

TOM MONTAGINO

CSP, CEP & SEP

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Global Safety, ESG & Risk Executive

A driven Executive with a proven track record of continuous improvements in domestic and international operations. Highly successful in spearheading the implementation of multiple programs for safe, sustainable, and environmentally responsible business operations. Recognized for delivering constant improvements that optimize performance and bottom-line growth objectives. Natural leader with outstanding teambuilding and mentoring skills empowering teams for peak performance. An expert in high-level EH&S project management and world class ESG accreditation.

CORE COMPETENCIES

- Global Risk Identification / Mitigation
- Insurance Cost Reduction
- Behavior-Based Safety Improvements
- Maximizing the Total ESG Score
- Sustainability Program Development
- Vehicle Incident Reduction
- EH&S Performance Improvement
- Multifunctional Leadership
- Reduction of Injury Rates

EXECUTIVE EXPERIENCE

PPL Corporation | Allentown, PA

2022–Present

A \$8.6 billion Fortune 500 company and one of the largest utilities in North America. PPL provides essential energy services to 3.5 million customers and consistently ranks among the best utilities in the United States.

Senior Director – Utility Business Services 2023-Present

Promoted to lead Business Services at PPL Electric Utilities, overseeing critical operations and departments including Human Safety Performance, Environmental Management, Experience Assessment, Technical Training and Development, Facilities, Transportation, and Logistics.

- Spearheaded a focused safety process, resulting in zero recordable injuries and zero significant incidents among the 900+ Business Services employees and contractors for 2023.
- Achieved a perfect CSA score by eliminating DOT violations for PPL Electric Utilities, which ensured an on-going commitment to regulatory compliance and operational excellence.
- Implemented enhanced controls, resulting in zero significant environmental events, such as hazardous material spills and citations, across the expansive 10,000 square mile service territory, safeguarding environmental integrity.

Director - Safety, Environmental and Emergency Preparedness 2022-2023

Managed the departments and PPL Electric Utilities critical programs of Operational Safety, Public Safety, Environmental Management, Experience Assessments, Human Safety Performance, and Emergency Preparedness.

- Achieved a 44% Improvement of the Lost Time Rate to realize the lowest OSHA injury rates in PPL's 103-year operating history by implementing targeted strategies, during historically challenging periods.
- Realized a 23% improvement in sustainability initiatives, culminating in PPL's recognition at the 61st most responsible company on Newsweek's prestigious 2022 list of America's 500 Most Responsible Companies, demonstrating dedication to ESG and positioning PPL as a leader in sustainable business practices.

Jack Cooper Investments | Kansas City, MO

2020–2022

The largest over-the-road vehicle transportation carrier in North America; Jack Cooper provides logistics solutions to leading auto manufacturers such as Ford, Chrysler, GM, Tesla, and Toyota.

Vice President of Safety and Quality Assurance

Led the enterprise-wide Quality and EH&S operations throughout North America. Directly oversaw the programs of operational safety, ESG performance, environmental protection, risk mitigation, damage prevention, behavioral risk improvement, industrial hygiene, cargo claim management, CSA improvement and regulatory compliance.

- Drove 26% improvement in system-wide lost-time injury rate and 21% reduction in cargo damage frequency, achieved through enhanced employee engagement initiatives and minimizing operational risks.
- Delivered 31% year-over-year improvement in the Carbon Disclosure Project (CDP) Score, demonstrating commitment to environmental sustainability.
- Secured prestigious title of 2021 GM Supplier of the Year, a testament to outstanding performance improvements in Safety, CSA, ESG, and Quality, highlighting these foundational commitments across all aspects of operations.

ITS ConGlobal | Darien, IL

2014–2020

North America's largest operator of rail terminals, rail car switching, container depots, and intermodal maintenance services. Exceeded all safety performance expectations for the demanding customer railroads of BNSF, Union Pacific, Norfolk Southern, KCS, and CN.

Vice President of Global EH&S, Sustainability and Risk Management

Led the global EH&S, risk management, and ESG / sustainability for 127+ operations throughout the U.S. and Central America covering enterprise-wide programs that include operational safety, loss control, behavioral risk improvement,

industrial hygiene, environmental protection, sustainability improvement process, ESG performance, security, risk mitigation, claim management, insurance coverage, and regulatory (FRA, DOT, EPA & OSHA) compliance.

