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PROFESSIONAL EXPERIENCE

Transportation Compliance Experts. Inc, 2025-Current

Fleeman Carriers, Inc. 2021-2025

Director of Safety

Duties

- Management and oversight of DOT/FMCSA Transportation Safety for commercial drivers.
- Accident Investigation and root cause analysis of DOT-regulated CMV accidents.
- Oversight of HOS, MVR, CDL, Medical Certs, Annual reviews, and Drug and Alcohol Clearinghouse.
- Physical damage, Auto Liability, Cargo, and Worker Compensation Renewals.
- PD, AL, Cargo, and WC Insurance claim investigations, loss run auditing, and claim processing.
- Pre-employment, random, post-accident, and reasonable suspicion drug and alcohol testing.
- MCS-150, MIS, and OSHA 300A oversight, management, and reporting.
- Maintained all FMCSA required record-keeping documentation in compliance with FMCSRs.
- Hiring and retention approval and safety knowledge testing for CMV drivers.
- Pre-hire Driver background investigation, DAC, PSP, and MVR reviews, employment verifications.
- Safety Orientation and training of CMV drivers exceeding DOT and FMCSA regulations.
- Updating CMV driver company policy and guideline manual for safety and compliance.
- Entry-level Driver Training Program administration and monitoring of trainers and new drivers.
- Purchase authority, implementation, and oversight of ELD, Dash Camera, and Telematic systems.
- Management and oversight of OSHA-regulated driver, warehouse, and maintenance employees.

Accomplishments

- Converted Driver DQF files into digital format through Tenstreet and Hireright systems.
- Implemented Samsara ELD, Camera, and Trailer tracking systems.
- Implemented a monthly Safety Bonus System for safe drivers and driver retention.
- Implemented online Safety and Corrective Action training and testing.
- Successfully submitted multiple FMCSA Data Q requests for review and removal of violations.
- Maintained a Satisfactory Safety Rating with no acute or critical violations.
- Implemented a safety system for shop CMV and Brake inspectors and forklift operators.

- Implemented a digital maintenance record program for DOT Compliance.

Skills

- Possess excellent organizational, written, and verbal communication skills.
- In-depth knowledge of FMCSA Code of Federal Regulations.
- In-depth knowledge of CSA Basics and SMS Methodology.
- In-depth knowledge of workplace safety and OSHA considerations.
- In-depth knowledge of accident investigations, root cause analysis, and claims processes.
- In-depth knowledge of TMS systems to include: AS400, McLeod, and Prophesy.
- In-depth knowledge of ELD systems to include: Omnitracs, Qualcomm, and Samsara.
- In-depth knowledge of Camera systems to include: Netradyne and Samsara.

Sharp Transport, Inc 2015-2021

Director of Safety and Recruitment

Duties

- Management and oversight of DOT/FMCSA Transportation Safety for commercial drivers.
- Management and oversight of the Driver Recruitment Division.
- Accident Investigation and root cause analysis of DOT-regulated CMV accidents.
- Oversight of HOS, MVR, CDL, Medical Certs, Annual reviews, and Drug and Alcohol Clearinghouse.
- Physical damage, Auto Liability, Cargo, and Worker Compensation Renewals.
- PD, AL, Cargo, and WC Insurance claim investigations, loss run auditing, and claim processing.
- Pre-employment, random, post-accident, and reasonable suspicion drug and alcohol testing.
- MCS-150, MIS, and OSHA 300A oversight, management, and reporting.
- Maintained all FMCSA required record-keeping documentation in compliance with FMCSRs.
- Hiring and retention approval and safety knowledge testing for CMV drivers.
- Pre-hire Driver background investigation, DAC, PSP, and MVR reviews, employment verifications.
- Safety Orientation and training of CMV drivers exceeding DOT and FMCSA regulations.
- Updating CMV driver company policy and guideline manual for safety and compliance.
- Entry-level Driver Training Program administration and monitoring of trainers and new drivers.
- Purchase authority, implementation, and oversight of ELD, Dash Camera, and Telematic systems.
- Management and oversight of OSHA-regulated driver and maintenance employees.

Accomplishments

- Developed a New Entry-Level Driver Training Program.
- Developed and instructed a Train the Trainer program.
- Developed a Driver Mentorship for senior drivers to mentor younger drivers in driver safety.
- Converted Driver Qualification Files into a digital format through Tenstreet and Hireright systems.
- Developed a Flatbed Division driver safety program.
- Implemented Samsara ELD and Netradyne Camera Systems.
- Implemented a monthly Safety Bonus System for safe drivers and driver retention.
- Implemented online Safety and Corrective Action training through Infinit-i Workforce Solutions.
- Successfully submitted multiple FMCSA Data Q requests for review and removal of violations.
- Maintained a Satisfactory Safety Rating with no acute or critical violations.
- Implemented a safety system for shop CMV and Brake inspectors and forklift operators.

