

Matthew F. Decker

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Summary

Director of Global Trade Compliance, Empowered Official, Licensed Customs Broker, and MBA Graduate with over 25 years experience. Accomplished record of successfully implementing complex, global trade compliance policies and procedures in an industry of emerging technologies. Proven ability to drive change and create rapid, measurable improvements in critical areas of ethics and trade compliance. Results achieved demonstrate a clear understanding of regulatory, ethical, financial, and broader stakeholder issues across all functional departments. Areas of competency include, but are not limited to ITAR, EAR, OFAC, ISA, C-TPAT, duty reduction programs, data mining and government investigations, FTZs, and ACE proficiency. Business enterprise attributes include global trade compliance strategic planning, risk assessment, auditing, global project management, global trade compliance process improvement, and mergers and acquisitions. Other areas of compliance expertise include Government Contracting, Monitoring, Ethics, and Codes of Conduct. Proven leader, oriented with strong supervisory, training, and relationship management skills.

Professional Experience

Director of Global Trade Compliance, Ethics & Compliance Officer, and Empowered Official

3D Systems Corporation, Rock Hill, SC

2017-2020

\$650MM Leading Global Manufacturer of Additive Manufacturing Solutions, NYSE: DDD

- Reported simultaneously to the Executive Vice President, General Counsel & Secretary, and the Executive Vice President of People & Culture
- Primary advisor to Executive Management and Board of Directors on international trade compliance initiatives including Government investigations and Monitoring Agreements.
- Corporate representative to export compliance improvement meetings with Outside Counsel, the Assistant US Attorney's Office, Department of Export Enforcement, Department of Homeland Security, and Defense Control Investigative Services.
- Internal sponsor of multiple ERP compliance improvement projects and teams to further automate Denied Party Screening, Transfer Pricing, Intrastat Reporting, and a secure technical data transfer portal.
- Responsible for tracking, auditing, and implementing necessary improvements resulting from metrics derived from central ERP systems, secure data portals, and third parties.
- Work with Internal Audit to prioritize independent audits related to international trade compliance.
- Law Department representative for all activities related to Enterprise Risk Management.
- Responsible for assessing needs and establishing import and export control policies and procedures including distribution and relevant training.
- Corporate representative at CECIMO, the European Association of the Machine Tool and Related Manufacturing Technologies. The association proactively represents the additive manufacturing industry and other emerging technologies in interests of international trade compliance.
- Managed multiple projects associated with rebuilding data file management globally to comply with OFAC regulations of Foreign Nationals.
- Responsible for reviewing internal and external requests for ITAR Technology Control Plans and resulting implementation and management.
- Responsible for applying for and obtaining all necessary export licensees, DDTC Registrations, and certifications globally to facilitate the successful import and export of all company manufactured goods.
- Responsible for management of a third party ethics hotline and all resulting investigations. This also includes the oversight of designated Deputy Ethics and Compliance Officers at all US locations.

International Trade Compliance Manager

National Gypsum Company, Charlotte, NC

2015-2017

Privately Held Manufacturer of Building Materials

- Reported directly to the Vice President, General Counsel & Secretary
- Developed, drafted, and implemented, all global international trade compliance policies and procedures.
- Facilitated compliance with NAFTA and other applicable Free Trade Agreements, CBP regulations, Anti-dumping and countervailing duty (ADD/CVD) laws, U.S. export embargoes, OFAC and EAR requirements, product labeling and content registration and/or disclosure requirements in relevant international markets.
- Implemented and maintained an independent international trade compliance record-keeping system to meet all regulatory record-keeping requirements.
- Implemented and monitored duty savings programs (e.g., NAFTA, FTAs, Duty Drawback, etc.) and managed customs clearance activities to ensure accuracy in customs reporting.
- Led comprehensive global international trade compliance training programs related to importing, exporting, and INCOTERMS 2010 for sales and all international supply chain personnel.
- Implemented processes with Internal Audit to periodically audit existing processes for international trade compliance and continuous improvement.
- Managed all aspects of a complex, routed export sales process globally.

