



## Michael K. Napier, II, CDS

### Curriculum Vitae

#### Professional Background

Holding a Commercial Driver's License [CDL] and obtaining the requisite training, education, and experience necessary to become a Certified Director of Safety [CDS] has provided me with a broad and comprehensive background relevant to Commercial Motor Vehicle [CMV] and fleet operations and safety. Specialized training and practical experience, which spans a variety of industry roles and responsibilities, has provided the requisite background with the applicable regulatory standards, *Title 49 Code of Federal Regulations, commonly known as Federal Motor Carrier Safety Regulations [FMCSR]*, as well as the associated industry standards, practices, procedures, methodologies, and techniques for compliance and safety. My professional background and comprehensive training in trucking transportation, including CMV operations, motor carrier contracting, freight brokerage and shipping, have provided the necessary knowledge to discern complex industry relationships and permits me to provide analysis/consultation in a variety of areas related to the CMV industry and its stakeholders.

#### Specialized Knowledge, Experience, and Expertise

- ◆ Policies, procedures, and practices for CMV operations, safety, compliance, risk management, administration, human resources, customer relations, and recordkeeping;
- ◆ CMV driver safety techniques for knowledge, skills, duties, and the associated instruction for defensive driver training, Entry-Level Driver Training, refresher/finishing training, remedial training, driver evaluations, and train-the-trainer curricula/standards;
- ◆ Safety supervisory practices for ensuring CMV driver and motor carrier compliance with regulatory and industry standards of care, including establishment of motor carrier management controls and systems for hiring, qualification, retention, training, and operations;
- ◆ Roles and responsibilities for operations and safety-sensitive personnel, including drivers, driver trainers, driver supervisors, dispatchers, load planners, customer service representatives, driver managers, service and safety managers, corporate and executive management;
- ◆ Employment and safety responsibilities for owner-operators, fleet drivers, and company drivers, and various Workers Compensation and Occupational Accident Insurance claims;
- ◆ Compliance practices for drug and alcohol testing programs and policies for pre-employment, random, reasonable suspicion and post-accident, conditions for testing, and refusals to test;
- ◆ Company systems for dispatch, operations, load planning, order management, accounting, driver performance, risk assessment, and compliance monitoring;
- ◆ CMV collision preventability determinations, incident root-cause analyses, and methods for investigating contributing factors to create countermeasures for prevention of future occurrences;
- ◆ Department of Transportation [DOT] fleet safety audits/compliance reviews, loss control audits, risk assessments, FMCSA Safety Management Cycle, and monitoring of fleet safety performance, to include enforcement performance metrics – Out of Service Percentages, Safety Ratings, Behavior Analysis and Safety Improvement Categories [BASIC] scores, Crash Preventability Determination Program [CPDP], and Safety Management Cycle requirements;
- ◆ Compliance, auditing, and safety duties regarding Hours of Service record of duty status [RODS], driver log analysis and reconstruction, falsification identification, supporting documents, and supervisory practices for fatigue management, employee health/wellness, sleep apnea compliance, risk factor assessments and identification of symptoms of illness, fatigue, and impairment;
- ◆ Routine industry administrative practices, enforcement requirements, industry filing/registration documents, industry contracts, leases, equipment interchanges, spotting service agreements,

- owner-operator and agent agreements and specialty/dedicated transportation contracts;
- ◆ Truckload, regional, dedicated, and intermodal operations and safety management, yard operations and warehouse management systems, switcher/hostler safety policies, workplace safety duties, multi-employer worksite responsibilities;
- ◆ Shipper/Broker vetting, due diligence, selection and contracting with motor carriers, as well as the routine roles, responsibilities and fulfillment practices related to transportation contracts, lease arrangements, or service agreements, by and between carriers, shippers, brokers, 3PLs, spotting services, equipment leasing companies and contracted vendor/maintenance services;
- ◆ Shipping and delivery procedures, standards for loading/unloading, cargo securement, packaging for safe transport, Over-Short & Damaged [OS&D] freight claims, facility safety/security, fulfillment strategies, trailer pool coordination, and asset management;
- ◆ Electronic on-board recording devices, telematics systems and safety technologies including Electronic Control Modules [ECMs], various FMCSA-approved Electronic Logging Devices [ELDs], collision mitigation systems or safety technologies such as, Omnitracs, Lytx, Bendix/Wingman, On-Guard, Eaton/VORAD, as well as proprietary company software, applications and simulators;
- ◆ Administration of inspection, repair and maintenance supervisory procedures, maintenance tracking, equipment service agreements, preventative maintenance, and compliance monitoring;
- ◆ CMV equipment, security, and asset management protocols, including lockout/tagout, route planning, pickup/delivery site evaluations, ingress/egress management, auditing of CMV parking locations, and maintenance (indoor/outdoor) facilities.

### Societies & Memberships

- ◆ North American Transportation Management Institute [NATMI] – Active Member & CDS Mentor;
- ◆ Georgia Motor Trucking Association [GMTA] – Active Member, Safety and Security Council;
- ◆ National Safety Council [NSC] – Active Member, Defensive Driving [DDC] Certified Instructor (2021);
- ◆ Central Georgia Technical College [CGTC] – CDL/CMV Curriculum Advisory Board Chair & Member;
- ◆ Miller Motte Technical College [MMTC] – CDL Program Exploratory Committee (2019-2020);
- ◆ United Way of Central Georgia – Environmental Health and Safety Impact Panel (2022); Mission United Leadership Council (2018-2022).

