

DAVID A. KLANECKY

Innovative, profit-oriented global executive with a track record of growing revenues, market share, and profitability across complex, customer-facing businesses. Deep expertise in corporate acquisitions, divestitures, and organizational integrations. Recognized for building high-performing teams, forging strategic partnerships, and aligning product offerings to market opportunities. Servant leader with a collaborative style tailored to matrixed, global organizations.

PROFESSIONAL EXPERIENCE

CIRBA SOLUTIONS (FORMERLY RETRIEV TECHNOLOGIES / BATTERY SOLUTIONS) *Charlotte, NC*

President & Chief Executive Officer

2022 – Present

- Lead overall strategy, revenue growth, profitability, and culture of the organization.
- Raised more than \$400MM in capital to fund commercial and operational expansion.
- Drive commercial excellence, future technology development, and market credibility.
- Build and develop an exceptionally talented leadership team grounded in collegiality, mutual trust, and respect for performance.
- Develop business strategies aligned to short- and long-term objectives, ensuring the company achieves investor targets for growth and profitability.

PIEDMONT LITHIUM

Charlotte, NC

Executive Vice President / Chief Operating Officer

2021 – 2022

- Accountable for Engineering, Manufacturing, HR, Communications, HSE, Supply Chain, and Process Technology.
- Developed business strategies aligned to short- and long-term growth objectives for Piedmont.
- Managed capital investment and expense to deliver investor targets relative to growth and profitability.
- Led recruiting, onboarding, performance management, and retention of top-tier talent.

ALBEMARLE CORPORATION

Charlotte, NC

Vice President / General Manager / JV CEO – Lithium Global Business Unit

2016 – 2021

Vice President, Operations – Lithium Global Business Unit

2013 – 2016

- Full P&L accountability for >\$1.6B Lithium Business (>40% EBITDA margins) serving Energy Storage and Specialties customers; grew revenue from \$300MM to \$1.6B over three years.
- Developed GBU Commercial Strategy that resulted in signing >\$12B in Long-Term Agreements with strategic customers including Samsung, LG Chem, Umicore, Nichia, Panasonic, and Easpring.
- Invested >\$25MM in next-generation battery material start-ups: Solid Power, Conamix, Battery Resourcers, and Ionic Materials.
- Delivered a 5-year strategic plan projecting 25% revenue CAGR while sustaining EBITDA margins >40%.
- Served as Board Director: Talison JV (Albemarle / Tianqi), VOLTA Energy Venture Fund, and NanoGraf Materials LLC.
- Managed global operations (~3,000 employees) across NA, LAA, Europe, Asia, and Australia with CAPEX plan >\$5B.
- CEO of MARBL, a joint venture between Albemarle and Mineral Resources Limited.
- Led acquisition and integration of two Chinese lithium manufacturing plants (~\$200MM acquisition, 750+ employees).

ALBEMARLE CORPORATION

Baton Rouge, LA

Vice President, Corporate Strategy, M&A & Business Development

2010 – 2013

- Managed Albemarle's M&A portfolio, actively evaluating >25 opportunities across business units.
- Led due diligence and full acquisition process for \$6.2B acquisition of Rockwood (Lithium and Surface Treatment).
- Managed divestiture of Albemarle's AOX/IBU business to SI Group, generating >\$100MM.
- Collaborated with Corporate and Business Finance to develop Albemarle's Strategic Annual Operating Plan.

THE DOW CHEMICAL COMPANY

Midland, MI

Global Business Director – Energy Storage Materials

2010

Global Commercial Director – Coatings Solutions, Metal Packaging

2007 – 2010

- Launched Dow's Energy Storage Materials business targeting >\$750MM in sales by 2020 (>20% EBIT margins); deployed >\$95MM in capital.
- Built a specialized team of 90% external battery-industry experts; launched technology pipeline with >\$200MM NPV.
- Negotiated strategic VC investments and acquisitions: High Powered Lithium (\$13MM), Primet Precision Technologies (\$9MM), and a 50/50 JV with UBE Industries for formulated electrolytes (\$100MM).
- Developed strategic partnerships with Argonne Lab, Dept. of Energy, Office of Science, and Dept. of Defense.
- Platform Director for Dow's BLUEWAVE™ Polyolefin Dispersion Technology in Food & Beverage packaging; business plan to deliver >\$150MM in sales by 2018.

