

Curriculum Vitae

STEVE YATES, CHST



AREAS SERVED:

National with focus on Chicago, IL – Grand Rapids, MI – Atlanta, GA – Charlotte, NC

CONTACT

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SUMMARY:

Over 24 years of experience as a workplace safety consultant, trainer, conference speaker and educator. Expert in applying the Occupational Safety & Health Act (OSHA) regulations and policies to worker safety, assisting over 450 companies nationally across most construction trades and heavy manufacturing. Services provided include regulatory compliance gap analysis, program and safety management system development, incident and injury investigation including slips, trips, falls, amputations, and fatality, OSHA inspection management, workplace inspection, and training. Also frequently providing strategy and coaching to top management regarding management systems and leadership. An experienced expert, retained to provide litigation support as expert or fact-based analysis.

INDUSTRIES SERVED:

- Construction activities across all trades from underground sewer and water to high-rise construction, interior and exterior, shell and core
- Commercial, industrial, and residential
- General Contractors, Construction Managers, Sub-Contractors (Multi-Employer Worksites)
- Manufacturing of many types with specialties in:
 - Coil processing, slitting, blanking, and coating
 - Metal forming, welding, punching, machining, fabrication, finishing and distribution
 - Precast concrete manufacturing and erection
 - Food processing and snack food manufacturing

AREAS OF EXPERTISE:

- Accurate application of safety standards
- Lockout/tagout for hazardous control of energy
- Machine guarding & amputation hazards
- Powered industrial truck (forklift) & other material handling equipment
- Overhead and mobile cranes, rigging and below-the-hook devices
- Excavation & trenching – open cut & shafts
- Site control for working around & backing of heavy equipment & trucks
- Ladders, walking & working surfaces
- Slip, trip & fall protection, & personal fall arrest
- Respiratory protection standard, selection & use
- Scaffold & mobile elevating work platforms
- Confined space assessment & entry procedures
- Personal protective equipment (PPE) proper selection, training & use
- Effective training, failure to train & language barriers
- Safety & health program design
- Incentive/dis-incentive program influences on culture and management decision making
- Management structures & accountability

WORK EXPERIENCE

UpVantage Strategies, LLC President, and Founder

April 2023 – Present

A consultancy providing expert services in the areas of Occupational Safety and Health, Management Strategy and Leadership Coaching.

- Litigation Support as Expert Testimony or Fact-Based Analysis.
- OSHA Inspection Management and Consultation.
- Management Structure and Strategy Consultation.
- Leadership Development for Organizations and Individuals.

Amerisafe Consulting and Safety Services, LLC Senior Director of Business Development

August 2022 – Present

A full-service Safety and Health Consultancy serving manufacturing, commercial and industrial construction clients, and various energy sectors.

- Similar role to within Optimum Safety Management, including client service delivery of gap analysis, inspection, training, education, and machine guarding services.
- Transition and integration of team of safety and administrative professionals from Optimum Safety Management. Includes the IT infrastructure, business management systems, and all client facing systems of service delivery.
- Sales and business development including new client acquisition, successful transition of client relationships and annual service contracts.

Optimum Safety Management (A Division of Optimum Services Group, Inc.) CEO and Founder March 2005 – July 2022

A full-service Safety & Health Consultancy serving manufacturing & commercial construction clients across North America.

- Strategic partnership and business development for organizational growth utilizing partner channels.
- People centered culture change initiatives to enhance client organizational performance through increased engagement.
- Creation, development, and implementation of scalable Safety and Health Management Systems including training and documentation mechanisms. Training and coaching of consulting team members to execute delivery of same systems across client base.
- Site or plant inspection and evaluation services for clients in a variety of construction and manufacturing environments ranging from; small residential sites, to multiple-story heavy erection with large cranes and heavy equipment, and facilities with complex manufacturing processes and several hundred employees.
- Provide training on a wide variety of safety-related topics for both private companies as well as organizations such as industry associations.
- Guest speaker at industry association and OSHA conferences both in-person and virtually.
- Consulting related to the management and control of worker's compensation programs and costs.
- Management of construction site and manufacturing facility OSHA inspections, documentation of citations, implementation of recommended corrective actions, negotiation of fines, and settlement with OSHA personnel including Area Directors, and Solicitors.
- Management and organizational structure development including role definition, training, and advising members of client management teams at all levels.
- Litigation Support as Expert Testimony or Fact-Based Analysis.

