



## Build It Right Before You Hire

**Compliance • Healthcare • Hazardous Waste • Analytics**

### Executive Summary

Sybest LLC helps organizations build compliant, data-driven operations before expanding in-house teams. Led by Dr. Stanley Njoku, PhD, Sybest delivers integrated analytics, healthcare compliance, Environmental Health & Safety, and hazardous waste management—building scalable systems that reduce risk, improve operational efficiency, and prepare organizations for successful in-house expansion.

Many organizations rush to hire compliance, EHS, or analytics staff before systems are in place, creating operational gaps and regulatory risk. Sybest addresses this by building the operational foundation upfront, ensuring internal hires step into mature workflows, clear KPIs, and regulatory-ready environments—accelerating performance from day one.

**You don't just get consultants. You get builders.**

Capability	What It Delivers
Digital Analytics & Automation	→ Data-driven insights, operational visibility, cost savings
Dashboards • BI • Workflow Systems	→ OSHA Compliance • Fit Testing • Medical Clearance
Environmental Health & Safety (EHS)	→ Scalable Hazardous Waste Management (RCRA & Non-RCRA)
Compliance Audits & Risk Programs	→ Health Safety Governance & Reporting

### What Sybest Delivers Before You Hire In-House

#### Digital Transformation & Analytics

- Compliance dashboards & reporting automation
- Business intelligence systems
- AI-enabled workflow automation
- Custom software tools
- Operational performance tracking

## **Healthcare Compliance**

- OSHA compliance training
- Respiratory fit testing
- Medical clearance workflows
- Automated reporting systems  
(Current statewide support for CDPH)

## **Environmental Health & Safety**

- Safety audits & regulatory gap analysis
- Environmental compliance programs
- Risk assessments & emergency response planning
- Inspection readiness & documentation

## **Hazardous Waste Management (RCRA & Non-RCRA)**

### **Proven Hazardous Waste Scale**

- ~103,000 lbs per month
- 1.2+ million lbs annually

### **Services include:**

- Waste stream characterization
- Secure packaging & labeling
- Manifest control & chain-of-custody
- DOT & HAZWOPER compliance
- TSDF audits & vendor oversight
- Proprietary disposal tracking systems

## **Why Clients Choose Sybest First**

- Reduce compliance risk
- Save time and operational cost
- Build mature workflows before hiring
- Hire with clarity (defined roles + KPIs)

## **Bottom Line**

Hiring internally without infrastructure creates risk, inefficiency, and unnecessary cost. Sybest builds compliant systems first — so your hires succeed from day one.

## **Ready to Prepare Your Organization?**

Partner with Sybest LLC to establish compliant systems, deploy analytics dashboards, manage hazardous waste at scale, and streamline healthcare & EHS operations.

# Stanley Njoku, Ph.D

Ph.D. Business Analytics & Data Science

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## Objective:

Innovative leader leveraging technical expertise, data-driven insights, and problem-solving acumen to tackle complex business challenges and deliver measurable results.

## KEY ACHIEVEMENTS

- **\$7M Savings:** Uncovered significant cost reductions through in-depth analysis of Apple Recycling Group data.
- **220% Revenue Growth:** Designed and implemented a data science strategy for a non-profit, boosting annual revenue.
- **Operational Efficiency:** Reduced Bio-Rad operating costs by nearly \$500K through targeted analysis.
- **Predictive Excellence:** Achieved 98.5% accuracy in forecasting U.S. monthly sales.
- **Sales Impact:** Drove 45% sales growth for small businesses via strategic initiatives.

## Professional Experience:

### Founder & CEO | Sybest LLC | Nov 2023 – Present

- Lead strategic direction and operations for a multi-service consulting firm specializing in government contracting, data analytics, and compliance.
- Develop client solutions that integrate business intelligence, process optimization, and regulatory expertise.

### Sr. EHS Specialist, Gilead Sciences, Foster City (Oct 4, 2021 - Dec 15, 2023)

- Developed innovative data science visualizations, optimizing project execution through talent alignment and strengths assessment.
- Created a tracking visualization dashboard for analyzing discrepancy reports, enhancing regulatory compliance.
- Proposed predictive approaches for emergency response strategies, emphasizing proactive safety measures.
- Collaborated with cross-functional teams, securing a top position in a Gilead Clinical Trials Hackathon competition.
- Managed hazardous waste disposal operations, overseeing 21 contractors across multiple FC sites.
- Implementing a digital solution to improve operational efficiency and reduce costs, awaiting approval from the EHS leadership team.
- Utilizing various internal data sources to complete regulatory environmental reports.