THE DOW CHEMICAL COMPANY

Shanghai, China / Minneapolis, MN

Global R&D Director – Water & Process Solutions

2007 – 2010

- Led global R&D organization of 250 employees (\$45MM budget) across North America, South America, Europe, Middle East, and China for a \$1B business unit.
- Developed 10-year R&D strategy; built technology pipeline with >\$600MM NPV.
- Successfully integrated acquisitions of OMEX Environmental Systems and Rohm & Haas R&D teams.
- Achieved 1,000 research reports, 350 disclosures, and 150 patents filed/issued.
- Negotiated Water R&D centers: \$15MM (Tarragona, Spain) and \$35MM (KAUST).

THE DOW CHEMICAL COMPANY

Shanghai, China

R&D Associate Director – Designed Polymers Business Group

2006 – 2007

- Led Asia Pacific R&D across Water, Pharma, Personal Care, Food, and Industrial Specialties markets.
- Delivered \$10MM EBIT in 2007 (vs. \$0 in 2006) through market-aligned project pipeline and resource alignment.
- On-boarded 31 new hires; launched Application Development Leaders program across 28 market segments.

THE DOW CHEMICAL COMPANY

Horgen, Switzerland

Sr. TS&D Group Leader – Films & Fibers Market Segments

2004 – 2006

TS&D Group Leader – Extrusion Profiles (W&C, Pipe, Sheet)

2002 – 2004

- Launched product development programs generating \$54MM EBIT and building an additional \$150MM project pipeline.
- Drove 10% increase in Solution PE sales volume; led Octene-to-Hexene comonomer conversion (30% of European mix).
- Managed 41 direct reports (\$12MM budget); recruited and integrated 19 new hires.
- Technical Leader for Wire & Cable, LDPE, and Pipes Technology Groups; served as European LDPE Quality Chairperson.

THE DOW CHEMICAL COMPANY

Tarragona, Spain

Six Sigma Black Belt Project Leader – Polyolefins R&D

2000 – 2002

- Led multiple Six Sigma Black Belt projects across PRIMACOR®, LDPE, Polypropylene, Solution, and INSITE® technologies, generating >\$20MM EBIT.

THE DOW CHEMICAL COMPANY

Freeport, TX

Project Leader – Polyolefins R&D

1997 – 2000

Development Engineer – GAS/SPEC Technology Group

1994 – 1997

- Led process improvement projects in PRIMACOR® and LDPE technologies, increasing plant profitability by >\$10MM.
- Provided technical service and process support for SulFerox® Gas-Treating Technology licensees (US, Canada, Puerto Rico); designed and commissioned pilot plant in Denver City, TX.

EDUCATION

THUNDERBIRD SCHOOL OF MANAGEMENT / ARIZONA STATE UNIVERSITY

Glendale, AZ

Master of Business Administration – Global Executive Management

2012 – 2013

UNIVERSITY OF NEBRASKA

Lincoln, NE

Bachelor of Science, Chemical Engineering – Graduated Highest Distinction

1988 – 1993

- Minors in Mathematics and Physics

AWARDS & RECOGNITION

- Albemarle “Executive High Potential” – designated for the top 5 executive roles in the company.
- Dow “Future Leader List” – top 2% of managers at Dow Chemical (1997–2013).
- Nominated for Dow “Genesis Award for People Development” – recognizing leadership in talent development; less than 1% of Dow employees nominated.

BOARD & COMMUNITY LEADERSHIP

Board Roles	Director, SiNode / NanoGraf Materials LLC
	Director, NAATBatt Battery Board
	Director, AIChE Sustainability Board
	Former Director, VOLTA Energy Venture Fund
	Former Director, Cancer Services of Baton Rouge
	Former Director, Talison JV (Albemarle / Tianqi)
Community	Children's Enrichment Learning Volunteer
	Girl Scouts Volunteer
	Youth Soccer & Basketball Coach
	Mentored dozens of R&D professionals at Dow Chemical and Albemarle

CERTIFICATIONS & ADDITIONAL SKILLS

Certifications	Six Sigma Black Belt, Green Belt & Local Champion Fundamental in Engineering (FE)
	MIT Sloan Executive Development Darden University Leadership Babson Knowledge Management
Languages	English (Native) Spanish (Fluent) German (Basic) Mandarin (Beginning)
	Technical Design of Experiments / JMP Statistical Training Process Equipment & Polyolefins Application Training