



CURRICULUM VITAE

Fred Ronald Withers, Jr., Ph.D., CSP, CFC, REM, CMI-V, Senior Forensic Safety Consultant

PROFILE

Dr. Withers is a highly qualified and experienced safety, health and environmental professional with multiple national board certifications and a successful 40+ year track record in the Occupational Safety, Health and Environmental profession. He has "hands-on" experience on evaluating unsafe work practices and conditions, system failures, identifying hazardous and safety standard violations while working with people in raising-the-bar for their own performance and commitment to excellence.

Dr. Withers is competent in providing Occupational Safety and Health consultations for businesses and forensic safety consultations as an expert witness to plaintiff and defense attorneys. His strength lies in formulating expert conclusions and opinions within the framework of forensic safety investigations. He provides detailed and technically accurate reports.

QUALIFICATIONS SUMMARY

Dr. Withers is a safety professional that follows both regulatory compliance and industry best practice standards when performing site safety assessments and audits. He strives to ensure businesses implement and maintains a zero-injury safety culture while complying with mandated regulatory requirements. As an academican, he provides formal college level educational courses, OSHA technical training and employee safety training classes to clients and their employees.

Dr. Withers has provided loss control, engineering and risk management consulting services to a variety of manufacturing, construction, general industry, railcar and aviation overhaul and repair operations, healthcare, petrochemical, utilities, retail and wholesale accounts with superb results.

Dr. Withers offers unparalleled experience in workers' compensation insurance claims while developing plans to considerably reduce experience modification rates for clients by targeting loss sources and improving profitability.

FORMAL EDUCATION

- **Ph.D.** – Occupational Safety and Health
(*Alternative Doctoral Program – Honors Graduate*)
Southwest University, New Orleans, Louisiana
- **LL.B.** – Laws, (*Correspondence Law Study Program*)
Blackstone School of Law, Chicago, Illinois
- **M.S.** – Operations Management
University of Arkansas at Fayetteville
- **B.A.A.S.** – Industrial Education and Technology
Texas Eastern University, Tyler, Texas
- **B.S.** – Industrial Safety (*with 4.0 GPA*)
The University of Texas at Tyler
- **A.A.S.** – Production Planning Technology
Community College of the Air Force
Maxwell AFB, Alabama

EDUCATION CERTIFICATES

- **Aircraft Mishaps Investigations**
University of Southern California
Institute of Safety and Systems
Norton AFB, California
- **Management**
Texas Christian University
McNeely School of Business
Fort Worth, Texas

CERTIFICATIONS AND DESIGNATIONS

- Board of Certified Safety Professionals
 - Certified Safety Professional (**CSP**) – Serial No. 12556
- The American College of Forensic Examiners Institute
 - Certified Forensic Consultant (**CFC**) – Serial No. 21557
 - Diplomat of the American Board of Forensic Counseling (**DABFC**) – Serial No. 21557
 - Diplomat of the American Board of Forensic Engineering & Technology (**DABFET**) – Serial No. 21557
 - Fellow of the American College of Forensic Examiners Institute (**FACFEI**) – Serial No. 21557
- National Registry of Environmental Professionals
 - Registered Environmental Manager (**REM**) – Serial No. 5535
- The American College of Forensic Examiners Institute
 - Certified Medical Investigator – Level V, (**CMI-V**) – Serial No. 21557
- Association of Professional Industrial Hygienists
 - Registered Professional Industrial Hygienist (**RPIH**) – Serial No. 04630198
- Texas Workers’ Compensation Commission, Workers’ Safety & Health Division
 - Approved Professional Safety Source (**APSS**) – Serial No. 1267
- Arkansas Workers’ Compensation Commission, Health & Safety Division
 - Approved Professional Safety Source (**APSS**) – Serial No. 266
- Institute of Certified Professional Managers
 - Certified Manager (**CM**) – Serial No. 02940

