Michael K. Napier, II, CDS

Curriculum Vitae

Professional Background:

Extensive education, experience, and practical application with a multitude of trucking transportation and trucking-related issues, including but not limited to, safety and compliance with regulatory standards – Title 49 Code of Federal Regulations, commonly known as Federal Motor Carrier Safety Regulations [FMCSR] – and the associated industry practices, procedures, methodologies and techniques for both compliance and safety, as are applicable to commercial motor vehicles [CMVs]. Knowledge and practical experience with trucking-transportation associated stakeholders, including working as, alongside, or in coordination with brokers, shippers, logistics providers, and intermediaries, with specific knowledge, training, and hands-on experience in operations and risk management practices for selection and contracting of motor carriers.

Industry Education, Experience, & Expertise:

- Compliance with regulatory and industry standards of care for CMV operations and safety;
- Establishment, implementation, and analysis of management controls and systems to include, CMV driver hiring, qualification, retention, and training responsibilities;
- CMV operations management, administration, compliance, and recordkeeping;
- Creation, oversight and auditing of safety and risk management policies and procedures;
- Fulfillment of Transportation Service Agreements and customer relations management;
- Operations and safety experience with yard management, switch/yard hostler safety policy and warehousing operations, procedure implementation, and equipment specifications/purchasing;
- Experience with management of brokerage service agreements with motor carrier contractors;
- Development and oversight of contractual relationships with transportation partners, shippers, brokers, 3rd party logistics providers, yard spotting services, and contracted maintenance services;
- Practical application and understanding of routine industry filing/registration requirements, industry contracts, leases, and agreements, including equipment interchanges, spotting service agreements, transportation agreements, owner-operator leases, agent contracts, dedicated agreements;
- First hand experience with compliance, auditing and safety duties related to Hours of Service, driver record of duty status [logs] analysis, log reconstructions, falsification verification, supporting document requirements, fatigue management programs, employee health/wellness programs, sleep apnea and risk factor assessments and CMV driver symptoms of illness and fatigue;
- Practical knowledge and utilization various automatic and electronic on-board recording devices and safety technology systems for CMVs, such as Electronic Control Modules [ECMs], satellite/GPS tracking, On-Guard adaptive cruise control and collision mitigation systems, DriveCam/Lytx, Vorad lane departure systems and many FMCSA-approved Electronic Logging Device [ELD] systems, as well as proprietary company technologies, simulators, and applications;
- Responsibility for instruction of operations and safety-sensitive personnel including drivers, driver trainers, driver supervisors, dispatchers, load planners, customer service representatives, driver managers, account service managers, account safety managers, organization safety representatives, Safety & Compliance management, and executive management;
- Proficiency in driver instruction of knowledge, skills and duties training, to include Entry-Level Driver Training, experienced and inexperienced driver training curricula, driver refresher and finishing training, instructor and train-the-trainer procedures, driver evaluation techniques, Controlled Substance & Alcohol training for drivers and supervisors, and Hazardous Materials training;

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- Hands-on experience in utilizing and developing systems for load planning, order management, accounting, driver performance and risk assessments, and company compliance monitoring;
- Application of maintenance, inspection and repair procedures, maintenance management and scheduling, equipment service schedules, and compliance performance monitoring;
- Oversight of CMV equipment safety supervision, to include auditing and analysis of CMV parking locations, pickup/delivery sites, ingress/egress management, indoor/outdoor maintenance sites, and multi-employer worksites;
- Implementation of procedures for loading/unloading facilities, cargo securement, packaging for safe transport, Over-Short & Damaged [OS&D] freight claims, facility safety/security, fulfillment strategies, trailer pool coordination, and asset management;
- Experience with Department of Transportation [DOT] fleet safety audit/compliance reviews, as well as loss control audits, including analysis of fleet safety, audit performance, compliance rating(s) and SMS/CSA performance tracking;
- Performance and improvement of CMV collision investigation, preventability/root-cause analysis, contributing factors, countermeasures, industry methods for conducting investigations;
- Compliance training and supervision of drug and alcohol testing requirements for pre-employment, random, reasonable suspicion and post-accident, conditions for testing and refusals to test;
- Supervisory experience including employment and safety responsibilities for owner-operators, fleet drivers, and company drivers, and various Workers Compensation and Occupational Accident Insurance claims.

