

**CARL M. THOMPSON**  
**Manager, Project Development / Environmental Toxicologist**  
**Compliance Services International**

**SUMMARY OF EXPERIENCE**

**PROFESSIONAL EXPERIENCE**

Over 30 years of laboratory and field biological research, environmental toxicology, regulatory consultation, business development, and environmental program management. Specialist in aquatic toxicology and international ecotoxicology regulations (FIFRA, TSCA, FDA, OECD/EU) for registration of crop protection products, consumer specialty products, industrial chemicals, animal health products and human pharmaceuticals.

25 years Environmental Toxicology Research and Consultation; Business & Project Management

- Contract research management
- Acute and chronic toxicity studies on fish & invertebrates
- Fish and invertebrate full life cycle toxicology investigations
- Fish bioconcentration evaluations
- Laboratory and field microcosm/mesocosm investigations
- Effluent biomonitoring
- Aquatic risk assessment
- Regulatory consultation re: international ecotoxicology requirements
- Business development, new market/service initiatives

6 years Fish and Wildlife Research

- Migratory bird banding; electrofishing surveys
- Benthic sampling and taxonomic classifications
- River pollutant laboratory and field bioassays

**CREDENTIALS**

B.S. 1971 Southeast Missouri State University, Biological Sciences  
Environmental Studies emphasis, Geology minor

**PROFESSIONAL AFFILIATIONS/APPOINTMENTS**

Society of Environmental Toxicology and Chemistry (SETAC) (1980-present)

Society of Quality Assurance (SQA) (1993-present)

American Chemical Society (ACS): Divisions of Chemical Toxicology, Agrochemicals, Agricultural & Food Chemistry, and Environmental Chemistry (1991-present)

American Society for Testing and Materials (ASTM): Committee E-47 on Biological Effects & Environmental Fate and Sub-Committee E-47.01 on Aquatic Assessment & Toxicology (1980-1985, 1996-present)

## **PROJECT EXPERIENCE**

- Diverse experience as a business development director, environmental toxicologist, operational vice president in a contract research organization, environmental research manager, regulatory consultant, ecotoxicology study director, laboratory research biologist, field biologist, and business/technical training specialist.
- As corporate business development director for CSI, identify and manage new business opportunities and develop strategy for new market/service initiatives. Coordinate the marketing/sales effort for the firm. Serve on the leadership team, with management oversight on various corporate activities.
- As environmental toxicologist for CSI, provide project management and consulting scientist expertise in this area. Utilize lengthy career experience in this discipline of study and familiarity with international ecotoxicology testing regulations to assist CSI clients with such regulatory needs.
- As a corporate vice president, managed contract research operations of up to 50 staff involved in various environmental toxicology and environmental fate registration testing programs. Had profit center and budget management, GLP study oversight, business development, and technical/business staff training responsibilities.
- As an environmental research manager, administered the activities of project teams conducting aquatic toxicology, avian toxicology, non-target insect/plant toxicology, and environmental fate studies. In this capacity, provided management oversight on *numerous* GLP studies with multiple chemicals (various compound classes) over a 15 year period. Familiar with international testing regulations.
- As a regulatory consultant, operated in an independent role as consulting scientist for environmental toxicology projects. Placed and monitored GLP studies at contract research facilities and prepared/submitted necessary regulatory documents. Provided quality assurance oversight and designed GLP programs.
- As ecotoxicology study director, conducted over 200 GLP laboratory studies to evaluate the aquatic toxicity of crop protection products, industrial/specialty chemicals, animal health products, and human pharmaceuticals. Designed testing protocols, conducted in-life biological phase, coordinated analytical phase, and prepared/submitted GLP reports.
- As a laboratory/field research biologist, conducted over 20 fish and mollusk bioassays to identify river pollutants responsible for the decline of fish and waterfowl populations in the Illinois and Mississippi River basins. Conducted migratory bird banding and electrofishing surveys.
- As a business/technical training specialist, conducted training exercises in essentials of management, time and cost management, international chemical control legislation, and basic/advanced Good Laboratory Practice (GLP) principles.

