

# Fred Matthews

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Driving large corporations towards excellence by crafting world-class Environmental, Health, and Safety (EHS) programs that foster sustainable cultural shifts. Skilled in implementing a diverse range of systems and initiatives, backed by strong project management capabilities. An ambitious leader who forges strategic partnerships with organizational leaders to ensure alignment and support for critical business objectives. Committed to building and maintaining high-performance teams through the recruitment, development, and motivation of talented professionals. Bringing more than two decades of genuine experience in large corporate settings.

## Executive Summary and Highlights:

- Extensive project management experience across global, regional, and country levels, with a proven history of successful change management. Possesses strong training and presentation skills that effectively engage employees and leadership teams from diverse cultural backgrounds.
- Achieved notable success in reducing accidents and injuries by implementing new values, processes, and cultural transformations. Holds advanced expertise in safety regulations, including OSHA and DOT compliance, as well as loss prevention strategies. Thrives in high-pressure environments, demonstrating self-motivation, discipline, and exceptional organizational abilities.
- Significant experience in Environmental, Health, and Safety (EHS) practices and accident investigations, with a focus on root cause analysis and change management. Skilled in organizing complex projects, prioritizing tasks, and delegating responsibilities within large teams. A hands-on professional with a proven record of success and a committed member of the American Society of Safety Professionals (ASSP).

11/26/2007

**DHL Group**

**Cincinnati, OH**

to Present

**Sr. Project Manager, Safety Programs / Sr. Manager  
of Safety, US Operations**

- Managed global, regional, and country-level projects, including InteleX, Salesforce, and Samsara, from planning through execution. Possesses extensive experience in integrating collaborative systems data during the Digital Transformation phases of the business.
- Acted as a Subject Matter Expert (SME) on regulatory categories for the company, management, and employees, with substantial experience in working with unions, handling grievances, and navigating the entire process.
- Oversaw all Environmental, Health, and Safety (EHS) functions within the organization, managing corporate professionals and area EHS managers. Accountable for compliance with OSHA and DOT regulations, as well as crisis management (including COVID-era protocols), and led the management of escalated and sensitive injury and accident incidents.
- Planned and directed program activities encompassing safety program management, accident prevention and control, safety education and promotion, accident investigation, analysis, and reporting. Significantly improved safety standards through the implementation of new initiatives and solutions over the years.
- Designed and implemented programs that resulted in a 34% reduction in injuries and decreased Workers' Compensation and equipment loss costs by several million dollars annually, primarily through behavior-based and recognition-based initiatives.
- Responsible for overseeing all inspections, complaints, and injury investigations conducted by OSHA or DOT. Served as the lead crisis manager for the company, making decisions, handling communications, and negotiating in critical cases.

1/3/05 **Allied Waste Services, Inc. (formally BFI)** **Miami, FL**  
 to 11/19/07 Environmental, Health & Safety Sr. Manager

- Direct and coordinate the strategic planning, organization, and execution of the Health, Safety, and Environmental (HSE) Management System, including resource allocation and the development of new scorecards. Planned, implemented, and coordinated initiatives aimed at reducing and eliminating occupational injuries, illnesses, and financial losses within the safety program.
- Conduct thorough investigations of accidents and injuries within the region, particularly for escalated incidents.
- Serve as the liaison to OSHA, DOT, FEMA, and various governing agencies in the region.
- Acknowledged by peers as a leader in safety, receiving superior performance ratings for two consecutive years, based on effective communication, safety record, and program achievements, resulting in reductions of up to 53%.

5/16/2003 **Flexible Foam Products, Inc** **Miami, FL**  
 to 12/31/04 HR, Environmental Health & Safety Manager

- Assessed the loss potential of various systems, operations, and processes. Conducted thorough investigations of accidents and injuries to minimize financial exposure and identify root causes. Established a comprehensive training platform for onboarding new hires.
- Developed accident prevention and loss control systems and programs for integration into the organization's operational policies. Organized and coordinated training sessions, employee orientations, certifications, and audits/inspections.
- Planned, implemented, and coordinated initiatives aimed at reducing and eliminating occupational injuries, illnesses, and financial losses.

5/20/1994 **American Industrial Supply Inc.** **Burbank, CA**  
 to 2/15/03 Health & Safety Manager, Hazmat Mgr.

- Managed the daily operations of safety initiatives and hazardous materials (Hazmat) programs.
- Planned, implemented, and coordinated programs aimed at reducing and eliminating occupational injuries, illnesses, and losses within the company.
- Directed safety and health program activities, including safety program management, accident prevention and control, safety education and promotion, accident investigation, analysis, and reporting. Monitored performance and ensured results by developing new scorecards to measure and track outcomes.
- Served as the liaison to OSHA, DOT, FEMA, and various governing agencies.

#### **Recent Achievements:**

- 2023 **Samsara – Connected Operations Award**  
 Operations Innovator: Safety Connected Systems
- 2022 **Teamsters – Labor Contracts around Safety**  
 Successful agreements with cameras in vehicles, GPS extended capabilities, acceptance of AI tech on road and used in conjunction with safety performance by drivers.

**Certifications:** Safety Management Systems Auditor, DOT Corp Program Compliance Cert. **and many others.**