

*Biography  
for  
JOHN D. GRAMPA*

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John D. Grampa was elected Vice President Finance and Chief Financial Officer for Brush Engineered Materials Inc. in 1999. He joined the Company in 1998 as Vice President Finance.

Prior to joining Brush Engineered Materials Mr. Grampa was Vice President Finance for the Worldwide Materials Businesses of Avery Dennison in Concord, Ohio. Prior to joining Avery Dennison in 1984 he served in a variety of financial management, audit and planning positions at Diamond Shamrock.

Mr. Grampa has an outstanding track record in strategic financial management & control and a broad set of experiences in finance, information technology, performance management, strategy development, acquisition integration, supply chain redesign, purchasing and administrative services. He has implemented innovative information technologies and is known to have installed leading edge finance best practices and performance monitoring processes long before they became popular.

An operating finance leader, Mr. Grampa has partnered with operating executives and used creative analytical techniques while leading many performance improvement initiatives at operating companies of varying size throughout the world. He is experienced at developing strategies and implementing change in rapid growth as well as restructuring and turnaround environments.

Mr. Grampa holds a B.S. in Industrial Management from West Virginia University and is a Certified Public Accountant.

Mr. Grampa is a Director of the Lakeland Community College Foundation.

