

SPRING • SUMMER 2023

RUBICON

RoundUp



A PUBLICATION OF RUBICON, LLC.



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A Letter from Mark Dearman

Dear Rubicon Family,

The summer season is in full swing, and I hope you and your families are enjoying the longer days and quality time together and making many special memories along the way with vacations and events. The summer heat came quickly in early June, and it has certainly felt like a record year of temperatures so far, or perhaps my tolerance is waning somewhat; either way, it's time to cool off soon, and I look forward to fall and football season.

We have now passed the mid-year point of 2023, and I am most pleased to remark on the outstanding EHS performance of the entire Site Team. Our personal safety performance has continued to exceed targets for the year and further builds upon our best-ever period achieved in 2020-2022. This can only be achieved with a strong focus on Zero Harm in all areas, especially Process Safety. Our intensified focus on Process Safety Excellence has been very successful to date, and we continue to make good progress on our capital investment projects for added layers of protection, improved asset health, and hazard recognition training for all our teams.

In April, we successfully conducted an Operational Resiliency Study, gathering valuable survey feedback from all of our site Employees. This study marked the first in over five years, and considering the larger new employee population in recent years, it was crucial for us to gain a holistic understanding of our key areas for improvement to enhance our Employee Experience and Manufacturing Excellence. In the past few months, we have focused on three identified areas of improvement and the actions to support each: **Trust, Transparency, and Talent**. (We will share more insight in our next town hall meetings.) One key initiative we are introducing in August is a new Employee Engagement Committee. I extend my gratitude to all the volunteers who have stepped forward to be a part of this initiative. Your dedication and commitment will play a vital role in creating a more collaborative and engaged work environment.

While our businesses continue to show below-target demand this year due to the post-pandemic economic and market dynamics, we remain optimistic about a strong recovery in the new year. Our site teams continue to progress manufacturing excellence and efficiency initiatives, including Transcend +, and it is imperative that we embrace a continuous improvement culture at all times to ensure long-term sustainable success.

For all of you new to the Rubicon Family, we extend our warm welcome again and wish you much success in your careers.



Highlights from this issue of the Roundup include:

- 2023 Graduates
- Rubicon Family Day
- Rubicon Golf Tournament

Please continue to be ever vigilant and focused on ZERO HARM at all times, whether you are at home or work. We all have many people in our lives counting on us each and every day.

Regards and Best Wishes to all of you and your families.

Mark Dearman,
General Manager

New Employees

Cade Johnson, *Production Technician*

Cole Escher, *Production Technician*

Nicholas DeVeer, *RBMI Engineer*

Beau Brown, *Zone Maintenance Engineer*

James Crousillac, *Production Technician*

Jarod Larriviere, *Operations Support Engineer*

Scott Salinas, *Operations Support Engineer*

Bryce Passman, *Production Technician*

Dylan Stafford, *Production Technician*

Garrett Payton, *Production Technician*

Jacob LeBlanc, *Production Technician*

Jory Coker, *Production Technician*

Michael Cormier, *Production Technician*

Jarren Pickering, *Turnaround Event Leader*

2023 Births

Lawson Dornier

Son of Zachary & Ashlynn Dornier, was born on December 20, 2022. Zachary is a Production Technician in MDI-1.

Sawyer Defiore

Son of Alex & Amber Defiore, was born on January 1, 2023. Alex is a Shift Foreman in MDI-1.

Kohen Petite

Son of Peyton Petite & Jaylee Lejeune, was born on January 11, 2023. Peyton is a Production Technician in Aniline.

Miles Sims

Son of Brad & Ashley Sims, was born on January 20, 2023. Brad is a Sr. Tech in MDI-3.

Indy Hebert

Daughter of Brian & Kylie Hebert, was born on January 21, 2023. Brian is an RBMI Team Leader in the Maintenance department.

Kaitlyn Landry

Daughter of Neil & Jaclyn Landry, was born on February 12, 2023. Neil is a Production Technician in MDI-3.

Lillian Bass

Daughter of Troy Bass, was born on March 1, 2023. Troy is an Acting Sr. Tech in MDI-1.

Channing White

Son of Timothy & Faryen White, was born on March 3, 2023. Timothy is a Sr. Tech in MDI-3.

Cassidy DeVeer

Daughter of Nicholas & Madison DeVeer, was born on April 3, 2023. Nicholas is an RBMI Engineer in the Maintenance department.

Ronan Klotz

Son of Karen & Zachary Klotz, was born on May 5, 2023. Karen is an Administrative Coordinator in Operations Support Engineering.



