



Adam C. Haugerud
General Manager 2
Pace Analytical Services, LLC – Minneapolis MN

Experience

Mr. Haugerud joined Pace Analytical Services, LLC in 2003. They are currently serving as the General Manager 2 in the Minneapolis Environmental Lab. They are responsible for planning, organizing and administering service and operational programs and activities, including lab, services, field and related areas for facility which may include services centers and small bolt-on laboratories; provides expert professional assistance to corporate management staff in service, operational and related matters. Groups are typically varied and intermediate to complex in nature. Their job duties include:

- Develops and directs the implementation of goals, objectives, policies, procedures and work standards for assigned facility(s); directs the preparation and administration of the facility's budget.
- Develops, implements and oversees all services and operations initiatives, programs and systems; groups are varied in nature.
- Responsible for strategic direction of the services and operational function for the group; groups are varied in nature.
- Plans, organizes, administers, reviews and evaluates the activities of assigned staff.
- Directs and participates in operational, monthly and cross functional meetings; ensures compliance with federal, state, local, and institutional standards, regulations and policies regarding operational and services in the handling of internal and customer related issues; areas are intermediate to complex.
- Provides recommendations to executive management for improvement of the organization's policies, procedures and practices on service and operations matters.
- Anticipates and resolves litigation risks; investigates incidents and exposures; provides remediation recommendations.
- Compiles, analyzes and reports of operational and service metrics to senior leadership.
- Manages special projects by identifying issues and priorities; communicates, coordinates, and evaluates results.
- Maintains currency of regulations, industry trends, current practices, new developments, applicable laws, and legislation.
- Contributes to the efficiency and effectiveness of the department's service to its customers by offering suggestions and directing or participating as an active member of a work team.
- Promotes and supports the overall mission of Pace Analytical by demonstrating courteous and cooperative behavior when interacting with customers and staff; acts in a manner that promotes a harmonious and effective workplace environment.

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Prior to serving as the General Manager and General Manager 2, Mr. Haugerud served as the Lab Services Manager in the Organics Department. They were responsible for the management of Organic Extractions, Semi-Volatile and Volatile Laboratories. Their job duties included:

- Supervise staff, ensuring quality and technical competence.
- Interview potential new hires and perform performance reviews.
- Training of new personnel in proper use of instrumentation and compliance with Pace Analytical's quality assurance program
- Method development and implementation procedures and studies for new or existing methods including writing or revising standard operating procedures.
- Analysis and reporting of environmental samples for volatile contaminants.
- Review and validate data compiled by other analysts to ensure method compliance.
- Operation, maintenance and troubleshooting of GC and GC/MS Instruments.

Previous Experience

Prior to joining Pace, Mr. Haugerud worked at SDSU U.S. Fish and Wildlife Coop. Their job duties included:

- Gill netting walleyes and taking muscle plug samples.
- Sampling water, sediment, zooplankton, benthos and baitfish from Lake Oahe S.D.
- Preparing fish samples for GCMS analysis.
- Weighing and recording % moisture for all samples

Instrumentation

- GCMS,
- N-evap,
- Sonicators(probe and bath),
- Roto-extract

Training

- NA

Education

Gustavus Adolphus College
B.A. in Environmental Studies, St. Peter, MN, 2002

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Charles Sueper
Supervisor / Technical Manager
Pace Analytical Services, LLC – Minneapolis MN

Experience

Mr. Sueper joined Pace Analytical Services, LLC in 1998 through an acquisition of Maxim Technologies, Inc. They are currently serving as the Technical Manager in the Persistent Organic Pollutants (POPs) Department and the Supervisor in the POPs – HRMS Analytical Department. They are responsible for the staff supervision, instrument upkeep and validation of sample results. Their job duties include:

- Analysis and validation of analytical results
- Review of contracts, quality plans, etc. relating to department testing
- Supervise of analytical staff
- Coordinate of maintenance and repair of instrumentation
- Ensure completion of projects in timely manner
- Enhance current methodologies, instrument operation and repair, data review, etc.
- Review analytical data for technical accuracy/compliance with accepted methods
- Validate full package deliverables and oversee EDD creation for PCDD/PCDF/PCB projects
- Schedule and organize the completion of analytical analyses
- Client and staff technical support and method consulting
- Analysis of water, soil, air, and other samples using a variety of HRMS techniques
- Maintenance and troubleshooting of instrumentation
- Direct method development and method implementation studies
- Utilize LIMS in managing projects and developing deliverables
- Train new staff to follow approved analytical methods and quality control procedures