Safety Check, Inc. Field Safety Consultant

2003 – March 2005

Safety and Health Consultancy serving both manufacturing and a mixture of residential and commercial construction clients. Also served the commercial insurance industry with risk engineering services.

- Management of large account with international insurance carrier providing oversight and coordination of contract risk engineering services for clients of the carrier. Also serviced construction contractors across wide range of disciplines including steel erection, metal decking, carpentry (both commercial and residential), plumbing, underground sewer and water, among others.
- Creation, development and implementation of Safety and Health Management Systems including training and documentation mechanisms.
- Site inspection and evaluation services for clients in a variety of construction and manufacturing environments ranging from; small residential sites, to multiple-story heavy erection with large cranes and heavy equipment, and facilities with complex manufacturing processes and several hundred employees.
- OSHA Outreach Training for both General Industry and Construction.
- Provide training on a wide variety of safety-related topics for both private companies and trade organizations.
- Guest speaker at OSHA conferences.
- Consulting related to the management and control of worker's compensation programs and costs.
- Management of construction site and manufacturing facility OSHA inspections, documentation of citations, implementation of recommended corrective actions.
- Management and organizational structure development including role definition, training, and advising members of client management teams at all levels.

ATMI Companies (Contract position under Optimum Services Group, Inc.) Safety & Health Manager 1998 – 2003
Manufacturer and erector of precast concrete wall panels, hollow-core floors, beams, and columns. Involved with the day-to-day management of this \$35-\$40 million per year manufacturing and construction company with 3 facilities including full metals fabrication facility.

- Management of plant-wide inspection of the manufacturing facility by OSHA entailing day-to-day interface with inspectors, documentation of citations, implementation of recommended corrective actions, negotiation of fines, and settlement with OSHA Area Director.
- Creation, development, and implementation of a state-of-the-art Safety and Health Program including training and documentation mechanisms.
- OSHA Outreach Training for both General Industry and Construction.
- Management and control of worker's compensation program and costs.
- Environmental issues dealing with EPA and environmental consultants.
- Management of plant office team including procurement department responsible for just-in-time scheduling of critical path manufacturing resources.
- Management of information systems including phone system for over 100 personnel, database development, clarification, and simplification of cumbersome existing information systems.
- Management and organizational structure development including role definition, training, and advising members of management at all levels.

Optimum Services Group, Inc. President 1988 – 2022
Contract manufacturing company engaged in the design and/or building of custom production equipment and components, including safeguarding, for the commercial printing, foods, foundry, and general manufacturing industries.

- Sales: cold calling, lead generation, quoting, guaranteeing client satisfaction, negotiations, closing of deals.
- Engineering: evaluation of clients' needs and design, project feasibility studies, matching of project requirements with vendor capabilities to maximize cost-effectiveness.
- Purchasing: cost evaluations, negotiation of vendor contracts, project scheduling, inventory management.
- Business management: employee relations, accounting and finance evaluation, payroll, tax accounting and reporting, telecommunications, and computer systems.

E.E.S. Engineering, Inc. Vice President 1985-1988
Boutique engineering firm engaged in the design and/or building of custom production equipment for the foods, automotive, and general manufacturing industries.

- Sales: client management, quoting, guaranteeing client satisfaction, negotiations, closing of deals.
- Engineering: evaluation of clients' needs and design, project feasibility studies, matching of project requirements with vendor capabilities to maximize cost-effectiveness.
- Purchasing: cost evaluations, negotiation of vendor contracts, project scheduling, inventory management.