Performance Awards

JANUARY 2023

Steve LeJeune
Ian Bankston
Donavan Gregoire
Tyler Boesch
Steven Howard
Will DeGraw
Adam Rouillier
Cole LeBlanc

Jonathon Simpson
Dylan Larkin
Eric DeRosa
Nick Amoroso
Ryan Melancon
VJ Saurage
Gabriel Rouge
Jason Talbot

Warren Roberts
Devin Rodosta
Kyle Falgoust
Aaron Payton
Jonathan Pomeroy
John Webre
Isaac Gutierrez Rodriguez
Alex Marse

FEBRUARY 2023

Warren Roberts
VJ Saurage
Jason Talbot
Ben Noble

Evan LeBlanc
Ian Bankston
Brett Pierce
Barry Wilcoxon

Ian Bankston
Cole Babin
Michael Siegel

MARCH 2023

Matthew Imme
Austen Braud

Stephen Howard
Steven Burns

Drake Perret
Brandon Brown

APRIL 2023

Kyle Morrow

Employee Spotlights



Andrew Bonderer

What is your position at Rubicon, and how long have you worked here?

Reliability Engineer. I've been at Rubicon for 10 years.

What is your favorite thing about working for Rubicon?

Definitely the people I get to work with on a daily basis.

Where is your home town?

I grew up in Berlin Heights, Ohio.

Name 3 things you can't live without.

My wife, my kids, and food.

What do you do in your spare time?

Most of my spare time now consists of chauffeuring my kids around to all of their activities.

What's something about you (a fun fact) that many people don't know.

I have a rock and mineral collection that I started in elementary school, and now collect with my kids.

What is the weirdest food you have ever eaten?

That would probably be rattlesnake.

What is the worst job you ever had?

Probably the one summer I picked strawberries at a local farm.

What would you do if you won a million dollars?

I would start traveling around the world.

Do you have any hidden talents?

I can play the saxophone and trumpet.

List three items on your bucket list.

See the aurora borealis, visit Machu Pichu, and tour the major ancient Egyptian sites.

Brooke Laird

What is your position at Rubicon, and how long have you worked here?

I am an Operations Support Engineer. I have been full time for 3 years and before that, I was an intern for two summers!

What is your favorite thing about working for Rubicon?

The people! I genuinely enjoy getting to know everyone I work with.

Where is your home town?

Born and raised in Baton Rouge, Louisiana.

Name 3 things you can't live without.

My family, our dog Vinny, and ice cream.

What do you do in your spare time?

Spend time with family and friends, take our dog on adventures, and hang out at Superior Grill.

What's something about you (a fun fact) that many people don't know.

I am a Great Aunt.

What is the weirdest food you have ever eaten?

Octopus

What is the worst job you ever had?

I haven't had any bad jobs! I've been able to take important lessons away from every job I've had.

What would you do if you won a million dollars?

Buy a new house! But we would probably invest most of it.

Do you have any hidden talents?

Giving massages, baking cookies, and proofreading.

List three items on your bucket list.

I just want to make the most of my life! I really look forward to traveling as much as possible and starting a family.



Carlos Arauz

What is your position at Rubicon, and how long have you worked here?

Mechanical Reliability Expert in the GET

What is your favorite thing about working for Rubicon?

The feeling that everyone whether employee, contractor, or visitor is always treated equally.

Where is your home town?

Carteret, New Jersey is where I grew up, but I was born in Boston, MA and consider it my second hometown.



Name 3 things you can't live without.

Well, I have 4 kids and they are the only things unreplaceable.

What do you do in your spare time?

Mostly chauffer my kids around to activities, an occasional trivia night, and going for walks or runs.

What's something about you (a fun fact) that many people don't know.

I spent a year living in Panama as kid.

What is the weirdest food you have ever eaten?

Mondongo Soup

What is the worst job you ever had?

Delivering newspapers as a teenager in a snowstorm.

What would you do if you won a million dollars?

A nice vacation with my kids, but otherwise I wouldn't change my life too much.

Do you have any hidden talents?

I'm very good at guessing the surprise twist in a movie.

List three items on your bucket list.

Visit all 7 continents, learn a new language, live in the country where they speak that language.

Jenny Young

What is your position at Rubicon, and how long have you worked here?

Senior Development Technician. I have worked here 22 years and 6 months

What is your favorite thing about working for Rubicon?

The people that I work with

Where is your home town?

Donaldsonville

Name 3 things you can't live without.

Faith, Family, Friends

What do you do in your spare time?

Spending time with my family and friends and run my kids around to their various activities

What do you do in your spare time?

