

## THOMAS NEAL

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### ENVIRONMENTAL HEALTH & SAFETY EXPERT

Multi-faceted Senior EH&S Specialist with specialized expertise in all aspects of safety management, OSHA compliance, process improvement, and cost containment. Quality and safety specialist with the ability to analyze operations, pinpoint areas for improvement, and re-design and implement plans that generate a profitable result. Astute safety strategist with a passion for safety while building strong cross-functional safety teams for key initiatives. Adept in reducing onsite incidents, enhancing operational efficiency, and streamlining workflow processes. Superior leadership talents relating to team initiatives. Comprehensive background working in union environments. **Core competencies include:**

Safety Management	Safety Training	Safety Instrumentation
OSHA Regulations & Compliance	Quality Assurance	Workers' Compensation
Fall Protection	Process Improvement	Team Leadership
Rigging	PPE Selection & Application	Cost Containment
Working at heights & Scaffolding	Hot Work & Permitting	Confined Space Training
Lock/out Tag Out	Respiratory Protection	Safety Permitting

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### CAREER HISTORY

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**Dole Packaged Foods, McDonough, Ga.**  
**Safety Manager**

2022 – Present

*Developed – Lock out Tag Out Program, Hearing Conservation Base line testing, Ergonomics Training, and Behavior Based safety training*

- Introduced the Contractor Safety Program and the Contractor Pre-Task Permitting System, which kept contractors aware that audits were being done while ensuring no unsafe acts would be tolerated during hot work, confined space, and working at heights and other building or machine construction.

Maintained responsibility for working with the behavior-based system. Managed 2 locations across Georgia while overseeing associates. Gained specialized expertise in Safe packaging techniques and site security. Coached and trained new hires in safety protocols.

Maintaining and Developing OSHA regulation standards and training that was never developed at this location.

(29 CFR 1910 for general Industry)

**TenCate Protective Fabrics, Senoia, Ga.**  
**Corporate Safety Manager / 5 locations**

**2015 - 2022**

Provided direction to **all aspects of safety training** and building safety teams while focusing on PPE and OSHA regulation - Fall protection, (Lanyard & Harness compliance). Fire regulations & Protection, Personal Protective Equipment, Respiratory protection, Scaffolding Safety Collaborated with OSHA on regulatory manufacturing requirements. Performed CFR training and 29 CFR 1910 and 1926 Standards.

Introduced the Contractor Safety Program and the Contractor Pre-Task Permitting System, which kept contractors aware that audits were being done while ensuring no unsafe acts would be tolerated during hot work, confined space, or working at heights.

**WAUSAU PAPER, HARRODSBURG, KY**

**2013 - 2015**

**Leader of Safety Improvement Systems / Safety Manager**

Maintained responsibility for working with the behavior-based system that was developed by Milliken. Managed 2 locations across Kentucky and Ohio while overseeing 360 associates. Gained specialized expertise in OSHA, workers' compensation, and site security. Coached and trained new hires in safety protocols.

- Spearheaded the development of safety policies and procedures that complied with OSHA standards.
- Established a contractor safety program that encompassed training and manuals.
- Played a key role in developing the Safety Rules Policy Reference hand booklet, which was a portable reference for the team.
- Pioneered the implementation of the new security system with employee badges and a fence around the facility, which allowed trucking companies to utilize proprietary transponders to open the gates.
- Led efforts to reduce the OSHA Incident Rate from 2.4 to 1.7, which included implementing an occupational therapist program that reduced the leading causes, strains, and sprains down to zero.

**QUALITEST PHARMACEUTICALS, HUNTSVILLE, AL**

**2012 - 2013**

**Safety Coordinator, EHS**

Provided direction to all aspects of training and building safety teams while focusing on PPE and OSHA regulation and respiratory protection. Collaborated with FDA and DEA compliance. Handled cGMP manufacturing requirements. Performed CFR training and 29 CFR 1910 and 1926 Standards.

- Introduced the Contractor Safety Program and the Contractor Pre-Task Permitting System, which kept contractors aware that audits were being done while ensuring no unsafe acts would be tolerated during hot work, confined space, or working at heights.
- Launched a program that ensured employees changed filter cartridges every 6 hours on respirators.
- Established the safety circle safety program to include 88 employees, which reduced onsite incidents. Developed a Behavior Based Safety Committee. (Dupont Stop Program)

**APPLETON PAPER COMPANY, CARROLLTON, OH**

**1985 - 2012**

***Senior Environmental Health and Safety Coordinator***

Served as the Safety Trainer and Coordinator for the West Carrollton Ohio paper mill. Led the Mill Emergency Team. Developed and maintained new hire and contractor orientation. Developed processes, procedures, and safety policies. Spearheaded Hot Work, Lock/Out, Haz-woper, Process Safety Management, and Confined Space Training initiatives.

- Created the Mill Emergency Team to address emergency management responsibilities.
- Played an instrumental role in responding to several fires and life changing events.
- Drove efforts to establish a smoke free environment in the union facility, which included educating the leaders on the benefits of a smoke free, tobacco free facility.
- Directed a cross-functional safety team responsible for impacting the way paper was threaded in the machine, which boosted the efficiency of the threading of the machine while saving thousands of dollars.

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**EDUCATION & CREDENTIALS**

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**Bachelor of Science in Occupational Safety and Health**

Boise State, Almeda University

**Associate of Science in Safety Risk Management**

Sinclair Community College

**Associate of Science in Safety Engineering & Industrial Technologies**

Sinclair Community College

**Credentials:**

Kentucky Workers Compensation Certification

OSHA Certifications, 29 CFR 1910, Industrial Standards

OSHA Certifications, 29 CFR 1926, Construction Standards

HAZWOPER Certification Technician Trainer