

Dewey Szemenyei CV

1974 to 1980 Research Chemist – Industrial Lubricants

Developed Industrial Lubricants, specialized in metal processing lubricants.
Learned all about how bureaucracy could be used to prevent any output that might possibly contain an error. So frustrating.

1975 Daughter, Crystal born

1979 Daughter born

1980-84 Pennzoil – Technical Service Manager – Pacific Region – Responsible for all Sales and customer activities regarding technical issues

1981 Responsibility added for Quality Control of three west coast plants

1984 Product Manager, Industrial Lubricants. Transferred to Houston, managed technical and product lines for Industrial Lubricants

1986 Responsibility added for product management of refined products such as fuels, wax, and asphalt. Solved important issues involving product quality and cleanliness. Solved major product quality issues including for jet fuel pipelined from refinery to air force base and cleanliness of jet fuel shipped by third party carriers. Became a big proponent of statistical quality control (SQC) and statistical process control (SPC).

1988 Role change – Director of Product Administration – managed group of ~25 technical people including product managers, technical service managers and quality control personnel nationwide. Made substantial improvements in product quality and consistency using SPC and SQC techniques. Refined an incapable product launch/upgrade process to be fully capable and faster than historically. Supported Indy Car and NASCAR programs. Solved Indy car racing problems including valve train wear and Constant Velocity (CV, I thought this what CV really stood for) joints.

1991 Director of Product Management - consumer products, Made further optimization to the product introduction/change process. Became chairman of SAEJ183 committee on the history of engine oil specifications

1995 Director of Research – consumer products, Responsible for R&D of 90% of all Pennzoil products. Became vice chairman of SAE committee regarding engine lubrication

1999 Big changes as much new top management came on. Company was being prepared for sale. They needed to get rid of middle management with existing stock options. My boss was

given the golden handshake along with another senior member of our team. The handwriting was on the wall. I quit and took a job with

1999-2003 Cognis Corporation - Research Director, Synthetic Lubricants. Transferred to Cincinnati. During the interview, I knew this was a bad job. They did not let anyone who would report to me be part of the interview team, indicating to me potential employee issues. Also, the interview did not include a lab tour so I expected the lab was in poor shape. But it was the only real job for me out there and I was determined to leave Pennzoil on my terms. So I took it. The first day on the job I found my concerns were correct. The people that reported directly to me were about my age, did not like change and wanted nothing to do me and the labs and equipment were ancient. But my boss really liked me, and there were some young people who worked for my direct reports who I was able to help. Then my boss retired and I did not click well with my new boss. Also I did not click well with HR. So I eventually got put into a new group dealing with new ventures for the future, which I looked at as an opportunity to kill off the group and eliminate the people in that group which is exactly what happened. They laid me off, but really they fired me. But I immediately got a good job, before my two-week severance ran out.

2003-2016 Marketing Manager, engine oil additives, Ethyl Corporation now called the Afton Chemical Co. of NewMarket corporation. Responsibility for profit/loss and overall management of chemical additives used in engine oils. When I joined the company, my product line was the worst performer losing \$20 million per year. 5 years later it was the best performer making \$60 million/year. I identified and marketed key product advantages they had previously ignored.

2008 Manager of technical services -Engine oils. This group was responsible for product change/introductions and things weren't working. Since Pennzoil was one of our major customers, I was known for my track record of making these processes work smoothly so I essentially got drafted into this role for Afton. We had several extremely successful product launches and upgrades.

2013 Technical service manager, Asia Pacific transferred to Suzhou, China, to strengthen the technical service group in Asia and build employee loyalty to the company. Efforts were successful as attrition level went to nearly zero and my authority was transferred to locals.

2015 Technical director Asia Pacific, Assumed responsibility for all technical activities in Asia Pacific region

2015 New boss I didn't click with. Told him I couldn't work with him, maybe my fault maybe his, but it wasn't working. He wanted me to stay, but I insisted if I were to stay that I be relocated to Japan or Singapore because I wanted communications to and from China to go through locals rather than through me. I transferred to Tskuba Japan.

2016 and on, happily retired. New job, assistant to wife, Clarita. Traveled, cooked, worked on investing strategies