



Changing World Technologies, Inc. & Affiliate Companies

www.changingworldtech.com

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MANAGEMENT TEAM

Brian S. Appel, Chairman of our board of directors and Chief Executive Officer and founder of our company in February 1997. Mr. Appel initiated the TCP research and development facility in Philadelphia, Pennsylvania in 1999. In December 2003, under Mr. Appel's leadership, our company was named to the Scientific American 50, a list of people or companies recognized for their singular accomplishments contributing to the advancement of technology, in the category of energy. Prior to founding our company, Mr. Appel was the principal of Atlantis International, an international trading company. From 1983 to 1985, he was a principal of Ticket World USA, currently Ticketmaster, where he was responsible for business development. Mr. Appel is a member of the American Council on Renewable Energy, an organization that works to bring all forms of renewable energy into the mainstream of America's economy and lifestyle. Mr. Appel has authored several papers on TCP. He received his undergraduate degree from Hofstra University.

Michael J. McLaughlin, Chief Financial Officer. Mr. McLaughlin has been our Chief Financial Officer since September 2008. Prior to joining us, Mr. McLaughlin was vice president of finance and chief financial officer for Integrated Resources Holdings, Inc., formerly A.T. Clayton & Co., Inc., a paper distributor, from 1993 to 2008. During his career, Mr. McLaughlin has held executive positions in different industries, including consumer products, manufacturing, distribution and consulting service. He is a certified public accountant and is a member of the bar of the State of New York. He received his undergraduate degree in Accounting from Manhattan College, an MBA in Tax from St. John's University and a JD from Pace University.

James H. Freiss, Chief Operating Officer. Prior to joining us in 2001, Mr. Freiss was director of environmental affairs for ContiGroup Companies, Inc., or ContiGroup, a grain trading firm, from 1992 to 2001. At ContiGroup, Mr. Freiss was responsible for environmental management oversight and led research and development programs aimed at sustainable environmental technologies for agriculture. Prior to his tenure with ContiGroup, Mr. Freiss worked as an environmental consultant designing wastewater and water treatment facilities with CABA Associates, Inc., a provider of environmental and civil engineering services. Prior to that, Mr. Freiss worked as a construction and maintenance manager with Perdue Farms, Inc., a food and agricultural company. Mr. Freiss has chaired and participated in many agriculture related industry associations and committees, holds multiple patents involving agricultural waste management and has published numerous papers on wastewater management issues. Mr. Freiss received his undergraduate degree in Agricultural Engineering from Pennsylvania State University and obtained his Professional Engineering license from the State of Delaware.

Dan F. Decker, Executive Vice President. Prior to joining us in June 2007, Mr. Decker was vice president of technical operations for ContiGroup from 2001 to 2007. Mr. Decker has extensive experience and expertise in both process and general management and has over 25 years experience in operational, production and logistics management of oilseed processing operations in North America, South America, Europe and Australia. In addition, Mr. Decker has a background in the management of 65 commodity related businesses and experience in joint venture development and construction management. Mr. Decker received his undergraduate degree in Accounting and Business Administration from Eastern Illinois University.

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