



PRESS RELEASE

RICHARD HARTSHORN, Ph.D. AND EARL H. WAGENER, Ph.D. JOIN THE CHEMQUEST GROUP, INC. AS DIRECTORS OF TECHNOLOGY ANALYSIS AND PLANNING

Cincinnati, Ohio, September 22, 2003: The ChemQuest Group, Inc. is pleased to announce the appointments of Richard Hartshorn, Ph.D. and Earl H. Wagener, Ph.D. as Directors of its expanded consulting services, "Technology Analysis and Planning" aka "Quick Insight™". Dick and Earl are able to provide the client with a full understanding of its technology strengths with a customized "technology assets" profile. It is an *independent validation* of the most suitable technology focus and proper allocation of assets based on Market Insight, trends and discontinuities.



Dick's experience includes a 28-year career with 3M, most recently as Laboratory Manager of the Adhesive Technologies Center. He has held various technical management positions in research and product development and his entire career has been dedicated to the Adhesives, Sealants and Coatings Industries. Dick's particular strengths lie in product innovation and competitive technology analysis.

Earl's 36 years of global R&D experience in leadership positions at Dow Chemical, VP of R&D for Stepan Company and CEO of Tetramer Technologies have focused on technology assessment, extension, visioning and prioritization. He has contributed to innovative products in cathodic electrodeposition polymers, polymeric R.O. and gas membranes, epoxy and urethane polymers, specialty latexes, surfactants, antimicrobials, etc., which have produced cumulative sales of over \$3 billion dollars.



"This program will optimize a technology portfolio with an acceptable balance of risk and reward while aligning it with the strategic business plan," states Dan Murad, President of The ChemQuest Group, Inc. "It draws heavily on Dick and Earl's experience of blending product innovation, technology analysis and planning, along with ChemQuest's methodology, to maximize the impact of technology on business growth."

Founded in 1976, The ChemQuest Group, Inc. is an international strategic management consulting firm specializing in the Coatings, Adhesives & Sealants, and Automotive Industries. With headquarters in Cincinnati, Ohio, ChemQuest has offices located throughout North America and Europe.

For Release 9:00 a.m. ET – September 22, 2003

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