Prior to serving as the Supervisor, Mr. Sueper served as the Technical Specialist in the HRMS Analytical Department. They were responsible for the production and technical viability of analytical measurements related to specialty testing. Their job duties included:

- Analysis and validation of analytical results
- Review of contracts, quality plans, etc. relating to department testing
- Supervise of analytical staff
- Coordinate of maintenance and repair of instrumentation
- Ensure completion of projects in timely manner

Prior to serving as the Technical Specialist, Mr. Sueper served as the Laboratory Analyst 3/Technical Director in the HRMS Department. They were responsible for the technical direction and method implementation. Their job duties included:

- Enhance current methodologies, instrument operation and repair, data review, etc.
- Review analytical data for technical accuracy/compliance with accepted methods
- Validate full package deliverables and oversee EDD creation for PCDD/PCDF projects
- Schedule and organize the completion of analytical analyses
- Client and staff technical support and method consulting

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- Analysis of water, soil, air, and other samples using a variety of HRMS techniques
- Maintenance and troubleshooting of instrumentation
- Direct method development and method implementation studies
- Utilize LIMS in managing projects and developing deliverables
- Train new staff to follow approved analytical methods and quality control procedures

Instrumentation

- AutoSpec and earlier model high resolution mass spectrometer systems
- DFS model high resolution mass spectrometer systems
- Agilent and Thermo gas chromatographs
- Agilent quadrupole mass spectrometers

Training

- Management training

Education

University of Nebraska – Lincoln Campus
Bachelor of Science in Chemistry, Lincoln, NE, December 1984

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Fong Thao
Supervisor
Pace Analytical Services, LLC – Minneapolis MN

Experience

Mr. Thao joined Pace Analytical Services, LLC in 2005. They are currently serving as the supervisor in the Organic Prep Department. They are responsible for the supervising of staff and lab operations to ensure company policies are followed and client needs are met. Their job duties include:

- Supervising staff (Hiring, training, evaluating performance)
- Oversees broad areas of the lab (testing, inventories, services)
- Provide research, feedback and decisions to resolve management and employee questions.
- Ensure accuracy of tests and reports through audits and reviews and works with team to resolve discrepancies.
- Provides analysis, interpretation and counsel to staff, management and functional leaders regarding lab, services, field or testing policies, programs and practices.
- Contributes to the efficiency and effectiveness of the department's services to its customers by offering suggestions and directing or participating as an active member of a work team.
- Promotes and supports the overall mission of Pace

Prior to serving as the supervisor, Mr. Thao served as the Laboratory Supervisor II in the Organic Prep Department. They were responsible for the extraction and concentration of environmental samples. Their job duties included:

- Document reagent preparation and analytical response
- Validate samples with the use of Pace lab data management system
- Maintain logbooks
- Assist other personnel with analysis, data check, and approval

Previous Experience

Prior to joining Pace, Mr. Thao worked at Control Products. Their job duties included:

- N/A

Instrumentation

- Water and probe Sonicators
- Mars Microwave
- Buchi Concentrators
- N-evap
- XcelVap

Training

- Management training
- CPR/first Aid

Education

University of Minnesota
Bachelors in Biology, Twin Cities, MN, December 2005

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Keith Sturgeon
POPs/PFAS Department Manager
Pace Analytical Services, LLC – Minneapolis MN

Experience

Mr. Sturgeon joined Pace Analytical Services, LLC in 2014. They are currently serving as the Manager in the POPs/PFAS Department. They are responsible for the management and technical support of the Persistent Organic Pollutants and PFAS groups. Their job duties include:

- Management of Finances and Daily operations
- Hiring and support of staff
- Assisting with Development Projects
- Interaction with Clients both internal and external
- Various other duties

Previous Experience

Prior to joining Pace, Mr Sturgeon worked at SGS. Their job duties included:

- Management of the Dioxin groups
- Operation of HRMS systems
- Data Reduction
- Advanced Maintenance and repair of HRMS systems.
- Client interaction

Instrumentation

- Waters/Micromass/VG HRMS systems
- Waters TOF MS system
- Various Quadrupole instrument configurations
- Various Lab equipment

Training

- Extensive instrument/engineering from Waters and related engineers
- Various QA programs, Lab management and systems, and Lab techniques