### Certifications & Professional Qualifications

- ◆ CDL Holder - Georgia (2015-Present), Alabama (2013-2015), Georgia (2011-2013);
- ◆ CDS – NATMI & University of Central Florida (2016-Present);
- ◆ DDC Instructor – NSC (2019-2021)
- ◆ Bachelor of Science– Middle Georgia [Macon] State University – Business & Information Technology.

### Professional Experience & Work History

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|--|---------------------------------------|--------------|
| Transportation Safety Consultant           | TruckingExpert.com, Inc.              | 2015-Present |
| Operations and Safety Manager              | Schneider National, Inc.              | 2011-2015    |
| Compliance & Safety Auditor                | N.D.S.I.                              | 2008-2011    |
| Shipping, Receiving & Warehousing          | K-Mart Corporation                    | 2007-2008    |
| Finance & Asset Transportation Coordinator | Lakeside Sales & Service/DriveSmart   | 2006-2007    |
| <i>Other Experience (2000-2006)</i>        | K-Mart Corporation                    |              |
|  | International Disaster Services       |              |
|  | Semper Fi Logistics & Semper Fi, Inc. |              |
|  | Pheonix Equipment Sales & Leasing     |              |
|  | Southern Warehouse Services           |              |

### **Summary of Specialized Education, Training, & Seminars**

- ◆ CDS Education, Courses, Certification, & Recertifications – NATMI/University of Central Florida – 2022, 2019, 2016, 2014-2015
- ◆ USDOT Motor Carrier Safety Compliance Courses – TSI, Oklahoma City, OK – 2023, 2016
- ◆ Defensive Driving Course [DDC] Instructor Course, Certification, Instruction – NSC – 2019-2021
- ◆ Certified Driver Trainer [CDT] Education Course – NATMI, Marietta, GA – 2015
- ◆ Driver Training & CDL Program; Honor Graduate – Georgia Driving Academy, Conyers, GA – 2011
- ◆ J.J. Keller and PTDI Training Programs and Coursework for Master Driver Series, Seven Minute Solutions, Defensive Driving Training Series, HOS, D&A Compliance, Fleet Safety & Fleet Manager Compliance Series, – NDSI/TE.com, Macon, GA – 2008-2023
- ◆ GA DPS Motor Carrier Compliance Division [MCCD] & CVSA Roadside Inspection Workshops – GMTA/MCCD – 2022, 2021, 2019, 2018, 2016, 2015, 2014, 2012, 2011
- ◆ PACE Behavioral Driving Large Vehicles – Health and Safety Institute – 2023
- ◆ Fleet Accident Investigations – NATMI/Arkansas Trucking Association – 2023
- ◆ Increasing Driver Retention & Satisfaction Seminar – ATA/Transport Topics – 2023
- ◆ FHWA Leadership Panel: Equity in Roadway Safety Seminar – USDOT/ATA – 2023
- ◆ Key Industry Considerations & Regulatory Updates – NATMI – 2023
- ◆ Tractor-Trailer and Straight Truck Vehicle Simulator Technology Training – SSI, Inc. – 2022
- ◆ Analysis, Research and Technology Industry Forum – USDOT – 2021
- ◆ Keeping Safety Scores in Check: The Safety Management Cycle – Transport Topics/ATA – 2021
- ◆ Preventing the Preventable: Using DataQs to Improve CSA Scores – NATMI/GMTA – 2020
- ◆ All About DOT Off-Site Audits – NATMI – 2020
- ◆ Brokered Freight and Motor Carrier On-Boarding [Vetting] Training – Schneider, McCalla, AL – 2015; Green Bay, WI – 2013; Braselton, GA – 2012;
- ◆ Accident Review Board, Appeals Boards, Analysis and Evaluation of Crashes – Schneider – 2011-2015
- ◆ Predictive Risk Analytics Program – Fleet Risk Advisors, Birmingham, AL – 2015; McCalla, AL – 2014;
- ◆ Driver Health & Wellness, Fatigue Management, Obstructive Sleep Apnea Supervision Training – Precision Pulmonary Diagnostics – 2014, 2013, 2012
- ◆ Accelerated Development & Leadership Development Program – Schneider – 2013-2015
- ◆ Retention, Enhancement, Acclimation, Communication, and Training [REACT] Program Development and Instructor – McCalla, AL – 2015; Green Bay, WI – 2014; Wintersville, OH – 2013;
- ◆ Equipment Security, Parking Safety, and Cargo Securement Training – Schneider – 2015, 2011
- ◆ Maintenance Management & Equipment Spec Workshop – Schneider, McCalla, AL – 2014
- ◆ Over-Short & Damage Claims Workshop – Home Depot, McCalla, AL – 2014, 2011
- ◆ Operations Safety and Train-the-Trainer Courses – Schneider – 2013, 2012, 2011
- ◆ Leadership Foundations Selection, Coursework, Training – Schneider – 2012-2014
- ◆ Yard and Warehouse Management Training Workshop – Home Depot, Braselton, GA – 2012
- ◆ Reasonable Suspicion Training Certification – Schneider – 2012; Refresher Certification – 2014
- ◆ Hazardous Material Employee Training Certification – Schneider, Braselton, 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
- ◆ Human Resources Academy Seminar – GMTA, Atlanta, GA – 2009
- ◆ Forklift Safety Certification & Safety Courses – K-Mart Corporation, GA – 2004, 2008