Spend time with my family/friends and bake cakes/brownies.

What is the worst job you ever had?

Working at a sporting goods store

What would you do if you won a million dollars?

Buy a condo on the beach



Nick Amoroso

What is your position at Rubicon, and how long have you worked here?

Production Technician in MDI1 and I make 5 years in July.

What is your favorite thing about working at Rubicon?

Production Technician in MDI1 and I make 5 years in July.

What is your favorite thing about working for Rubicon?

Building a relationship with my shift mates



Where is your home town?

Baton Rouge

Name 3 things you can't live without.

My wife, my dog and my home gym

What do you do in your spare time?

Usually working out or tinkering with my truck

What's something about you (a fun fact) that many people don't know.

I recently won the Louisiana State Arm wrestling championship left handed and placed 2nd right handed.

What is the weirdest food you have ever eaten?

Jackfruit

What is the worst job you ever had?

McDonalds

What would you do if you won a million dollars?

I'd take my entire family on a vacation and pay off all debts.

Do you have any hidden talents?

I can walk upstairs on my hands

List three items on your bucket list.

Go to Alaska, win a national tournament and see the Grand Canyon

Patricia Woods

What is your position at Rubicon, and how long have you worked here?

Logistics Shipping Supervisor - A little less than a year and a half.

Where is your home town?

Port Allen

Name 3 things you can't live without.

Faith, Family, Friends

What do you do in your spare time?

Anything outdoors, hunting, fishing, kayaking and spending time with my grandson.

What's something about you (a fun fact) that many people don't know.

In 2009, I had the opportunity to sing with the "Brooklyn Tabernacle Choir" in Brooklyn, NY

What is the weirdest food you have ever eaten?

Rattlesnake (ugh)

What is the worst job you ever had?

Cleaning my room (when I was in High School)

What would you do if you won a million dollars?

Help some very special families, then semi- retire.

Do you have any hidden talents?

I'm a singer and musician and help lead worship at my church.

List three items on your bucket list.

1. Visit the Holy Land (Israel)
2. Visit Glacier National Park
3. Own my own coffee shop/pastry shop
"Patty Cakes and Coffee"



Rob Kieferle

What is your position at Rubicon and how long have you worked here?

I've been a Project Manager/Engineer for 25 years and 14 of those at Rubicon in the CAPEX group.

What kind of work do you do?

I have an Electrical and Instrumentation background, so I mostly manage those type projects where able, but I enjoy diverse projects of all sizes, types, and disciplines. Currently, upgrading the Polyols unit to close safety instrumented system gaps is top priority.



What is your favorite thing about working at Rubicon?

Being treated like a business professional and having the opportunity for a great work/life balance.

Do you have a nickname on site?

Not really, or not one said out loud...

What are your top 3 life highlights?

Graduation from college and beginning a fulfilling career, starting a family of my own, and living the American dream.

What do you do in your spare time?

When I'm not doing something with or for my kids...I enjoy hunting, fishing, LSU sports, building stuff, exercise, golfing, and anything else I can compete at.

What's one thing on your bucket list?

Go to all the places I haven't been, to see things I've haven't seen, and learn things I never knew.

If you were stuck on an island, what 3 things would you bring?

Survival is first and foremost, so I'm going to need good shoes/clothes, a big knife, and some matches. I'll scrounge for the rest. I've got to hope all that watching MacGyver, Dual Survival and Cast Away pay off!

What's something about you (a fun fact) that not too many people know.

Used Band-Aids and glitter make me cringe!!

Ty Gaines

What is your position at Rubicon, and how long have you worked here?

Polyols Day Foreman, 24 years

What is your favorite thing about working for Rubicon?

There's always an opportunity to advance and expand your role.

Where is your home town?

Prairieville, LA

Name 3 things you can't live without.

Jodi, Madison, and Lauren (wife and daughters)

What do you do in your spare time?

Play golf and smoke cigars... often at the same time!

What's something about you (a fun fact) that many people don't know.

I was named outstanding dribbler at the 1987 Southern University basketball camp.

What is the weirdest food you have ever eaten?

Tripe

What is the worst job you ever had?

I've only had one other and neither are bad.

What would you do if you won a million dollars?

I would take better vacations!

Do you have any hidden talents?

My wife says I have the talent to forget everything she tells me.

List three items on your bucket list.

Visit Sierra Leone - my ancestral homeland, play golf at Pebble Beach, and go on a safari.



Summer 2023 Interns



MADDIE DOWLING

Maddie is a senior at LSU majoring in Chemical Engineering and will be mentored by Will Rudisill in Operations Support Engineering.



