporation

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### CURRENT JOB SITUATION

I am the COO and EVP of AMVAC Chemical Corporation, primary subsidiary of Vanguard Corporation, honored as one of Fortune's 100 fastest growing companies in 2013.

### WINNING ASPIRATION

My aspiration is to be the CEO of a global company and transform it into a very dynamic, very growth oriented, very profitable business that creates value for all stakeholders.

### STRENGTHS I BRING

In my next position, I will leverage my strengths as a transforming leader and GM, who has consistently outperformed in new revenue generation and profit.

I will leverage my powerful and unique experience as a business leader, university professor, professional basketball player, coach, and Olympian to building a high performance organization culture that is a shining example of sustainability in the world.

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### EDUCATION

- ▶ Doctorate in Business, University of Goettingen, 1995. Diplom-Kaufmann (MBA-equivalent), 1985
- ▶ BBA, International Marketing, Wichita State University, 1979. Attended on athletic scholarship
- ▶ Since 1997 Honorary Professor, International Business, School of Economics and Law, University of Berlin
- ▶ US and German national. Fluent in German. Excellent working knowledge of French

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### PROFESSIONAL EXPERIENCE HIGHLIGHTS

- Propelled North American revenue of FMC Agricultural Solutions 4X while increasing EBIT 6X.
- Catapulted revenue from \$135 million to \$400 million and 45-50% EBIT margin in 8 years.
- Launched >30 new innovations.
- Acquired and licensed multiple technologies. Regionally expanded into Canada.
- Left FMC North America with a future pipeline of \$250 million in development projects.
- Acquired two technologies that turned into > 150M Revenue at 80% margin with payback of two months and 45% Margin with an NPV of > \$50M.

- Divestiture: improved return on sales 20% in 1 year, positioning division for 100% divestiture.
- Reengineering EU Region: saved \$20 million and increased net revenue by \$87 million in 2 years by refocusing of marketing resources
- Doubled revenue and profit in <3 years to become the most profitable operation out of 13 countries in Europe

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**RAPIDLY PROGRESSIVE PROMOTIONS DURING PERIOD OF AGGRESSIVE M&A GROWTH ACTIVITY, 1986 – PRESENT**

**COO & EVP:** AMVAC, subsidiary American Vanguard Corporation **Current**

- ▶ Growing business across multiple product lines and geography
- ▶ Achieving greater profitability
- ▶ Establishing a pipeline of future opportunities

**President Asia Pacific:** *FMC* **'12 – '14**

- ▶ Leading start-up Global Seed Treatment Business
- ▶ Directing Agricultural Solutions APAC
- ▶ Leading US non crop specialty business
- ▶ Direct APAC Leadership team and Ag leadership team
- ▶ Member of the corporate officer leadership committee

**North American Director:** *FMC, APG Business Group* **'04 - '12**

- ▶ Directed strategy and operations for agricultural chemical business with gross revenue > \$400 million run rate.
- ▶ Member, Global Leadership Committee; Executive Board Member of industry associations Crop Life of America and Agricultural Retailer Association.

**President /General Manager:** *Bayer Advanced, North America* **'02 - '04**

*Business Unit of Bayer AG*

- ▶ Directed strategy and operations for start-up lawn and garden consumer business
- ▶ Member, NAFTA Business Council and Steering Committee of Bayer Environmental Science; Board Member, RISE Industry Association.

**President / Board of Directors:** *Aventis Environmental Science USA & Canada* **'99 - '02**

- ▶ Chairman of the Board, TecPac JV (consumer industry)
- ▶ Directed successful merger acquisition, divestitures and integration/launch of Specialty business in North America
- ▶ Drove revenue from \$135 million to \$220 million over 2 years 2x profit; Member of Global Steering Committee, Board member RISE industry Association

**Head of Business Team – Europe:** *Hoechst Schering AgrEvo GmbH* **'98 - '99**

- ▶ Led portfolio management, business development and divestiture

through country-specific market approaches.

- ▶ P&L responsibility for \$320 million business segment. Directed team of European country managers and specialists.

**Project Leader for Biotechnology – Europe: Hoechst Schering AgrEvo GmbH** '97 - '98

**Managing Director** Aglukon GmbH (wholly owned subsidiary of AgrEvo GmbH);  
Member of Corporate R&D

- ▶ Managed acquisition team for Plant Breeding International from Unilever, creating a foundation for future biotech growth
- ▶ Spearheaded turnaround and divestiture of a specialty fertilizer division
- ▶ Devised biotech strategy and completed major acquisitions (\$80+ million) and chemical production JV in India

**Managing Director – Scandinavia and Finland: AgrEvo A/S** '95 - '97

- ▶ Turned around operation from 4 years of losses, achieving 53% EBIT, to become the most profitable unit in Europe

**Project Manager – Market Strategy: Hoechst Schering AgrEvo GmbH** '94 - '95

- ▶ Formulated a restructuring proposal and implementation plan; Managed 6 project teams and consultants from BCG
- ▶ Saved \$20 million by integrating and refocusing marketing resources following the merger of Hoechst and Schering

**General Manager – Ireland: Schering AG** '90 - '93

- ▶ Directed operations including sales, marketing, supply chain and regulatory compliance; Doubled sales.
- ▶ Maintained relationships with industry associations, partners and key accounts; Ranked #1 out of 13 in profitability.

**Area Manager – France and Belgium: Schering AG** '88 - '90

- ▶ P&L responsibility for all direct business in France; Doubled sales in 2 years

**PRIOR:** Management training in pharmaceuticals and agrochemicals, Schering AG, Berlin, Germany, '86 - '88

Professional basketball player & coach, 126 games as member of the German national team; 2-time Olympian, '80 - '84