EDUCATION

University of Illinois Chicago, IL Mechanical Engineering - 1984 - 1985

Triton College River Grove, IL Mechanical Engineering - 1982 - 1984

CERTIFICATIONS & CERTIFICATES

1. Board of Certified Safety Professionals – Indianapolis, IN
 - 1.1. Construction Health and Safety Technician (CHST) – Award Date May 25, 2007 – Current through June 2023
 - 1.2. Safety Trained Supervisor (STS) – Award Date November 4, 2004 - Expired
2. OSHA National Safety Education Center – Construction Safety Council – Hillside, IL
 - 2.1. OSHA 502 – Update for Construction Industry Outreach Trainers – August 2014
 - 2.2. OSHA 502 – Update for Construction Industry Outreach Trainers – August 2010
 - 2.3. OSHA 502 – Update for Construction Industry Outreach Trainers – August 2006
 - 2.4. OSHA 500 – Trainer Course in Occupational Safety and Health Standards for the Construction Industry – August 2002
3. Construction Safety Council – Hillside, IL
 - 3.1. Electrical Safety in Workplace/70E – January 2006
 - 3.2. Confined Space Entry – December 2005
 - 3.3. Supported Scaffold User/Erector – December 2005
 - 3.4. Excavation Competent Person – September 2003
4. OSHA National Safety Education Center – National Safety Council – Itasca, IL
 - 4.1. OSHA 501: Trainer Course in Occupational Safety and Health Standards for General Industry – September 2002
5. National Safety Council – Itasca, IL
 - 5.1. Flagger Instructor Course – March 2009
 - 5.2. Flagger Instructor Course – March 2006
 - 5.3. Confined Spaces Compliance Training – December 2005
 - 5.4. Advanced Safety Certificate – November 2002
 - 5.4.1. Safety Training Methods – September 2002
 - 5.4.2. Team Safety – July 2002
 - 5.4.3. Incident Investigation – July 2002
 - 5.4.4. Safety Inspections – July 2002
 - 5.4.5. Job Safety Analysis – July 2002
 - 5.4.6. Principals of Occupational Safety and Health – July 2002
 - 5.5. OSHA Recordkeeping – August 2002
6. OSHA Training Institute, Rocky Mountain Education Center, Lakewood, CO
 - 6.1. Trainer Course in Scaffolding Safety – April 2009
7. Metrolift, Sugar Grove, IL
 - 7.1. Rough Terrain Forklift Trainer, Genie – May 2009
 - 7.2. Aerial Work Platform Trainer, Genie – April 2009
8. Rockford Systems, Inc,
 - 8.1. Machine Safeguarding – September 2005
9. The Crosby Group Inc.
 - 9.1. Basic Rigging Plan – November 2001
 - 9.2. Inspection of Hardware – November 2001
 - 9.3. Rigging Triangle – November 2001
 - 9.4. Application of Hardware – November 2001

