

CURRICULUM VITAE

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WORK HISTORY

Consulting – ProtonCare, Project Manager

1/2004 – Present

Design and development of the processes, systems and procedures to conceive of, design, plan, construct, operate and evaluate the success of multi-room particle therapy centers. Worked in coordination with a team of additional experts to evaluate the risks and mitigation plans for risk management in the design and operation of particle therapy centers in the United States.

Consulting – Benchmark Pathways, Chairman

3/99 Present

Developed products and services to provide best in class work systems solutions in the integrated health and disability market. Built web based technology, data warehousing and analysis systems, knowledge management tools, benchmarking and mentoring services to support employer total productivity applications.

Procter and Gamble Work History 1968 through 1999

Procter and Gamble is a global enterprise focused on consumer goods markets (healthcare, cleaning products, paper, food and beverage, etc.). There are about 106,000 employees located throughout the world (165 countries). Annual sales are ~\$40B. The first third of my career involved operating various functions within the manufacturing company in the United States. The second third of my career focused on developing and implementing health, personnel safety and industrial hygiene systems globally to include data systems.. The last third of my career was involved in the design and delivery of integrated disability and health care benefits. Results included healthcare benefit costs were held flat, workers compensation costs were halved and disability costs were reduced 35% during the period that I led the integration of these benefits.

Associate Director, Center of Excellence, Information and Information Delivery, The Procter and Gamble Company

9/98 - 3/99

Responsible for the integration design of human resources data into the overall global customer, financial and marketing data warehouse. Designed a process to identify roles, required skills and data for success in that roles, assessment of skills and data needed at the time of transitions and recommended action plans.

Associate Director, Integrated Health Risk Management, Human Resources, The Procter and Gamble Company

9/91 -9/98

Responsible for Integrated Health Risk Management functions (Health Care Cost and Quality for all sites in U. S., \$6B in Life Insurance, Workers' Compensation and Unemployment funding, claims

administration and legislation management for all US functions, and Short and Long Term Disability) with a total budget of \$300M. Managed all claims and encounter related databases (Employee Health Screens, Health Risk Assessment, Personnel Safety incidents, Employee Exposures and Computer based Training for Safety and Industrial Hygiene) globally.

Senior Manager, Workers' Compensation and Systems, Industrial Relations Division

11/87 - 9/91

Responsible for Workers' Compensation claims administration, policy, benefit design, self insurance filings, and legislative review for manufacturing and sales operations in all domestic operations. Responsible for Health and Safety data systems in domestic and international operations.

Additional functional responsibilities include corporate training for:

- Implementing Total Quality
- Creativity and Innovation
- Organizational Effectiveness
- Strategic Learning Skills

Helped lead the EH&S Risk Management Steering Team to develop uniform methods of risk assessment, program analysis, and tools for management accountability.

Group Leader, Safety, Health and Safety Division

11/81 - 10/87

Responsible for personnel safety and industrial hygiene systems in detergent, paper, food, pharmaceutical, personal care, pulp, beverage and industrial chemicals operations. Responsible for workers' compensation claims administration and legislative reviews.

Staff Safety Engineer, Corporate Safety Section

11/78 - 10/81

Responsible for personnel safety systems development and implementation for detergent, paper, food, pulp and industrial chemical operations. Coordinated training program development with supporting audiovisuals. Developed and revised safety related manufacturing standards and policy.

Project Manager, Chicago Plant, P&G Manufacturing Company, Chicago, Ill.

3/78 - 11/78

Responsible for the design, construction and start-up of a high speed bottle packaging operation in support of the national roll out of Puritan Oil.

Mechanical Manager, Chicago Plant, P&G Manufacturing Company, Chicago, Ill.

3/76 - 5/78

Responsible for the maintenance systems for three shortening packing can lines, one oil packing line and associated environmental, facility and support equipment.

Personnel Services Manager, Jackson Plant, P&G Manufacturing Company, Jackson, TN.

3/73 - 3/76

Responsible for all employment related functions, including hiring, firing, college recruitment, benefits administration, affirmative action, etc. Established and managed the medical department, as well as safety and industrial hygiene programs. Established the world record for the industry in safety. Provided organizational effectiveness support for employee relations.

Team Manager, Jackson Plant, P&G Manufacturing Company, Jackson, TN.

6/71 - 3/73

Responsible for training and development of start-up technicians to operate and maintain complex processing, packaging and packing systems during the start-up of Pringle's Potato Chip national roll out.

Special Assignment, Quincy Plant, P&G Manufacturing Company, Quincy, MA.

5/71 - 6/71

Responsible for the development of plant charter and long range planning plan.