WILLIAM DART

William is a junior at LSU majoring in Chemical Engineering and will also be mentored by Will Rudisill.



GABBY PLUNKET

Gabby is a junior at LSU majoring in Mechanical Engineering. She will support the Maintenance Department and be mentored by Andrew Bonderer.

Please give them your full support and join me in welcoming them to Rubicon!



APSB Donation Check

Rubicon presented their annual donation check to the Ascension Parish School Board on Tuesday, February 7, 2023. Each year Rubicon supports their adopted school Duplessis Primary along with East Ascension, St. Amant, and Dutchtown High Schools.

Each campus allocates the funds they receive to areas that benefit both the students and the staff. Academic program subscriptions and licenses and the purchase of additional Robotics Programs supplies are just a few of the areas that our donation helps to fund. Rubicon is proud to support the schools in our parish that are creating brighter futures for students.

2023 Rubicon Golf Tournament benefiting Mary Bird Perkins Cancer Center

Rubicon's celebrated its twenty-fifth annual golf tournament on Tuesday, April 25, 2023. The tournament was hosted at the University Club with thirty-six team sponsors and thirty-four hole sponsors and raised a total of \$150,000!



Many sponsors also donated food and door prizes to the event. Many thanks to the committee members and all the volunteers for their efforts to ensure the tournament was an incredible success. (Committee Members: Sherrie Kinamore, Valerie Allbritton, Laurie Holden, Wade Patrick, Jared Bercegeay and Rory Mumphrey)



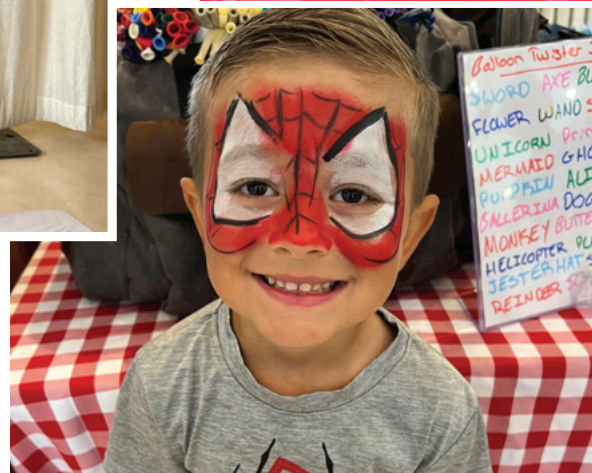
BENEFITING



SINCE 1998.



Family and Wellness Day 2023



Rubicon's annual Wellness and Family Day was held at Parc 73 in Prairieville on Saturday, May 20th. Over 330 associates, contractors and their guests participated in the wellness screenings such as blood pressure checks, carotid artery scans, and chair massages.

Attendees enjoyed delicious crawfish, hamburgers, hotdogs, and desserts. Children of all ages enjoyed inflatables, rock climbing, face painting, balloon artists, train rides, cotton candy and much more! Sixteen amazing door prizes were given to attendees, ranging from electronics to sporting goods! We appreciate all who participated and volunteered to make this event a success!



RUBICON EVENT



2023 Graduates



AVA KIEFERLE

Ava Kieferle, daughter of Rob and Jenny Kieferle, is a graduate of Dutchtown High School. Ava plans to attend Louisiana State University in the fall to major in Graphic Design with a minor in Communications. Her future aspirations are to travel and continue her studies abroad. Rob is a Project Manager in the CAPEX Group.



BROOKE GUEDRY

Brooke Guedry is the daughter of Nell Childers, Payroll Supervisor. Brooke graduated from Southeastern University with a Bachelor's of Science Degree in Nursing. She has accepted a position at Our Lady of the Lake in the Surgical Intensive Care Unit.



CALEB DUNN

Caleb Dunn, son of Jimmy and Shawn Dunn, is a graduate of Louisiana State University with a Bachelor's Degree in Kinesiology. He has been accepted to graduate school to pursue a Doctorate in Physical Therapy. Jimmy is the Instrument Turnaround Planner in the Maintenance Department.



CARTER EVANS

Carter Evans, son of Eddie and Michell Evans, is a graduate of Ascension Christian High School. Carter plans to attend Southern University in the fall on a four year scholarship to play golf. He plans to major in business. Eddie is a member of the Productions Department.



