CURRICULUM VITAE

Bryan S. Netherland
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OSHA compliance, premises liability, risk foreseeability, accident investigation, and litigation support nationwide. Hazard analysis and risk management including LOTO, confined space, slip & fall, machine guarding, powered industrial trucks, fall protection, and ergonomics. 15+ years experience leading programs across multiple industries, including Fortune 10 companies. Adjunct professor and trainer with recognized ability to translate complex regulatory requirements into clear, practical guidance.

Professional Experience

Founder & Principal Consultant
Seek Safety Consulting | Oct 2025 – Present

- Independent safety consultant and expert witness specializing in safety management systems, inspection governance, and hazard recognition.
- Retained in litigation matters to evaluate standard-of-care and safety program adequacy in commercial and industrial environments.
- Evaluates safety policies, training programs, and risk management systems for alignment with generally accepted safety practices.
- Advises organizations on development and enhancement of safety management systems, inspection protocols, risk mitigation strategies, and regulatory compliance programs.
- Consults with businesses on proactive hazard identification, corrective action programs, and implementation of structured safety governance frameworks to reduce operational risk and liability exposure.

Director, Environmental Health & Safety

Aurora Material Solutions | Dec 2024 – Present

- Lead OSHA compliance strategy, regulatory interpretation, and inspection response; prepare corrective actions and abatement documentation suitable for legal defense.
- Conduct incident investigations and root cause analyses; produce defensible reports used in regulatory and litigation contexts.
- Direct high-hazard programs including Lockout/Tagout, machine guarding, confined space, arc flash/NFPA 70E, respiratory protection, and powered industrial trucks.
- Manage combustible dust hazard assessments and mitigation plans in alignment with NFPA 652/660.
- Provide executive and leadership training on compliance accountability and documentation practices, enhancing defensibility during audits and litigation.

Adjunct Professor – Occupational Safety & Health

East Texas A&M University, Commerce, TX | Dec 2023 – Present

- Teach university-level safety coursework, including deep-diving company metrics, leading/lagging indicators, and measurement of safety performance.
- Develop curriculum to translate complex OSHA and industry standards into accessible, practical instruction for students entering the field.
- Strengthens the ability to communicate technical safety concepts clearly to an executive team, a skill directly applicable to jury testimony.

Global Leader, Workplace Health & Safety Standards & Procedures

Amazon | Nov 2019 – Dec 2024

- Directed development and implementation of global EHS standards across all business units.
- Led accident investigations, root cause analyses, and compliance audits in complex operational environments.
- Partnered with and advised legal counsel on regulatory application, compliance, and operational risk.
- Facilitated safety culture transformation initiatives impacting 50,000+ employees worldwide.

Director, Environmental Health & Safety

Berry Global Products | May 2017 – Nov 2019

- Directed division-wide EHS programs for a global plastics manufacturer, overseeing OSHA compliance, risk assessments, and industrial hygiene initiatives.

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- Supervised accident investigations and implemented corrective action programs to reduce incident rates.
- Designed and delivered supervisor and employee training in OSHA standards, hazard recognition, and safe work practices.
- Collaborated with site leadership during inspections and audits, providing expert interpretation of standards and corrective plans.

Regional EHS Manager

Berry Global Products | Feb 2016 – May 2017

- Managed safety programs across multiple regional facilities, ensuring OSHA and EPA compliance.
- Conducted site audits, accident investigations, and hazard analyses across a range of manufacturing operations.
- Provided ongoing support through documentation, root cause findings, and corrective action planning.

EHS Manager

Berry Global Products | Mar 2013 – Feb 2016

- Developed and implemented plant-level EHS programs, which were expanded to cover multiple sites.
- Performed accident investigations, OSHA compliance reviews, and safety training.
- Implemented and coordinated high-risk operations programs such as Lockout/Tagout, Work at Heights, Forklift Training, Arc Flash, Hot Work, and Confined Space.

Assistant Director of Safety & Compliance

Hercules Transport, Inc. | Aug 2011 – Mar 2013

- Oversaw DOT/FMCSA safety compliance, driver training, and fleet safety programs.
- Investigated transportation-related incidents and implemented corrective actions.
- Managed hazardous materials compliance and employee safety initiatives across multiple terminals.
- Led implementation of programs supporting the Responsible Care Management System.

