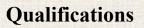
Debbie Kollmeier

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- Co-founder, President and owner of BSTI
- Twenty years experience in the environmental field
- Deltek Vision ERP System Specialist
- Human Resource Manager
- Financial Team Manager

Responsibilities

President and Owner

- Serve clients as corporate representative
- Ensure company-wide processes/quality management initiatives are developed, implemented and continuously assessed
- Oversee annual strategic planning
- Develop, implement and oversee corporate risk management program
- Support senior level staff and provide leadership training
- Negotiate and manage client and vendor contracts
- Manage/coordinate corporate resolutions, insurances and legal obligations

Human Resources Manager

- Develop and oversee employee policies, job descriptions, programs and associated documentation
- Provide support in staffing, on-boarding, training and staff development
- Evaluate and Oversee employee safety, wellness, retirement and health programs/benefits
- Develop and implement processes and metrics that support company business goals in relationship to HR

Finance Manager

- Oversee Strategic and tactical matters as they relate to budget development/management, cost benefit analysis, financial risk management, forecasting needs/growth pans and securing funding
- Develop, update and oversee financial accounting procedures
- Monitor key financial and accounting metrics and prepare monthly, quarterly and annual financial reporting
- Coordinate outside banking and CPA relationships



Education

Alumnae Goldman Sachs 10,000 Small Businesses Program—2018

Graduate Studies West Chester University, 1988 - 1990

B.S., Human Resources University of Delaware, 1987

Affiliations

Women's Business Enterprise National Council (WBENC)

Society of Woman Environmental Professionals (SWEP)

American Gas Association (AGA)

Pennsylvania Chamber of Business And Industry

Southern Chester County Chamber of Commerce (SCCCC)

