



WESTERN MOTOR CARRIER SAFETY INSTITUTE, INC.

493 Main St., Quincy, CA 95971-9613
(530) 281-6565 • 1(800)-TRK-SFTY
E-mail: paulherbert@trucksafetyexpert.com • www.trucksafetyexpert.com

Safety!

*The Law Demands It
The Public Deserves It
Profits Depend on It*

Presentation of Qualifications Thomas Pierce Commercial Motor Vehicle Safety & Compliance Expert

Thomas Andrew Pierce	Phone: (559) 689-3663
33532 Rancho Ramon Rd	Cell: (559) 760-2479
Coarsegold CA 93616	Email: TapTek23@gmail.com

Current and Valid Class A License, including Bendix Air Brake (40HR)

AREAS OF SPECIALIZATION

- Commercial Vehicle (Truck & Bus) Accident Analysis
- Commercial Vehicle Driver Selection, Training & Evaluation Standards
- Air Brake Systems Operation & Maintenance Standards
- Commercial Vehicle Coupling Device (Fifth Wheel & Pintle Hitch) Standards
- Hazardous Materials Transportation Safety Regulations & Standards
- Loading & Load Securement Requirements & Standards
- State & Federal Motor Carrier Safety Regulations (49 CFR & 13 CCR)
- Commercial Vehicle Driver Hours of Service Restrictions & Driver Fatigue
- Tachograph Chart and On-Board Computer Report Analysis
- Commercial Vehicle Equipment & Maintenance Standards
- Forklift Operator Training, Evaluation & Certification Standards
- Truck Terminal & Loading Dock Safety Procedures and Design Standards
- Commercial Vehicle Conspicuity & Visibility Standards
- Commercial Vehicle Inspection & Operation Standards

Summary of professional background of Thomas A Pierce

Fresno Friction - I began my career working at a Family owned clutch and brake rebuilding shop when I was a junior in high school. During that time I learned to reline brake shoes, brake bands, clutch disks, resurface clutch center plates, turn brake drums, weld to rebuild clutch throwout bearing housings, how to disassemble and rebuild clutches. I drove the shop throughout central California truck to pick up and deliver parts that need rebuilt and deliver rebuilt parts. This allowed me to learn more about commercial truck, industrial equipment, and bus repair as I met and worked with mechanic shops, trucking firms, school districts, city and county repair facilities. Operating a forklift was something I learned since I had to load and unload larger items. The sale of the company forced me into Grocery.

Coarsegold Market and Raleys Superstore - I learned to check in freight as part of my duties and this taught me a different side of commercial trucking. I learned the importance of securing the trailer to the loading dock and the importance of making sure the loading dock ramp was in good condition, and how to inspect the floor of a trailer to ensure it would hold the forklift. I worked with palletized items, produce and carts with frozen and perishable products and the importance of weight distribution within the trailer.

American Stairway and Manufacturing - I used my welding experience to get a job with a company that manufactured and installed stairways, hand rails, balcony rails, trash enclosures, pool fences and specialty projects. I became proficient in all aspects of fabrication and installation and I became their main installer. I used a forklift to unload steel bundles and used a forklift to load manufactured items onto a straight truck. I learned to properly tie down a load in order to keep it from moving and I learned to drive a straight truck to haul items to the jobsites throughout California.

Bulldog Towing - I towed for a short while where I learned to retrieve disabled or wrecked vehicles, haul wrecked vehicles. The importance of staying safe while working in or around roadways and I learned to work with the California Highway Patrol (CHP) to clear wrecks, and the importance of using traffic cones and emergency lights to alert motorists of an emergency situation. I learned the proper way to stay safe and keep motorists safe as I help them with roadside repairs.

Outback Materials - I obtained my class A license when I began working at outback as a mechanic in the shop, and this is where I learned to drive concrete trucks, transfers, cranes trucks, water trucks, end dump, low bed. I continued to use a forklift for various lifting and loading needs, and I operated many different loaders to load trucks and keep hoppers filled on batch plants. When portable batch plants were needed at a jobsite I would haul a concrete silo with the crane truck and set up portable concrete batch plants wherever they were needed throughout California. During my time at Outback my primary role was to work in the shop and to operate the service truck to take care of any repairs or services needed this includes the following: work with the California Highway Patrol during BIT inspections, perform 90 day inspections on commercial truck fleet, oil changes, lube, engine repairs, tire repairs and replacement on trucks and trailers, repair and change brakes, transmission, air brake systems, lighting repairs, electrical repairs, welding repair, welding fabrication, mixer hydraulic systems, hydraulic ram rebuilds and repairs, post collision truck rebuilds, stuck truck or mixer truck extractions, drum clean-outs and replacements.