## PROFESSIONAL EMPLOYMENT

### **Manager, Project Development / Environmental Toxicologist (1996 - Present) Compliance Services International (CSI) - Lakewood, WA**

Direct new business development initiatives for CSI's regulatory and scientific teams. Identify registration management and technical consulting opportunities for established and prospective client markets. Develop marketing strategy for CSI business lines; provide business management advice. Provide project expertise in environmental toxicology, with aquatic toxicology emphasis. Member of leadership team.

### **Analytical Bio-Chemistry (ABC) Laboratories, Inc. – Columbia, MO (1978-1996) Various Scientific & Managerial Positions:**

#### Vice President & Director, Environmental Toxicology (1995-1996) ABC Laboratories, Inc. - Columbia, MO

Responsible for the technical management and business development of ABC's environmental toxicology business unit (45 staff). Coordinated the contract research activities of this group at ABC's Columbia, Missouri and Coleraine, Northern Ireland sites. Overall responsibilities included operations management, marketing and sales, and client/regulatory interactions for environmental toxicology registration testing programs placed at ABC. Member of ABC's leadership team, with corporate business oversight.

#### Director, Business Development (1994-1995) ABC Laboratories, Inc. - Columbia, MO

Directed the development of new business opportunities for ABC's technical operations. Primary responsibility for identifying and securing registration testing packages for agrochemical and animal health product development. Member of ABC's corporate leadership team.

#### Regulatory Consultant, Environmental Toxicology & Quality Assurance (1993-1994) Independent - Centralia, MO

Provided independent consulting services to the chemical industry as a technical study monitor, regulatory advisor, and GLP specialist. Designed testing programs for agrochemical and pharmaceutical product registration, provided study management expertise and quality assurance oversight, conducted GLP workshops, and prepared documents for regulatory submission.

#### Vice President, Environmental Assessment Programs (1991-1993) ABC Laboratories, Inc. - Columbia, MO

Operational management of 13 study director teams, including 52 associates. Services provided by the division included chemical fate, biodegradation, and product chemistry evaluations of pharmaceutical, agricultural, and industrial compounds. Member of ABC lab management group that directed the operation of ABC Laboratories' research services.

Vice President, Environmental Biology Division (1988-1991)

ABC Laboratories, Inc. - Columbia, MO

Responsibilities included the management of ABC's Aquatic Toxicology and Field Studies groups. Managed the activities of 10 study director teams and 45 professionals (aquatic toxicologists, agronomists, chemists, biologists) performing product registration testing.

Manager, Aquatic Toxicology & Field Study Groups (1987-1988)

ABC Laboratories, Inc. - Columbia, MO

Management responsibility of 9 study director teams conducting laboratory and field research testing in support of chemical registration requirements. Direct reporting to the Laboratory Vice President. Responsibilities included technical management, marketing and sales, and regulatory interactions for all aquatic and field research programs.

Manager, Aquatic Toxicology Group (1980-1987)

ABC Laboratories, Inc. - Columbia, MO

Technical management responsibility for contract aquatic toxicology research. Directed the growth of this group to divisional status, increasing the revenue contribution of this department from 5% to 20% of total company sales. Also served as study director on certain investigations.

Aquatic Toxicologist (1978-1980)

ABC Laboratories, Inc. - Columbia, MO

Study director for various aquatic toxicity tests, including acute, chronic, and bioconcentration investigations. Responsibilities included protocol development, client negotiations, study conduct, report preparation, and regulatory interactions.

**Aquatic Biologist (1974-1978)**

**Illinois State Natural History Survey - Havana, IL**

Conducted fisheries research on the Illinois and Mississippi River systems. Project responsibilities included the annual Ill. River electrofishing survey; Keokuk Pool, Miss. R., benthos survey; benthic surveys of Illinois River and major tributaries; and lab bioassays.

**Senior Research Technologist (1972-1974)**

**Missouri Agricultural Research Station**

Conducted laboratory nitrogen and protein assays for the Missouri feed and fertilizer control program. Designed and constructed testing apparatus.

**Biological Aide (summers 1970, 1971)**

**Missouri Department of Conservation**

Trapped and banded migratory birds to determine behavior and winter migratory routes.

