



Position CEO

Name

Date

1. Provide an overview of your executive leadership expertise, building specialty chemical distribution companies.
2. Describe your knowledge of various specialty chemical blends and specialty chemical endmarkets. Highlight the major distributor players/buyers/suppliers where you have strong contacts. At what level are the majority of your contacts?
3. Please provide any examples of your ability to grow revenues and/or drive increased margins through innovation in the past.
4. Expand on your operational and commercial development skills; experience with negotiations, mergers and acquisitions, and growth management via M&A.
5. Provide any examples of post-close integration work with acquisitions – synergy realization, culture/team expansion, and other learnings.
6. Highlight your experience working with Private Equity backed portfolio companies.
7. Have you been involved in the due diligence process for M&A / Integration? If so, describe your role. Highlight any experience you have building relationships with private sellers in the industry
8. Tell us about any non-compete and/or employer restrictions that you may have. Please provide these documents for our review.
9. Are you a US Citizen? If no, what is your Visa status and provide the type of Visa that you are currently working under and any restrictions/issues our client will have to deal with.

Reference and Background Checks

By initialing here, I acknowledge that as a part of the hiring process, I will be asked to provide references via our web-based reference checking platform, Outmatch, in advance of the final interview. Outmatch offers an easy, transparent solution that allows you to be proactive during the reference process and provides a complimentary final report that can be added to your portfolio.

I also acknowledge that a background check will be required prior to final interviews through our partner, ClearChecks.

Initials: