

**Specializing in Regulated and Hazardous Waste Disposal, Recycling and Repurposing Solutions to keep Waste out of Landfills or Incinerators, Ingenium Group-LLC Is helping Customers Recapture Significant Revenues**

**Waste Management  
Clean Technology  
Sustainable Hazardous Waste Solutions**

**IngeniumGroup-LLC.com  
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**Heather Dody-Litt  
Executive Director**

**BIO:**

Heather brings 16 years of expertise in the sustainable waste management industry to Ingenium. Previously at Advanced Chemical Transport, where she held the position of Director of Sales, Heather was a member of the team that launched that company. Prior to that, she was at All Chemical Disposal which has since been acquired by Stericycle. Today, Heather, one of the cofounders of Ingenium started as head of the sales and marketing team, and now serves as Executive Director.

Heather is well known throughout the industry for her participation, including her presidency of BioNet, a non-profit association devoted to biological safety, and an active role in the Bay Area Environmental Safety Group (BAESG). As well, Heather participates in and supports the Washington Biotechnology & Biomedical Association (WBBA) and is a past member of the EH&S Committee of BIOCUM. Her sales and marketing leadership at Ingenium, along with participation in innovations in regulated waste management, have been instrumental in building the company to be one of the fastest growing environmental services companies in the country as recognized by Inc. 5000 for the past two years.

Heather graduated from California State San Marcos with a degree in Business Administration.

**About IngeniumGroup-LLC:**

We started with a vision of becoming a partner with our clients in environmental management issues. Our clients value that perspective in business, and it has helped us become one of the most trusted companies in our service sector. That philosophy has real and significant effects on budgets. For example, Ingenium recently completed a project that resulted in over \$300,000 annual savings to one of our customers, and also resulted in the recapture of significant revenues by identifying recoverable value in what was once managed as hazardous waste. That is only one example of the benefits of our partnership philosophy.

Ingenium personnel are fully versed in the most up-to-date regulations governing health, safety and compliance of workers and facilities. This working knowledge helps our clients avoid risk with both waste materials, and non-compliance with government regulations. However, Ingenium's services far go beyond regulatory management into a business partnership.

When the Ingenium team starts working with you, we automatically do a Needs Analysis. This includes both an upstream and downstream process review with an eye towards creating greater operating efficiencies. We work with you to understand how, and why, waste is produced and then, using our experience, recommend where less can be produced or it can stop being produced all together. This Needs Analysis is conducted on an ongoing basis by our highly trained personnel as a complementary adjunct to all our other services. Our goal is to do much more than provide a disposal or even recycling service to our clients. Ingenium is committed to a partnership with our clients in environmental management issues, working together to increase sustainability, reduce cost, and recapture capital in every possible area.

**Interview conducted by:  
Lynn Fosse, Senior Editor  
CEOCFO Magazine**

**CEOCFO:** Ms. Dody-Litt, would you tell us about Ingenium Group?

**Ms. Dody-Litt:** Ingenium provides environmental, sustainable waste management. We specialize in regulated and hazardous waste disposal

and we look to find recycling and re-purposing solutions to keep waste out of the landfill and/or out of incineration.

**CEO CFO:** What are some of the common solutions you are able to provide?

**Ms. Dody-Litt:** We are actually able to re-purpose many chemicals from the laboratories that would otherwise be sent as waste for incineration. We re-purpose them into small startup companies and universities, or other facilities that can take advantage of those chemicals, saving money on both ends in terms of disposal for the donating party, and purchase cost for the recipient.

**CEO CFO:** How do you coordinate all of this?

**Ms. Dody-Litt:** We have a network of companies that we work with, mainly in the biotech community. When they either no longer need these chemicals, their processes change or they go out of business, they then send us a list of their inventory, and we review our network to identify a potential recipient.

**CEO CFO:** What other kinds of solutions do you provide?

**Ms. Dody-Litt:** In the event that something cannot be re-purposed, we work for other types of sustainable waste management solutions. For example, there are solvents that may be dirty, and while running them through distillation reduces the volume a bit, we are then able to take the solvent and get it into products to be sold on the market. Another technology is for solids that contain solvent. We are able to volatilize those organics and use that material in a product. It is just greener technology. That is just another part of the way that Ingenium works to make the world a more sustainable place.

**CEO CFO:** Are you using technologies that are commonly available or are they unique?

**Ms. Dody-Litt:** They are available but not in common use. We believe we are a thought leader in this area, and strive to be the first in terms of identifying breakthrough technologies as

they become available. Eventually they become mainstream but we are always looking ahead for something even better. Usually what we are doing is ahead of the game.

**CEO CFO:** How do you find new ideas that work or at the point where you feel confident that they will work?

**Ms. Dody-Litt:** We have a business development team that spends a great deal of time researching new ideas and when we identify something that we think will work we audit the technology. We do this because liability is a big issue in our industry so we need to make sure that what we are doing is legal, and that it works, before we can make any recommendations to our customers.

**CEO CFO:** What is the interest today as there is often an ebb and flow in green technology and recycling?

**Ms. Dody-Litt:** I think it is ever increasing. I know when we started this effort about five years ago interest was very low and it was difficult for us to engage as with fewer people involved, the cost was usually higher. Now law and corporate mandates are driving the move towards sustainable waste solutions and that is helping drive down the cost. In California, for example, businesses have specific regulatory directives that mandate them to recycle or reduce their waste output and they have to put plans in place to show the state what they are going to do, and in what timeframe they are going to do it.

**CEO CFO:** Where do you think there is the most room for easy improvement in the recycling area?

**Ms. Dody-Litt:** People think of recycling in terms of commodities because it has been happening for so long. Recycling things like aluminum cans, plastic bottles and cardboard make sense to people. When you think of the chemical arena in which we operate, it has always been ingrained in people to burn the chemicals and people do not think that recycling is necessarily an option, so I think education can be improved in terms of understanding what technologies are available and how they work.

**CEO CFO:** How do you reach potential customers?

**Ms. Dody-Litt:** We have a sales team that calls on leads and generates interest.

**CEO CFO:** What is the competitive landscape for you?

**Ms. Dody-Litt:** There is quite a bit of competition. There are some nationwide competitors and their competitive advantage is they are very large. When potential customers think about liability, the bigger companies seem to be safer, but are not necessarily the most innovative. On the flipside, anybody can do this with a guy and a truck. In the LA market alone there are over 150 companies like ours that we are competing with, and anyone considering using them wants to remember the liability issues, and make sure these people are taking the waste to an appropriate end disposal facility.

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- Heather Dody-Litt

**CEO CFO:** What are the one or two key points that you provide to a potential customer?

**Ms. Dody-Litt:** We perform a needs analysis and work as a partner with our customers to identify what their specific needs are, what waste is being generated and how we can help streamline those processes to either minimize waste or reduce it. We then provide options for new solutions for reuse, recycling or disposal. We do not charge for this service, and our customers receive ongoing needs analyses as their operations grow and change.

**CEO CFO:** What are the challenges in your assessment?

**Ms. Dody-Litt:** We need to be sure that if there is anything specific to their operation that cannot be changed, we are able to identify that because many of our recommenda-

tions require them to alter some of their processes and if that is a non starter, we need to know that upfront or our recommendation will be moot.

**CEO CFO:** What is ahead for the company?

**Ms. Dody-Litt:** We are looking to expand our service and get into offering more solutions. Right now we focus heavily on hazardous waste but are finding other things that we can add such as parallel service lines to create an all inclusive package.

**CEO CFO:** Do you see potential acquisitions?

**Ms. Dody-Litt:** Yes I do.

**CEO CFO:** Do you see consolidation in the market in general?

**Ms. Dody-Litt:** Yes, there is constant consolidation and the big guys are eating up the little guys.

**CEO CFO:** Would you consider being acquired?

**Ms. Dody-Litt:** You can never say that you would not consider it. At this point in time, Ingenium is not looking to be acquired. We have some aggressive growth plans.

**CEO CFO:** How is business today?

**Ms. Dody-Litt:** Business is excellent!

**CEO CFO:** Does the Ingenium Group have the funding for acquisitions or would that be something you would need to address should something come up?

**Ms. Dody-Litt:** We would probably have to address that.

**CEO CFO:** Why should the business and investment community pay attention to Ingenium and what makes you a special company?

**Ms. Dody-Litt:** I think what makes us special is that we are a thought leader

in sustainability waste management who practices what they preach, and we have been successful. We also started this company right at the onset of the recession, and yet we have managed to grow year over year by doing things that other companies are not doing. We will continue to do that.

**CEO CFO:** What should people remember most when they read about Ingenium?

**Ms. Dody-Litt:** We work as a partner with our customers, and that makes it a win-win situation. In our customer surveys we always get very high remarks. With the most recent survey there was not one average or below average score; everything was above average or excellent. I think there is something to be said about that.



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