

**Credentials/Registrations**

- ▶ MBA, Finance, Louisiana State University, 1980.
- ▶ B.S., Microbiology, Louisiana State University, 1977.

**Certifications and Training**

- ▶ CFP, College for Financial Planning, 1987.

**Career Summary**

Mr. Hess is the Chief Financial Officer of Toxicological & Environmental Associates, Inc. (TEA, Inc.). Mr. Hess has twenty-five years of direct experience as CFO and manager in the environmental consulting services industry. His overall management experience includes all aspects of the financial and business operations of services firms including financial management, project management, business development, strategic planning, area office operations and marketing. Mr. Hess's experience also includes stints as a consultant for three small A/E firms including business acquisitions consulting; partner in a financial firm specializing in developing state tax credits for expanding firms; and partner in a personal financial planning firm. He has managed three DCAA audits. His experience also includes roles as IT director, marketing director and manager of safety and health operations.