

Rhonda L. Bateman

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Transportation Management

Strong, versatile leader with intimate knowledge of top to bottom facets of trucking industry, from the perspective of driving company revenues via carrier operations and logistics through managing of cost controls at administrative and compliance levels. Known for integrity, commitment and delivering results. Proven record of success in leading various departments, driving company-altering projects, growing operations and establishing key systems and procedures. Years of extensive industry experience and knowledge in safety & compliance, legal, recruiting, contract negotiations, maintenance, vendor pricing and services, accounting concepts and tracking and reporting systems.

Business Strengths and Professional Skills

- **Executive Management:** Focus on business strategy development and implementation. Manager of diverse array of departments within transportation structure. Collaborate with multi-department management groups in planning, budgeting and administering programs.
 - **Recruiting and Onboarding:** Coordinate comprehensive recruiting programs that identify and hire qualified talent. Provide oversight and direction for interviewing and selection activities. Design and implement programs that assess, engage and retain high performers and high potentials.
 - **Independent Contractor Compliance:** Design and nurturing of a driver independent contractor relations culture through implementation and facilitation of field and corporate level policies, procedures, training and auditing programs, with the objective of reducing cost and exposure related to claims and litigation in connection with driver reclassifications and discrimination.
 - **Team Management and Communication:** Guide organization through dynamic growth. Monitor and work with staff members to improve morale and productivity. Drive employee engagement through design and implementation of effective and continuously refreshed internal communications. Facilitate positive resolutions of employee relations issues.
 - **Compensation and Benefits:** Develop, administer, and maintain competitive driver and independent operator compensation plans. Evaluate, select and administer cost-effective employee benefit plans. Ensure smooth and accurate payroll administration.
 - **Safety and Compliance:** Ensure adherence to Federal Motor Carrier Safety Administration (FMCSA), Department of Transportation (DOT), Transportation Safety Administration (TSA), International Registration Plan (IRP) and International Fuel Tax Agreement (IFTA) laws and regulations regarding employment, fuel tax and safety related matters. Develop, implement, and apply employment policies and practices to meet corporate objectives in an environment of fairness and consistency.
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Professional Experience

CEVA Ground/FM/Logistics

2009 – 2018

2500+ Unit Truckload, Local P&D/Home Delivery and Contract Fleet

Director, Independent Contractor Relations

Manage departments in Columbus, Ohio and Houston, Texas. Direct report to the Executive Vice President, Human Resources, U.S. Responsible for all divisions compliance with CEVA and FMCSA requirements pertaining to initial and ongoing Driver Qualification, Hours of Service, Incident and Accident reporting and investigation with continual company-wide development of an Independent Contractor (IC) culture.

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- Implementation of Tenstreet applicant processing system including integration with 3rd party providers (Hireright, FMCSA-PSP), automation of FMCSA, CEVA forms and contracts, Adverse Action module and course development for initial and on-going training/orientation requirements.
- Direct, implement and manage Company's contractual rights and obligations within the context of both the IC Agreement and pertinent and applicable state and federal laws and regulations, with emphasis on the FMCSA's Federal Truth in Leasing Regulations.
- Development of monthly reporting dashboard/KPI's to provide visibility and feedback to leadership and recruiting teams.
- Process flow management with written work instructions to support standardization.
- Continuous improvement and automation of HOS, Accident, Incident (Roadside Inspection) processes to support paperless processes and overall creation of a driver/contract performance scorecard.
- Design, evaluate and implement a dynamic and evolving Independent Contractor Compliance Program, with the objective of optimizing practices, policies, procedures, training and audit processes at the field and corporate levels.
- Provide consultation and expertise regarding litigation management control for legal proceedings involving the IC Agreement.
- Serve as primary liaison and Company witness in the defense of reclassification claims and tax audits by federal, state, local governmental agencies, and in respect of class action lawsuits concerning driver classification.
- Manage and investigate allegations of Company violations of the IC Agreement by independent contractors.
- Develop and manage field auditing performance and evaluation tools to accurately measure and ensure contractual and regulatory compliance.
- Dynamic and on-going review and analysis of compliance, performance and contractual violation trends as a basis for developing and implementing appropriate strategic initiatives to constantly modify the IC Agreement, with the objective of avoiding contractual disputes or terminating IC Agreements of independent contractors failing to meet contractual terms and conditions.

CEVA Ground formerly SCG, THE SELECT CARRIER GROUP, LP an EGL, Inc. company, Groveport, OH

2004 – 2009

560+ Unit Truckload and Scheduled Ground Transport subsidiary of
EGL, Inc., a \$3 Billion provider of supply chain solutions

Director, Administration and Recruiting

Served on the executive team for SCG; direct report to Vice President, Operations. Responsible for company-wide staff augmentation of independent contractors and company drivers. Developed and implemented recruiting strategy and program which resulted in increasing fleet from 165 drivers in 2004 to 560 in 2007. Developed and implemented comprehensive orientation and safety programs which reduced motor vehicle accidents, incidents and work related injuries. Implemented retention strategies that resulted in securing strong relationships and extended longevity for driver base.

- Managed professional development and productivity of staff employees in areas of recruiting, safety, compliance, fuel taxes, DOT audits and numerous interconnected activities; including coaching and training as necessary to ensure that work is performed within DOT and company requirements.
- Attained corporate growth objectives for driver fleet 10 consecutive quarters.
- Streamlined existing processes which reduced applicant processing time from 28 days to 5 days, resulting in increased revenue flows, reduced costs and fewer lost applicants.
- Established vendor relationships which resulted in improving SCG independent contractor competitive compensation package, while minimizing SCG's costs.
- Developed audit and approval processes relating to departmental expenses for background investigations, drug screening and occupational accident policies.
- Developed end-user system requirements and collaborated with IT management to implement business systems supporting recruiting module, safety reporting module and internal reporting on hiring trends and productivity.
- Managed Columbus portion of DOT audit (initial company audit) and achieved "Satisfactory" rating.

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- Driving force in facilitating the processes necessary to meet company growth objectives and in developing new methods and procedures that allow for monitoring and managing safety and compliance.
- Designed and implemented internet accessible Pre-Qualification Application, Choice Point E Apply Now Application, TMW Fuel Import Program, TMW Fuel Tax integration and Rapid Log.

OTHER INDUSTRY EXPERIENCE

1994-2004

Transamerica Logistics, Dublin, OH; **Worldwide Equipment/Volvo-GMC Dealership**, Hilliard, OH; **Elite Express**, Columbus, OH; **Arctic Express**, Hilliard, OH

Education

Attended Kansas City Community College, Kansas City KS
Attended Columbus State Community College, Columbus OH
Graduated Dodge City High School, Dodge City, KS

Certifications and Professional Affiliations

Member of Women in Trucking
Member of North American Transportation Management NATMI

Professional References

Marta Johnson
Chief Compliance Officer
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