Sierra Telephone - I was hired as a mechanic in the shop and soon moved to operating the service truck while not in the shop. I worked with CHP during BIT inspections, I was responsible for 90 day inspections, my duties included oil changes, engine repairs, air brake system repairs, lighting, tire repair and replacement on commercial trucks, trailers, trenchers, and cars. I moved into a safety role where I taught the following courses Medic First Aid, CPR and AED, Traffic Control and Flagger, Defensive/Distracted Driving, Forklift safety and Bucket Truck safety. I ensured the commercial drivers were up to date on their physicals, were registered with the Federal Motor Carrier Safety Administration, had their physical up to date, and I monitored the pull notice program through the Department of motor vehicles and I did the accident and incident investigating when there was a collision or incident resulting in an injury or near miss.

The Ponderosa Telephone Company - I was hired as the Safety Manager and my role is to create a safety culture, and create a safety program for Ponderosa Telephone and Table Top Telephone in Arizona. This includes Medic First Aid CPR and AED, Forklift Safety, Bucket truck safety. Items in the process of being implemented, Job Hazard Analysis Forms for the construction department, Weekly Tailgate Lessons for the outside plant workers, Monthly Safety Lessons for all employees in California and Arizona. Oversee the commercial drivers and fleet to maintain regulated standards.

PROFESSIONAL EXPERIENCE

Ponderosa Telephone, O Neal's California

Safety Manager, July 28, 2025 to present

Safety Training: Develop, implement, and maintain the company's Safety Plans, Policies, and Procedures in alignment with legal requirements. Review and update safety protocols as regulations evolve at the local,

state and federal levels. *Training and Compliance:* Provide safety training to all employees to ensure compliance with OSHA and other safety related standards. Ensure the company is in compliance with all local, state and federal safety regulations, including but not limited to The Department of Transportation (DOT), California Highway Patrol, Arizona Department of Transportation, and Federal Motor Carrier guidelines. Ensure all employees receive proper safety training , certifications, and are up to date with required programs. *Facility and Jobsite Inspections:* Conduct regular inspections of company facilities to identify and mitigate potential hazards that may pose a risk to employees, vendors, or guests. Perform on-site safety audits at locations where employees and contractors are performing work, ensuring adherence to established safety protocols. Provide detailed reports on inspection findings to relevant departments corrective actions as necessary. *Equipment and Vehicle Safety:* Oversee the safety and maintenance of company construction and support equipment, ensuring they meet operational and safety standards. Conduct regular inspections of all commercial vehicles and ensure they are maintained according to DOT, CHP, Arizona Safety Regulations, and other relevant guidelines. Supervise the completion of 90-day inspections on all commercial vehicles and periodic inspections of all company vehicles to ensure compliance. *Accident Investigation and Reporting:* Investigate and document workplace accidents and incidents, providing corrective actions and recommendations to prevent future occurrences. Report findings to senior management and collaborate on the implementation. Work with insurance provider on claims.

Western Motor Carrier Safety Institute, Inc. Quincy California

Commercial Trucking and Maintenance Expert, August 2023 to present

Perform inspections on all types of commercial trucks to include: concrete trucks, straight trucks, semi trucks, dump trucks, buses, tankers, and commercial trailers to determine the condition of brakes, air system, steering, suspension, coupling devices, lighting, tires, wheels, cab, and any other safety or other mechanical systems to determine present condition and maintenance condition and safety concerns. Inspect other industrial equipment such as powered industrial trucks (forklift), and loader to determine condition at present time as well as maintenance concerns. Perform various types of site inspection such as roadside collision sites, loading docks, storage yards, and night visibility studies to help determine and understand the events that contributed to a collision as well as what standard of care or safety procedure the driver failed to follow that led to an incident.

Sierra Telephone, Oakhurst California

Safety Administrator, April 2018 to July 2025

Safety Training: Oversee monthly safety training lessons, weekly tailgate training for all Outside Plant Departments, perform job site safety inspections for Construction, Central Office, Building Maintenance and Auto Shop, training instructor for Medic First Aid, CPR and AED, Defensive Driving Instructor, Forklift Safety Training instructor, Traffic Control and Flagger training instructor, facilitate new hire safety orientation, attended and passed Bendix Air Brake School.

Other: Monitor and record the Department of Motor Vehicle Pull Notice Program for all employees with class A or class C licenses, schedule class A drivers physicals and random sample draws for Drug Consortium Program, maintain drivers records for California Highway Patrol Biannual Inspection, enroll all class A driver into drug consortium program and Federal Motor Carrier Safety Administration, train new class A drivers on pre-trip inspections, investigate and report vehicle collisions to the insurance carrier, investigate and report workers compensation claims, monitor and record all forklift pre-shift inspections, perform ergonomic assessments when needed (Certified Office Ergonomic Specialist through Matheson), train managers, supervisors, and employees on proper emergency evacuation procedures, facilitate emergency evacuation drills.

