

## *Curriculum Vitae*

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### **EDUCATION**

Master of Public Health (MPH) (12/14) - Johns Hopkins School of Public Health

Post-Baccalaureate Certificate (3/14) - Johns Hopkins School of Public Health

- Environmental & Occupational Health Certificate

Post-Baccalaureate Certificate (6/09) - Drexel University

- Epidemiology and Bio-Statistics Certificate

Master in Safety Sciences (5/03) - Indiana University of Pennsylvania (ABET accredited)

- Thesis research in tribometry (slip-resistance)

Elizabethtown College - B.S. Business Administration (8/86)

- Concentration in computer science

Insurance Institute of America - Associate in Risk Management (ARM) - (1995)

### **QUALIFICATIONS & CERTIFICATIONS**

Certified Industrial Hygienist (CIH) – American Board of Industrial Hygienists  
(2015 – present) # CP10820

Certified Safety Professional (CSP) - Board of Certified Safety Professionals  
(1994 – present ) # 12394

Pennsylvania State Certified Emergency Medical Technician (EMT) Pennsylvania  
Department of Health (1985 - present) # 012414

Certified XL Tribometrist (CXLT) (#F0202-0891) International Safety Association /  
Excel Tribometers (2002 - present).

Recognized Qualified Accident & Illness Prevention Services Provider - Pennsylvania  
Department of Labor & Industry # 1052Q

Construction Health & Safety Technician (CHST) - Council on Certification of Health,  
Environmental & Safety Technologists (2009 - present). # C1605

## **QUALIFICATIONS & CERTIFICATIONS**

Advanced First Aid Instructor / Emergency Response Courses – American Red Cross (1987 – 1993)

Community First Aid and CPR Instructor - American Red Cross (1985 - 2006)

American Heart Association - Basic Life Support: CPR / First Aid Instructor;  
Healthcare Provider Instructor (1987 - current)

OSHA Training Institute - OSHA-Authorized Instructor (1990-current)  
General Industry & Construction Outreach Safety Courses

Instructor-Trainer for Mid-Atlantic OSHA Training Institute. (1998 – Current)  
(500, 501, 510, 511 Course Instructor)

EPA / AHERA accredited Asbestos building inspector  
BI-07061695 (1995 - Expired)

Basic Fire Fighter  
Lycoming County Fire College (1987)

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### **RELATED EMPLOYMENT HISTORY:**

10/97 – : Founder and President  
High Environmental Health & Safety Consulting  
Previously: High Safety Consulting Services Ltd.

10/96 – 10/97: Executive Assistant to the President  
High Industries, Inc.

6/93 - 10/96: Corporate Manager of Safety, Industrial Hygiene &  
Environmental Services. - High Industries, Inc.

6/89 - 6/93: Safety Specialist - High Industries, Inc.  
(Steel Fabrication / Distribution, Concrete,  
Construction, Real Estate, Hotels, Grounds  
Maintenance, CD Manufacturing, Food Services)

8/88 - 6/89: Safety & Training Coordinator  
H. M. Stauffer & Sons, Inc.  
(Wood Products & Fuel Oil)

1987 - 8/88: Administrative Assistant to the Operations  
Manager - H. M. Stauffer & Sons, Inc.  
(Wood Products)

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**RELATED  
ASSOCIATIONS  
& ACTIVITIES:**

Volunteer Emergency Medical Services Provider

- Manheim Township Ambulance Association – Crew; Duty Officer, Officer in Charge, Safety Officer: 1982-1990
- Elizabethtown Ambulance Crew Member: 1982 to 1986
- Leola Ambulance Association Crew: 1986 to 1990

Lancaster County Industrial Safety Council.

- President (1990)
- Vice-president (1989)
- Board Member (1991)

American Society of Safety Engineers (ASSE)

Member: Consultants' Division (#000207533)

American Industrial Hygiene Association (AIHA):

Full Member (#136335); Member of the Occupational and Environmental Epidemiology Committee

American Conference of Governmental Industrial Hygienists (ACGIH). (#307017-00)

American Society of Testing Materials (ASTM) (#000319326)

Committee Member: F13 – Safety and Traction / Footwear

Governors' Occupational Safety & Health Conference Advisory Committee (Sponsorship Sub-Committee) (1995-2001).

PENNSAFE Advisory Board (1998-2003).

Governors' workplace safety initiative (Gov. Ridge)

WORK SAFE PA (2003- present). Inactive Board

Governor's Advisory Board on Safety & Health

Associated Builders & Contractors' (ABC) Keystone Chapter Safety Committee (2003 - 2011).

National Safety Council Member (#451170)

Mid-Atlantic Construction Safety Council (2007- present)

Ask the Expert – Safety "E"-thority for Pennsylvania Chamber of Business and Industry. (No longer in Operation).

