CARL A. ROCHFORD
DOT COMPLIANCE EXPERT
Transportation Compliance Experts Inc.
4851 Wharf Parkway Unit D-226
Orange Beach, Alabama 36561
251-923-4260(Office)
205-383-7200 (Cell)
carl@transportationsafetyservices.com

Professional Experience

- **ACTION RESOURCES** **2018- 2024**
    - Senior Director of Safety
        - Leader overseeing safety and DOT compliance of over 500 drivers within the 3 companies operated by Action LLC.
        - Developed and implemented a defensive driving program "Next Level Driving" to improve DOT Recordable Crashes, in a manner exceeding industry standards of reasonable care.
        - Educated and trained safety team staff members in DQ file management, Drug and Alcohol, Hours of Service and Maintenance reporting to achieve a motor carrier safety rating of "Satisfactory" with zero acute or critical violations in 2018 and 2023 FMCSA compliance review audits.
        - Successfully led a company wide effort to achieve the American Chemistry Council's Responsible Care Management System Certificate in 2019 and 2023.
        - Trained and coached Field Safety Managers on root cause analysis, interaction management and Success Plan behavior and skill improvement with drivers in the areas of accidents, injury and DOT safety and compliance issues.
        - Implemented SmartDrive/Samsara camera programs to coach drivers in areas of safe driving and to enhance remote driver supervision, in a manner exceeding industry standards of reasonable care.
        - Member of Alabama Trucking Association Safety Advisory Board.
        - Action Resources received company safe driving awards from Alabama Trucking Association in 2020, 2021 and 2023.
        - In 2022 and 2023 Action Resources received company safe driving awards from the National Tank Truck Carriers.

- **SOUTHERN CAL/TRANSPORT AMERICA** **2009-2018 and 2006-2007**
    - Vice President of Safety & Risk Management
    - Manager of Support Centers
        - Restructured all areas of Safety, Compliance and Risk management, moving Southern Cal from an Unsatisfactory mock FMCSA compliance review audit in September of 2006 to a Satisfactory FMCSA compliance review in January of 2007 with zero acute or critical violations.
        - Created a pre-hire agility screening process to determine the physical fitness of all new hires exceeding industry standards of reasonable care.
        - Trained and coached frontline Field Safety Specialist on root cause analysis, interaction management and corrective action process.

- Created proactive training classes for driver supervisors and drivers dealing in accidents, hours of service (fatigue management) and injury prevention to improve company's commercial vehicle safety results.
- Assisted with the development and implementation of industry best practice safety tools, which significantly exceeded industry standards of reasonable care.

- **ROCHFORD ENTERPRISES 2008-2009**

  - Owner - Launched and Managed 3 separate businesses
    - DOT Consulting
    - Medical Billing
    - Mobile Pet Grooming

- **US XPRESS INC. 2007**

  - Vice President of Safety & Loss Prevention
    - Created unique educational and training programs, which significantly exceeded industry standards of reasonable care, that reduced company accident involvement significantly and to a five-year low.
    - Developed a new student training (Entry Level Driver Training) program called "Step Training". The program is designed to help the students become self-reliant, safe and productive drivers, exceeding industry standards of reasonable care.

- **CRST MALONE INC. 2002-2006**

  - Safety Director
    - Improved the driver orientation from a half-day paperwork orientation to a two-day safety/cargo securement training and paperwork orientation, significantly exceeding industry standards of reasonable care.
    - Achieved a DOT "Satisfactory Rating" in two FMCSA comprehensive compliance review audits with zero acute or critical violations.
    - Implemented an accident at-risk/root cause process to determine the correct training and behavior interventions for drivers that were going to be retained, significantly exceeding industry standards of reasonable care.
    - Created new dispatch screens to capture and record that load securement devices used on each load met or exceeded FMCSA requirements.
    - Created unique driver communication methods- SAM (**S**afety **A**lways **M**atter) Program, safety scripts, 800-Safety Hotline and recorded driver conference "call in" program.
    - Required a 100% re-education process for all drivers with preventable accidents and cargo claim, significantly exceeding industry standards of reasonable care.
    - Created a Driver Corrective Action Program to improve hours of service and DOT out of service key factors.

