

## EHS Management Strategies Summary of Representative Experience

Client	Scope	Description
Confidential Certification Body	14001 / 18001 Certification Audits	Providing contract EMS auditing services for an ISO registration company. Planning and execution of Stage I and II Registration Audits, Surveillance Audits, and Recertification Audits. To-date, audits have been completed at over 220 facilities to the ISO 14001, OHSAS 18001, and ISO 45001 standards.
Confidential Certification Body	ISO 45001 Program Development	Contracted by registration company to help develop documentation for submittal to ANAB for accreditation of their ISO 45001 program. Helped define auditor competency requirements and developed testing for auditors.
Lear Corporation Multi-Site – USA	ISO 14001:2015 Auditor Training Internal Audits	Conducted gap assessment of the corporate and plant level EMS programs to the ISO 14001:2015 standard. Wrote corporate program for multi-site (>20 sites) certification for the ISO 14001:2015 program. Also, prepared template documents for the plant level EMS procedures. Provided training and auditing support for plants.
Nexteer Multi-Site – USA	ISO 45001:2018 Gap Assessment & Implementation	Reviewed the Global Safety Program to identify gaps to the ISO 45001 standard and map existing processes to the requirements. Work with the Global team to develop a process for hazard identification and risk assessment and develop tool to document plant level hazards and risks.
Magna Carrollton, GA	ISO 45001 Training & Implementation	Provide 3-days of site-specific ISO 45001 training for core OHS implementation team. Detailed overview of ISO 45001, hazard ID and risk assessment, how to document OHS requirements and developing a site-specific implementation plan.
Magna Boyne City, MI	ISO 14001:2015 Transition	Conducted ISO 14001:2015 gap assessment and development of a detailed action plan for implementation. Prepared new EMS manual and aspects procedure.
Gill Industries Michigan, Kentucky, and Georgia	ISO 14001:2015 Internal Audits	Conducted EMS internal audits to the ISO 14001:2015 standard and provided templates to upgrade the programs.
TI Automotive USA Georgia	OHSAS 18001	Developed OHSAS 18001 documentation that could be rolled out to all plants in North America. Worked with facility in Georgia to develop OHS management system. Provided OHSAS 18001 Implementation Training to core team and helped develop process for hazard identification and risk assessment.
Essentra Specialty Tapes Forest Park, IL	ISO 45001:2018	Conduct review of their existing OHSAS 18001 certificated OHS management system to identify gaps to the ISO 45001:2018 standard.
Magna Plymouth, MI	ISO 45001:2018	Conducted internal audit to the ISO 45001 standard and support their ISO 45001 certification. Provide leadership training on ISO 45001.
Autoliv Ogden, UT	ISO 14001:2015 Transition	Provided a 1-day training program for transitions your EMS to ISO 14001:2015. EHS professionals from 15 facilities attended.

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Elm Plating Jackson, MI	ISO 14001:2015 Compliance Assessment	Provide ISO 14001 internal auditing and compliance evaluations for this large, high volume plating company. Reviewed compliance with air permits and all regulatory programs.
Metaldyne Plymouth, MI	ISO 14001:2015 Transition	<p>Provided a 1-day training program for transitions your EMS to ISO 14001:2015. EHS professionals from 15 facilities attended.</p> <p>Worked with core team to review the corporate program and identify gaps. Reviewed updated corporate Level 1 and 2 documents for VP EHS.</p>
Essentra Forest Park, ILL	ISO 14001 / OHSAS18001 Internal Audits  ISO 14001:2015 Transition	<p>Provide internal audits for the integrated 14001/18001 management system for past 5 years.</p> <p>Provide training for ISO 14001:2015, gap assessment, and support for upgrading the system.</p>
Fluid Routing Solutions Big Rapids, MI	ISO 14001:2015 Transition Evaluation of Compliance	Updating EMS documentation and training to the ISO 14001:2015 standard. Site was approved for certification to ISO 14001:2015. Reviewed and evaluated compliance with their legal and other requirements.
Strattec Milwaukee, WI	Internal Auditor Training ISO 14001:2015	Deliver 2-day training program on internal auditing program and ISO 14001:2015 for 12 people. On 3 <sup>rd</sup> day split class up into teams and performed internal audits.
Cone Drive Traverse City, MI	Internal Auditor Training ISO 14001:2015	Deliver 2-day training program on internal auditing program and ISO 14001:2015. Program also provided overview of transition process.
Dura Automotive Multiple Sites – 3 Divisions	ISO 14001:2015 Transition  Gap Assessments	Provided a 1-day training program for transitions your EMS to ISO 14001:2015 for each division EHS professionals. On day 2, reviewed division level EMS documentation and identified gaps in the EMS programs.
Archer Daniels Midland Various USA Locations	EMS Implementation	Awarded contract to support implementation of ADM corporate <b>EMS for 7 divisions encompassing &gt;500 sites</b> across USA. Team of 4 senior level EMS consultants provided leadership to division level team and supported developed of a documented EMS within each division. This is a multi-year contract that will resulted in the development and implementation of an EMS program for each division.
Innotec Zeeland, MI	ISO 14001:2015 Transition	Provided a 1-day training program for transitions your EMS to ISO 14001:2015.
Magna International Various USA Locations	Internal Auditor Training	Selected to provide ISO 14001 internal auditor training services for US plants. This includes courses held at the division office and plant level programs. Over 25 training sessions completed.

