

STEPHEN L. KAPLAN
12 Clover Lane
San Carlos, CA 94070
skaplan@PlasmaAndPolymer.com

Executive Summary:

Extensive and multi-disciplined career in the materials industry. Demonstrated expertise in deriving technological innovations and obtaining superior financial results.

- Founded 4th State Inc., specializing in plasma process development and contract services.
- Founded Plasma Science, a leader in plasma equipment for the treatment of non-semiconductor materials responding to the needs of the medical, transportation and aerospace industries.
- Created Company identity as “the most technically advanced plasma company” by coordinating an integrated marketing and promotional program.
- Managed Company diversification effort which identified and obtained multimillion dollar market for plasma processing equipment for non-semiconductor applications.
- Established major captive “Compounding” capability in Europe for a Fortune 500 company.
- Directed worldwide materials technology effort for international company consisting of 40 materials development and process technology professionals .

Professional Experience

4th State Inc., Belmont, CA

1996-present

Founder and President

- Direct all aspects of business management and development. Chief technical officer developing unique modified material surfaces employing plasma technology.

Plasma Technology Systems

1999-present

Founder and Chief Technical Officer

- Advise on all technical aspects of equipment design and process development.

Plasma and Polymer Science

2005-present

Founder and Principal

- Industry consultant for plasma processes and polymer applications

Plasma Science, Foster City, CA;

1985 to 1996

Founder/President/General Manager

- Directed all aspects of product development, marketing, sales and company culture. Identified opportunities for niche markets and pioneered development of large surface treatment reactors essential to satisfy new customer requirements.
- Sold Plasma Science to HIMONT in 1989. Remained as General Manager, responsible for all facets of a growing international business that emerged as the technology leader in its field. These responsibilities included providing technological direction, strategic planning, financial management, manufacturing, marketing, sales and administration.
- HIMONT sold Plasma Science to BOC Coating Technology (BOCCT) in June 1994. Directed the integration of Plasma Science technology and products into BOC Coating Technology.

Branson/IPC; Hayward, CA

1983 to 1985

Industrial Products Manager

- Established 12 member mini-venture diversification team that included Marketing, R&D, and Engineering resources, which self-funded growth from essentially zero revenue to a \$3 million entity within three years.

Velo-Bind; Sunnyvale, CA

1981 to 1983

Operations Manager

- Established materials engineering group that identified essential raw material and key process parameters, and their influence on product performance. Improved communication between manufacturing and engineering disciplines which resulted in a 33% increase in the company's profitability.

Raychem Corporation; Menlo Park, CA

1975 to 1981

Materials Division Technology Manager

- Directed efforts to identify critical manufacturing process parameters and control methods to improve throughput and yields. Reduced rejected goods from 5% to less than 1%, resulting in more than \$500,000 in annual savings.
- Developed two novel process routes for compounding high performance engineering resins, permitting commercialization of new products with annual sales in excess of \$10 million per year.

Engineering & Operations Manager, Chemical Operations, Raychem Ltd., England.

- Designed, commissioned and supervised construction of multi-million dollar expansion of European facility to produce flame retarded polymeric and elastomeric molding and extrusion compounds. This eliminated dependence on imported materials, their imposed tariffs and increased communications with internal customers providing improved financial performance.

CIBA-Geigy Corp; Ardsley, NY

1968 to 1974

Manager, Structural Applications Lab

- Supervised laboratory effort responsible for 1) the development of new resin formulations, 2) provide technical support to key customers and 3) liaison with manufacturing on quality control issues.

Monsanto Research Center, Research Triangle, NC

1966 to 1974

Group Leader, Advanced Resin Systems

- Led small development team developing high performance resin matrices for graphite reinforced composites.

AVCO, Space Systems Division, Lowell, MA

1962 to 1966

Scientist

- Conducted studies on the relationship of formulation to the thermal degradation of high temperature resins used for heat shields and structural composites both for manned spaced exploration (Apollo) as well as unmanned missiles (Minuteman).

Education

Completed graduate coursework at Lowell Technological Institute and M.I.T. in polymer chemistry, spectroscopy and business administration.

B.S. Degree in Plastics Engineering, University of Massachusetts, Lowell (nee, Lowell Technological Institute), Lowell, Mass. (1962) Minor: Organic Chemistry.