Habitat for Humanity Safety Committee (2011- present)

**RELATED  
ASSOCIATIONS  
(CONTINUED)**

Millersville University – Occupational Safety & Health  
Management Baccalaureate Degree Program  
Industry Advisory Board. (2012 - present)

LinkedIn OSHA Outreach Trainers Group – Assistant Group  
Manager (2012 – present)

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**PUBLICATIONS  
INTERVIEWS:**

Retrospective Exposure Reconstructions – AIHA publication.  
Panel reviewer for Chapter 2.

The SH&E Consultants’ Guidebook (Contributed Essay)  
American Society of Safety Engineers (2014 release)

Catalyst, Fall 2008  
“Walking the Pathway to Safety”

ABC Spokesman  
“Hear Today, Gone Tomorrow – Hearing Conservation in the  
Construction Industry.

Occupational Hazards July, 2004  
“Taking the Measure of OSHA” – Interview

2000, 2005, 2010, 2014 OSHA Handbooks. Pennsylvania Chamber of  
Business and Industry® Educational Foundation; © 1999-2014.  
Chapter 7 – Electrical Safety Provisions in the OSHA Standards;  
Powered Industrial Truck Requirements; Lockout Tagout  
Requirements; Occupational Noise Exposure -- Edited / Wrote  
Various Chapters in specified years.

Occupational Hazards Magazine: 1995  
Featured Story / Interview:  
Establishing Emergency Response Teams.

OSHA Compliance Advisor; July 10, 2000; Issue 399  
Business & Legal Reports © 2000  
Safety Meeting Burnout? - Featured Interview

Workers’ Compensation Report; Vol. 9; No.4; Comp Strategies  
© 1998 Bureau of National Affairs, Inc.  
High’s Business Units Learn High, Low Limits of Paying for  
Comp. -- Featured Interview

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**PRESENTATIONS:** (sample listing)

PA Chamber Human Resources Conference (2015)  
Total Worker Health – Integrating Workplace Safety & Wellness Programs

PA Governors’ Safety & Health Conference (2014)  
Prevention of Slips, Trips and Falls.

PA Chamber Safety Roundtable  
Electrical Lockout & Machine Guarding  
(Philadelphia, Pittsburgh, Harrisburg – 2014)

Lancaster County Industrial Safety Council  
Checking Out – Will that be Flash or Charge?  
NFPA 70E and Electrical Safety (2014)

MANTEC – Business Growth Conference  
Most Popular OSHA Citations in Manufacturing (2013)

PA Chamber Safety Roundtable  
Complying with OSHA’s Electrical Safety Work Practice Standards  
(Philadelphia, Pittsburgh, Harrisburg – 2012).

PA Governor’s Occupational Safety & Health Conference  
Selling Safety through Effective Training / Panel (2010)

Pennsylvania Association of School Board Officers (PASBO)  
Critical Issues in School Safety (2010)

Risk Insurance & Management Society (RIMS)  
Slip, Trips and Gravitational Forces (2010)

Pennsylvania Chamber of Commerce: OSHA & Safety Conferences  
Surviving OSHA Inspections / OSHA 101 (2009)  
“Big Stuff, Little Stuff” (2008)  
How to Avoid the “Stupid” Accidents (2007)

Bureau of Workers’ Compensation 4<sup>th</sup> Annual  
Workers’ Compensation Conference  
Safety & the Bottom Line (5/05)

Lancaster Chamber of Commerce & Industry  
Workers’ Compensation Employers Group  
OSHA Outlook (2/07, 2/05)

Lancaster County Industrial Safety Council  
Slips, Trips & Fall Events (2/05)

**PRESENTATIONS:**

(Continued)

Society of Human Resources Managers of Berks County  
OSHA Update (1/05)

American Society of Safety Engineers (ASSE)  
Slips, Trips & Fall Events (10/04)

Associated Builders & Contractors, Berks County  
Defending OSHA Citations (6/04)

Captive Resources Insurance Services, Florida  
Allocation Systems in Risk Management (4/04)  
Web-Seminar presentations 2 / yr. on same topic ('06, '07)

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**PROJECT  
EXPERIENCE:**

Conducted numerous assessments of slip-resistance for coating and floor product manufacturers under ASTM standards F-2508, F-1679, F-1677, F-609 and C-1028. Developed the world's fastest actuating drag-sled tribometer for research applications for M.S. thesis.

Conducted hundreds of OSHA compliance courses in both general industry and construction since 1989, including OSHA Instructor-Trainer Programs. Superior knowledge of OSHA rules and regulations.

Developed a complex but easy to use Microsoft Excel product which performs loss and exposure based insurance allocations to individual operational business units which aligns safety performance with financial performance goals. Product is marketed as the "Allocator™".

