

## STEPHAN LEVITSKY, LEED AP, ISSP-SA

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**Experienced Executive with proven track record of guiding organizations to positive progress on Sustainability challenges. Empowering teams and organizations through a practical, pragmatic approach that achieves ambitious goals through effective and efficient use of limited resources. Full understanding of how Sustainability can add to the bottom-line, helping drive new business growth and deliver profitable efficiencies that are good for people, planet and profit.**

### EMPLOYMENT

Perdue Farms (Perdue, Niman, and Petaluma Poultry), Salisbury, MD

2015-Present

#### ***Vice President, Sustainability***

Report directly to the CEO of \$6 billion/year food and agricultural business and lead a global sustainability program. Lead a sustainability team (4+ associates and \$700,000 budget) and dotted line responsibility to over 20 environmental managers and green teams at all large facilities, develop and implement sustainability strategy across 139 facilities, and ensure environmental compliance across the organization. Drive energy, water, greenhouse gas emission, and waste reduction efforts across all facilities. Deploy excellent networking skills and boundary spanning leadership to create genuine sustainable impact more effectively and efficiently than could be achieved using internal resources alone.

- Review past and current sustainability data and materiality and construct a new sustainability strategy.
- Obtained executive and operations approval and in the process of implementing 5-year sustainability goals (30% reduction of greenhouse gases (GHG), 25% reduction of potable water use, increase diversion from landfill to 90% and get at least 5 facilities certified zero waste to landfill).
- With these reduction efforts energy, water, and waste expenses will be reduced by \$18 million/year.
- Build an environmental/sustainability scorecard to address energy, water (use and quality) and waste and drive change management through performance development scoring.
- Review and revise corporate GHG calculations and revise to calculate Scope 1 and 2 Emissions using WRI GHG Protocol vs. only EPA GHG protocol emissions.
- Meet with over 40 different stakeholders, build relationships with non-government organizations (NGO), government, universities, and communities to understand issues and materiality in relation to our operations and supply chain.
- Working with two NGOs developing relationships with farmers and utilizing National Fish and Wildlife Foundation and other funding to implement on-farm nutrient and sediment best management practices.
- Build relationships with senior Executives/Secretaries of environmental and agricultural State and Federal agencies and assist in addressing current and future regulatory issues (meet with Maryland and Delaware secretaries often and have met with EPA Administrator).
- Increased recycling from 60% to 68% from 2016FY to 2018FY
- Assist Perdue AgriBusiness developing a Capital Expenditure Plan for a \$12 million compost facility and obtain approval from the Board of Directors (Compost facility takes processing waste, poultry litter and hatchery waste to make a marketable certified organic compost).
- Co-chair of the Inclusion and Diversity Council Generations ARG – assist in building the group, plan events, survey associates and understand how to drive diversity throughout the organization.

## STEPHAN LEVITSKY

ASR Group (Domino, Redpath, Tate & Lyle, and C&H Sugars), Baltimore, MD

2012 - 2015

### ***Director, Corporate Sustainability***

Interact with C-Level management creating mission, vision, and strategy for global sustainability program. Implement various aspects of that strategy across 18 manufacturing facilities in 7 different countries. Drive energy, water, greenhouse gas emission, and waste reduction efforts across all facilities. Lead organization behavioral change across greater than 6,000 multi-lingual, multi-cultural associates.

- Built a sustainability plan and strategy for long-term sustainability program adoption after understanding company challenges and stakeholder needs.
- Collection of relevant sustainability data to establish a baseline fiscal year and completion of the first annual internal Sustainability Report for the organization (2012 FY).
- Completion of the first annual external Sustainability Report for the organization (2013 FY).
- Annual completion of carbon footprint (Scope 1 and 2) evaluation of all facilities (2012FY to Present).
- Percentage of non-process, non-product material recycled went from 28% (2012) to 63% (2014).
- Mass of landfilled material relative to production decreased 29% compared to baseline year.
- Scope 1 and 2 Carbon equivalent emissions intensity has been reduced by 17% compared to baseline year.
- Potable water use intensity has decreased 18% compared to baseline year.
- Fossil fuel use intensity has decreased 2% compared to baseline year.
- Worked with engineering, operations, and contractor to permit and install solar power system at the Baltimore Refinery.

Sustainable Resources Group, Inc., State College, PA

2011 - 2012

### ***Manager, Environmental and Sustainability Services***

Identified new avenues for growth in the waste reuse, recycling, composting, animal feed, and land application arenas. Tasked with identifying unique ways and sustainable solutions for the oil and gas industry in relation to their operations and waste products.

- Work with various clients in the food and beverage industry identifying ways to obtain zero waste goals and driving greater profitability with these strategies.
- Work on creative ways to enable beneficial re-use of natural gas drill cuttings to divert greater than 100,000 tons annually from landfill disposal. At the same time, the project enabled the reclamation of former coal mine areas to a natural vegetated state.

