

June 21, 2023

NAEM Lifetime Achievement Award

Nomination Committee

Subject: Lifetime Achievement Award Nomination for Don Young

Dear Committee,

I am writing to enthusiastically nominate Don Young for the prestigious Lifetime Achievement Award in recognition of his outstanding contributions to our company's EHS & Sustainability maturity. As Don prepares for his well-deserved next chapter, it is my honor to highlight a small subset of the remarkable impacts he has had on our organization, the industry, the broader community, and most specifically, me, throughout the time I've gotten to work for and with him.

Don joined Huber, where I had already been working for 9 years, in 2014 and had immediate impact on our organization. Although we long had been guided by a set of principles that included a commitment to sustainability, Don rapidly accelerated our understanding, our actions, and our external commitments through the incredible vision and experience he amassed in domains including manufacturing, medical technology, private non-profits, and government advisory boards. His diverse background injected a unique perspective and an exceptional ability to navigate complex challenges and find innovative solutions—helping us discover our true potential as an organization. Don's vision, knowledge and hard work have been instrumental in transforming our company into a sustainability leader, setting new benchmarks for environmental responsibility, employee commitment and social impacts.

Don's extraordinary vision has propelled Huber's sustainability initiatives to new heights. I can't tell you how many times he would have an idea, and I would quietly think it was beyond reach. Then I would watch as he motivated people, gathered appropriate resources, and absolutely brought the vision to life. Our first formal sustainability strategy at Huber was crafted by Don after he solicited the right inputs and championed the "we can do this" attitude across the organization. He extracted our best efforts to improve our capital spending philosophy, and we now spend over 80% of our capital on projects with significant positive impacts on the environment, our communities and the employees that work within our business.

He has not only reduced our environmental footprint, improved employee and process safety, and solidified our standing in the communities where we operate, but he also positioned us as a role model within the industry. He's helped other companies on their EHS & Sustainability journeys while staying humble, open and committed to ways we can continuously improve. Don's foresight and strategic acumen have been instrumental in our successes, driving innovation in our functions and providing a palpable competitive advantage in the rapidly evolving marketplaces that Huber serves.

Don's contributions to our company philosophy on philanthropy have had global impacts. He's led the development of programs like "Huber Helps," providing tremendous benefits to communities and individuals around the world, sharing his expertise and exemplifying unwavering principles to "do more good." Some people just wake up thinking about the positive impacts they can make, and that's the best way I can describe Don. But it doesn't stop with thoughts or vision—those are coupled with a "foot on the gas" mentality that reaps continuous fruits of his effort and inspires others to do the same.

One of Don's most remarkable qualities, and one I have been directly impacted by, is his unwavering commitment to developing people. I can personally attest to his investment in my professional development and growth. He has been a mentor, advocate, and source of inspiration, consistently providing guidance, support, and opportunities for me to expand my skills and capabilities. Although it would have been easier (and maybe less stressful on Don) to present a message himself to high-profile audiences, he showed trust and commitment to development by giving me countless opportunities to hone my skills and mature at a pace that would not have been possible without his advocacy. Don sees the person behind the employee, and that's where his commitment is grounded. His mentorship has been invaluable in shaping my career trajectory and instilling in me a deep sense of purpose. He does this through intentionality, organization, and an unquenchable energy that is infectious for all who know him.

In conclusion, it's my firm understanding that Don has left an indelible legacy of sustainability on Huber and on every other organization and individual career he has touched. His exceptional leadership, extensive knowledge, and unwavering dedication have transformed Huber into a beacon of EHS & Sustainability excellence and ethical practices. As he prepares to embark on a well-deserved next phase, I can think of no better way to honor his remarkable career than by presenting him with the Lifetime Achievement Award. It is my sincere belief that Don is not only deserving of this prestigious recognition but also an inspiration to future generations of sustainability leaders.

Thank you for considering my nomination. Please feel free to contact me if you require any additional information.

Sincerely,



Eric Reynolds

Global EHS & Sustainability Director

CP Kelco, a JM Huber Company