



PAUL F. SIEVING

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OBJECTIVE

A leadership position with a company focused on technology development or application, ideally in a production environment. Within this environment, to bring a broad background in technology, operations and general management to bear on the challenges of creating growth for the organization and value for the customer.

EXPERIENCE

Network Real Estate, Grass Valley, CA

Realtor® – 09/04 to Present

Real Estate Sales and Marketing – Residential, Commercial, Land, Multifamily, Income Property

The Union Newspaper, Grass Valley, CA

Internet Operations Manager – 02/06 to 08/06

A Division of Swift Newspapers, Inc., with 25 properties in the Intermountain West

Primary Responsibilities: Overseeing all aspects of the Internet presence of Nevada County Publishing Company, working with local management and Swift Internet Development. Creating innovative Internet products for our readers and advertisers and leveraging best practices across the Swift properties.

Paul Law Realty/GMAC Real Estate, Grass Valley, CA

Realtor® – 05/99 to 09/04

Real Estate Sales and Marketing – Residential, Commercial, Land

Isotope Technology Group, Grass Valley, CA

Owner/Consultant - 02/99 to 1/2001

Technical Consulting – Pharmaceutical and Biotechnology R&D

Primary Responsibilities: Coordinating a group of Consultants and Vendors to provide Technical and Project Management Services to Start-up Companies outsourcing Product Development activities in the Chemical and Medical Sciences. Directing Marketing Activities to gain exposure in our Target Market.

DuoCor, Inc., Nevada City, CA

Marketing Director - 07/98 to 02/99

Software Development – Data Protection Utilities

Primary Responsibilities: Marketing and Business Development, Product Development and Quality Control

Achievements:

- Developed Marketing Strategy and designed and implemented a sales plan to reach targeted channels of distribution.
- Designed and created a Multimedia Promotional CD for product rollout to the VAR channel.
- Positioned the company for the new model of software distribution by negotiating distribution agreements with e-commerce solution providers.
- Instituted product QC programs, including policy and procedures for software testing and release.

Skills: Management of Marketing at the Operations level. Electronic Multimedia Document design, implementation and maintenance. Co-ordination of Market Research and Product Development to define and meet the needs of the software market. Y2K issues; testing and remediation for PC workstations.

Wizard Laboratories, Inc., West Sacramento, CA.

Vice President/General Manager - 01/91 to 06/98

Specialty Chemicals - Custom Isotopic Synthesis

Background of the Transition: The founder, contemplating retirement, invited me to return to help position the company for sale and to consider purchasing it myself. The timing of the invitation relative to the situation at Salutar, the purchase opportunity and an attractive compensation package induced me to accept. Events in the regulatory environment surrounding the conduct of the company's business caused me to decline the purchase opportunity after 2 years of training and due diligence. Stayed on to manage the re-positioning, the ownership transition, and 2 years of support and training for the new owner.

Primary Responsibilities: P & L, Technical Operations, Sales, Marketing and Business Development, and Regulatory Affairs. Consulting to customers on technical and regulatory issues surrounding product development.

Achievements:

- Improved the competitive position of the company through strategic reorganization to increase operating efficiency and workflow, including a project-team approach to manufacturing, an increased emphasis on technology transfer to reduce production cycle times and a customer-focused approach to marketing and sales activities.
- Maintained compliance with an increasingly restrictive regulatory environment through revision of existing policy and programs, resulting in a spotless inspection record.
- Increased sales and profits by entering new markets and introducing new products/services, on both the domestic and international fronts. Sales figures are private, but can be discussed in a confidential situation.

Skills: Management at the personnel, project and program levels. R&D, Marketing and Operations. All phases of Ag, Pharm and Biotech chemical product development. Computer databases and electronic information systems. Software applications design.

Salutar, Inc., Sunnyvale, CA

Research Scientist, 10/87-1/90 > Senior Research Scientist, 1/90-9/90 > Research Team Leader, 9/90-1/91.

Pharmaceutical R&D - Contrast Agents for Diagnostic Imaging

Primary Responsibilities: Design, synthesis, and pre-clinical evaluation of novel pharmaceutical agents for use in magnetic resonance (MRI) and scintigraphic imaging. Preparation of radiolabeled analogues of promising compounds (^{125}I , ^{14}C , ^{159}Dy , ^{153}Gd , ^{54}Mn) for evaluation studies. Leadership of the Bioanalytical Chemistry Team, management of the radiochemistry facility and the radiation safety program. During 6 months in Oslo, Norway, acted as technical liaison for the acquisition of Salutar by Hafslund-Nycomed.

Achievements:

- Designed and developed a series of macromolecular polychelates, primarily for MRI contrast enhancement applications. The chelates can be attached to proteins, i.e. antibodies, allowing site-specific *in-vivo* delivery of diagnostic and/or therapeutic ions/radionuclides.
- This concept was thoroughly validated through collaborations with several academic and industrial research groups using a diversity of proteins with bio-targeting properties.
- Drafted patent applications covering this technology.
- Designed and began development of a novel, liver-specific contrast agent using the concept of biomimetic drug design to achieve the desired targeting specificity.
- Led the Bioanalytical Chemistry Team to develop a comprehensive analytical method for metabolite identification and quantification in support of a NDA filing with the FDA.
- Identified and remedied deficiencies in the radiation safety program.