Environmental and Safety Administrator, January 2015 to April 2018 Provide Monthly Safety Training topics, teach Medic First Aid, CPR and AED,

Defensive/Distracted Driving, and Forklift Safety Training, facilitate new hire safety orientation, maintain logs and interact with environmental regulatory agencies such as California Air Resource Board, San Joaquin Air Pollution Control District, Madera County Environmental Health and Storm Water Runoff Departments, certified as traffic control and flagger, assist construction department with Traffic control and flagging operations, maintain records for Monthly Safety Audits, Monthly Safety Lessons, Monthly Vehicle Inspections, and Forklift Pre-Shift Inspections, sell surplus vehicles and equipment as needed, pick up and deliver commercial class "A" vehicles as needed, assist warehouse by unloading or loading supplies using a forklift, research and purchase the appropriate Diesel Particulate Filters for commercial fleet, schedule and maintain logs for Diesel Particulate burner,

Environmental and Safety Coordinator, December 2013 to January 2015

Assist in providing Monthly Safety Training topics, develop program for recording Monthly Safety Lessons and Monthly Vehicle Inspections, learn CAL/OSHA regulations for the Telecom Industry, teach Medic First Aid, CPR and AED, Defensive/Distracted Driving, Forklift Safety Training, maintain forklift pre-shift inspections, review and record all monthly safety training and tailgate safety lessons, and represent Sierra Tel with environmental regulatory agencies such as California Air Resource Board, San Joaquin Air Pollution Control District, Madera County Environmental Health and Storm Water Runoff Departments, maintain records for Monthly Safety Audits, Monthly Safety Lessons and Monthly Vehicle Inspections, sell surplus vehicles and equipment as needed, pick up and deliver commercial class "A" vehicles as needed, assist warehouse with unloading and loading of trucks with forklift when needed.

Senior Auto Shop Mechanic, September 1999 to December 2013

Duties: Operate service truck to repair caterpillars, trenchers, class "A" trucks, trailers, backhoes, company vehicles, stationary and portable generators, and miscellaneous small engine powered equipment, work in shop servicing, repairing and overhauling all company-owned vehicles and off-road equipment including electrical system repairs, hydraulic ram rebuilding, making and replacing hydraulic lines, engine repairs and rebuilds, clutch adjustments and clutch replacements, exhaust system repairs, tire repairs and changes, replace wheels, replace brakes and axles seals, ring and pinion bearing replacements, service all company generators, perform welding repairs as well as fabrication work as needed, work with California Highway Patrol on all Bi-Annual BIT Inspections, responsible for 90-day inspections on all commercial trucks and trailers, Attended Bendix Brake School and refresher course, pick up and deliver class "A" vehicles as needed, attend Cal Fire Safety Training, operate service truck and water truck on fires as needed, unload equipment and supplies with forklift as required, drive commercial trucks to diagnose problems, pick up and deliver commercial trucks as needed, work with Safety person to become Defensive Driving Training instructor.

Auto Shop Mechanic, June 1998 to June 1999

Duties: Work in shop servicing, repairing and overhauling all company-owned vehicles and off road equipment including electrical system repairs, hydraulic ram rebuilding, making and replacing hydraulic lines, engine repairs and rebuilds, clutch adjustments and clutch replacements, exhaust system repairs, tire repairs, and changes, replace wheels, replace brakes and axles seals, ring and pinion bearing replacements, perform welding repairs as well as fabrication work as needed, attend Cal Fire Safety Training and operate water truck on fires as needed, drive commercial trucks to diagnose problems, pick up and deliver commercial trucks as needed, work with California Highway Patrol on all Bi-Annual BIT Inspections (make repairs as necessary), responsible for 90-day inspections on all commercial trucks and trailers.

Outback Materials, Oakhurst Ca., O'Neals Ca.

Mechanic, June 1989 to June 1998

Duties: Organize and load commercial trucks using a forklift and crane truck to move the Outback shop to a new facility, deliver loaded items to new shop location and unload using forklift, operated caterpillar dozer/loader, skip loader and forklift to restore the old site to original condition, changed and repaired tires, changed oil and service mixer trucks, transfers, loaders, and misc. fleet vehicles, welding and