PRESENTATIONS DESIGNED AND PRESENTED AT CONFERENCES

1. *Material Handling for the Metals Industry: A Focus on Working with Cranes and Hand Placement*, Forecast Conference – North American Steel Alliance, October 24-25, 2022
2. *Panel Discussion: Creating an Inclusive Safety Culture*, Moderator with Industry Panel, Safety Conference – Metals Service Center Institute, October 17-18, 2022
3. *Panel Discussion: Getting a Grip on Hand Injuries*, Moderator with Industry Panel, Safety Conference – Metals Service Center Institute, October 17-18, 2022
4. *The People Centered Safety Process™: Where Does Employee Engagement Begin?*, NARA Central Region Convention – North American Renderer's Association, June 8, 2022
5. *Safety Data and Its Due Date: Emerging Trends*, Co-Presented with Scott Razor of Optimum Safety Management, PCI Committee Days - Precast/Prestressed Concrete Institute, March 4, 2022
6. *The People Centered Safety Process™: Where Does Employee Engagement Begin?*, 2021 Fall Meeting – National Coil Coatings Association, September 20-22, 2021
7. *New OSHA Enforcement Action for the Metals Industry: Updated National Emphasis Program on Amputations*, Southern Regional Meeting – North American Steel Alliance, February 19, 2020
8. *Safety Leadership Workshop*, Co-Presented with William Holder of Optimum Safety Management, Pre-Conference Workshop, Safety Conference – Metals Service Center Institute, September 25, 2019
9. *Safety Leadership – Understanding the Generations and the Gaps Created in Leadership Styles*, Co-Presented with Mackenzie Yates of Optimum Safety Management, Safety Forum – Valley Industrial Association, June 12, 2019
10. *Industry Trends: The Importance of Building a Culture of Safety*, Annual Safety Awards Luncheon – Underground Contractors Association of Illinois, May 23, 2019
11. *Safety Best Practices*, Annual Meeting – North American Steel Alliance, April 17, 2019
12. *Materials Handling & Storage: Finding Best Practices*, Co-Presented with Joe Galasso of Samuel, Son & Co., Safety Conference – Metals Service Center Institute, October 24-25, 2018
13. *Elements of an Effective Lockout/Tagout Program: Mitigate Risk to People and Capital*, Chicagoland Safety, Health, and Environmental Conference – OSHA/NIU, September 19, 2018
14. *Safety Cultures that Last*, Community Safety Day – Burlington, Iowa, August 9, 2018
15. *Safety Culture from the Ground Up: The North Shore Steel Story*, Co-Presented with Aaron Snyder of North Shore Steel, Safety Conference – Metals Service Center Institute, September 28, 2017
16. *Keynote: How to Build a Safety Culture*, Collaboration Conference – Valley Industrial Association of Illinois, September 7, 2017
17. *Safety Cultures that Last*, Specialty Metals Conference – Metals Service Center Institute, March 15, 2017
18. *Safety Cultures that Last*, Tubular Products Division Conference – Metals Service Center Institute, January 26, 2017
19. *Building a Safety Culture that Lasts*, Metalcon, October 26-28, 2016
20. *Safety is a Choice: Core Values*, Safety Conference – Metals Service Center Institute, October 19-20, 2016
21. *Building a Safety Culture that Lasts*, Concrete Forming Industry Leadership Conference – United Brotherhood of Carpenters, July 18-20, 2016
22. *OSHA Inspections: Mitigating Risk – Panel Discussion*, Co-Presented with Matthew W. Horn, Esq. of SmithAmundsen LLC and John Newquist of Optimum Safety Management, Safety Conference – Metals Service Center Institute, October 12-13, 2015
23. *On-Boarding New Employees*, Safety Conference – Metals Service Center Institute, October 12-13, 2015
24. *Building a Safety Culture that Lasts*, International Leadership Council – Finishing Contractors Association International, May 8, 2015
25. *Fall Protection while Rigging Product in Storage Yards*, Safety and Environmental Management Workshop – Precast/Prestressed Concrete Institute, April 6-7, 2015
26. *Building a Safety Culture that Lasts*, Safety and Environmental Management Workshop – Precast/Prestressed Concrete Institute, April 6-7, 2015
27. *Safety while Installing Stressing Cable*, Safety and Environmental Management Workshop – Precast/Prestressed Concrete Institute, April 6-7, 2015
28. *DOT Compliance/Product Shipping*, Safety and Environmental Management Workshop – Precast/Prestressed Concrete Institute, April 6-7, 2015

