

ACCESS SAFETY, LLC: May 2004 – Present

Occupational safety and health consultant, West Michigan

Founder and Managing Partner: Safety and health advisor with specialization in OSHA compliance, industrial hygiene, construction aspects and safety program management. Work with senior level management to organize and implement systems to manage safety and risk control programs. Work with front line leaders to integrate safety into work processes and ensure accountability for safe work practices. Work with employees to ensure safety learning objectives are met and safety performance is maintained. Perform ancillary services including: air sampling, training, investigations, hazard analysis, safe work procedures, noise monitoring, ergonomic evaluations, safety inspections, etc.

AMVISTA GROUP INC. (Division of AP Capital): October 2002 – April 2004

Mono-line workers' compensation insurance carrier, Grand Rapids, MI.

Health & Safety Consultant: Responsible for partnering with client personnel to make assessments and improvements in work practices related to safety, ergonomics, industrial hygiene, claims management, and return-to-work. Collaborated with insured's senior leadership to establish goals for managing loss exposure and accountability. Developed business plans for improving loss ratios based on an analysis of loss trends, site assessments, and organizational needs. Worked with employees and leadership to facilitate culture change and build alignment for accomplishing business plan objectives. Developed systems for tracking and managing corrective actions and for reporting performance results. Developed educational materials and conducted training programs for leadership and hourly personnel.

STEELCASE INCORPORATED: April 2000 – October 2002

Office furniture manufacturer. Grand Rapids, MI

Sr. Health and Safety Engineer: Responsible for the management of the health, safety, and disability management programs at a 600 employee manufacturing facility. Established goals, objectives and indicators for improving safety performance. Implemented protocol for measuring, tracking and reporting on team performance. Collaborated with plant leaders to develop an interdependent safety system for managing loss exposure. Conducted training programs for management, supervision, and hourly employees. Responsible for compliance initiatives associated with OSHA and NFPA regulations; conducted safety audits, incident investigations, ergonomic intervention, industrial hygiene audits and air sampling. Provided leadership and quality assurance for the safety team which consisted of a safety specialist, disability case coordinator, and six health & safety coordinators. Maintained safety databases for tracking and measuring safety performance. Reduced injury frequency rate from 24.5% to 7% in 24 months.

CAMBRIDGE INTEGRATED SERVICES GROUP INC. (Division of AON): February 1989 – April 2000

Workers' Compensation third party administrator. Grand Rapids, MI

Director: (94' – 00'): Responsible for the management of all health and safety services including field services, training, ergonomics, and indoor air quality programs. Developed standard operating procedures, policies, and guidelines for the Risk Control consulting division consisting of 15 health and safety professionals. Developed and implemented systems for monitoring work flow, schedule completion, and quality assurance. Developed and maintained budget and project plans to ensure high standards of excellence in the consulting practice. Developed and presented service proposals to clients and prospects. Assisted client-service and marketing staff in sales presentations. Published a quarterly client newsletter to provide information and guidance on health and safety topics.

Coordinator of Technical Service, (93' – 94'): Headed a special marketing project for unbundled consulting services. Developed the business plan, marketing materials and organizational structure to support the delivery of the service offerings. Provided technical support for sales staff and met with West Michigan leaders to introduce service products.

Consultant, (89" – 93"): Responsible for providing consultation, administration and expertise in the development of client's health and safety programs. Activities included: safety audits, air quality evaluations, air sampling, noise level surveys, ventilation studies, safety training and education, ergonomic analysis/intervention, and related workers' compensation loss control services.

GRAND VALLEY STATE UNIVERSITY: Fall of 1999

Education (instructor)

Adjunct Faculty: Adjunct instructor for a sophomore/junior level course in Hazard Control. This was a core curriculum course in the University's Occupational Health & Safety Management degree program. Prepared and presented lesson plans, group projects, and taught students concepts of hazard recognition, hazard control, personal protective equipment, safeguarding techniques, and life safety.

THE ARGUS GROUP: October 1984 - February 1989

Sales Agency - specialized safety and health equipment. Roseville, MI

Regional Sales Manager - West Michigan: Developed the business and marketing plan for the territory expansion initiative into the West Michigan market. Responsible for marketing state-of-the-art health and safety equipment, environmental monitoring instrumentation and fall protection equipment. Developed communication and organizational skills for sales presentations, training programs and seminars.

SAFETY SERVICES, INC.: July 1983 - October 1984

Occupational safety and health equipment distributor. Grand Rapids, MI

Sales Representative/Consultant: Hired as a customer service representative responsible for providing client consultation on selection of appropriate personal protective equipment. Promoted to outside district sales manager responsible for field sales to Grand Rapids, Michigan area accounts.

EDUCATION:

Grand Valley State University, Allendale, MI

Degree: Bachelor of Science (1983)

Major: Behavioral Science

BOARD CERTIFICATION:

Certified Safety Professional (C.S.P.)

Board of Certified Safety Professionals: Certificate #11137

Specialty: Management Aspects

AFFILIATIONS:

2011-Present: Solon Township Fire Department Review Board – Chairman

2009-2011: Solon Township Fire Department Review Board – Vice Chairman

2006: West Michigan Chapter ASSE – Safety Professional of the Year

2001-2002: American Society of Safety Engineers - President (West Michigan Chapter)

1997-2000: Self-Insurance Institute of America - Vice President of Publications

1997-2000: Self-Insurance Institute of America - Board Director, S.I. Publishing Corp.

MEMBERSHIPS:

American Industrial Hygiene Association, Professional member

American Society of Safety Engineers, Professional member

CONTINUING EDUCATION:

1999 Adjunct Faculty, Grand Valley State University, Sophomore/Junior level curriculum

1995 Graduate of *Leadership Michigan*, Michigan State Chamber of Commerce

Industrial Hygiene Air Sampling, Johns Hopkins University

Principles of Industrial Hygiene, Grand Valley State University

Chemical & Physical Hazards, Grand Valley State University

Occupational Ergonomics, University of Michigan

Essentials of Risk Management Process, American Society of Safety Engineers