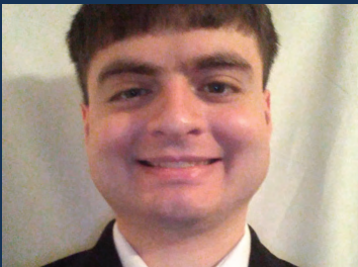
CATHERINE BANKSTON

Catherine Bankston, daughter of Ian and Sheri Bankston, is a graduate of Doyle High School. Catherine plans to attend Southeastern Louisiana University to obtain a Kinesiology degree to pursue Physical Therapy.



DR. JOSHUA ALLBRIGHT

Dr. Joshua Allbright, son of Jim and Tammy Allbright, earned his doctorate in Classical Studies from the University of Southern California (USC) after completing his dissertation on Civic Education in the Athenian Democracy. Joshua will spend the summer months in Greece conducting research and then return to Los Angeles to join the faculty at USC. Jim is Operational Excellence Manager.



FRANK KERR

Frank Kerr is graduating from Louisiana State University with a bachelor's degree in psychology. With a 4.0 GPA, Frank's academic achievements included straight A's in his core course work and technical electives, including first and second physics, first and second chemistry, first and second organic chemistry, biochemistry, and all associated labs. Frank is currently employed by the Apollo Behavioral Health Hospital as a Mental Health Technician and will continue employment until acceptance to medical school with a specialization in Psychiatry.



GRACE BURKE

Grace Burke, daughter of Chris and Connie Burke, is a graduate of East Ascension High School. Grace will be attending Louisiana Tech University in the fall to pursue a degree in engineering.



HANNAH DUPLESSIS

Hannah Duplessis, daughter of Cory and Dana Duplessis, is a graduate of St. Amant High School. Hannah plans to attend Nicholls State University to obtain an Accounting degree. Cory is a member of the Process Safety Team.



JESSICA GROSS

Jessica Gross, daughter of Darrell and Yvette Gross, is a graduate of Open Door Christian Academy. She plans to pursue a career as a Veterinarian Technician. Darrell is a lab technician in the environmental lab.



LUKE CHRISTIAN ANSEMAN

Luke Christian Anseman, son of Jason and Brandi Anseman, graduated from Louisiana State University on May 19, 2023, with a Bachelor of Science Degree in Mathematics earning a second discipline in Data Science & Analytics. While studying at LSU, Luke was part of BASF's Data Science Internship Program where he gained valuable skills and experienced incredible learning and growth in the industry. Luke is excited to start his post-graduate career with Corporate Services, LLC. as a Data Support Specialist.



MADISON BROOKE GAINES

Madison Brooke Gaines, daughter of Ty and Jodi Gaines, received her Juris Doctorate degree from the Paul M. Hebert Law Center at LSU. She will be employed by Jones Walker LLP in New Orleans, specializing in labor and employment. Ty is the Day Foreman in the Polyols unit.



OLIVIA SANDERS

Olivia Sanders will graduate with a Master of Social Work degree from the University of Denver. Upon graduation, she plans to acquire her LSW certification while pursuing her LCSW license. Olivia is the daughter of Nicole and Michael Sanders. Michael is Rubicon's maintenance manager.



SELAH MARTINEZ

Selah Martinez is the daughter of Jennifer and Kyle Martinez, shift leader in MDI2. Selah graduated from Highlands College in Birmingham AL with an associate's degree in nonprofit fundraising. Selah plans to begin her career at a nonprofit organization in the Birmingham AL area that serves unwed mothers.



TAYLOR BURRIS

Taylor Burriss, stepdaughter of Carlos Arauz, is a graduate of Dutchtown High School. Taylor plans to attend Southeastern Louisiana University to obtain a degree in nursing. Carlos is a Mechanical Reliability expert in the GET.



MADDIE IEYOUNG

Maddie Ieyoub, daughter of Stephy & Jonathan Ieyoub, graduated from Louisiana State University with a Bachelor of Science Degree in Leadership & Human Resource Development. She will start her HR career at GridSource. Stephy is the Program Management Officer in the Finance Department.



Fire School

Rubicon completed its annual fire school refresher on March 27-30 and April 17-20.

This is required refresher training in industrial firefighting. Every member of Operations “on shift” staff is a trained member of the plant’s Emergency Brigade. Activities included hose handling, foam deployment, fire extinguisher use, and Level A suit training.

Junior Achievement 2023

Junior Achievement's mission is to inspire and prepare young people in the Greater Baton Rouge area to succeed.

Volunteers deliver lessons and share personal experiences serving as role models to positively impact young people's perceptions about the importance of education, as well as critical life skills. The Junior Achievement team prepares lessons that promote financial capability, work and career readiness, and business ownership.

