

LANCE D. NORRIS, CSP, MBA

Health Safety Environmental (HSE) Professional with Leadership Experience
435.770.0254 • lance@dare2bsafe.com • 724 Mustang Driver, Bear River, WY 82930

HOW I CAN ADD VALUE

Few people wake up every morning and look forward to going to work the way I do. I am blessed to be able to work in a field committed to ensuring that individuals have the knowledge and tools to safely provide a living for their families. Since starting in safety, each day is diverse and rarely boring. I have a talent for identifying problems and solutions and this career path has helped me develop critical skills to benefit organizations. Additionally, I have extraordinary abilities for diplomacy, communication, results driven leadership and training which has served me well in this career.

My work experience has breadth and depth that covers multiple industries and government regulatory agencies. Working for a contractor, I get to observe the safety cultures of many Fortune 500 companies. Additionally, I am fortunate to serve in many church and community leadership responsibilities. There have been many examples of practices I want to emulate and build on and those I will avoid. My mission is to take this information into any organization I work with.

WHERE I HAVE BEEN

DARE 2B SAFE

Dec. 2022-Present
Chief Consultant

- Started a safety training and consulting company.
- Providing employee training to small contractors up to Fortune 500 companies.
- Conduct risk assessments and recommend appropriate safety management systems to manage future risk.
- Able to conduct regulatory required training, mock OSHA, MSHA, or FMCSA inspections.
- Able to conduct a variety of NCCER training courses.
- Check us out online at www.dare2bsafe.com.

Redi Services

Sep. 2011-Dec. 2022
HSE Director

- Supervise a team of 10-13 safety professionals and a corporation of more than 500 employees.
 - Oversee all aspects of corporate regulatory compliance to federal, state, local, and customer health and safety regulations. (Including: MSHA, OSHA, EPA, FMCSA, PHMSA and others).
 - Led a successful safety strategy that has produced a 48% reduction in the 5-year average Total Recordable Incident Rate (TRIR) against a backdrop of more than 1 million exposure hours per year.
 - Maintained a company Experience Modification Rate (EMR) of under 1.0.
 - Represented the company in FMCSA and PHMSA compliance reviews.
 - Manage client compliance sites: ISNetwork, PEC Safety, Veriforce, Industrial Safety Training, Gold Shovel Standard, Comply Works, Browz and others.
 - Oversee incident investigations and lead Root Cause Analysis teams
 - Represent the company at customer events. I presented at contractor forums for ExxonMobil, Chevron, Barrick and others.
 - Represented the company while presenting incident findings to the Vice President of Chevron.
 - Built a company training program and learning management system from the ground up that includes blended learning of instructor-led, on-the-job, and computer-based learning. This includes over 800 course codes.
 - Built an Employee Portal on the company website allowing every employee access to all safety tools.
 - I have supervised the onboarding of more than 7,000 employees, more than 10,000 drug & alcohol collections as the Direct Employer Representative (DER), more than
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1,500 incident investigations (including 2 fatal incidents), and more than 60 workers compensation claims (refining the process for managing claims to closure).

- File and manage insurance claims for Workers Compensation and Automobiles.
- Oversaw the complete creation and implementation of a Hazard Based Safety Program.
- Maintain 10 miles of pipeline from Carter Creek to Whitney Canyon holding Operator Qualifications and conducting Operator Qualifications.
- Health and safety oversight for mining projects both surface and underground in Southwest Wyoming and Nevada.

Redi Project Services

Aug. 2009-Sep. 2011

Safety Supervisor

- Supervised health and safety aspects of a construction project of an 11-story process facility at a trona mine with an average of 60 constructions representing multiple crafts and Unions including: iron workers, laborers, electricians and carpenters.
- Oversaw health and safety aspects of satellite locations in Wyoming, Utah, North Dakota, Nevada, and Colorado.
- Implemented and received MSHA approval of an MSHA Training Plan.
- Conducted trainings, incident investigations, jobsite coaching, field safety observations, client compliance, drug & alcohol collections, traveled to satellite locations, participated in MSHA Inspections and client compliance reviews.

WHAT I HAVE LEARNED

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| <ul style="list-style-type: none">• High School Diploma
Rich High School, Randolph, UT
2000• B.S. Political Science & History
Utah State University, Logan, UT
2009• M.B.A. in Management and Strategy
Western Governors University, Salt Lake City, UT
2014 | <ul style="list-style-type: none">• Associate Safety Professional
Board of Certified Safety Professionals
2015-Present• Certified Safety Professional
Board of Certified Safety Professionals
2017-Present• Certified Occupational Hearing Conservationist
Council for Accreditation in Occupation Hearing Conservation
2015-Present |
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HOW I AM QUALIFIED

- Eagle Scout by the Boy Scouts of America since 2000
- Certified by MSHA as an MSHA Surface Instructor since 2010
- Certified by the American Red Cross as a First Aid/CPR/AED Instructor since 2009
- Certified by PEC Safety as a SafeLand USA Instructor since 2012
- Authorized by OSHA as an OSHA 10-Hour Instructor for Construction since 2012
- Authorized by OSHA as an OSHA 30-Hour Instructor for Construction since 2012
- 2013 Recognized by Chevron for Exceptional Case Management
- Smith System Driver Trainer since 2015
- TapRoot Incident Investigation and Root Cause Analysis Training since 2015
- Certified by NCCER as a Master Trainer since 2017
- Authorized as an Operator Qualifications (OQ) Evaluator since 2019
- Certified by 3M as a Competent Person Fall Protection Trainer since 2019
- Had an article, "The Health and Safety Prong of Risk Management," published in Energy CIO Insights in March 2020.
- 2020 Recognized by the National Safety Council with their Rising Stars of Safety Award