

Martha DeLeon-French, CDS  
16800 Greenspoint Park Dr., Ste. 151S, Houston, TX 77060  
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www.tccd.com

**SAFETY, COMPLIANCE, & INDEPENDENT CONTRACTOR RELATIONS CONSULTANT**

**PROFILE:**

- More than 25 years' successful and proven experience in management, safety, compliance, and independent contractor relations (ICR) with recognized strengths in management, DOT/FHWA compliance, safety, OSHA, ADA, ICR, training, staff support, Risk Management, LEAN, Six-Sigma, and ISO, trouble-shooting, route cause analysis, safe work practices, hazard communication, planning/implementing projects, writing and establishing proactive procedures, policies, programs, and systems to avoid and prevent problems and issues;
- Commercial vehicle operation and safety specialist with more than 25 years of professional experience in the transportation industry.
- Develop plans, conduct internal audits, variance department and business analyses, route cause analysis, department audits with written recommendation plans and objectives.
- Merger and acquisition assistance, analysis, and recommendations.
- Subject-Matter Expert Areas: Federal Motor Carrier Safety Regulations, Compliance, Transportation Safety, Driver & Truck Safety, Driver Training & Qualification, Independent Contractor Relations (49 CFR Part 376/IRS), Contractor Driver Training, Vendor Relations, OSHA, Record Retention, Route Cause Analysis, Risk Management, Hazard Communication, Safe Work Practices, and HR Management.

**AREAS OF SPECIALTY:**

- Department of Transportation (DOT) – federal and state, Federal Motor Carrier Safety Regulations (FMCSRs), Independent Contractor Relations (ICR), Hazardous Materials, HIPPA, ADA, OSHA compliance, General Safety Practices, Human Resources Management (HRM), and Transportation Industry Best Practices and Standards.
- CSA Compliance, improvement, and monitoring
- Pickup and Delivery, OTR, Warehousing, Logistics, Airfreight, Oil field, Intermodal, Hazardous Materials management
- Custom curriculum, policy, procedural, and program development
- Procedural documentation and analysis
- Accident and incident prevention through investigation, study of work areas, and operation methods and practices; enforcement; route cause analysis; education, instruction, training, and discipline to minimize human factors which contribute to accident and incidents; policy and procedures documentation; process change management and implementation; and elimination of unsafe conditions
- Risk Management, route cause analysis, and safe work practices
- Trainer and presenter, create safety and procedural training for drivers and non-driver positions
- Conflict Management, HR Management, Record Retention Management, Business Management, Quality Management, Process Management, Total Quality Management, and Project Management
- Maintain quality control and work process improvements (ISO, LEAN, Six Sigma, and TQM); constantly seeking improvements and new ways to upgrade programs and processes.
- Merger and acquisition assistance and analysis, due diligent assistance with recommendations
- Expert witness for over eight years, both plaintiff and defense

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### SAFETY, COMPLIANCE, & INDEPENDENT CONTRACTOR RELATIONS CONSULTANT