- Implemented Netradyne camera systems for the Fleet and O/O drivers.
- Implemented a quarterly online safety training program for all DOT-regulated drivers.
- Developed and implemented a structured safety bonus program for safe drivers.

Skills

- Possess excellent organizational, written, and verbal communication skills.
- In-depth knowledge of FMCSA Code of Federal Regulations.
- In-depth knowledge of CSA Basics and SMS Methodology.
- In-depth knowledge of accident investigations, root cause analysis, and claims processes.
- In-depth knowledge of ELD systems to include: Omnitracs, Qualcomm, and Samsara.
- In-depth knowledge of the Netradyne camera system.

Seay Transport, LLC 2014-2015

Local CDL Driver
Logistics / Dispatch
Compliance Officer
Operations Manager (TN Division)

Duties

- Managed Operations and Fuel Contracts for the Nashville TN Division.
- Responsible for overseeing DOT, HAZMAT and OSHA compliance.
- Developed a compliant HAZMAT driver training program.
- Developed a compliant HAZMAT Emergency Response Plan.
- Conducted safety training classes for driver orientation.
- Conducted FMCSA annual reviews.
- Conducted driver road tests.
- Conducted FMCSA compliant drug and alcohol testing for all safety sensitive DOT employees.
- Investigated CMV crashes and HAZMAT spills to identify root causes.
- Maintained a satisfactory safety rating and compliance with FMCSA.
- Performed regular audits of DQF files.
- Maintained and enforced compliance with FMCSA HOS regulations.
- Performed logistics and dispatch of CMV HAZMAT Fuel tanker drivers.
- CDL-A CMV driver of fuel tankers.

Tri-Star Transportation 2012-2014

Duties

- CDL-A CMV driver of fuel tankers.

TMC Transportation 2011-2012

Duties

- CDL-A Flat Bed Truck Driver

AIR-EVAC Life Team 2009-2011

Critical Care Flight Paramedic

Duties

- Provided advanced emergency medical care and life support to critically injured or ill patients and transported via air-ambulance helicopter to definitive care.

Rutherford County Emergency Medical Service 1991-2009

- *Critical Care Paramedic*
- *Supervisor / Instructor*
- *Deputy Coroner*
- *Special Operations:*
    - *Hazmat Technician*
    - *Vehicle Extrication Technician / Instructor*
    - *Dive Rescue & Recovery*
    - *SWAT Deputy Sheriff / Medic*

Duties

- Provided critical emergency patient care and transport to definitive care.
- Responded to hundreds of motor vehicle accidents requiring Jaws of Life extrication.
- Promoted to Supervisor and responsible for oversight of 8 EMS stations.
- Served as Deputy Coroner for Rutherford County, TN, overseeing hundreds of death investigations.
- Responded to HAZMAT accident scenes utilizing Level 1 SCBA.
- Responded to water rescues, recovery of drowning victims, and evidence collection using SCUBA.
- Responded to numerous high-risk warrant and hostage scenes requiring special weapons and tactics.

Accomplishments

- Excellent report writing skills that were necessary for patient care reports, death investigations, and other incidents, all subject to litigation.
- Excellent communication skills to interact with a diverse public.
- Excellent organizational skills.
- Proficient in fatal accident and death investigations.
- Skilled at multitasking in critical situations with a calm demeanor.
- Instructed classes to public safety personnel in the following areas:
    - Advanced Cardiac Life Support Instructor
    - Basic Trauma Life Support Instructor
    - Pediatric Advanced Life Support Instructor
    - Tactical Emergency Medical Care Instructor
    - Vehicle Extrication Instructor

Certifications

- NATMI Certified Director of Safety
- CDL-A
- AHA CPR Instructor
- AHA Advanced Cardiac Life Support Instructor
- AHA Pediatric Life Support Instructor
- NAEMT Pre-Hospital Trauma Life Support Instructor
- Neonatal Resuscitation Program Provider
- ITLS Advanced Trauma Life Support Instructor
- TARS - Vehicle Extrication Instructor

Education

- Smyrna High School - High school diploma 1987
- Volunteer State Community College - Emergency Medical Technician Medical Licensure
- Tennessee Tech University - EMT Paramedic Medical Licensure
- Middle Tennessee State University - Critical Care Paramedic Medical Licensure
- Air Evac Aeromedical Academy Advanced – O'Fallon, Missouri
- Massachusetts State Police Academy – SWAT Tactical Medical Operations
- CDI Commercial Driving School – Christiana, TN
- NATMI – Managing Motor Fleet Safety Programs
- NATMI – Motor Fleet Safety Basics
- University of Denver Transportation and Supply Chain Institute - NATMI Certified Director of Safety