

CURRICULUM VITAE

Bryan S. Netherland

MS, MBA, CSP, CSHO, ARM

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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.

Revised: 10JULY26

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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.

- 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.

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

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)

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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

- 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

EXPERT NOT RETAINED