- **CELADON TRUCKING SERVICES INC. 2000-2002**

  - Operations Director

  - Director of Fleet Safety
    - Implemented Safety programs that helped Celadon win 1st place in the 2002 Truckload Carriers Association's "National Fleet Safety Award".
    - Successfully created processes and programs that moved Celadon from a Conditional FMCSA safety rating to a Satisfactory Rating with zero acute or critical violations, improving the company's safety management controls.
    - Developed programs to qualify Celadon's Mexican carrier to allow the drivers to move freight from Mexico into the United States, in compliance with applicable industry regulations.

- Reduced Celadon's preventable accidents by 30% per million miles and reduced DOT driver out-of-service percentage by more than 50%.
- Created a process with the Operations Team to monitor and avoid driver fatigue via internal dispatching system.
- Developed the company's unique driver qualification and hiring processes that takes in consideration both the driver's experiences and orientation performance.

- **SCHNEIDER NATIONAL CARRIERS 1987-2000**

  - Team Operations Manager (TOM)
    - Leader of an independent contractor team, consisting of 300 independent contractors, six driver managers and two administrative associates.
    - TOM accountable for system and dedicated drivers consisting of 350 drivers, nine separate dedicated accounts, seven driver managers located at customer on-site facilities and company terminal locations. This role required many customer visits to discuss contract changes, problems and conduct quarterly reviews.
    - Mentored and developed four associates to further themselves within Schneider National Carriers.

  - Operation Support Manager
    - Local safety manager to assist in all compliance and accident reduction areas.
    - Responsible for the driver training team, tractor management and the operation of the driver services area, significantly exceeding industry standards of reasonable care.
    - Managed the training department for the Seville Operating Center. I directly managed four trainers who conducted all the training and testing for new drivers. The driver training team also completed remedial training with drivers who were having issues with accidents, hours of service or trip planning.
    - I reviewed all root cause analysis sheets and provided feedback to driver managers. Was considered the local expert on safety items and was used by all levels of management for directional input on safety related concerns.
    - Facilitated Accident Review Boards.
    - Member of a team that developed training for the company remedial training modules used to correct weak driving skills, exceeding industry standards of reasonable care.
    - Led a cross-functional team of operations, safety, maintenance, training and claims departments to develop a new winter training program (Winter-Ice 1994), exceeding industry standards of reasonable care.

  - Service Team Leader
    - Managed a fleet of 40 Driver Training Engineers in the areas of safety, student education, service and profitability.
    - Completed root cause analysis on accidents for my board of drivers. Action planning to avoid further accidents with my drivers, exceeding industry standards of reasonable care.
    - Responsible for ensuring all regulatory items were completed in a timely manner.

  - Driver Recruiter
    - Conducted hiring seminars at hotels to attract new drivers.
    - Visited truck driving schools to share what Schneider could offer potential drivers in training, equipment, home time and pay.
    - Conducted interviews and made job offers to qualified applicants.

  - Training Engineer
    - Successfully completed Schneider's Training Engineer School
    - Smith System "Train the Trainer" for Schneider, exceeding industry standards of reasonable care.
    - Successfully trained many students and new hires, exceeding industry standards of reasonable care.

        - Road tested, interviewed and qualified student new hires after they completed OTR training.

    - OTR Commercial Vehicle Operator
        - Experienced no preventable accidents during commercial vehicle operations.
        - Provided on-time service to the customers while maintaining compliance to safety requirements.

- **MID-WESTERN EXPRESS** **1986-1987**

    - OTR Commercial Vehicle Owner Operator/Trainer.
        - Trained new OTR drivers in a team driving configuration.
    - OTR Commercial Vehicle Operator.

- **US NAVY** **1984-1985**
    - E3 Seaman
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Education

• Canton McKinley Senior High School	Graduated 1983- 3.5 GPA	College preparation courses
• MTA Truck Driving School	Graduated April 1986	Professional Truck Driver
• Schneider National Carriers	1987	Driver Training Engineer course
• Schneider National Carriers	1987	Certified Smith System Trainer
• Schneider National Carriers	1993	Interaction Management
• Schneider National Carriers	1993	Labor Training: "union-free work force"
• Schneider National Carriers	1995	Frontline Management
• Schneider National Carriers	1997	Total Quality Management
• Schneider National Carriers	2000	Leadership Forum
• IUPUI/ Indiana Tech	1998 to 2000 4.0 GPA	Business Management
• USCCA	2016	Firearm training
• Action Resources Management	2019	Leadership and Quality