International Trade Compliance Manager, Empowered Official

Vermeer Corporation, Pella, IA

2012-2015

Privately Held Global Manufacturer of Industrial Machinery, and Mining Equipment

- Managed and led a staff of three International Trade Compliance Specialists through all necessary phases of strategic development to a standardized, value-add, process driven team.
- Automated internal Harmonized Tariff and Schedule B Classification processes within a global ERP system for over 125,000 part numbers.
- Designed, implemented, and tracked results of an online, functional area specific, trade compliance training program. Areas included, but were not limited to Executive Management, Procurement, Engineering, Finance, Shipping and Receiving, Customer Support, and Legal.
- Documented and implemented new and updated Corporate Trade Compliance Policies and Procedures.
- Cooperated with Internal Audit to coordinate trade compliance audits, root causes, and corrective actions globally through the establishment of an internal, online trade compliance dashboard. This resource was also used to publish standardized trade compliance metrics and key performance indicators globally.
- Established a Trade Compliance Steering Committee of Executive and Senior Leadership members that met quarterly.
- Corporate Trade Compliance Advisor for interaction and negotiations with Customs and Government Officials, Customs Brokers, Freight Forwarders, Consultants, and Legal Counsel globally.

Senior Manager, International Trade Compliance

Albany International Corporation, Albany, NY

2008-2012

\$1B Leading Global Company of Advanced Textiles and Materials Processing, NYSE: AIN

- Directed and led all human / financial resources that drove all strategic and functional business processes for all international trade compliance activity, globally.
- Primary advisor for all matters related to a NAFTA investigation initiated by Mexican Customs Authorities for the period of 2003-2008.
- Documented, standardized, and implemented Corporate Import and Export Management Systems to include C-TPAT, 10+2 Importer Security Filing, and consistency with CBP and Bureau of Industry and Security Guidelines.
- Achieved consistent trade compliance related savings totaling \$3 MM annually.

Adjunct Online Faculty

International Import Export Institute, Phoenix, AZ

2007-Present

Part of Dunlap-Stone University, IIEI, a Premier Accredited Online Provider of International Trade Education

- Primary instructor of "Ethics in Trade Compliance" course. A prerequisite for Certified US Export Compliance Officer Certification.

Import Compliance Manager

Kennametal Incorporated, Latrobe, PA

2005-2008

\$2.5B Leading Global Supplier of Tooling, Engineered Components, and Advanced Materials, NYSE: KMT

- Established comprehensive global risk assessment and audit matrices to successfully direct, achieve, and audit internal controls related to C-TPAT and Importer Self-Assessment Programs.
- Directed Global Trade Compliance activities and advised Senior Management for a private-label partnership with Kyocera in Kyoto, Japan. Final implementation involved on-site negotiations, auditing, and disclosure of findings with multiple third-party providers in Japan, Singapore, and the United States for adherence with C-TPAT, ISA, and FTZ procedures.
- Directed and implemented a Corporate Import Management System. Documented policies and procedures reflective of workflows in the Foreign Trade Module of SAP.
- Trade Compliance Coordinator for the operation of Foreign Trade Zone 0403 in Cleveland, OH.
- Achieved Lean Six-Sigma Greenbelt status.

International Trade Compliance Specialist

PPG Industries, Incorporated, Pittsburgh, PA

2001-2005

\$13B Leading Global Coatings and Specialty Products Company, NYSE: PPG

- Developed, implemented, and managed an in-house Customs Valuation Verification application to consolidate relevant data to perform an automated, 3-way match between purchase, import, and payment.
- Led and coordinated all necessary investigations and audits resulting in six voluntary disclosures prior to application and acceptance into the Importer's Self-Assessment Program.
- Successfully implemented a global C-TPAT Compliance Program and other risk-based trade security initiatives for an import supply chain with over 400 foreign suppliers.
- Established corporate Trade Compliance Policies and Procedures and Foreign Trade Zone Manuals.
- Documented and audited over 100 process controls consistent with Sarbanes-Oxley Act of 2002 for compliance with the Importer's Self-Assessment Program.

Corporate Trade Compliance Representative

A.N. Deringer, Incorporated, Saint Albans, VT

1995-2001

Privately Held Customs Brokerage Firm in North America, Providing Integrated International Supply Chain Solutions

- Supervised staff of five Trade Compliance Specialists.
- 80% travel throughout Europe, the United States, and Canada in support of implementing strategic trade compliance programs for various customers' international supply chains.
- Responsible for establishing new business, standardizing local trade compliance protocols, and training personnel at newly opened company locations.

Education

MBA, University of Pittsburgh, Joseph M. Katz Graduate School of Business, Pittsburgh, PA

BS, State University of New York College at Plattsburgh, International Business Management, Plattsburgh, NY

Licenses/Certifications

Licensed United States Customhouse Broker, No. 15821, 1997

Certified United States Export Compliance Officer, 2006

Certified Compliance and Ethics Professional - International (CCEP-I), Society of Corporate Compliance and Ethics Compliance Certification Board