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Magna International Holland, MI	ICP Certification Internal Auditor Training	Reviewed the existing integrated contingency plan (ICP) and current operations. Updated complete ICP and provided PE certification. The plan was designed to meet SPCC, PIPP, and SWPPP requirements.
Magna International Toledo, OH	Gap Analysis Implementation Auditor Training	Conducted a review of plant-wide programs to determine activities needed to achieve ISO14001 certification. Developed a plant specific implementation plan and schedule. Trained 12 employees to conduct internal auditing and 4 members of their cross functional team (CFT).
Port City Group Muskegon, MI	EMS Implementation Compliance Audit	Supported the implementation of an ISO 14001:2004 compliant EMS at 4 manufacturing facilities. Conducted an EMS QuickStart™ Program that included gap assessment, implementation team training, development of a detailed implementation plan, and leadership training for senior management. Provide periodic EMS coaching and review of EMS documentation. Completed a compliance assessment of each facility and prepared audit reports.
Tribar Manufacturing Howell, MI	SPCC Plan Compliance Evaluation ISO 14001:2015	Tribar is a plastic injection molding manufacturing company. Developed onsite oil inventory and containment review. Prepared Tier 1 SPCC Plan and conducted onsite training. 2017 conducted compliance assessment and support for the ISO 14001:2015 program.
The DECC Company Grand Rapids, MI	On-site EHS Support MAERS Report SARA Tier II / TRI SWPPP, PIPP, RCRA Updates	Provide ongoing support of EHS reporting and compliance activities. Through re-characterization of waste stream saved the company \$50,000 annually. Activities include air quality permitting, MAERS report, SARA Tier II, TRI reporting. Acting certificated storm water and SWPPP inspections and updates. Waste water permitting and analysis. Updated SWPPP, PIPP, and RCRA Contingency Plan.
NPR Manufacturing Grand Haven	Compliance Audit Implementation Hazard Com Plan Emergency Response plan Training – Hazcom, EMS, Emergency Action	Conducted an initial identification of legal and other requirements and evaluation of compliance. Conducted an ISO 14001 gap analysis and developed a detailed implementation plan. Lead team to develop ISO 14001 conformant EMS. Prepared an OSHA compliant emergency response plan (ERP). Conducted onsite EMS Awareness, Hazard Communications, and Emergency Response Training.
Kent County DPW South Kent Landfill Caledonia, MI	Internal Audit Compliance Audit Auditor Training	Supported the implementation of an EMS for the South Kent Landfill by providing a 2-day Internal Auditor Training Program. A year after certification, an internal audit of the system was completed, and corrective action reports were completed. A site-specific compliance assessment checklist was developed and onsite staff was trained to conduct compliance audits and a compliance audit was conducted.

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Ethicon Endo-Surgery Johnson & Johnson Company Cincinnati, OH	Internal Audit ISO 14001:2015 Gap Assessment	Site conducts R&D, Training, and Engineering for medicals devices operations. Conducted a complete review of their EMS and onsite activities to determine conformance to their EMS and the ISO14001 standard.
Ethicon Endo-Surgery Johnson & Johnson Company Albuquerque, MN	Internal Audit	Site preforms sterilization and packaging of medical devise. Conducted a complete review of their EMS and onsite activities to determine conformance to their EMS and the ISO14001 standard.
L-3 Communications Muskegon, MI	DOT Training	Conducted two DOT training sessions. The training included presentations, workshops, and testing. Met requirements for 49CFR172.
ALD Thermal Treatment Port Huron, MI	Implementation Internal Audit Compliance Audit DOT Training	Supported the implementation of an ISO 14001:2004 compliant EMS. This includes <b>full integration</b> of the EMS into their QMS system. Also identified the legal requirements and conducted a compliance audit and DOT training.
AW Transmission Engineering Plymouth, MI	Compliance Audit	Conducted a comprehensive review of AWTEC operations to determine compliance of their legal and other requirements. This audit was in support of their ISO14001 certification.
Lear Corporation Southfield, MI	Internal Audit DOT Training	For five (5) consecutive years acted as the lead auditor for the internal audit at Lear Corporate Campus. Worked with a team of Lear Auditors to complete the audit, prepared the audit report and documented corrective actions. Also, conduct two onsite DOT Hazardous Materials training sessions for over 100 employees.
Lear Corporation Arlington, TX	Internal Audit Auditor Training	The facility had new EMR and corporate staff asked EHS to assess their EMS prior to a registration audit. Used assessment to document completion of an internal audit. Also, conducted onsite 2-day internal auditor program.
International Auto Components (IAC) Troy, MI	Internal Audit	Conducted an internal audit for the facility prior to their certification audit. Helped identify non-conformances and develop corrective actions.
International Auto Components (IAC) Plymouth, MI	Internal Audit EMS Support	Provided support to transition EMS documentation to reflect IAC operations and addition of new location to the scope of the EMS. Conducted an Internal Audit of the new location and selected elements of the EMS.
American Axle & Manufacturing Malvern, OH (3 Facilities)	Implementation Internal Audit SPCC Plans SWPPP Air Emissions Inventories	Provide EMS support services to support the implementation of an ISO 14001 compliance EMS for 3 facilities. This included implementation team training, management team training, review of EMS documentation, internal auditor training, and conducting internal audits. Also prepared SPCC, SWPPP, and Air Emission Inventories for each facility.

