



Thomas (Tom) D. Snowberger joined Battelle on February 2, 2009 as the Senior Vice President, Human Resources, reporting to the Chief Executive Officer. He is a Corporate Officer, and serves on both the Executive Committee and the International Board.

Tom is accountable for the alignment of Battelle's people strategy including talent management, total rewards, organizational effectiveness, succession planning, and the overall employee experience.

Tom came to Battelle from DHL Holdings (U.S.A.), Inc., where he was Senior Vice President, Human Resources responsible for organizational development, compensation and benefits design and administration, labor relations, and internal communications. DHL is the international express industry's global market leader with operations in 220 countries and more than 32,000 employees in the United States.

Tom has extensive experience with succession planning, employee engagement, strategy development, shared-services delivery, talent sharing throughout multi-complex organizations, and influencing enterprise-wide cultural change to support organizational strategies. He is well-versed in brand management, communications, mergers and acquisitions, business process redesign, and succession and workforce planning.

Before joining DHL, Tom served as Senior Vice President, Human Resources for the University Hospitals System in Cleveland, Ohio, and had been promoted to expatriate assignments at E.ON AG's Academy in Dusseldorf, Germany and its Scandinavian Operations in Malmo, Sweden.

Tom has also held positions as the Corporate Director, Human Resources at LG&E Energy Corporation in Louisville, Kentucky; Vice President, Human Resources at National Service Industries, Inc. in Atlanta, Georgia; and the Regional Manager, Human Resources for PPG Industries, Inc., in Pittsburgh, Pennsylvania.

Tom holds a B.A. in Communication Studies from the University of Iowa where he was a scholarship baseball player before being drafted by Major League Baseball's Detroit Tigers.