Rubicon associates, Jared Bercegeay and Jeff Fontenot, volunteered with the Junior Achievement of Greater Baton Rouge to discuss financial literacy in addition to work and career readiness at two local primary schools. On Wednesday, February 15, 2023, Jared Bercegeay spoke with the kindergarten and first grade students at Lakeside Primary School. On Wednesday, March 15, 2023, Jeff



Fontenot spoke with kindergarten, first and second grades at Prairieville Primary School. We are grateful to the associates who volunteer their time in support of our community as well as the JA for their mission in preparing the next generation to succeed!



Jared Bercegeay taught Junior Achievement's Excellence Through Ethics course to 6th and 7th grade students at Lowery Middle School in Donaldsonville



Chamber of Commerce Banquet 2023



The Ascension Chamber of Commerce recognized the 2022 Award Nominees and Recipients at their 2023 Annual Awards Banquet presented by Our Lady of the Lake Ascension at the Lamar Dixon REV Center. The night began with a networking hour including live music and cocktails presented by Express Employment Professionals and continued with hors d'oeuvres/food stations to conclude with the awards programs.



Rubicon is a continued proud Platinum Sponsor of the Ascension Chamber of Commerce gaining business value across multiple aspects. This program continues to lead not only Rubicon but all other businesses in our community to a healthy, expanding economy, which creates more demands for good and services.

