

Heather Falcone  
Chief Executive Officer, Thermal-Vac Technology

Heather is a servant leader with over 20 years of experience in the heat treating, brazing, and chemical processing industries, where she has led companies to achieve remarkable growth, innovation, and recognition. She leads the strategic vision, operations, and financial performance, while fostering a culture of excellence, parity, and social responsibility.

Heather spent most of her formative years living and breathing heat treating and brazing as a second-generation member of a family-owned business. After attending college at Fullerton College and California State University, Fullerton, Heather joined the business in 2003 and worked in many of the company's operational and administrative roles. She assumed the CEO role in 2019, leading the company through the pandemic with safety and stability for the entire team into a new era of success and engagement.

As a passionate breaker of things, Heather challenges the status quo and harnesses the genius of a diverse and inclusive team to create breakthroughs that put the company on the map. She is a champion for employment opportunities for some of the most vulnerable citizens, such as women, those in the LGBTQIA+ and BIPOC communities, those experiencing homelessness, addiction, extreme poverty, or experience in the justice system. Through nonprofit partnerships and her involvement in the Orange County Workforce Development Board, she has ensured that over 54% of the team population at Thermal-Vac Technology identifies as a member of one of these diverse, underrepresented communities.

Heather is a board member, coach, speaker, and writer, who leverages her expertise and influence to advocate for family businesses, fair chance hiring, and diversity, equity, and inclusion. Her volunteer and philanthropic contributions are many, with both local impact to Orange and LA counties through her involvement with Chrysalis and the OCWDB, as well as nationwide and internationally as a board member of the Metal Treating Institute, AMEC, and NADCAP. She is a transformational woman in family business and recognized leader in her field, with multiple accolades and honors. She is a prolific contributor to industry publications and events, sharing her insights and best practices on topics such as leadership development, continual improvement, lean strategies, ESG stewardship, and technical standards. Her Womxn Wednesday posts are revered, spreading uplifting and empowering messages for womxn and other minority voices.

Supported by her incredible leadership team, Heather has spearheaded major corporate initiative in the last 24 months such as introducing a 4-day workweek, shepherding a shift to clean energy with zinc-powered energy storage solutions onsite to reduce electric grid dependency and promote sustainability, a 91% increase in parts processed year over year, back-to-back accreditations of the highest merit through two separate industry accrediting bodies, and providing best-in-class benefits, compensation, and training programs including the industry-leading TVT-XPLORE program to train next gen experts and leaders.

Heather is an Ironman triathlete, Seven Summits enthusiast that has summited Mt. Kilimanjaro and trekked in the Everest region, along with loving wife and mother to two teenage boys. She seeks to promote growth and opportunity outside of people's comfort zones with an invitation to be "Green and Growing", to reject mediocrity, and embrace their unique talents to create meaningful and lasting legacy impact.

Recognition:

Heather Falcone  
Chief Executive Officer, Thermal-Vac Technology

- 2023 Master Craftsman Award, Commercial Heat Treater of the Year, Metal Treating Institute
- 2023 OC Visionary, Nonprofit and Education, Los Angeles Times
- 2023 Outstanding Community Leadership Award, Leadership Tomorrow
- 2022 OC 500, Services
- 2022 Metal Treating Institute Emerging Leader
- 2022 Octane Best Technology CEO Finalist
- 2022 Transformational Woman in Family Business - Excellence in ESG (Social)
- Heat Treat Today's 40 Under 40
- 2021 OC 500, Technology
- OCBJ 2021 Family-Owned Business Awards Winner, Small Business
- OCBJ 2020, 2021, 2022 Companies That Care
- Family Business Magazine 2020 CEO's to Watch and 2021 At the Helm CEO full-feature
- 2019, 2020 Inc. 5000 Fastest Growing Company
- Family Business Hall of Fame 2019 Nominee
- Orange County Register Top Workplace 2018

Heather's professional associations include:

- Chair, Orange County Advisory Council; Chrysalis
- Secretary, Executive Director of the Board, Chrysalis
- Pacific Coast Chapter Representative, Metal Treating Institute Board of Trustees
- Advisory Board Member, WLIFE (Women Leaders in Family Enterprises)
- Voting member of NADCAP heat treat task group
- Member, Aerospace Metals and Engineering Committee (AMEC)
- Society for Human Resource Professionals (certified Senior Professional in Human Resources)