1st Lieutenant, 7/61st Artillery, Spangdahlem Air Force Base, Bitburg, Germany

7/70 - 5/71

Responsible for low altitude air defense of the aid base. Moved A Battery, Chaparral/Vulcan Unit from United States to Germany, developed all operational and maintenance SOP's. Held extra duty positions of Supply, Motor, Systems Maintenance Officer, as well as Platoon Leader. Awarded Army Commendation Medal, 1st Oak Leaf Cluster.

2nd Lieutenant, 7/61st Artillery, Fort Bliss Texas

5/69 - 7/70

Completed Officer Student Basic Course and Low Altitude Air Defense Weapons Command Course, with Honors. Assembled, trained and fielded (new) Vulcan Weapons Units. Held additional duties of Range Safety Officer and Supply Officer. Awarded Army Commendation Medal.

Industrial Engineer, Synthetics, Quincy Plant, P&G Manufacturing Company, Quincy, MA.

5/68 - 5/69

Responsible for budget, cost reduction, methods improvement, losses and degradings, quality and employee training for synthetic granules making department.

Educational

Worcester Polytechnic Institute - Bachelor of Science Degree, Chemistry, June 9, 1968

Safety Certificate – Life Safety Code, Seminar by Industrial Fire Protection Association, November 6-8, 1979 Chicago, IL

Certificate in Safety Program Auditing - Awarded by the International Loss Control Institute, February 27, 1981 for successfully completing seminar and subsequent on the job criteria.

Entrepreneurial Leadership Program - Completed off-site seminar on how to use an individual's leadership skills and attributes to build an effective entrepreneurial business. Center for Creative Leadership, Greenville NC,

Professional

American Society of Law, Medicine & Ethics

Member – 1995 - 1999

American Society of Safety Engineers

Member - 1980 → Present

Consultant's Division
Management Division
Health Division

ASSE Professional Development Conference 1981 - Served on subcommittee for Safety Management for the Salt Lake City Conference. Designed seminar outline searched for appropriate speakers, reviewed presentations and followed through on rating and evaluations.

Foundation for Safety and Health

Trustee - 10/1987 → 2000
Vice Chair – 1988 → 1983

Foundation for Unemployment and Workers' Compensation

Trustee - 1996 - Present

National Safety Council

Board of Directors - 1988 – 1998
Executive Committee, Chemical Section, General Chairman 1986
Off the Job Standing Committee, Chairman 1987
Vice President – Chapters and Affiliates Division 1992-1998

Ohio Manufacturer's Association

Workers Compensation Committee
Health Committee
Chairman - Managed Care in Workers' Compensation Task Force
Chairman - Planning Committee Ohio State WC Search Conference, Columbus, OH Dec. 5,-6, 1996

Ohio University

Governor's Appointee – Advisory Board for College of Osteopathic Medicine

Workers' Compensation Research Institute

Board of Directors Workers Compensation Research Institute
Secretary/Treasurer 1992-3
Vice Chairman – 1993-94
Elected Chairman of the Board - 1995-96
Past Chairman – 1996-99
Membership Committee – 1999

Unemployment Benefits Association (UBA)

UBA Board of Directors - 1996-1999

Speeches and Presentations

Air Products and Chemicals, Inc. - Paper and management presentation on “Action Steps to Behavior Management Principles” at Air Products Corporate Headquarters - November 1981

The National Safety Council Congress – Speech, October 30, 1985

Participant in Roundtable Discussion - "An Agenda for Medical Rehabilitation" 1987

The Third Annual National Disability Management Conference - Speech on the key elements of disability management in a workers' compensation program Miami, Florida - October 1989

National Safety Council Congress - Speech on "Behaviorally Based Employee Safety Systems" (Applications Within) October 30, 1989

Fourth Annual Briefing On Workers' - Speech "Compensation Strategies For Lowering Costs and Reducing Workers' Suffering" - Michigan State University, Lansing Michigan - April 24, 1990

National Safety Council Congress & Exposition; Speech on "Behaviorally Based Employee Safety Systems - October 30, 1990; New Orleans, LA

79th Annual National Safety Council Congress & Exposition – Panel Moderator: "Consumer Product Safety Commission: Outlook for Improved Product Safety" Home Safety Division – October 6-10, 1991 New Orleans Convention Center – New Orleans, LA

The American Society of Training Developers (ASTD) National Conference on Technical & Skills Training – "Health and Safety Training: Reducing Accidents by Building Safe Behaviors" – Speech on the design, development, implementation and accountability processes used to build the only global computer based training system in Procter and Gamble at that time. Cincinnati, Ohio October 30 – November 1, 1991

62nd All-Ohio Safety & Health Congress & Exhibit – Speech on "Computer Based Safety Training" Cincinnati, Ohio March 31- April 2, 1992

6th Annual Disability Management Conference & Exhibit - Washington Business Group on Health (WGBH) Panel Moderator for Workers' Compensation: Case Studies in Success October 26-27, 1992 Arlington, Virginia

Annual Conference National Association of Manufacturers "Health Agenda 1993" Speech on Pros and Cons of Combining Medical and Workers' Compensation Plans January 28, 1993 Washington, DC

National Association of Manufacturers Symposium "The Clinton Health Care Plan: It's Impact on Employer Health Benefits and Workers' Compensation Programs" – Speech on "The Mechanics and the Implications for Employers of Workers' Compensation under a New Health System." September 20, 1993 Washington, D. C.