ANCILLIARY – SAFETY, HEALTH AND ENVIRONMENT RESIDENT TRAINING COURSES

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| <ul style="list-style-type: none"> ▪ Harvard School of Public Health <ul style="list-style-type: none"> ➤ Ergonomics and Human Factors: Strategic Solutions for Workplace Safety and Health ▪ Kilgore College <ul style="list-style-type: none"> ➤ Confined Space/Gas Detection/Meters Course ➤ Hazwoper 24 and 40-Hour Course ▪ Northeast Texas Community College <ul style="list-style-type: none"> ➤ Crane Inspector and Rigging – Train the Trainer ▪ Det Norske Veritas (DNV) <ul style="list-style-type: none"> ➤ ISO 14001 Environmental Internal Auditor Course ▪ Texas A&M University and U.S. Dept. of Labor <ul style="list-style-type: none"> ➤ Machinery/Machine Guarding, OSHA 204A ➤ Trainer Course in OSHA 500 for Construction ➤ Trainer Course in OSHA 501 General Industry ▪ Texas A&M University, TEEX-Environmental and Public Works Training Program <ul style="list-style-type: none"> ➤ Environmental Site Assessment Professional Developmental Series Graduate (Phase 1,2,3) | <ul style="list-style-type: none"> ▪ Texas A&M University, Occupational & Environmental Safety Training Division <ul style="list-style-type: none"> ➤ Hazwoper for Clean-Up Operations Refresher ➤ Hazardous Material Emergency Response Training ➤ Hazardous Materials Instructor Course ▪ Texas Tech University, Institute of Ergonomic Research <ul style="list-style-type: none"> ➤ Workplace Ergonomics Course ▪ Humantech, Inc. <ul style="list-style-type: none"> ➤ Ergonomic Training Course ➤ Applied Ergonomic Training Course ▪ American Society of Safety Engineers <ul style="list-style-type: none"> ➤ Hydrogen Sulfide (H2S) Instructor Course ➤ Law School for Safety Professionals ▪ The University of Texas at Arlington <ul style="list-style-type: none"> ➤ Environmental Site Assessment Course ➤ Industrial Hygiene Course ▪ U.S. Dept. of Labor, OSHA <ul style="list-style-type: none"> ➤ Voluntary Compliance Instructor & Outreach |
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PROFESSIONAL ASSOCIATIONS

- American Society of Safety Engineers, Professional Member, Serial No: 206785
- American Industrial Hygiene Association, Full Member, Serial No: AIHA #136933
- Association of Professional Industrial Hygienists, Full Member, Serial No: APHA #04630198
- Institute of Industrial Engineers, Senior Member, Serial No: IIE #5803703
- National Safety Council, Member, Serial No: 2075633
- The American College of Forensic Examiners Institute, Fellow and Diplomate, Serial No: ACFEI #21557

SKILLS SUMMARY

- CFR-Title 29, Labor Regulations (**OSHA**)
- CFR-Title 40, Environmental Regulations (**EPA**)
- CFR Title 49, Transport Regulations (**DOT**)
- Federal Railroad Administration (**FRA**)
- Fire & Electrical Standards and Codes (**NFPA/NEC**)
- Hazardous Materials (HazMat) Program (**DOT**)
- Environmental Protection & Analysis (**EPA**)
- CFR-Title 14, Federal Aviation Agency (**FAA**)
- Internal Organization for Standardization (ISO) 14001 – Environmental Management Systems
- International Occupational Health and Safety Management System – OHSAS 18001
- Healthcare Safety & Health Requirements
- Safety & Health Training Requirements
- Workers’ Compensation & Claims Management
- Disaster/Emergency Response Planning

PROFESSIONAL EXPERIENCE

2002 – Present **Americana Safety Associates, LLC - Gladewater, Texas** (Arkansas, Louisiana, Texas Tri-State Area)
Senior Forensic Safety Consultant

- Provides forensic safety consulting as an expert witness to plaintiff and defense attorneys in personal injury and premises liability cases. Areas of specialization include, but are not limited to, occupational safety and health, accident reconstruction and investigations, human factors engineering, industrial hygiene, risk management and employee safety training.
- Provides occupational safety and health consultation services to business and industry. Assessments are made for regulatory compliance and on-site safety audits and inspection consultation services which are conducted to ensure compliance with applicable Federal and State safety standards, national consensus standards and industry best practices.