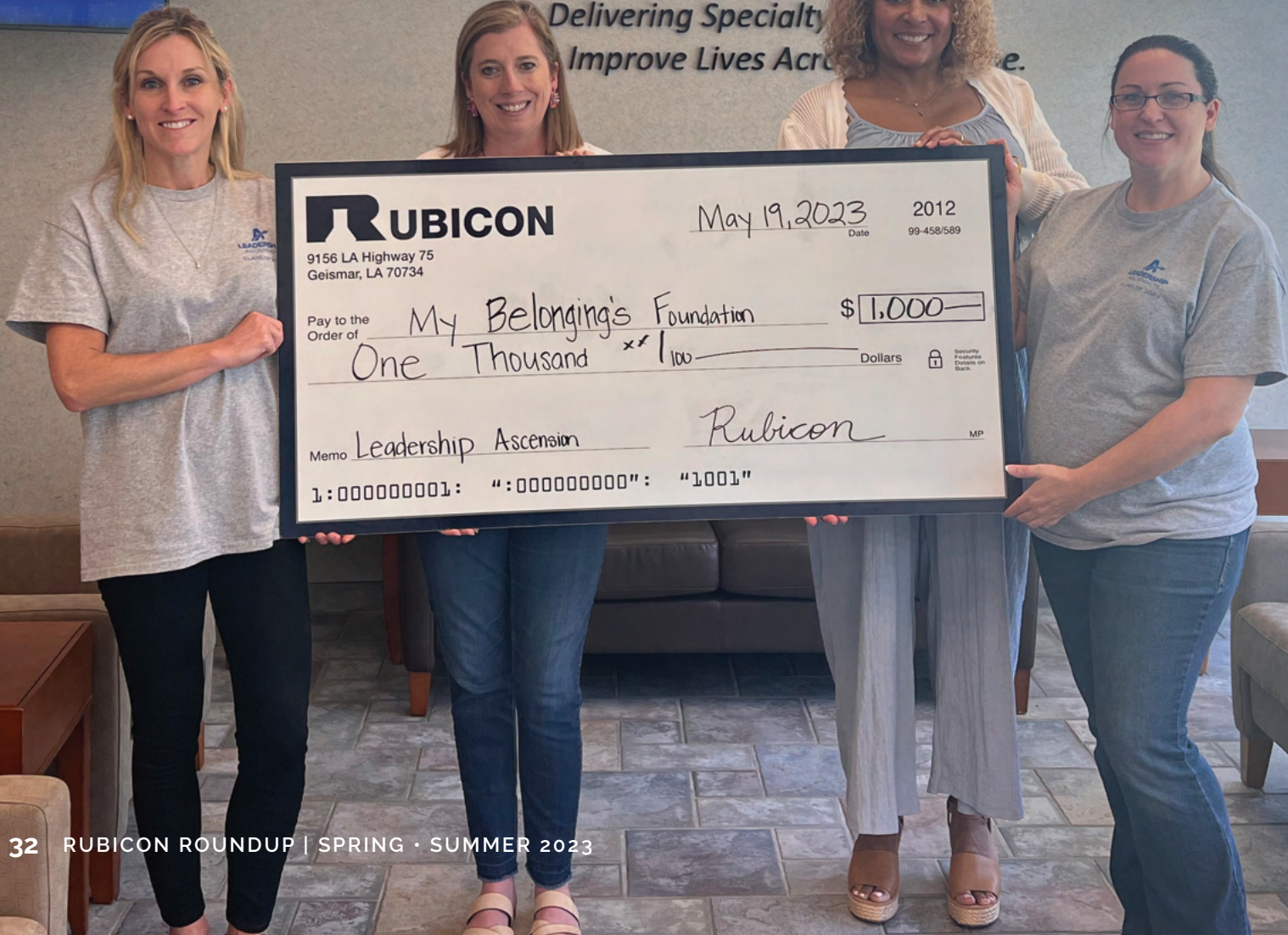
My Belongings Charitable Foundation

A small act with a **big impact**.

Providing **comfort** to children entering foster care.



Our UOP -
One Family, Committed to Excellence,
Delivering Specialty Services,
Improve Lives Across the Region.



Rubicon donated \$1000 to the “my BELONGings Charitable Foundation” to benefit foster children in Ascension Parish.



The “my BELONGings Charitable Foundation” gives children in foster care the opportunity to have something to call their own and to snuggle during their first night in care.



The “my BELONGings” duffel contains essential items like, shoes, a brush, clothes but even more importantly, inside there is a book, a stuffed animal and a snuggle blanket, all in the hope of bringing a small sense of comfort, security and even a little peace.

Their “my BELONGings” duffel also serves as a place for kids to keep important items from their journey.



For more information visit mybelongings.org.



2023 Rubicon Retirements

Shannon Arceneaux
David Berthelot

Stacy Bourgeois
Neal Grob

Trent Vicknair

Shannon Arceneaux

Shannon Arceneaux retired from Rubicon in January 2023 after 22 years of service.

After serving the past 22 years as HR Manager for Rubicon and the Geismar Site, Shannon Arceneaux formally retired on January 31, 2023, to spend more time with family and enjoying his hobbies and interests, especially his grandchildren. Shannon had originally intended to retire in mid-2022, but graciously remained on board to ensure a smooth and successful transition with our new HR leader Tressa Fuller.

Shannon joined the Rubicon organization in January of 2001 as HR Manager and has been instrumental to our success as a business over the past two decades, especially in the areas of talent management, leadership development, workplace culture, and community relations. Prior to joining Rubicon in 2001, Shannon gained over 15 years of industry experience with various HR leadership roles at Himont USA in Jackson, TN, OxyChem in Convent, and DSM Elastomers in Baton Rouge. Shannon earned his B.S. degree from Southeastern LA University in 1984 and his MBA degree from Memphis State University in 1992.

I would like to thank Shannon for his outstanding service and steadfast commitment to Rubicon and our brand over his many years of service – his insights, knowledge and Leadership expertise have contributed greatly to our many successes as a business and as One Family at work. I am also very grateful for Shannon’s tremendous loyalty and dedication to our local community and citizens, by ensuring Rubicon’s engagement and support were truly heartfelt, impactful, and always best in class. The local HR Team has maintained a legacy of excellence in this area for many years under Shannon’s leadership.

Shannon’s hobbies and interests are well known to many, and include big game hunting, target shooting and most things involving gun powder and lead, knife collecting, cooking/grilling/smoking – especially with meats, and working in his shop at home.



Shannon, and his beloved wife of 35 years, Leslie, enjoy spending every moment possible with their three grandchildren, as well as frequent relaxation time at their getaway retreat home near Natchez, MS, also known as “The Refuge”.

Shannon and Leslie have two children, son Garrett and daughter-in-law Rosalyn, along with their three children, Rowan, William, and Mae: daughter Hannah and soon to be son-in-law Kramer.

Congratulations Shannon on your retirement and we wish you and your Family all the peace and happiness that life has to offer in this new chapter ahead.

David Berthelot

David Berthelot retired from Rubicon in September 2022 after 30 years of service.

David began his Rubicon career in August 1987 in the MDI-2 unit. Over the years, David took on many roles and was a great asset to the company. He was promoted to shift foreman in 2009 in MDI-2. One of David's many strengths was developing and influencing others.

David will truly be missed by his friends and family at Rubicon. We wish him well as he continues his passions of hunting, spending time with his new grandbabies, watching LSU Football, and going to the beach. We at Rubicon are grateful to David for everything he has done for the company.

David always stood up for what was right and took care of his team. He was highly respected by everyone on site and that was earned by his actions. He didn't just "talk the talk", he "walked the walk." You never had to guess what David was thinking, he was sure to let you know! David's career at Rubicon was extremely successful and will leave an impact on many people he encountered.