Education

NC State University
Bachelors in Geology (Geo-chemistry), Raleigh, NC, August, 1991

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Qi (Lisa) Luo
Supervisor
Pace Analytical Services, LLC – Minneapolis MN

Experience

Dr. Luo joined Pace Analytical Services, LLC in 2017. She is currently serving as the Supervisor in the PFAS Department. She is responsible for the day to day management of the technical section assigned, supervising staff assigned to the department, ensuring quality of service, technical competence of staff, productivity and technical expansion. Her job duties include. Their job duties include:

- Assume Lab Analysts duties and responsibilities as required, including performing analyses of samples if needed
- Review all analytical work for integrity of data and compliance with quality standards
- Managing daily work load to meet customer need
- Awareness of and knowledgeable about production capabilities of the various instrument method types and expenses that would be normal and watch when things are out of line
- Review training needs of staff and ensure necessary training completed
- Participate in the hiring process for new hires and ensure new hire training is completed effectively and timely

Prior to serving as the Supervisor, Dr. Luo served as the Laboratory Analyst III in the PFAS Department. They were responsible for the production and development activities surrounding PFC's, and related LC-MS/MS duties. Their job duties included:

- Overseeing development of PFAS and related compound analysis
- Performing Prep and other production duties surrounding PFAS
- Continuing research activities in both the analysis and remediation process
- Performing/Assisting with maintenances on the instrumentation
- Presentation and publication of associated research activities
- Client communications

Previous Experience

Prior to joining Pace, Dr. Luo worked at Commonwealth of Massachusetts, Department of Public Health, MA. Their job duties included:

- Design sample collection and analysis procedures for PFAs.
- Coordination of EPA funded projects
- Provided Technical assistance for labs
- Managed database via Access and performed statistical data analysis.

Instrumentation

- LC-MS/MS
- Various Gas Chromatographic systems including auto-samplers
- Sciex LC-MS/MS
- HPLC-MS
- UV-VIS

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Training

- FTIR

- N/A

Education

University of Georgia
Ph.D. in Interdisciplinary Toxicology, Athens, Georgia, December, 2015

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Resume Updated [12Mar2020]



Janielle M. Ward
Quality Manager
Pace Analytical Services, LLC – Minneapolis MN

Experience

Ms. Ward joined Pace Analytical Services, LLC in 2005. They are currently serving as the Manager of the Quality Department. They are responsible for the independent monitoring and assessment of the overall quality system and activities in Minneapolis.

Their job duties include:

- Monitoring Quality Assurance policies and Quality Control procedures to ensure that the laboratory achieves established standards of quality.
- Maintaining records of quality control data and evaluating data quality.
- Conducting periodic internal audits and coordinating external audits performed by regulatory agencies or client representatives.
- Reviewing and maintaining records of proficiency testing results.
- Maintaining the document control system.
- Assisting in the development and of implementation of appropriate training programs.
- Providing technical support to laboratory operations regarding methodology and project QA/QC requirements.
- Maintaining certifications from federal and state programs.
- Ensuring compliance with all applicable state, federal and industry standards.
- Waste Coordinator and Alternate Emergency Coordinator

Previous Experience

Prior to joining the Quality Department, Ms. Ward worked both in the Volatile and Semi-Volatile Analytical laboratories.

Their job duties included:

- Generate, review and assemble higher level data package deliverables.
- Compose case narratives to summarize quality control results and explain any method deviations or data incongruities.
- Provide technical guidance to the laboratory.
- Analysis of Semi-Volatile organic compounds by GC and GC/MS.
- Safety Officer
- Analysis of Volatile organic compounds by GC and GC/MS.
- Perform secondary data review to ensure method compliance.
- Maintain and troubleshoot GC/MS instrumentation.

Instrumentation

- HP/Agilent 5972/5973/5975 Mass Spec
- HP/Agilent 6890/7890 GC
- Tekmar Purge and Trap Concentrator
- EST Archon Autosampler/O-I Analytical Archon Autosampler
- EST Centurion Autosampler
- Target and EPIC Pro Software

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Training

- HP Chemstation Software
- Hennepin County Hazardous Waste (Annual) – 2013-current
- TNI Root Cause Analysis – April 2016
- TNI Managing an Environmental Laboratory – January 2019
- A2LA ISO 17025 – June 2020

Education

University of Minnesota
B.S in Chemistry, Minneapolis, MN, May 2005

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