EXPERT WEBINARS DESIGNED AND PRESENTED

1. *OSHA Compliance for the Metals Industry – Top 10 Most Frequently Cited in Service Centers and Mills and How to Mitigate Them*, Metals Service Center Institute, November 9, 2022
2. *Risk, Insurance, & Safety Management: How Your Safety Program Influences How Much You Pay*, Co-Presented with Scott Razor of Amerisafe Group, Precast/Prestressed Concrete Institute, August 17, 2022
3. *Risk, Insurance, & Safety Management: How Your Safety Program Influences How Much You Pay*, Co-Presented with Scott Razor of Amerisafe Group, Metals Service Center Institute, August 10, 2022
4. *How to Successfully Navigate a Surprise OSHA Visit: Steps to Successfully Manage Your Visit*, Metals Service Center Institute, May 24, 2022
5. *Safety Culture Development: How to Win Over Management*, Precast/Prestressed Concrete Institute, April 5, 2022
6. *Safety Culture Development: How to Win Over Management*, Metals Service Center Institute, March 16, 2022
7. *Membership Safety Data: Insights & Key Takeaways from 2020 OSHA Data Submissions*, Precast/Prestressed Concrete Institute, December 21, 2021
8. *How to Prepare for the Pending Vaccine ETS*, Moderated with Co-Presenters; Matthew R. Simpson, Esq. of Fisher & Phillips LLP and Greg Meyer of Optimum Safety Management, Metals Service Center Institute, December 15, 2021
9. *Building Culture Through Behavioral Reliability: Where Does Employee Engagement Begin?*, Metals Service Center Institute, November 3, 2021
10. *What to Do When OSHA Shows Up: Steps to Successfully Manage Your Visit*, Metals Service Center Institute, October 5, 2021
11. *Material Handling for the Metals Industry: A Focus on the Safe Use of Below-the-Hook devices, Rigging, and Forklifts Along with the OSHA Emphasis Program on Hand Injuries*, Metals Service Center Institute, August 4, 2021
12. *Building Culture Through Behavioral Reliability: Where Does Employee Engagement Begin?*, Precast/Prestressed Concrete Institute, July 20, 2021
13. *OSHA Compliance for the Metals Industry – Top 10 Most Frequently Cited in Service Centers and Mills and How to Mitigate Them*, Metals Service Center Institute, May 5, 2021
14. *How to Survive and OSHA Inspection*, Precast/Prestressed Concrete Institute, March 16, 2021
15. *How to Build a People-Centered Safety Culture*, Captive Resources, March 11, 2021
16. *OSHA's National Emphasis Program for Metals: A Focus on Machine Guarding, Hand Placement, and Lockout/Tagout*, Metals Service Center Institute, March 10, 2021
17. *Managing COVID-19 Exposures in Your Workplace: A Discussion on Best Practices for Getting Back to Work Safely*, Moderated with Co-Presenters; Dr. John J. Koehler MD, CIME of OccDocOne and Brian Dudgeon of Optimum Safety Management, Metals Service Center Institute, May 13, 2020
18. *OSHA's New National Emphasis Program on Amputations in Manufacturing*, Optimum Safety Management, April 2, 2020
19. *New OSHA Enforcement Action for the Metals Industry: Updated National Emphasis Program on Amputations*, North American Steel Alliance, March 25, 2020
20. *New OSHA Enforcement Action for the Metals Industry: Updated National Emphasis Program on Amputations*, Metals Service Center Institute, February 13, 2020
21. *OSHA Compliance for the Metals Industry – Top 10 Most Frequently Cited in Service Centers and Mills and How to Mitigate Them*, North American Steel Alliance, November 13, 2019
22. *Material Handling for the Metals Industry: A Focus on Working with Cranes*, Metals Service Center Institute, August 21, 2019
23. *Safety Leadership – Understanding the Generations and the Gaps Created in Leadership Styles*, Co-Presented with Mackenzie Yates of Optimum Safety Management, Metals Service Center Institute, June 6, 2019
24. *OSHA Compliance for the Metals Industry – Top 10 Most Frequently Cited in Service Centers and Mills and How to Mitigate Them*, Metals Service Center Institute, March 3, 2019
25. *OSHA Compliance for the Metals Industry – Top 10 Most Frequently Cited in Service Centers and Mills and How to Mitigate Them*, Metals Service Center Institute, October 25, 2017
26. *Safety Leadership*, Metals Service Center Institute, July 21, 2017
27. *Walking-Working Surfaces & Personal Fall Protection Systems – Final Rule 1910 Subparts D & I*, Co-Presented with Drew Page of Optimum Safety Management, Metals Service Center Institute, March 30, 2017
28. *OSHA Compliance for the Metals Industry – Top 10 Most Frequently Cited in Service Centers and Mills and How to Mitigate Them*, Metals Service Center Institute, December 1, 2016
29. *Incident Investigations – Why and How to Conduct Properly*, Metals Service Center Institute, July 7, 2016
30. *OSHA's Lockout Tagout Standard – Control of Hazardous Energy*, Metals Service Center Institute, March 24, 2016
31. *Team Approach to Safety*, Metals Service Center Institute, November 19, 2015
32. *OSHA Compliance for the Metals Industry – Top 10 Most Frequently Cited in Service Centers and Mills and How to Mitigate Them*, Metals Service Center Institute, October 1, 2015