fabricating, repair ready mix plants (hydraulics, install new conveyor belts, welding repairs), operate rock crushing plant and make repairs as needed (hydraulics, install new conveyor belts, drive motor change outs, service and repair generator, set up and tear down portable concrete plants, drive commercial crane truck in order to set up and take down concrete silo and radial stacker, operate water truck on helicopter logging operations and dust control on house pad cutting operations, built and operated new service truck, drive lowbed to pick up and drop off repaired or damaged equipment as needed, perform all mechanical repairs on truck fleet to include the following: engine repairs, rebuild and changes, clutch and transmission repairs rebuilds and changes, brake repairs and changes, electrical troubleshooting, repairs, lighting repairs changes, air brake system troubleshooting and repairs, tire repairs and changes, hydraulic ram rebuilds and changes, make and repair hydraulic lines, hydraulic valve troubleshooting and repairs on mixer drive systems, repair and replacement of mixer drums, repair and replace tag axle, pivots and bearings, work with California Highway Patrol on all Bi-Annual BIT Inspections, responsible for 90 day inspections on all commercial trucks and trailers.

Other: Obtained class A license, attended and passed Bendix Air Brake School (40hr)

Bulldog Towing, Oakhurst CA.

Driver, April 1989 to June 1989

Duties: Tow disabled and wrecked vehicles, change tires and perform miscellaneous roadside repairs and lockouts.

American Stairway, Fresno CA.

Welder/Fabricator/Installer, May 1985 to April 1989

Cut metal, fabricated and installed stairways, balcony rails, hand rails, pool fences, perimeter fences and access ladders throughout California, operated forklift to load and unload supplies and finished work for delivery, drive commercial truck to deliver stairways, pool fences, handrails and concrete treads to the jobsite.

Raley's Superstore, Oakhurst CA. **Grocery Clerk**,

August 1983 to May 1985 Bag groceries, stock shelves and coolers.

Coarsegold Market, Coarsegold CA. **Grocery Clerk**, June

1982 to August 1983 Bag groceries, stock shelves and coolers.

Fresno Friction Clutch and Brake, Fresno CA, Bakersfield CA.

Clutch and brake Rebuilder, Pick Up and Delivery Driver, August 1981 to June 1983 (during school breaks and weekends),

Dismantler, Rebuilder in Training, June 1979 to August 1981 (during school breaks and weekends), Tear down clutches, tear down brake shoes, tear down brake bands, clean parts, re-line brake shoes, re-line brake bands, bond brake shoes and brake bands, turn brake drums, rotors, clutch center plates and pressure plates, learn MIG and Arc welding processes to repair various wear parts on clutch covers and throw-out bearing housings, operate liftgate to pick up and deliver dual sets, clutches, brakes, bands and miscellaneous items needing rebuilt.

EDUCATION

- Graduated Yosemite High School; Oakhurst California (1982)

Related Certifications/Training

- Training instructor for Medic First Aid, CPR and AED (certified through Medic First Aid)
- Defensive Driving Instructor (certified through the National Safety Council)
- Forklift Safety Training instructor (through Cromer in Fresno California, formerly Greylift)
- Traffic Control and Flagger training instructor (certified through the National Safety Council)
- Attended and passed Bendix Air Brake School three times

FEE SCHEDULE – Thomas Pierce

Expert Origination & Activation Fee (non-refundable and isn't credited towards any case work)	\$1000.00
Conflicts check, case set up, release of CV for use and distribution, project initiation.	
Consultation, Document Review, Testimony; court & deposition, etc.	\$290.00/hr
Travel	\$145.00/hr
Assistants / Support Staff	\$125.00 - 185.00/hr
Deposition Summaries by WMCSI Staff	\$2.75/deposition page
Insurance coverage for requested inspections	\$150.00
Insurance coverage for inspections requiring Paul to operate equipment	\$275.00
Mileage (on own vehicle)90/mi
Cancellation of scheduled inspection, deposition or trial (less than 48 hours notice)	\$500.00

Other expenses will be passed-on directly to client (shared with other clients when possible).

Please make all checks payable to: **WESTERN MOTOR CARRIER SAFETY INSTITUTE, INC. (WMCSI, INC.)**
TAX I.D. #41-2121104

Rates/Fees are subject to change without notice. I agree to the above fee schedule and will assure all invoices are paid promptly (Net 60). I further agree that payment of invoices from WMCSI is not in any way contingent on the outcome/final disposition of the case. I acknowledge that there will be a 1.5% monthly interest charge on invoices aged 60 days. _____ (Please Initial)

Firm: _____

Attorney Name: _____ Email: _____

Paralegal/Assistant Name: _____ Email: _____

Firm Address: _____

Phone Number: _____ Billing Contact/Email: _____

Case Name: _____

Date of Loss: _____ Trial Date: _____

Client Name: _____

Signature: _____ Date: _____

Please complete (w/signature) and email immediately to: wmcstteve@gmail.com
Western Motor Carrier Safety Institute: 493 Main Street, Quincy CA 95971

Revised 1/20/26