2009 –2013	Watco Companies Pittsburg, Kansas Director, Environmental, Health & Safety	1991 – 1994	Dalfort Aviation, Inc. – Love Field Airport Dallas, Texas Environmental, Health, Safety & Security
2008 –2008	AIG Consultants / Regional Reporting Co. Dallas, Texas Senior Loss Control Consultant	1988 – 1991	General Dynamics Corporation Fort Worth, Texas Sr. Engineer, Human Factors Engineering
2004 – 2008	Priefert Manufacturing Co., Inc., Mt. Pleasant, Texas Dir., Health, Safety & Environment	1987 – 1988	Jordan-Delaurenti, Inc. Fort Worth, Texas Lead Senior Instructional Developer
1996 – 2004	Royal & SunAlliance / EBI Companies Dallas, Texas Senior Accident Prevention Consultant	1977 – 1987	United States Air Force Worldwide Duty Commissioned Officer Aircraft Maintenance Staff Officer
1994 – 1996	Texas Workers’ Compensation Ins. Fund Dallas, Texas Loss Prevention Consultant	1963 – 1977	United States Air Force Worldwide Duty Non-Commissioned Officer

KEY ACCOMPLISHMENTS

- Directed and supervised environmental, health and safety (EHS) efforts of a large railcar overhaul operations consisting of fifteen mechanical overhaul, car blasting, internal cleaning and painting shops located throughout the USA. As director, I led my team of twelve (12) EHS Managers and performed in-depth safety, health and environmental assessments at all locations.
- EHS directorate for a large manufacturing operations that consisted of two pipe mills, slitter mill, production welding operations, machine shops, shipping and trucking operations with several over-the-road carriers shipping throughout the USA.
- Led accident prevention reduction efforts for aircraft overhaul and repair company with 1,500+ workers - received a retrospective return on premium of \$500,000 as results of a dramatic reduction in injuries and claims after processes were implemented.
- Prepared detailed and comprehensive engineering reports of accident investigations, catastrophic events, fatalities and fraudulent claims for review by appropriate senior government officials, corporate managers, medical staffs and legal counselors.
- Accomplished catastrophic accident investigations of major incidents and workplace fatalities and coordinated investigation findings by determining root cause(s) -- instituted prevention plans to prevent reoccurrences required for due diligence.
- As senior consultant, provided safety and risk management consultation to large business clients on behalf of an international insurance company for workers' compensation, general liability, property, product and vehicle coverage.
- Produced, scripted, directed and edited an aircraft nuclear safety video production for the USAF which won, "Best in the Air Force in July 1983," featuring the late coach, Tom Landry of the Dallas Cowboys.
- As company representative met with OSHA compliance officers regarding issues and matters of possible citations, proposed penalties and fines from purported repeat and serious violations resulting from regulatory inspections, complaints and rule violations on those businesses and industries I served.
- As an investigator, assisted and worked with attorneys and legal counsel on workers compensation cases and questionable false claims. Have defended employees and employers (union and non-union) on workplace safety, industrial health and environmental conditions.

PUBLICATIONS, PRESENTATIONS AND REPORTS

Dr. Withers has accomplished and contributed to numerous scientific and technical research projects on occupational safety and health along with related topics in human factors engineering, ergonomics, confined space entry, control of hazardous energy sources, hazardous materials and waste, safeguarding machines and manufacturing processes, personal protection equipment, emergency action plans, behavioral safety, industrial hygiene and construction to name a few.

His doctoral dissertation was entitled, "ISO 9000: A Model for Development of an International Occupational Safety and Health Guideline," published in December 1994. He has prepared and guided the efforts in development and implementation of numerous written safety manuals, technical procedure, job hazard analysis guides, safety training programs to name a few.

Dr. Withers has organized, marketed and conducted many formal educational conferences, technical meetings, business and motivational related seminars as speaker and/or presenter for private and public institutions on Occupational Safety and Health. The subjects included topics such as: manufacturing, construction, healthcare, ergonomics, behavioral safety, human engineering, risk management, workers' compensation accident prevention and cost reduction topics. He has served as an adjunct professor and instructor in safety courses for University of Texas at Tyler, Kilgore College and Northeast Texas Community College.

Dr. Withers is qualified as an OSHA Authorized Instructor and has provided innumerable classes in both the 10 and 30-hour OSHA Outreach Courses for both *General Industry* and *Construction Industry*.

AVAILABILITY

Dr. Withers is available for nationwide assignments through Americana Safety Associates, LLC.