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American Axle & Manufacturing Buffalo, NY	Auditor Training	Provide a 2-day internal auditor training program onsite. The program included training, hands-on auditing, and testing.
Burtek, Inc. Michigan	EHS Compliance Audit	Reviewed operations for this manufacturing company to determine compliance with environmental and safety regulations. This included OSHA, MIOSHA, EPA, DNRE and DOT regulations.
Wield Metals, In Wheeling, IL	Auditor Training	Conducted a 1-day Internal Auditor Training program.
Delphi/Inteva Adrian, MI	Stormwater Inspections	Conducted semi-annual stormwater inspections, SWPPP review, and preparation of annual SWPPP report.
Exelon Energy Chicago, IL	OHSAS 18001 Training	Prepared and delivered a 1-day OHSAS 18001 implementation training program for the corporate safety department.
Exelon Energy	ISO 14001 Implementation Training	Prepared and delivered a 1-day ISO 14001 implementation training to the team responsible for developing the EMS.
DURA Automotive Fremont, MI	Internal Audit Compliance Audit	For 2 consecutive years conducted internal EMS audits for this manufacturing facility. Also performed an environmental compliance assessment and report.
Guardian Industries Carrolton, MI	EHS Benchmark	Evaluated the existing EHS processes using the ISO 14001 and OHSAS 18001 standard. Identified and prioritized a list of action items to improve the existing systems.
CWC Textron Muskegon, MI	DOT Training	Conducted two DOT training sessions. The training included presentations, workshops, and testing. Met requirements for 49CFR172.
Kaumagraph Flint Millington, MI	Implementation Internal Audit Compliance Audit	Supported the implementation of an ISO 14001:2004 compliant EMS at 4 manufacturing facilities. Conducted an EMS QuickStart™ Program that included gap assessment, implementation team training, development of a detailed implementation plan, and leadership training for senior management. Provide periodic EMS coaching and review of EMS documentation
Gill Manufacturing Grand Rapids, MI	Implementation Internal Audit Auditor Training SPCC plan DOT Training	Provide EMS support services to support the implementation of an ISO 14001 compliance EMS and improvements to the facility compliance management process. This included implementation team training, management team training, review of EMS documentation, internal auditor training, and conducting internal audits.
Summit Polymer Chicago, IL	Managers Training	Prepared and delivered a 1-day training programs for company managers on ISO 14001 and EMS systems.
Meridian Automotive Shreveport, LA	Auditor Training	Provide a 2-day internal auditor training program onsite. The program included training, hands-on auditing, and testing.

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Sanden Willie, TX	Auditor Training	Provide a 2-day internal auditor training program onsite. The program included training, hands-on auditing, and testing.
Burke Porter Grand Rapids, MI	Legal & Other	Identified the legal & other requirements for the facility and prepared a log of requirements that was linked to their environmental aspects.
Cascade Engineering Grand Rapids, MI	Auditor Training	Provide a 2-day internal auditor training program onsite. The program included training, hands-on auditing, and testing.
DANA Corporation St. Louis, MO	Auditor Training	Provide a 2-day internal auditor training program onsite. The program included training, hands-on auditing, and testing.
DANA Corporation St. Johns, MI	Auditor Training	Provide a 2-day internal auditor training program onsite. The program included training, hands-on auditing, and testing.
TESA Tape Sparta, MI	Auditor Training DOT/RCRA Training	Provide a 2-day internal auditor training program onsite. The program included training, hands-on auditing, and testing. Also provided a combined DOT and RCRA training program for past 3 years.
Steel Case Grand Rapids, MI	Auditor Training ISO 14001:2015 Transition	Provide a 2-day internal auditor training program onsite. The program included training, hands-on auditing, and testing. Provided ISO 14001:2015 transition training for corporate environmental team.
Herman Miller Holland, MI	Advanced Auditor Training	Prepared and delivered a training program for Herman Miller's trained internal auditors to improve their understanding of the ISO 14001:2004 standard and the effectiveness of their audit program.
Fluid Routing Solutions Big Rapids, MI	DOT / RCRA Training Auditor Training	Provide a 2-day internal auditor training program onsite. The program included training, hands-on auditing, and testing. Also provided a 1-day combined DOT and RCRA training program.
Gentex Corporation Zeeland, MI	Compliance Evaluation	Perform compressive compliance assessments for 8 manufacturing facilities.