## PUBLICATIONS

McGaughey, B.D., **C.M. Thompson**, P.J. Garvey, G.D. Mangels, and R.S. Pearson. 1998. From World-Wide Webs to Satellite Sensing: The Potential Impacts of Information Technology on Regulatory Compliance and Testing. *Human and Ecological Risk Assessment*. 4(1): 7-24.

Krautter, G.R., Mast, C.H. Wolf, M.A. Friedman, F.J. Koschier, H. Alexander, and **C.M. Thompson**. 1986. Acute aquatic toxicity studies of acrylamide monomer to macroinvertebrates and fish. *Journal of Environmental Toxicology and Chemistry*. 5(4):373.

Sparks, R.E. and **C.M. Thompson**. 1980. Response of the fingernail clam (Musculium transversum) populations in the Keokuk Pool, Mississippi River to the 1976-1977 drought. Rasmussen, J.L., ed., Proceedings of the UMRCC Symposium of Upper Mississippi River Bivalve Mollusks, pp 43-71.

**Thompson, C.M.** and R.E. Sparks. 1978. Comparative nutritional value of a native fingernail clam (Musculium transversum) and the introduced Asiatic clam (Corbicula manilensis). *Journal of Wildlife Management*. 42(2): 391-396.

**Thompson, C.M.** and R.E. Sparks. 1977. Improbability of dispersal of adult Asiatic clams (Corbicula manilensis) via the intestinal tract of migratory waterfowl. *The American Midland Naturalist*. 98(1): 220-223.

**Thompson, C.M.** and R.E. Sparks. 1977. The Asiatic clam (Corbicula manilensis) in the Illinois River. *Nautilus*. 91(1):34-36.

Sparks, R.E. and **C.M. Thompson**. 1977. Of clams and ducks. *Illinois Natural History Survey Reports*. No. 164, Feb., 1977, 4 p.

Sparks, R.E. and **C.M. Thompson**. 1976. Ammonia and aquatic life. *Illinois Natural History Survey Reports*. No. 156, April, 1976, 4 p.

Anderson, K.B., **C.M. Thompson**, R.E. Sparks, and A.A. Paparo. 1976. Effects of potassium on adult Asiatic clams (Corbicula manilensis). *Illinois Natural History Survey Biological Notes*. No. 98, 7 p.

Sallee, D., **C.M. Thompson**, R.E. Sparks. 1975. Zinc toxicity to bluegill sunfish (Lepomis macrochirus). *Transactions of the Illinois Academy of Science*, 1975.

## PRESENTATIONS

Whitehouse, J.L. and **C.M. Thompson**. Comparative Product Assessment as a Tool for International Registration and Marketing Strategies. Presented at the 1998 Mid-Year Meeting of the Chemical Specialties Manufacturers Association, Chicago, IL, Apr. 26-29, '98. page 5 of 7

Long, T.J., **C.M. Thompson**, and T.W. Fuhremann. 1985. Aquatic toxicity testing with several chlorinated propanes and propenes. Presented at 24th Annual Mtg. of Society of Toxicology, March 18-22, 1985, San Diego, California. Abstract published in *Toxicologist*, Vol. 5(1), 1985, no.259, p 65.

Krautter, G.R., R.W. Mast, C.H. Wolf, M.A. Friedman, F.J. Koschier, H. Alexander, and **C.M. Thompson**. 1984. Acute aquatic toxicity studies of acrylamide monomer to macroinvertebrates and fish. Presented at the ASTM 8th Symposium on Aquatic Toxicology, Fort Mitchell, Kentucky, April 15-17, 1984.

**Thompson, C.M.** and R.E. Sparks. 1977. Status of the fingernail clam (*Musculium transversum*) in the Keokuk Pool, Mississippi River. Presented at the 39th Midwest Fish and Wildlife Conference, Madison, Wisconsin, 24 P.