Quality Analyst

Berry Plastics Corporation | Mar 2008 – Aug 2011

- Supported quality and safety systems in a high-volume plastics manufacturing environment.
- Led the EHS team on safety audits and continuous improvement projects.

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Education

MBA, 2021. Business Management with Concentration in Sustainability (4.0)
University of St. Francis.
MS, 2018. Master of Science in Occupational Safety & Health (3.92)
Columbia Southern University.
AAS, 2015. Associates of Applied Science in Occupational Safety
San Juan College.
BS, 2011. Bachelor of Business Management
University of Louisiana at Monroe.

Certifications, Certificates, & Licenses

Board of Certified Safety Professionals

- **Certified Safety Professional (CSP)**, CSP-34925. Issued Aug 2018. Exp. 2028.

OSHA Training Institute Education Center – TEEX

- **Certified Safety & Health Official (CSHO) – General Industry**, Issued Aug 2015.
  Completed required coursework, including:
  - OSH501 – Trainer Course in OSHA Standards for General Industry
  - OSH511 – OSHA Standards for General Industry
  - OSH204 – Machinery & Machine Guarding Standards
  - OSH521 – OSHA Guide to Industrial Hygiene
  - OSH225 – Principles of Ergonomics
  - OSH222 – Respiratory Protection
  - OSH226 – Permit-Required Confined Space Entry
  - OSH201 – Hazardous Materials
  - OSH720 – Bloodborne Pathogen Exposure Control
  - OSH715 – Evacuation & Emergency Planning
  - OSH755 – Introduction to Accident Investigation
  - OSH784 – Recordkeeping Rule Seminar
  - PRT256 – Medic First Aid & CPR Instructor

The Institutes Knowledge Group

- ARM400 – *Risk in an Evolving World*, Completed Aug 2025
- ARM401 – *Holistically Assessing Risk*, Completed Oct 2025
- ARM402 – *Successfully Treating Risk*, Completed Nov 2025
- ETHICS311 – *Ethical Decision Making in Risk & Insurance,* Completed Sept 2025

System Improvements, Inc

- TapRoot® Advanced Root Cause Analysis Team Leader*,* Completed March 2026

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Columbia Southern University

- National Floor Safety Institute – (WACH1001) Walkway Auditor Certificate Program, Completed July 2026 – Certificate No. 00299

BSI Group

- Foundations of ISO 45001, Completed Feb 2026

Nevada Technical Associates

- Radiation Safety Officer, Completed Feb 2018

Other Leadership & Training

- Situational Leadership II (SLII) – Blanchard Institute via Amazon, 2024
- DuPont STOP for Supervision Trainer – Berry Global, Aug 2013
- Frontline Leader Train the Trainer – Berry Global, May 2016

Courses Presented, University Level Adjunct Professor

East Texas A&M University. Commerce, TX

SHCB320 – Measures of Safety: Spring 1 & 2, Summer 1 & 2, Fall 1 & Fall 2 (2024)
SHCB320 – Measures of Safety: Spring 1 & 2, Summer 1 & 2, Fall 1 & Fall 2 (2025)
SHCB320 – Measures of Safety: Spring 1 & 2, Summer 1 & 2 (2026)

Honors, Awards, & Mentions

Rising Stars of Safety – National Safety Council, Awarded August 2016

Plastics News - Netherland focuses on safety at Berry, https://www.plasticsnews.com/article/20160804/NEWS/160809905/netherland-focuses-on-safety-at-berry

Publications:

ISHN (Industrial Safety & Hygiene News) – "The Progression Problem: Why Safety Programs Stall and How to Move Workers Forward," May 2026. https://www.ishn.com/articles/115308-the-progression-problem-why-safety-programs-stall-and-how-to-move-workers-forward

Plaintiff Magazine – "Hidden Safety Standards: How Lesser-Known Consensus Standards Influence Injury Litigation," May 2026.

Professional Involvement

American Society of Safety Professionals

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- 2015 to Present - Member and Professional Development Conference attendee
- 2016-2019 - Emerging Professionals Sub-Committee. Developed mentorship program.
- 2025-2026 - Central Texas Chapter. Member at Large

National Safety Council

- 2016 - Member

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