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Training, Seminars & Courses:

- Certified Director of Safety Recertifications – NATMI – 2019, 2022, & 2025
- Defensive Driving Course [DDC] Instructor Certification – NSC – 2019
- Motor Carrier Safety Compliance Course – Transportation Safety Institute, Oklahoma City, OK – 2016
- Certified Driver Trainer Education Program – NATMI, Marietta, GA – 2015
- Certified Director of Safety Education Program – NATMI, Marietta, GA – 2015
- Georgia Department of Public Safety Motor Carrier Compliance Division & CVSA Roadside Inspection Workshops – GMTA, Forsyth, GA – 2011, 2012, 2014, 2016, 2018, 2019, 2022
- Transportation Safety Division Drug Testing Protocols – NSC – 2024
- The Impact of AI – Enabled Safety Cameras on Insurance and Fleets – TCA & NATMI - 2024
- PACE Behavioral Driving Large Vehicles – HSI – 2023
- Fleet Accident Investigation & Crash Preventability Program – NATMI – 2023
- Safely Increase Driver Retention and Satisfaction – ATA & Transport Topics – 2023
- Preventing the Preventable: Using DataQs to Improve CSA Scores – NATMI – 2020
- Analysis, Research and Technology Forum – DOT/FMCSA – 2021
- Keeping Safety Scores in Check: Safety Management Cycle – Transport Topics – 2021
- Tractor-Trailer, Straight Truck and Commercial Vehicle Simulator Training – SSI, Inc. – 2022
- Predictive Risk Analytics Training Program – Fleet Risk Advisors, Birmingham, AL – 2015
- Fatigue Management and OSA Supervision – Precision Pulmonary & Schneider – 2012, 2014
- Accelerated Development & Leadership Development Program – Schneider National – 2013, 2014
- Dispatch and Operations Management Seminar – Schneider National, Green Bay, WI – 2014
- Retention Enhancement Acclimation Communication and Training [REACT] Program Instructor – Wintersville, OH – 2013; Green Bay, WI – 2014
- Maintenance Management Supervision Training Course – Schneider National, McCalla, AL – 2014

- Over-Short & Damage Claims Workshop – Home Depot, McCalla, AL – 2014
- Brokered Freight & Motor Carrier On-Boarding [Vetting] Training – Green Bay, WI; McCalla, AL – 2013, 2014
- Leadership Foundations Training – Schneider National, Atlanta, GA – 2012
- Yard & Warehouse Management Workshops – Home Depot, Atlanta, GA; McCalla, AL – 2012, 2014
- Reasonable Suspicion Certification – Schneider National, Braselton, GA; McCalla, AL – 2012, 2014
- Accident Review & Appeals Boards Programs – Schneider National – 2012-2014
- Countermeasure Implementation Training – Schneider National, Atlanta, GA – 2011, 2012
- Cargo Security and Securement Training – Schneider National, Atlanta, GA – 2011
- Hazardous Material Employee Training Certification – Schneider National, Braselton, GA – 2011
- 180-hour Truck Driver Training, Honor Graduate – Georgia Driving Academy, Conyers, GA –2011
- Safety and DOT Compliance Series – NATMI, Marietta, GA – 2011
- Compliance, Safety, Accountability [CSA] 2010 Training – GMTA, Marietta, GA – 2010
- Behavior Analysis & Safety Improvement Categories [BASICs] Training – GMTA, Marietta, GA – 2010
- J.J. Keller Training Programs, Master Driver Series, Seven Minute Solutions, Defensive Driving Series, HOS, Drug & Alcohol Compliance – N.D.S.I & TruckingExpert.com, Macon, GA – 2007-2021
- Human Resources Academy Training Seminar – GMTA, Atlanta, GA – 2009
- OSHA & Forklift Safety Training – K-Mart Corporation, Macon, GA & Statesboro, GA – 2008, 2004

Societies & Memberships:

- Georgia Motor Trucking Association [GMTA] – Active Member, Safety and Security Council;
- North American Transportation Management Institute [NATMI] – Active Member, Canadian Advisory Committee (2018-2021), Certified Director of Safety [CDS], CDS Mentor;
- National Safety Council [NSC] – Active Member, Certified Defensive Driving Instructor (2021);
- Central Georgia Technical College [CGTC] – CDL/CMV Curriculum Advisory Board Chair & Member;

Professional Qualifications, Education & Certifications:

- Certified Director of Safety [CDS] – NATMI and University of Central Florida;
- Defensive Driving Course [DDC] Instructor – NSC;
- Commercial Driver's License [CDL] – Georgia 2011-2013, Alabama 2013-2015, Georgia 2015-Present;
- Bachelor of Science Degree – Macon State College – Business & Information Technology.

Work History:

Transportation Safety Consultant	TruckingExpert.com, Inc.	2015-Present
Safety and Operations Management	Schneider National, Inc.	2011-2015
Safety & Compliance Auditor	N.D.S.I.	2008-2011
Shipping/Receiving Associate	K-Mart Corporation	2007-2008
Sales & Transportation Coordinator	DriveSmart, Inc.	2006-2007
Asset & Finance Coordinator	Lakeside Sales & Services	2005-2006
Shipping/Receiving Associate	K-Mart Corporation	2003-2004
Yard Assistant and Safety Clerk	Southern Warehouse/Semper Fi	2000-2002

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