## ADDITIONAL TRAINING

- 2006 **Disaster Response:** CSPA Antimicrobial/Pesticide Symposium
- 2005 **Building Team Player Thinking:** Getting to the Finish Line - Management Training
- 2005 **Environmental Science in a Global Society:** SETAC Conference
- 2005 **Antimicrobial Registration Workshop:** CSPA-ISSA-ACC Workshop
- 2005 **Invasive Species: Their Ecological Impacts & Control Alternatives:** ASTM Symposium
- 2005 **Green Chemistry & Sustainable Development:** CSPA Symposium
- 2005 **REACH Compliance,** Global Chemical Regulations Conference: ACC/SOCMA
- 2004 **Environmental Aspects of Pharmaceuticals & Personal Products:** ACS Symposium
- 2002 **Antimicrobial/Pesticide Product Applications in Disasters:** CSPA Forum
- 2002 **National Water Quality Framework:** NWQMC Symposium
- 2001 **EU Biocidal Products Directive:** CSPA Forum
- 2001 **FIFRA/FQPA Workshop:** CPDA Workshop
- 2000 **Social Aspects of Public Health Issues:** CSMA Symposium
- 2000 **Agrochemicals in the 21<sup>st</sup> Century:** ACS Symposium
- 1999 **Bridging the Gap: Environmental Fate-Lab/Field:** ACS Symposium
- 1999 **Pesticide Labeling: Manual Revisions to Enforcement:** CPDA-SCPA Workshop
- 1999 **Risk and Public Opinion:** CSMA Symposium
- 1999 **Simulation Modeling of Pesticides in Ground & Surface Water:** ACS Symposium
- 1998 **Food/Environment Challenge:** 9<sup>th</sup> IUPAC Congress
- 1998 **FIFRA Reform and Emerging Issues:** CSMA Forum
- 1998 **Endocrine Disruption Biomarkers:** ASTM Symposium
- 1998 **Role of Contract Laboratories in Agrochemical Development:** ACS Symposium
- 1998 **Environmental Applications of GIS:** ASTM Symposium
- 1998 **Food Quality Protection Act (FQPA) Pesticide Registration:** CPDA Workshop
- 1997 **First Pesticide/Antimicrobials Summit:** CSMA Forum
- 1997 **Food Safety, Security & Sufficiency:** CAST Forum

1996 **GLP in Field & Environmental Studies:** IBC Short Course  
1996 **Environmental Toxicology & Risk Assessment:** ASTM Symposium  
1996 **Triazine Herbicides- Environmental & Regulatory Issues:** ACS Workshop  
1996 **Perspectives on Agricultural vs. Non-Agricultural Pesticides:** CSMA Workshop  
1996 **Practical GIS for the New GIS User:** SETAC Short Course  
1996 **Endocrine Modulation:** CSMA Forum  
1996 **Environmental Chemistry Resources on the Internet:** ACS Symposium  
1996 **MicroSoft Office 95 Software Training:** ViaGrafix Course  
1995 **Int'l Environmental Toxicology/Fate Testing Regulations:** SETAC Short Course  
1995 **Strategic Planning:** September Group  
1994 **Ecotoxicology: Responses, Biomarkers, Risk Assessment:** SOT Short Course  
1994 **Canadian New Substances Notification:** SETAC Workshop  
1994 **Int'l Harmonization: Update on Scientific/Regulatory Issues:** SOT Short Course  
1992 **WordPerfect & QuattroPro Software Training:** Delta Systems  
1991 **FDA Environmental Assessment Guidelines:** SETAC Workshop  
1990 **Time Management:** Sanders Training Group  
1990 **Essentials of Management:** AMA Short Course  
1990 **International Chemical Control Laws:** Dominguez Seminar  
1988 **Exceptional Customer Service:** Career Track Short Course  
1987 **Fundamentals of Finance & Accounting:** AMA Short Course  
1984 **EPA/FDA Good Laboratory Practices:** Ault Training  
1983 **Effluent Biomonitoring:** EPA Workshop  
1983 **Basic Supervision:** Padget Seminar  
1980 **Effluent Toxicity Testing:** EPA Workshop  
1976 **Waterfowl Biology:** Graduate Course, Western Illinois University  
1973 **Limnology:** Graduate Course, University of Missouri