Stacy Bourgeois

After 23 years of service, Stacy Bourgeois elected to retire in January 2023.

Stacy started as a Rubicon contract employee in 1999, working as a package freight coordinator. After several years in Logistics, she was transferred to the Customer Service group where she was eventually promoted to Customer Service Supervisor in 2002. When Customer Service moved to the Woodlands in 2004, Stacy joined the Sales & Operations team as an analyst. Her knowledge with our products and customers contributed to her success in this role. In 2010, she moved back to the logistics department and worked as the Package Transportation Coordinator. Her SAP expertise made her a valuable resource for the team. Two years later, she became the Supply Commercial Coordinator/Offsite Production planner, where she handled the production planning and raw material procurement for the package tolling sites. Stacy spent the remainder of her time at Rubicon in this role.

Over the course of her career, Stacy held many positions in Supply Chain. She was always willing to accept new responsibilities and actively contributed to building the capabilities of others. Her expansive knowledge of Supply Chain activities helped to drive continuous process improvements across the department.

While at Rubicon, Stacy raised two beautiful daughters, Meagan and Kaitlyn and is now a proud “Mimi” to four precious grandbabies. Stacy plans to spend her retirement working in her yard, lounging by the pool, spoiling the grandbabies, and travelling with her partner of 15 years, Brian.



Congratulations to Stacy and we wish her safe travels and endless days of relaxation. Let the fun begin!

Neal Grob

After more than 30 years serving in several technical roles across the globe, Neal Grob formally retired on February 28th, 2023.

Neal joined the Rubicon organization in March of 1992 as a Process Engineer and worked his way across most plants on the Geismar Site. He eventually found his home in DADPM / MDI-I and became widely recognized for his unparalleled breadth and depth of technical knowledge on these plant areas. During this time Neal also began developing his advanced knowledge of mixing principles and technologies which is a highlight of his career. Neal completed a 3-year international assignment at the Huntsman Everberg, Belgium technical center which gave his contributions a world-wide focus. Following his return to Geismar and a successful period as Process Engineering Manager, Neal was one of the first to join the Global Excellence Team in 2019. He has since lead major initiatives within the GRIP and Transcend programs, driving improvements in plant reliability and continuing to further our fundamental understanding of the heart of the MDI process, in particular his own passion – the phosgenation nozzles.

Neal will retire to spend more time with his family, especially his grandchildren, and to pursue his many hobbies.

However, to phase into this transition and to further the transfer of knowledge to the next generation of engineers, Neal will continue in a part-time role for the coming period.



We would like to thank Neal for his outstanding service and dedication over the years. His technical knowledge and expertise, along with his readiness to share it, have contributed greatly to our many successes at all Sites across the world. Wishing you all the best, Neal, as you take this next step and delighted that it is not yet a complete goodbye.

Trent Vicknair

After 37 years of service, Trent Vicknair has chosen to retire.

Trent started his Rubicon career in 1986 as a Process Technician in the MDI-1 unit. Trent moved through the MDI-1 ranks taking on roles of increasing responsibility. Trent was promoted to Senior Technician in 1991 and then to Shift Foreman in 1995. Trent was recognized for being a hard worker, an exceptionally fast learner and very dependable. Trent also developed a high level of safety awareness and knowledge which would ultimately influence all of operations over time. In 2001, Trent was promoted to Day Foreman where he led the operations side of turnaround planning for the MDI area, as well as provided operational support to all three MDI units.

In 2007, Trent was appointed acting Area Superintendent of MDI-3, a role he would keep for nearly 10 years. During this Trent was responsible for the day-to-day operations of the MDI-3 area and lead the team to several MDI-3 yearly production records. Trent also took a lead role in several site safety initiatives, building on his safety knowledge accumulated over his years in operations. These initiatives included implementation of the RAP permitting system and formal implementation of the first-line break procedure, among others. In 2016, Trent pivoted to a new role when he became the Operations-Maintenance Coordinator (OMC) Team Lead.

Trent's knowledge of the site and units made him a perfect fit for OMC Team Lead and directing the Emergency Maintenance Crew (E-Crew). Trent's passion ensured success of the E-crew team and process.

He constantly made rounds throughout the site as he kept up with site conditions and work status. His passion and commitment to Rubicon will be missed.



A Special Thanks to Our Rubicon Nurses



Thank you for working tirelessly (day and night) to save lives, provide comfort and teach us how to care for ourselves and the ones we love.

Left to Right: Kelly Duke, Julie Adams, Frances Prestidge

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