<b>CREDENTIALS/ CERTIFICATIONS/ AFFILIATIONS:</b>	<ul style="list-style-type: none"> <li>• HireRight - Understanding Drug Test Results: 04/12/2022</li> <li>• Understanding Driver Hiring: From application to initial qualification: 04/07/2022</li> <li>• Compliance Check: Are You Violating These General Industry Regulations: 04/06/2022</li> <li>• Walkway Safety for Supervisors: 02/14/2022</li> <li>• Hazardous Materials Instructor Training: 11/22/2021 (CVSA; 40 hours)</li> <li>• IRP Education Certificate: 03/12/2021</li> <li>• Workplace Safety Basics Module 4: In Case of an Emergency: 06/11/2020</li> <li>• Face Masks: How to Properly Fit and Remove a Face Mask: 06/11/2020</li> <li>• IRP Education Certificate – 03/12/2021</li> <li>• The Step-by-Step Guide to Building Your Thought Leadership on LinkedIn – 12/01/2020</li> <li>• Workplace Safety Basics Module 4 – In Case of an Emergency – 06/11/2020</li> <li>• OSHA Recordkeeping for Employee – Certificate 12/27/2018</li> <li>• ELD Basics – Certificate 12/18/2018</li> <li>• Protecting Personal Information – Certificate 12/18/2018</li> <li>• Patents, Trademarks, &amp; Copyright Laws - Certificate 12/08/2018</li> <li>• Contract Law Essentials – 12/08/2018</li> <li>• Notary Public – Exp: 03/09/2022</li> <li>• Fire Prevention and Life Safety – 02/15/2018</li> <li>• Antitrust Essentials – Certificate 08/30/2016</li> <li>• Certified Director of Safety (CDS) from the North American Transportation Management Institute (NATMI)</li> <li>• Certified Indirect Air Carrier Standard Security Program (IACSSP)</li> <li>• Certified Fire Department Fire Prevention &amp; Life Safety: 2018</li> <li>• Certified Supervisor</li> <li>• Contract Law Essentials – Certificate 09/08/2016, 09/10/2014</li> <li>• Commercial Vehicle Safety Alliance (CVSA), Associate member; Committee member on the Training Committee, Roadcheck Committee, and Operation Safe Driver (OSD) 9/2014.</li> <li>• Trained and certified LEAN, Six Sigma, and ISO</li> <li>• Trained and tested in compliance 49 CFR §172.704 for the transportation hazardous materials; 49 CFR 300 – 399 for Federal Motor Carrier Safety Regulations</li> <li>• Truck Load Carrier Association (TSA), Associate member</li> <li>• National Association of Professional Women (NAPW)</li> </ul>
<b>Skills</b>	<ul style="list-style-type: none"> <li>• Executive Management/Business Owner and mentor</li> <li>• Certified Director of Safety</li> <li>• Human Resource Management</li> <li>• Ability to train, motivate, manage, and supervise others.</li> <li>• Analysis, audits, investigation, and research</li> <li>• Accident and incident prevention program creation, implementation, and reconstruction</li> <li>• Policy and procedures creator and writer</li> <li>• Project, Safety Management System programs, and best practices implementation</li> <li>• Problem and conflict resolution</li> <li>• Proficient in Microsoft Excel, Microsoft Word, Visio, PowerPoint, and Access.</li> </ul>

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	<ul style="list-style-type: none"> <li>• Public speaker</li> <li>• Hazardous Materials Trainer</li> <li>• Train the Trainer Instructor</li> <li>• Expert witness</li> <li>• Multilingual (English, Spanish, and French)</li> </ul>
<b>EDUCATION/ EXPERIENCE:</b>	<ul style="list-style-type: none"> <li>• Business Owner and Business Manager (February 2010)</li> <li>• Safety, Compliance, and Vendor/Independent Contractor Relations (ICR) Consultant - Transportation Compliance Consultants, LLC: 09/2010 – Present</li> <li>• Commercial Vehicle Safety Alliance (CVSA) Committees: 2018, 2019 <ul style="list-style-type: none"> <li>○ Policy and Regulatory Affairs Committee</li> <li>○ Training Committee</li> </ul> </li> <li>• Director of Ground Transportation Compliance - CEVA Logistics: 01/2008 – 09/2010</li> <li>• Director of Safety &amp; Compliance - Eagle Global Logistics: 04/1995 – 01/2008</li> <li>• Project Manager - Total System: 03/1993 – 10/1995</li> <li>• Claims Adjuster – AFLAC: 12/1992 – 02/1993</li> <li>• Customer Service/Projects – AFLAC: 03/1991 – 11/1992</li> <li>• Presenter at US Law Network Client Conference and American Association of Professional Drivers: 2009</li> <li>• TSA Regulatory Advisory Committee Member: 2006</li> <li>• Columbus College – Columbus, GA: 1991 – 1992</li> <li>• South Plains College – Levelland, TX: 1990 - 1991</li> <li>• Texas Tech University – Lubbock, TX: 1988 – 1990</li> <li>• Continuing education courses and/or seminars: 2014 TCA Safety &amp; Security Division Meeting, 2014 DQ File Self-Audits, 2014 How to use CSA Data and Roadcheck, 2013 The Medical Card/CDL Merger, 2013 HOS &amp; ELDs</li> </ul>

**References and additional training furnished upon request**