

POSITION SUMMARY: The Safety & Loss Prevention Manager is responsible for safety and loss control activities related to Workers' Compensation, DOT/OSHA/EPA/DNR Compliance, Drug & Alcohol Testing, the overall Risk Management Program for the company. This role owns the relationship between all outside vendors related to the role and overall safety for the company. Additionally, we expect employees to show enterprise commitment and be willing to do duties outside of their normal job responsibilities.

CORE VALUES

At Thrasher our values are important we don't just talk about them we live them. We are looking for people who share our values of:

- 1) **One Team:** *Individuals unified as a family and empowered to be extraordinary.*
- 2) **One Passion:** *Being relentless in the pursuit of constant improvement.*
- 3) **One Experience:** *Providing WOW service to every customer, every time.*
- 4) **One Community:** *Being an advocate for our community, returning the blessings we've been given.*

CORE RESPONSIBILITIES

This position requires a diverse skill set, however, to fill the primary needs of this position the incumbent must:

1) Workers' Compensation

- Own the Worker's Compensation Program by working with insurance carriers, claims adjustors, filing and following claim status
- Report worker's compensation claims to the carrier and accommodate and coordinate light duty offerings.
- Complete incident investigations and identify root cause to prevent the injury from occurring in the future.
- Identify any injury trends and recommend solutions to issues, improvement opportunities or new prevention measures.

2) Compliance

- Responsible for overseeing the company's DOT program while working closely with the Fleet Manager to ensure compliance is met and proactively research based off applicable laws/changes in company status.
- Ensure all new DOT drivers have appropriate documentation for their Driver Qualification file.
- Maintains all OSHA required safety policies and ensures the company stays in compliance with applicable OSHA Standards.
- Ensure the company stays in compliance with all EPA/DNR regulations.

3) Drug Testing Program

- Responsible for coordinating all post-accident, CDL, DOT Consortium, and Random Drug Testing for the company
- Responsible for training all current and future managers with necessary training for reasonable suspicion
- Ensure accurate reporting on a quarterly basis to DOT Consortium and overall compliance to FMCSA Testing requirements

4) Insurance / Risk Management

- Creating and facilitating a culture of safety in the workplace.
- Conduct safety training OSHA, DOT and accident prevention training.
- Visit job sites to conduct safety audits on personnel, equipment and materials while tracking incidents and applying findings
- Evaluate, assess and alter safety procedures and policies for the benefit of employees and clients

PHYSICAL DIMENSIONS FOR LIFTING, CARRYING, PUSHING, PULLING

- Ability to detect/recognize information in written materials or on computer/tablet screen, communicate with others on the phone or in person, move about/traverse, accurately operate a computer/calculator approximately 75-100% of the time
- Ability to move about/traverse and ascend/descend/move self to lower position to inspect items under, on, or close to floor level or in crawl spaces and drive a vehicle approximately 0-24% of the time
- Sedentary Work: Exerting up to 10 pounds of force occasionally and/or a negligible amount of force frequently or constantly to move objects. Job involves maintaining a stationary position most of the time.

JOB DESCRIPTION ACKNOWLEDGEMENT

I have reviewed this job description and I understand all my job duties and responsibilities. I am able to perform the essential functions as outlined. I understand that my job may change on a temporary or regular basis according to the needs of my location or department without it being specifically included in the job description. If I have any questions about job duties not specified on this description that I am asked to perform, I should discuss them with my immediate supervisor or a member of the Human Resources staff. I further understand that future performance evaluations and merit increases to my pay are based on my ability to perform the duties and responsibilities outlined in this job description to the satisfaction of my immediate supervisor. I have discussed any questions I may have had about this job description prior to signing this form.

Employee Name

Employee Signature

Date Signed

NOTICE: The statements herein are intended to describe the general nature and level of work being performed by employees assigned to this position. Such statements are not intended to be construed as an exhaustive list of all responsibilities, duties, and skills required of this position. Regular, reliable attendance is an essential function of this position. All employees are requested to follow any other job-related instructions and to perform any other job-related duties as requested by their supervisor. Employees may also be required to work in excess of normal working hours as workloads and seasonal activities necessitate. This document is subject to change at any time without notice.