### EHS Specialist II, Bio-Rad Lab, Hercules (Dec 17, 2017 - Oct 4, 2021)

- Aggregated internal data for regulatory reporting, resulting in significant cost savings.
- Utilized healthcare worker's comp datasets for quantitative analysis, enhancing data-driven decision-making.
- Developed analytical models and visualization dashboards for incident reporting, providing strategic insights to VPs and directors.
- Managed over 150 volunteered emergency responders, ranging from director level to administrative staff.

### Consultant, EORM, Alameda, CA (Sept 2013 - Dec 2017)

- Conducted in-depth analyses, discovering over \$7 million in lost products through data aggregation.
- Developed visualization reports, contributing to improved energy and water consumption at Apple Recycling.
- Conducted risk assessments and developed safety programs, ensuring compliance with regulatory standards.

**Education:**

- Capitol Technology University - Ph.D. - Business Analyst and Data Science - Class 2025. Graduation 4/24
- University of Denver, Denver - MASC - Environmental Policy Mgt, focus on Energy and Sustainability
- Cal State University, Bakersfield - B.SC - Environmental Resources Management
- Columbia Southern University - A.S - Occupational Health & Safety

**Certificates:**

- University of Michigan – Applied Machine Learning in Python
- IBM – Python for Data Science, AI & Development
- Johns Hopkins University – Mathematical Biostatistics Boot Camp 1
- University of Michigan – Applied Text Mining in Python
- IBM – Introduction to Cybersecurity Tools & Cyber Attacks
- Johns Hopkins University – Summary Statistics in Public Health



# SYBEST LLC

## Onsite Respiratory Fit Testing

+ Online Medical Clearance

Contact Us Today

stanley@sybestic.com

**415-619-0493**



[sybestic.com](http://sybestic.com)



Are your employees traveling off-site for their annual respirator fit testing? Concerned about the loss of productive time or the uncertainties involved in transit? We have a solution for you!

### Onsite Fit Testing

- At your location
- Highly convenient
- Comprehensive services
- Quantitative and qualitative fit testing



### Online Med Clearance

- Easy to use
- Pause and start at any time
- Complete within 15-20 minutes
- Instant results with nurse follow-up (if needed)



**CALL US TODAY TO SCHEDULE ONSITE FIT TEST**

**415-619-0493**



Sybest LLC partners with the California Department of Public Health to provide respirator fit testing and medical clearance for over 1,600 healthcare and laboratory employees statewide.

# DR. STANLEY NJOKU

## FOUNDER & CEO



Dr. Njoku  
Professional Site



### CONTACT

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FOUNDER & CEO

### EDUCATION

CAPITOL TECHNOLOGY  
UNIVERSITY  
Ph.D - Business Analytics &  
Data Science

UNIVERSITY OF DENVER  
MAsC - Environmental  
Policy Mgt / Energy &  
Sustainability

CAL STATE BAKERSFIELD  
BSC - Environmental Resources  
Management

Dynamic and results-driven business leader with over 13 years of experience in strategic and efficient business operations management, including oversight of diverse vendor relationships.

### WORK EXPERIENCE

Dr. Njoku, with over six years of expertise in hazardous waste management, ensures regulatory compliance through DOT, T22, and HAZWOPER certifications. He has managed **1.2M lbs annually**, audited TSDF facilities, and collaborated with top vendors to ensure environmentally responsible practices.

#### Haz Waste Managed:

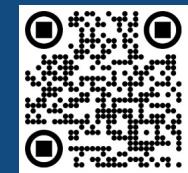
- **6-Year Average:** 1.2 million lbs annually
- **Quarterly Average:** 411,000 lbs
- **Monthly Average:** 103,000 lbs

### SKILL

- LEADERSHIP |||||
- STRATEGIC MANAGEMENT |||||
- EFFECTIVE COMMUNICATION |||||
- HUMAN RESOURCES |||||
- MANAGEMENT |||||
- FINANCIAL ANALYSIS |||||

### TSDF SITES AUDITED

- CONTINENTAL CEMENT - HANNIBAL, MO
- ARAGONITE INCINERATOR - GRANTSVILLE UTAH
- SAFETY-KLEEN - SMITHFIELD, KY



# NEWSLETTER

## HAZ WASTE TSDF SITE AUDIT - CONTINENTAL CEMENT



### From Foster City, CA to Hannibal, MO: Ensuring Hazardous Waste Compliance and Final Destination Accountability

Navigating hazardous waste management requires precision, diligence, and a commitment to regulatory compliance. From Foster City, California, to Hannibal, Missouri, businesses must adhere to cradle-to-grave waste management principles to ensure every step of the process meets environmental standards.



### Master Hazardous Waste Compliance with Sybest

Do you know the hazardous waste final disposition process? Is your TSDF compliant? Your waste Incinerated, recycled, or landfilled? Sybest is here to help you navigate compliance efficiently.