Conducted hundreds of safety, loss control and mock-OSHA compliance surveys for clients.

Developed numerous safety and occupational health programs including lockout-tagout, electrical safety, lead management, silica management, emergency response, confined-space entry, personal protective equipment, hearing conservation, fall protection and ergonomics.

Conducted numerous serious accident and fatality investigations determining causations and associated corrective actions to be implemented for future event prevention.

**PROJECT  
EXPERIENCE  
(Continued)**

Conducted industrial hygiene surveys for a variety of chemical and physical hazards including silica, lead, isocyanates, wood dusts, solvents, carbon monoxide, formaldehyde, benzene, noise levels and numerous other hazards.

Developed a safety culture assessment tool for supervisory and line personnel which quantitatively determines strengths and weaknesses in organizational safety culture. The instrument also evaluates associations of specific factors in multiple variable logistic regression analysis which may be statistically significant in accident vs. non-accident employee groups.

Developed a safety committee assessment tool which provides a quantitative assessment of safety committee performance and recommendations for improvement.

Provided assessment of other expert opinions for legal litigation cases. Served as expert witness for chemical exposure case involving air-exposure assessment, noise exposure cases, ladder accident, scissor lift accident, crane accident, trenching accident and slip and fall cases.

Assisted with retrospective exposure assessment for illness-based claim of chemical solvents. Served as fact-witness in several fatality events in which investigative reports were developed.

Conducted an epidemiological review for an educational facility with concerns of a potential cancer cluster.

Investigated indoor air quality complaints and sudden illness cases and determined source of contaminants and corrective measures required.

Handled the overall management and administration of claims in the realm of workers' compensation, general liability and automotive liability exposures.

Assisted the High organization in achieving Voluntary Protection Program Status of STAR – The highest award from OSHA.

Led the High organization in the application and award of the Governor's Award in Safety and Health.

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**SPECIFIC  
COURSEWORK**

Indiana University of Pennsylvania  
Hazardous Materials Management  
Quantitative Methods  
Human Relations in Safety Mgm't  
Advanced Principles of Safety Engineering  
Concepts in Risk Assessment  
Industrial Toxicology  
Disaster Preparedness  
Radiological Health  
Advanced Safety Administration  
Law & Ethics in Safety Profession  
Thesis: Investigation of Sticktion in Drag-Sled Tribometers.

Drexel University  
Intro to Descriptive Epidemiology & Biostatistics  
Intro to Analytic Epidemiology & Biostatistics  
Design & Analysis of Epidemiological Studies

Johns Hopkins Bloomberg School of Public Health  
Fundamentals of Epidemiology I, II  
Environmental Health  
Occupational Health  
Principles of Occupational & Environmental Hygiene  
Problem Solving in Public Health  
Intro to Risk Sciences & Public Policy  
Industrial Ventilation  
Research Ethics  
Public Health Biology  
Statistical Reasoning I, II  
Data Analysis I, II  
Observational Epidemiology  
Introduction to Occupational & Environmental Law  
Program Planning for Health Behavior Change  
Industrial Hygiene Laboratory I, II  
Advanced Data Analysis  
Vulnerable Worker Populations  
Noise & Physical Agents in the Workplace  
Human Physiology  
Risk Assessment of Nanotechnology  
Critical Review of Epidemiological Literature  
Investigations of Disease Outbreaks  
Capstone: Relationship of Metabolic Syndrome and Workplace  
Accident – Total Worker Health (TWH) Initiatives.

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## **AWARDS & RECOGNITIONS**

Dean's Scholarship Award – Johns Hopkins School of Public Health.  
2012 - 2014

Outstanding Author Award – PA Chamber of Business & Industry. 1999

Assistant Operations Chief Award – Manheim Township Ambulance.  
1990

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**OTHER** Partner Member: The High Family Business Center at Elizabethtown  
**ACTIVITIES** College (2014 - )

Conestoga Valley Educational Foundation Board Member  
(2008 – 2011).

The High Foundation. Trustee (1989-2011), Chair (1995-1997)  
The S. Dale High Family Foundation (2011-present)

United Way of Lancaster County - Cabinet Member (1997 Campaign).

The Lancaster Partnership Program. Executive Committee. (1995)

Member of the Board of Directors: Irex / North Lime Corporation  
(2009-present)

Member of the Board of Directors: High Real Estate Group (1997-present)  
Chair of Compensation & Governance Committee (2007- 2011, 2015-)  
Member of Compensation & Governance Committee (2007-present)

High Real Estate Architectural Review Committee (2008-present)

Member of the Board of Directors: High Companies (1997 – present)  
Audit Committee Member (2002-2008)  
Governance & Compensation Committee (2007- present)

Member of the High Family Council – (1999 – present)  
Ownership Governance Organization for the High Companies.