33. *Effective Safety Management Systems that Drive Results*, Metals Service Center Institute, June 11, 2015
34. *The Best Defense is a Good Defense: Preparing for Catastrophic Incidents and Responding to OSHA Inspections*, Co-Presented with Matthew W. Horn, Esq. of SmithAmundsen LLC, Metals Service Center Institute, March 19, 2015

COURSES PRESENTED

1. *Fundamentals of Safety for the Metals Supervisor – Session 4*, Worthington Industries, August 17, 2022
2. *Fundamentals of Safety for the Metals Supervisor – Session 4*, Morton Buildings, August 16, 2022
3. *Fundamentals of Safety for the Metals Supervisor – Sessions 1 and 2*, Morton Buildings, June 7 and 14, 2022
4. *Fundamentals of Safety for the Metals Supervisor – Session 1*, Yarde Metals, May 25, 2022
5. *Fundamentals of Safety for the Metals Supervisor – Sessions 1 through 4*, Metals Service Center Institute Members, April 13, 15, 20 & 22, 2022
6. *Fundamentals of Safety for the Metals Supervisor – Sessions 1 through 4*, Reliance Steel and Aluminum, February 15, 17, 22 & 24, 2022
7. *Respirable Crystalline Silica Workshop*, Co-Presented with Drew Page, Industry Advancement Workshop – Concrete Contractors Association of Greater Chicago, March 21 and 22, 2017
8. *Aerial Work Platform Operator Training*, North Shore Steel, July 14, 2016
9. *Confined Space Entry*, North Shore Steel, July 13 and 14, 2016
10. *OSHA 30-Hour Course for Construction*, ATMI Precast, July 14, 2014
11. *Excavation Competent Person*, Concrete Contractors Association, February 13, 2014
12. *Overhead Crane Operator Training*, ATMI Precast, January 14, 2012
13. *OSHA 30-Hour Course for Construction*, Concrete Contractors Association, April 19, 2012
14. *OSHA 30-Hour Course for Construction*, Concrete Contractors Association, March 25, 2010
15. *OSHA 10-Hour Course for Construction*, Concrete Contractors Association, April 18, 2009
16. *OSHA 30-Hour Course for Construction*, Concrete Contractors Association, February 26, 2009
17. *Excavation Competent Person*, Concrete Contractors Association, February 21, 2009
18. *OSHA 10-Hour Course for Construction*, Concrete Contractors Association, January 24, 2009
19. *OSHA 30-Hour Course for Construction*, Concrete Contractors Association, April 22, 2008
20. *Excavation Competent Person*, Concrete Contractors Association, March 22, 2008
21. *OSHA 10-Hour Course for Construction*, Concrete Contractors Association, March 15, 2008
22. *OSHA 30-Hour Course for Construction*, Concrete Contractors Association, February 21, 2008
23. *OSHA 10-Hour Course for Construction*, Concrete Contractors Association, February 16, 2008
24. *OSHA 10-Hour Course for Construction*, Concrete Contractors Association, February 2, 2008

Other courses taught within client engagements from 2003 through approximately 2017 include: Additional instances of OSHA Outreach Training, Lockout/Tagout – Control of Hazardous Energy, Respiratory Protection, Excavation Competent Person, Temporary Traffic Control – Flagger, Powered Industrial Truck Operator, Fall Protection and others.

PUBLICATIONS

1. Yates, Stephen. (2019). What is a Workplace Safety Program. Optimum Safety Management White Papers.
2. Yates, Stephen with Bandura, Thomas of Optimum Safety Management. (2019). Selecting a Safety Resource: Six Things You Need to Consider. Optimum Safety Management White Papers.
3. Yates, Stephen. (2019). What to Do When OSHA Shows Up: A Manager's Guide to Navigating an OSHA Inspection. Optimum Safety Management White Papers.
4. Yates, Stephen with Page, Drew of Optimum Safety Management. (2016). A Review of OSHA's Final Rule on Walking-Working Surfaces and Personal Fall Protection Systems and How It Applies to the Precast Concrete Industry. Optimum Safety Management White Paper written for Precast/Prestressed Concrete Institute.