

MATTHEW D. FOX

EXPERIENCE:

- Trucking Standard of Care Expert – Knott Laboratory – Centennial, CO February 2025 – present
- Senior Director of Driver and Delivery Training and Strategy / Senior Manager of Training and Compliance Sysco - Houston, TX September 2021 – July 2023
- Academy Director / Texas Third Party CDL Examiner. 160 Driving Academy – Laredo, TX December 2017 – January 2020
- Senior Training Manager Celadon Trucking - Laredo, TX January 2014 – December 2017
- Regional Truck Driver Schneider National – Dallas, TX September 2010 – March 2014
- Driver, Trainer, Road Team Captain, Driver Manager, Assistant Operations Terminal Manager, Freight Broker C.R. England Trucking - Salt Lake City, UT January 1994 – August 2010



PROFESSIONAL EXPERIENCE:

During his career, Mr. Fox has held numerous positions related to driver training, safety and compliance, operation, and others. Mr. Fox's 31 years of experience has included, but is not limited to, the following:

- Hired and led a team of 65 training managers for 10 driver training academies nationwide for a fortune 60 organization and a fleet of 12,300 drivers.
- Developed and implemented a comprehensive training program including driver safety training, risk management, and compliance requirements for CDL students & new Delivery Partners.
- Class A Commercial Driver's License holder since 1994, 1.8 million miles, no preventable accidents. Awarded "1 Million Perfect Miles" safety award.
- Achieved a 140% increase in driver retention through safety, training, and compliance initiatives.
- Successfully lobbied for legislation or agreements to gain CDL testing reciprocity in 6 states.
- Achieved a 98% first-time pass rate for students on the CDL exam.
- Piloted a new CDL license exam for the State of Texas in collaboration with the Texas Department of Public Safety licensing division training new federal standards to students for training and licensing. (2016).
- Texas Certified Third Party CDL Examiner. Texas Certified Train the Trainer. (2018)
- Managed a team of drivers and was responsible for all aspects of fleet operations.
- Oversaw site operations, including strategic planning, staffing, and employee training.
- Developed a startup freight brokerage branch that generated \$500,000 in sales revenues in 12 months.

EXPERTISE:

- Opened thirteen training academies for CDL license training, delivery driver employees, CDL and employee Instructors, totaling over 10k individuals trained.
- Development and execution of training, safety, and compliance programs.
- CDL training, school operations, and management.
- Curriculum and policy development for CDL training programs, and delivery driver training programs.
- Safety training, risk management, and compliance standards (students and Instructors)
- Federal Motor Carrier Safety Administration (FMCSA) and U.S. Department of Transportation (USDOT) regulations
- Accident prevention, risk management, and safety performance
- CDL Instructor and Deliver Driver Employee Instructor Training. (train the trainer).

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TRAINING PROGRAM DEVELOPMENT:

- CDL Training / Entry Level Driver Training
- Instructor Training (Train the Trainer)
- Safety and Compliance
- FMCSA Regulations
- Risk Management
- Accident Prevention
- Food Safety and Cargo Handling
- Hazmat Training for Learners Permit/current employees

MR. FOX HAS HELD THE FOLLOWING CERTIFICATIONS:

- Texas CCC Certified CDL Examiner (2018)
- Texas TTT Train the Trainer (2018)
- Texas Workforce Approved Director of Schools (2017)
- Texas Workforce Approved Representative (2017)

MR. FOX CURRENTLY IS A MEMBER OF THE FOLLOWING:

- American Trucking Associations
- Safety Management Council at the American Trucking Associations