



## Industry professionals under 40

To celebrate its 40th anniversary, *Rubber & Plastics News* sought nominations for employees younger than 40 years of age who were making a mark in the rubber industry.

Remember the faces you see on the following pages. They could be your boss one day ... or maybe they already are. Honorees are listed in no particular order. Profiles run through page 26.

### Thierry Montcalm

**Age:** 39

**Title:** Technical manager

**Company:** AirBoss Engineered Products Inc.

**Connection to the rubber industry:** Right now I am in charge of compound development for AirBoss Engineered Products, which includes custom mixing, calendaring, fabric calendaring, uncured extrusion, military overboots, firefighter boots, etc.

**Leadership roles:** Since 2002 I was chairman of the Quebec Rubber Group for five terms, area director at the ACS Rubber Division for one term and alternate area director for two terms.

**Career highlights/accomplishments:** Chemist at American Bilrite (Canada) Ltd.; chemist at Acton International Inc. (became part of AirBoss in December 1998); technical sales representative at L.V. Lomas Ltd.; chemist, then R&D manager, then technical manager at AirBoss Engineered Products Inc. I participated in the development of a colored compound for snowmobile tracks. It had excellent performances. In 2003 I gave one course (basic compounding) to workers of the rubber industry in Quebec (for the Sectorial Committee for Labour for the Rubber Industry).

**Where do you see yourself in five years?** AirBoss is a dynamic and growing company, and I am sure the next five years will be full of surprises and opportunities. So for now I see myself still with AirBoss possibly with new challenges.



### Rusty Skalla

**Age:** 28

**Title:** Chief operating officer

**Company:** SASCO Chemical Group Inc.

**Leadership roles:** Currently sit on the following boards: Boys & Girls Club of Albany; Boulevard Capital Partners; Grap Corp.

**Career highlights/accomplishments:** Currently very excited about a new technology center SASCO built for the Boys & Girls Club of Albany. More than 200 children per day use the center.

**Where do you see yourself in five years?** My goal is to continue to upgrade and expand SASCO's operations to provide a stable footprint for successful growth.



### Tony M. Baggetta

**Age:** 33

**Title:** Manager, Industrial Hose Distributor Marketing

**Company:** Veyance Technologies

**Connection to the rubber industry:** Marketing manager for the largest manufacturer of industrial hose.

**Leadership roles:** My current role, plus I was previously West Coast sales manager for Goodrich Power Systems. I also was sales manager with Goodyear Aircraft Tires.

**Career highlights/accomplishments:** Started career as mechanical engineer in tire design and machine design, then moved into sales/marketing with Goodyear. I have also built up strong relationships in the rubber industry through my participation in NAHAD.

**Where do you see yourself in five years:** Managing a business unit or sales team in a growing market.

**“Tony’s enthusiasm is contagious, and he has a great understanding of the technical and business sides of the industry. Simply stated, he’s a true asset for the Goodyear Engineered Products brand.”**

**Jim Hill,  
Veyance Technologies General Manager  
Industrial Segment**

### Marc Skalla

**Age:** 33

**Title:** President, chief financial officer

**Company:** SASCO Chemical Group Inc.

**Connection to the rubber industry:** SASCO makes anti-tack coatings for the rubber industry.

**Leadership roles:** I sit on the board of the following companies: American Israeli Chamber of Commerce; Boulevard Capital; Grap Corp.; Unique Conceptual Development Inc.

**Career highlights/accomplishments:** Becoming third generation ownership of a 63-year-old company and being able to help lead the company through three of its most exciting years in history. SASCO has built a new technology center for the Boys & Girls Club of Albany. We also are opening our new R&D Center in Macon, Ga., this year to focus on innovations for our industry.

**Where do you see yourself in five years:** Five years from now I hope to have helped lead SASCO to continued stable growth through new product development and continued personalized service for our clients. Innovation has made us whom we are today (a 63-year-old chemical manufacturer); reinventing ourselves through innovation will secure our future and make us who we will be tomorrow.



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