- Delivered 86% improvement in non-employee recordable injuries, ensuring the safety of 23,000+ contractors and other non-employee personnel working onsite.
- Achieved 71% reduction in worker compensation losses per \$1,000 of payroll, from \$5.28 to \$1.51 through proactive measures including severe injury reduction, aggressive medical management, and loss allocation strategies.
- Implemented comprehensive safety process resulting in 66% improvement in the system-wide OSHA recordable rate and a 71% improvement in the OSHA lost-time rate, ensuring safe work practices for all employees.
- Attained 34% year-over-year improvement in the leading incident category of collisions through strategic initiatives such as telematics monitoring, behavior-based coaching, and enhanced accountability measures.
- Achieved a perfect ESG score of 100%, ranking #1 among 417 global infrastructure assets assessed in the 2020 GRESB ESG infrastructure assessment. Maintained the highest GRESB Score in the Americas and secured #1 position in global transport peer group for 3 consecutive years.

Unitek Global Services | Blue Bell, PA

2013–2014

An engineering, construction, and installation services provider for corporations specializing in digital communications.

Senior Vice President of Safety & Risk Management

Led EH&S and Risk Management processes for more than 6,500 technicians at 108 locations including programs of EH&S, insurance coverage, claim management, surety, and background checks.

- Achieved 57%+ reduction in severe motor vehicle incidents through implementation of a behavior-based defensive driving program tailored for field personnel, which enhanced transportation safety and mitigated risks.
- Orchestrated 31% decline in lost time incidents by spearheading the design, development, and implementation of a robust job risk assessment plan and by securing buy-in of field technicians, effectively minimizing workplace hazards and improving overall safety performance.

TMS International | Horsham, PA

2007–2013

A \$3 billion global steel industry leader with operations in 13 countries at steel mills, ports, coke plants, chemical plants, surface mines, scrap processing plants, and aggregate processing facilities.

Vice President of Global Safety (EH&S)

Directed staff of 31 EH&S professionals, oversaw 87 site-specific safety programs, facilitated operator training, conducted audits, analyzed behavioral trends, documented procedures, and continually mitigated losses.

- Achieved 70%+ reduction in OSHA recordable events over 2 years, lowering the rate from 3.63 to 0.93 and establishing the company's position with the lowest rates in the steel mill service industry through relentless commitment to fostering a strong safety culture.
- Attained 43% reduction in the Experience Modification Rate (EMR), plummeting from 99 to .55, which generated annual savings exceeding \$3.3 million in worker compensation costs.
- Maintained injury rates 50% lower than the steel industry average across 27 new operations in Europe, Africa, Middle East, South America, and Asia, realized through implementation of a risk-based safety process, which highlighted prioritizing employee well-being and safety excellence on a global scale.

Marsh | Philadelphia, PA

2002–2007

A \$14B global provider of risk management consulting and insurance placement to clients in 100+ countries.

Assistant Vice President / Senior Safety & Risk Control Consultant

Provided strategic advisory services to clients, offering tailored solutions to enhance their safety and risk management operations. Collaborated with clients to define, design, and deliver strategies aimed to reduce their total cost of risk.

- Generated annual savings of \$1.3 million and tangible cost-saving solutions for a client through the implementation of a behavior-based driving program, decreasing motor vehicle collisions 87% within one year.
- Achieved 77% reduction in injury frequency for a large snack food manufacturer within one year through a total restructure of the safety program, which drove meaningful improvements in safety and operational efficiency.

EDUCATION

Master of Business Administration, Thomas Jefferson University

Master of Science in Safety Management, West Virginia University

Bachelor of Science, Indiana University of Pennsylvania

CERTIFICATIONS

Certified Safety Professional (CSP), Board of Certified Safety Professionals

Certified Environmental Professional (CEP) Academy of Board Certified Environmental Professionals

Certified Sustainability Excellence Professional (SEP) Green Business Certification Inc.

Eagle Scout, Boy Scouts of America