Skills: Well versed in all aspects of the design, preparation, purification and characterization of a wide range of chemical entities. Modern spectroscopic and chromatographic methods. Personnel management.

Wizard Laboratories, Inc., West Sacramento, CA

Radiochemist - 09/81 to 10/87

Primary Responsibilities: Custom organic synthesis with isotopes of carbon. Organic compounds were prepared according to custom specifications, labeled with ^{13}C and ^{14}C , using published procedures where applicable and original synthetic routes when necessary.

Duties Included:

- Library and laboratory research.
- Selection of synthetic routes.
- Sole responsibility for synthetic yield and purity of a variety of organic and biochemical compounds.
- Various maintenance duties, including computer files, reagent supplies, tools and instrumentation, and implementation of the radiation safety program.

UCSD, Department of Chemistry

Undergraduate Researcher - 1979 to 1980

Research Contributions:

- Investigated the utility of bioluminescence as an analytical tool in molecular biology.
- Studied the bioluminescent reaction in the firefly system, isolated the enzyme and substrates responsible.
- Applied organic synthetic and cross-linking techniques to the development of a very sensitive assay system for protein binding reactions.
- Explored the use of sulfur ylides as intermediates in natural product synthesis. Gained experience in the use of NMR, UV-VIS, MS, GC and LC.

COMMUNITY INVOLVEMENT

Since arriving in Nevada County in 1998, have become involved in the following efforts to contribute to the quality of our community:

Grass Valley/Nevada County Chamber of Commerce

- **Member** – 1999 to Present
- **Director** – 2001 to 2005
- **Board Chair** – 2004

Nevada County Association of Realtors® (NCAOR)

- **Member** – 1999 to Present
- **Director** – 2002 to 2006, 2008
- **Treasurer** – 2004
- **Secretary** – 2005
- **Vice President Elect**– 2006
- **MLS Committee Chair** – 2005 to 2006

Nevada County Economic Resource Council (NCERC)

- **Director/Representative of NCBOR** – 2004 to 2006

EDUCATION

B.A. in Chemistry with emphasis on Biochemistry, 1980
University of California, San Diego, Muir College

CONTINUING EDUCATION

- **Graduate Coursework in Chemistry** - University of California, Berkeley, 1980-81
- **Chemical Challenges in Immunology** - ACS Short Course, 1988
- **Liposome Technology** - The Center for Professional Advancement, 1990
- **Supervisory Training Program** - JSA Training Institute, 1990
- **Adv. Supervisory Training Program** - JSA Training Institute, 1990
- **Project Management Seminar** - Skillpath, Inc., 1992
- **International Trade Seminar** - CITD, 1992
- **Lessons In Leadership Seminar** - Steven R. Covey, Sacramento, February, 1998
- **Nevada County Community Leadership Institute** - Class of 1999-2000
- **Special Skills:** Read Technical French and German
- **Memberships:** American Chemical Society, International Isotope Society, Microsoft Developer Network (MSDN), Grass Valley/Nevada County Chamber of Commerce (Board of Directors – 2001 to 2005, Board Chair – 2004), Nevada County Board of Realtors (Director – 2002 to 2005, Treasurer – 2004, Secretary – 2005, Vice President Elect – 2006), CAR, NAR

PUBLICATIONS

P. Sieving, "Synthesis of Methyl 3-Oxo-4,4-Dimethylpentanoate-1,3-¹⁴C", J. of Labelled Compounds and Radiopharmaceuticals, **1987**, 24(7), 753-758.

Paul F. Sieving, Alan D. Watson, Scott M. Rocklage, "Preparation and Characterization of Paramagnetic Polychelates and Their Protein Conjugates", Bioconjugate Chemistry, **1990**, 1(1), 65-71.

Sieving, P., et al., "Macromolecular MR Contrast Media, Synthetic Rationale and Initial Imaging Results", Magnetic Resonance Imaging, **1990**, 8(1), 159.

Sieving, Paul F., et al., "Chelants", International Patent Application (PCT) WO 90/12050, **1990**.

C. Allen Chang, et al., "Ionic versus Nonionic MR Imaging Contrast Media: Operational Definitions", J. of Magnetic Resonance Imaging, **1992**, 2(1), 95-98.

Sieving, Paul F., et al., "Polychelants Containing Macrocyclic Chelant Moieties", United States Patent 5,364,613, **November 15, 1994**.

Sieving, Paul F., et al., "Adducts of Macrocyclic Chelants", United States Patent 5,554,748, **September 10, 1996**.

J. E. Immoos, A. J. Brattesani and P. F. Sieving, "Synthesis of Piperonyl Butoxide-Phenyl-UL-¹⁴C", J. of Labelled Compounds and Radiopharmaceuticals, **1995**, 38(6), 511-522

Paul F. Sieving, "An Added Dimension of Data Protection and System Recovery at the Workstation in the Windows® Operating Environment", Auerbach Handbook of Information Security Management, CRC Press, **1999**

Sieving, Paul F., et al., "Polychelants", United States Patent 6,274,713, **August 14, 2001**.