

Fred Copeman

| 781.635.0685 | New York City, NY | FredCopeman@gmail.com

EXECUTIVE SUMMARY

Sustainability consultant with a proven record of partnering with clients and cross-functional teams to solve complex sustainability problems and develop corporate sustainability, decarbonization, and circular economy strategies. Master of Science in Sustainability Management from Columbia University Climate School.

Experience, Skills and Competencies: Project management, circular economy strategy, sustainability change management, decarbonization strategy, supply chain traceability, circular supply chain innovation, supply chain sustainability, climate risk analysis, materiality assessment and strategy, carbon credits/offsets, solar/renewables policy, research, client relations, professional report writing, LCA, GHG accounting, ESG data analysis, ESG reporting with GRI, CDP, SASB and TCFD, SBTi

EDUCATION

Columbia University Climate School | New York, NY 2022

Master of Science in Sustainability Management. 3.95 GPA

Relevant Coursework: Sustainability Management, Circular Economy, Science of Sustainable Water, Climate Science, Corporate Sustainability Reporting and Strategy, Accounting and Finance, Sustainable Operations, Life Cycle Assessment, ESG Data Measurement, Climate Policy, Business Strategies and Social Problems

Ohio Wesleyan University | Delaware, OH 2011

Bachelor of arts, Major in Philosophy, Minor in Political Science

PROFESSIONAL EXPERIENCE

Kearney | *Sustainability Specialist Consultant* | New York City, NY June 2023 – Current

- Worked with a tech hyper-scaler to optimize organization structure and change management around decarbonization strategy, sustainability goal reporting, roles and responsibilities
- Co-authored the 2023 Strategic Plan for the New York City Regional Economic Development Council (NYCREDC). This social sustainability work involved interviewing 90+ NYC political, business and academic leaders to understand the migrant crisis, developing a novel migrant facilitation service and modeling the resulting benefits
- Worked with a major electronics manufacturer to quantify the opportunities of entering the European secondary market (refurbished/circular electronics)
- Worked with Kearney's PERL lab (Product Excellence and Redesign Laboratory) to perform tear down, analysis and cost reduction strategy for a 100+ SKU portfolio for a home improvement brand
- Co-developed Kearney's TRACE framework for supply chain traceability with an emphasis on human rights and environmental supply chain risk
- Advised a climate tech startup on the creation of business and pricing models, manufacturing supply chain and fundraising strategy
- Authored firm articles analyzing the 2024 SEC climate disclosure rules, 2024 circularity trends, CSRD and SB253 Scope 3 mandates, the state of water replenishment and more
- Developed firm point of view on corporate water strategy, concentrating on the issues around water replenishment, water and climate risk and water use reduction strategy in data center cooling

Trek Bicycle | *Circularity and Sustainability Consultant* | New York City, NY June 2022 – Dec 2022

- Established corporate circularity goals which included introducing programs such as cyclical materials, certified pre-owned bikes, and leasing
- Secured executive support for circularity goals by leading educational sessions on the financial and emissions impacts of circular business models such as re-commerce, reuse, and circular materials
- Ideated, developed, and launched a circular rubber program which will convert rubber waste into feedstock for new products

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- Developed an operational strategy for collecting, processing, and returning raw materials by establishing strategic partnerships with external suppliers and internal teams including legal, finance, world trade, procurement, retail, and marketing
- Built a roadmap for a fully in-house circular rubber program which included milestones for increasing internal recycling and production capabilities
- Supported the development of the sustainability report by partnering with the marketing team to develop narratives around the company's circular economy and sustainability initiatives

Omni Navitas Renewable Energy | *Policy Consulting Intern* | Boston, MA Dec 2020 - Mar 2021

- Developed proposals for floating solar projects in the Northeast US by researching global trends in floating solar, analyzing data on previously-mined lands, and prioritizing potential sites
- Recommended a strategic approach to future site selection by reviewing relevant policies and regulations pertaining to current and future solar markets such as the Virginia Clean Economy Act and identifying key site selection criteria

EF Go Ahead Tours | *Sustainability Coordinator, Sales* | Cambridge, MA July 2019 - Sept 2020

- Developed the company's first sustainability program and net zero strategy in collaboration with the Director of Emerging Technologies
- Established EF's global DEI initiative by serving on the DEI Taskforce and co-facilitating company-wide forums on race and diversity
- Conducted a benchmarking analysis of market development trends in the responsible tourism industry

St. John Mary International School | *Sustainability Coordinator, Teacher* | Saraburi, TH July 2018 - July 2019

- Pioneered a schoolwide curriculum-integrated recycling and composting program which incorporated conversations about climate, sustainability, and waste into art, science, math, English and social studies classes for students in grades K-12
- Advanced the adoption of the Bangkok Eco-Beast sustainability education program by networking and collaborating with other eco-minded schools and institutions throughout Thailand

Hope Acts | *Board of Directors* | Portland, ME June 2014 - Sept 2017

- Facilitated a complete review and overhaul of the organization's mission, goals and strategy which resulted in a narrowed focus on working with asylum seeking immigrants
- Created "Into Action", Hope Acts' largest annual fundraising event which provided over a third of the annual budget and developed valuable connections with community stakeholders

Early Career June 2011 - July 2018

- 8+ years of music industry experience including lead pianist at Shadowbox Live (largest resident theater company in the US), seven national tours with the indie rock band SeepeopleS, contributions to 9 studio records including two solo albums, original composition and scoring for web ads
- Provided low carbon HVAC solutions as a sales consultant for Revision Heat in Portland, ME
- Supported the foundation of a women-owned bilingual international kindergarten in Hanoi, Vietnam

COLUMBIA ACADEMIC PROJECTS

Environmental Impact Tool for Re-Nuble | *Graduate Capstone Project Manager* Summer 2022

- Lead a team of 10 on the development of a customized carbon monitoring tool

Sustainability Report for John Fluevog Shoes | *Corporate Sustainability reporting and Strategy* Spring 2022

- Worked with a famous shoe brand to create their inaugural sustainability report

Case Study on Sustainability in Small Liberal Arts Schools | *Sust. Management, Indep. Study* Fall 2021

- Collaborated with students, teachers and administrators to assess sustainable opportunities