

**James E. Vaughan**  
**5690 Clyde Moore Drive**  
**Groveport, OH 43125**  
**(614) 552-7140**

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***PROFESSIONAL SUMMARY:***

Over 35 years of experience in Safety & Health with the most recent years as President and Operator of *Today's Resources, Inc.*, a fast-growing, full-service safety and health consultation firm providing assistance in areas such as onsite audits, program development and implementation, hazard assessment, temporary personnel, general and certified training, and risk management. In addition, he provides litigation assistance/expert witness services to both plaintiff and defendants involved in law suits, workers compensation claims, etc.

A productive 11 years as Area Director for OSHA in Columbus, Ohio, with an additional 8 years as Supervisor, Compliance Officer, and National Office Member, provides a solid foundation enabling Mr. Vaughan to speak the language. Holding a degree in Industrial Technology with a field of study in Architectural and Mechanical Design further promotes his ability to assist employers in pre-job planning of safety and health issues.

The firm belief that effective safety and health programs, training, and frequent audits are crucial to ensuring a safe and healthy work environment led to the implementation of the procedure of citing construction employers for not having safety and health programs and not performing frequent inspections. The standards required these program items, but no one was enforcing them. *The Columbus area office began this procedure prior to other offices in the country, and as a result in 1986 Columbus was rated the second safest city in construction in the entire country.* Although the deficiencies were cited as other-than-serious items, **without penalty**, the citations were very effective in improving safety and health in the workplace.

***EXPERIENCE:***

# **Today's Resources, Inc.**, Columbus, Ohio

***President - 1991-present***

- ! Founded the firm to assist employers and employees develop, implement, and maintain health and safety programs.
- ! As a certified OSHA instructor, provide training for general industry, construction & the public sector.
- ! Provide health and safety assistance for a variety of clientele, including major manufacturers, builders, contractors, amusement parks, and the public sector.
- ! Assist numerous legal firms in state workers' compensation litigation (VSSR), third party and OSHA issues.

# **Occupational Safety and Health Administration**, Columbus, Ohio

***Area Director - 1980-1991***

- ! Coordinated all enforcement activities regarding the OSHA ACT in a 28-county area.
- ! Planned, implemented and monitored all aspects of compliance activity in the Area Office and participated in litigation.

- ! Provided training to staff and other personnel on safety and health standards, interpretations, and safety & health program implementation and organization.
- ! Performed and provided all services within budgetary and legal guidelines.
- ! Directed a staff of 11 safety professionals, 8 industrial hygienists, 4 supervisors, and 4 support personnel.

# **Occupational Safety and Health Administration, National Office**, St. Louis, MO., Washington, D.C., and Appleton, WI

***Supervisor/Compliance Officer/National Office Staff Member - 1972-1980***

- ! Performed compliance inspections for maritime, construction and general industry areas.
- ! Developed policy for field staff (Operations Manual)
- ! Developed, implemented, and evaluated safety & health programs.
- ! Conducted training and gave talks on all facets of the program, including accident causal factors, etc.
- ! Supervised and evaluated the performance of up to 13 safety and health professionals.

# **Travelers Insurance Company**, Richmond, VA & St. Louis, MO.

***Engineering & Loss Control Representative - 1968-1972***

- ! Developed and reviewed in-house safety and health programs
- ! Inspected for fire, workman's compensation, fleet, boilers, all liabilities, and elevators.
- ! Performed in-house accident prevention training.

# **B & G Olson, Co. & Reynolds Metal Co.**, Richmond, VA

***Junior Engineer/Draftsman - 1966-1968***

- ! Designed layout work for piping, sheet metal, ductwork, cold-roll mills and ironing rolls.

## ***EDUCATION:***

**Associate Degree, Engineering Technology**, Richmond Professional Institute, Richmond, VA (Now Virginia Commonwealth University)

**Bachelor Science Degree, Industrial Technology**, Eastern Kentucky University, Richmond, KY  
Major: Architectural and Mechanical Design

## ***AFFILIATIONS:***

International Sign Association

Columbus Area Chamber of Commerce

American Society of Safety Engineers (ASSE)

Certified instructor, OSHA 10 & 30 Hour Construction and General Industry Courses

Member of the Canadian Society of Safety Engineering

## **ADDITIONAL TRAINING:**

OSHA 503 Update	11/12-11/14/02
OSHA 502 Update	8/6-8/8/02
Fred Pryor Seminar – “How to Become a Great Communicator”	3/00
OSHA 501 Update	10/98
OSHA 503 Update	10/98
Associate Safety Professional - Exam Prep Course	3/10-12/97
Certified Safety Professional - Exam Prep Course	3/13-15/97
OSHA 500 Train the Trainer for Construction (Refresher)	5/20/94
OSHA 501 Train the Trainer for General Industry	3/1/93
OSHA 500 Train the Trainer for Construction	8/16/91
Successful Communication Skill (Fred Pryor)	1/22/90
Principals of Ergonomics	6/22/89
ASSE Conference	6/28/88
OSHA Management Information System	2/12/87 & 3/31/89
Negotiating to Win	12/17/86
Loss Control Management (Intl. Loss Control Inst.)	2/22/85
Executive Seminar (Oak Ridge, TN)	2/17/84
OSHA Management Training Course	1/14/83
Preventative Discipline	12/10/82
Personal Liability Symposium	12/10/82
Power Press Seminar (Ohio Industrial Commission)	3/23/82
Grain Dust Symposium (Univ. of Kansas)	10/4/79
Labor Relations for Supervisors	9/20/79
Staff Training Seminar (Ohio State Univ.)	1/31/79
Labor Management Relations	9/21/79
Contract Administration for Supervisors	9/21/78
Respirator Training	8/18/78
Employee Development & Discipline	4/26/78
Management Skills for Supervisors	3/16/78
Zero Based Budgeting	1/18/78
Human Side of Management	11/18/77
Health Hazard Recognition Course	9/23/77
Management by Objectives	9/9/77
Accelerated Reading	8/19/77
Communispond (Public Speaking)	8/4/77
Performance Appraisal Seminar	4/29/77
EEO/Affirmative Action	3/30/77
Management Techniques for Supervisors	3/18/77
AIHA Recognition of Health Hazards	1/28/77
National Emphasis Program	12/7/76
University of Alabama-Foundry Training	7/2/76
Introduction to Supervision	5/28/76
Electrical Course for CSHOs	1/31/75
Maritime Course for CSHOs	6/23/72
Compliance Course for CSHOs	2/18/72
Construction Instructor's Course	2/18/72

# *Today's Resources, Inc.*

## *Fee Schedule - 2002*

### **Legal Services**

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Are your clients at risk of large fines, workers' compensation claims or law suits? Protect their interests and win your case. Both defendant & plaintiff services.

*James E. Vaughan*, former OSHA Area Director - Columbus, OH — President.

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#### **Rates**

##### ***Legal Services***

**\$175/hr.**

Includes travel, preparation, case review, on-site investigation and report development.

##### ***Testimony*** **\$225/hr.**

Includes travel, deposition, trial preparation/testimony.

#### **Expenses**

Public Transportation (Air, Taxi, Rentals, etc..)

**Cost**

Lodging **Cost**

Miscellaneous Expenses (i.e., parking tolls, etc.) **Cost**

Unanticipated Expense

**As mutually agreed**

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*Services can be provided directly to your client for Safety and Health Programs/Training activities.*