Pennsylvania State University, University Park, PA

2010 - 2012

### ***Research Associate***

Move to sustainability focused career from pure environmental/environmental compliance. Work in conjunction with the Penn State Smeal College of Business and other entities on the U.S. Department of Energy (USDOE) Greater Philadelphia Innovation Cluster for Energy Efficient Buildings (GPIC). The primary responsibilities of my group include: evaluate the current energy efficiency retrofit value chain, understand the potential for industry market transformation, and develop models to address a transformed energy efficiency retrofit industry.

- Complete both secondary and primary research on energy efficiency retrofit value chain and supply chain topics.
- Complete interviews with industry representatives to better understand barriers to energy efficiency retrofit market transformation.
- Work with a team of engineers and business consultants to develop an energy efficiency retrofit model.

## STEPHAN LEVITSKY

Chambers Environmental Group, Inc., Bellefonte, PA

2002-2010

***Vice President-COO/Senior Environmental Manager*** (2002 to 2007)

Promotion to Vice President to run day to day operations, implement new vision and mission for the firm, address personnel issues, recruit talented scientists and geologists, ensure firm profitability through overhead cost reduction and proper billing procedures, and market the firm to various clientele. Manage up to 14 employees responsible for project management, field work, and project deliverables, which account for approximately \$2.4 million in annual revenue.

- Maintain sufficient revenue in the worst economy in 80 years (2009 fiscal year) to meet fixed and variable costs, while giving cost of living raises, maintaining current 401K contribution, 100% coverage of health care costs, and not eliminating staff.
- Prepare a business strategy and implement plan for new environmental consulting technical service markets.
- Resize and restructure technical staff to increase technical abilities and reputation of the firm. Follow up with clients and regulatory agencies to validate increased report quality and technical branding.
- Complete a focused marketing effort to obtain subcontracting agreements with Engineering News Record (ENR) top 100 environmental engineering firms and obtain over \$400,000 of guaranteed contract work with four of these firms.
- Assist in the completion of a \$6 million site characterization and remediation of a Brownfield site to facilitate the sustainable reuse of the property for the Marmon Group.
- Manage the completion of greater than 50 Phase I and II Environmental Assessments assessing environmental risks for current and future owners of the properties.
- Remediate and obtain approval for the cleanup of a Brownfield property ensuring the sustainable reuse of an industrial property and saving 15 full-time jobs in Bellefonte, PA.
- Assist in the redesign and completion of a wastewater drip irrigation system to maintain Leadership in Energy and Environmental Design (LEED) certification.
- Added greater than 30 new clients to the firm's portfolio and increased assessment projects by 80%.

The Sear-Brown Group, State College, PA

2000-2002

***Senior Environmental Scientist***

Brought to the firm to start and develop an environmental consulting group within the State College branch office. Responsible for marketing, managerial, and technical aspects of the Environmental/Soils Department and worked closely with electrical, mechanical, industrial, and structural engineers in multi-disciplinary projects. Also prepared budgets, proposals, contract documents, and schedules for various projects.

- Study market potential, assess core competencies, and develop a business plan to penetrate profitable environmental consulting markets.
- Complete feasibility study for construction of the LEED green building certification for the Juniata College Field Station.
- Identify, manage, and track sustainable technologies used in obtaining the LEED green building certification for the Juniata College Field Station.
- Obtained one-quarter million dollars of consulting projects in just two years, while maintaining high personal consulting revenue (\$200,000).
- Instrumental in obtaining all required environmental permits/approvals in an unprecedented time frame (6 months) for a \$150 million fiber optics industrial plant built on a former Brownfield site.

# STEPHAN LEVITSKY

## EDUCATION

Pennsylvania State University

University Park, PA

**Master of Business Administration** – Smeal College of Business

**Master of Science courses in Soil Science** – 29 credits taken

**Bachelor of Science in Environmental Resource Management**

## PROFESSIONAL CERTIFICATIONS/AFFILIATIONS

- LEED Accredited Professional for New Construction (2009).
- International Society of Sustainability Professionals (ISSP) Certified Professional Sustainability Associate.

## VOLUNTEER WORK

- Maryland State Commission on Environmental Justice and Sustainable Communities – Appointed by the Governor of Maryland – December 2013 to present.
  - Alliance for the Chesapeake Bay – Board Member – January 1, 2016 to present
  - University of Maryland College of Agriculture and Natural Resources - Dean's Global Leadership Council August 2017 to present
  - ISSP - Board of Directors – January 1, 2012 to December 2015.
  - ISSP - Board Leadership Team – Developed Strategy for ISSP and implementation plan – July 2013 to July 2014
  - Owner and Manager of LinkedIn Sustainability Professionals Group – currently manage over 181,000 sustainability professional members.
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