The International Workers' Compensation Foundation Forum VI – Speech on "National Healthcare Viewpoints (Self-Insurer)" - New Orleans, Louisiana February 16-19, 1994

Ohio Manufacturers Association Symposium - Ohio Health Care Leadership Conference - Speech on "The Emerging American Health Care System: Public Policy & Market Realities (The Emerging Quality Revolution in Health Care)" - Columbus, Ohio April 6-7, 1994

21st International Workers' Compensation College – Speech on "How is the United States Medical Cost Containment System Working?" April 17-22, 1994 University of Arizona – Tucson

25th Annual Ohio Self Insurers Conference "Solving the Mysteries" – Speech on the design, development and deployment of "Qualified Health Plan" in the Ohio Workers' Compensation system, June 22-24, 1994 – Columbus, Ohio

Corporate Health Strategies, Inc. Customer Conference – Speech on "Managing For Change: Using Information to Manage Managed Care" November 2-4, 1994 Palisades, NY

The Congress of Chiropractic State Associations – Speech on “Building Relationships with Your Customers – Employers” November 1995 Orlando, FL

Louisiana Association of Self Insured Employers Conference -"Changes In Attitude" – Speech on “Key Elements to Building and Maintaining a Successful Self Insured Return to Work Program”, November 29, 30, & December 1, 1995 New Orleans, LA

Preferred Therapy Providers of America Conference – Speech on "Survive Workers' Comp & the Rest Is Easy" April 12, 13, 1996, Scottsdale, AR

Moderator - National Meeting of National Foundation for Unemployment Compensation and Workers' Compensation - May 20-22, 1996

Managed Health Care for SI Employers - A No-Holds Barred Town Hall Debate at the OSIA 27th Annual Conference June 26-28, 1996

Corporate Health Strategies, Inc. Customer Conference - Presentation on "Return On Investment: Information as a Strategic Asset" June 12-14, 1996

The National Managed Workers' Compensation Institute's First Annual Conference Speech on “Disability management and Metrics – Benchmarking Does Make a Difference” Dec. 11-13, 1996

State-Of-The-Art Conference - Speech on “Managed Care and Occupational Medicine: The Next Generation” October 27-31, 1996 Toronto, Canada

Publications

Disabled Americans at Work – March 1985

Green Bay Story May/June 1985 – Recognized in divisional newsletter as the corporate consultant supporting the first-time four safety flags fly simultaneously over the four Green Bay plants. Each plant worked one million or more hours without an accident causing a lost workday.

1986 CHEMICAL PROCESSING – Chief Judge for Chemical Processing Industry’s Best New Product award as part of the overall Vaaler Awards. Developed rating criteria and weightings, selected enlisted leading employer judges, (Issues July 10, 1986; May 1990)

PC Week – Interviewed for and referenced in article on computer based training in Procter and Gamble’s Health and Safety systems. April 16, 1990

Moonbeams (Procter and Gamble’s In House Magazine) –
November 1990 – Safety milestone and recognition

"Essentials of Risk Financing" Third Edition Vol. 1&2 ARM 56 – Contributing Editor July 1996

Awards and Recognition

Cameron Award Medal

Awarded in recognition of the efforts for the Chemical Executive Committee for the best leadership industry section in the National Safety Council Industrial Division, 1983/84, 1984/85

William M. Babington Memorial Award

First recipient of "The William M. Babington, Jr., Memorial Award in recognition of outstanding volunteer service by and individual on behalf of Ohio manufacturers. Worked as chairman of the Workers' Compensation Managed Care Task Force. December 1994

Governor's Award of Excellence

Selected for the Ohio Governor's Award of Excellence in Workers' Compensation for innovation in design and application of managed medical care in the overall management system for benefit delivery in Procter & Gamble - 1997

Community

Junior Achievement Advisor

Greater Cincinnati Area Safety Council

Charter Trustee

Consulting Engagements

Behavioral Safety Technology – BST

Northwestern University Traffic Institute

InfoMedtrics

Ingenix

Kaiser Aluminum and Chemical

GatesMcDonald

Procter and Gamble

The Ohio Manufacturers Association

Ohio State Chiropractic Association

TRIAD Healthcare

CompManagement

OhioHealth Hospitals

DuPont

Aeger

StatCare

Workers Compensation Management Solutions

Weyerhaeuser

References

Avialable on Request