

STEVE
RUSSO

4/1/18 TO PRESENT THE TERMINIX INTERNATIONAL COMPANY LP, HONOLULU, HAWAII

REGIONAL SUPPORT
MANAGER

- Ensures timely, compliant and accurate management of work order processes, business information, and licensing management
- Delivers EHS, Regulatory, ASPIRE and compliance training to branch personnel to ensure successful compliance with all company, federal, state, and local rules and regulations. Provides training for new initiatives and technology launches.
- Conducts onsite branch, sales, technician, and field evaluations for compliance for licensing, vehicle, regulatory, EHS, Safety, DOT, Fumigation, quality and company policies Escalates opportunities for improvements/corrections directly to the branch and region management, as well as corporate departments with direct oversight
- Provides direct support to branches, technicians, and sales associates regarding customer escalations, entomology questions and support, and standard operating procedures.
- Acts as liaison with state regulatory entities and ensures company is current on all state and local regulations and requirements
- Oversees and reviews daily operational and compliance metrics, as well as the escalation, tracking, and resolution of issues.
- Provides support to branches as needed.
- Hawaii Pest Control Association, Integrated Pest Management Committee Chairperson
- OSHA 10, OSHA 30 and HAZWOPER 40 Hour Certification
- State of Hawaii Certified Restricted Use Pesticide Applicator Categories 7a (Fumigation), 7b (Termite), 7c (General Pest), 7e (Vault Fumigation) and 10 (Demonstration, Instruction and Research)
- Principal Pest Control Operator Branches 1, 2, 3 for the Hawaii Region, responsible for contract oversight and compliance.

7/5/17 TO 4/1/18 THE TERM NIX INTERNATIONAL COMPANY LP, HONOLULU, HAWAII

REGIONAL TECHNICAL
SPECIALIST

- Conduct audits of both residential and commercial pest management operations in the Hawaii region. The purpose of these audits is to ensure compliance with company policies and procedures as well as State and Federal laws

- Provide pest management plans for difficult to control pests, unusual or other technically challenging pest management operations.
- Provide insect identification for pest management and sales staff.
- Conduct ASPIRE (new hire) training.
- Conduct staff continuing education to ensure compliance with new procedures, technology and for the purpose of retaining State issued certifications.
- Prepares staff to obtain required certifications.
- Investigate incidents and make recommendations on process improvement to improve operations and safety
- Conduct audits of safety programs such as driver safety, fall protection, ladder safety and chemical storage
- State of Hawaii Certified Restricted Use Pesticide Applicator Categories 7a (Fumigation), 7b (Termite), 7c (General Pest), 7e (Vault Fumigation) and 10 (Demonstration, Instruction and Research)
- Certified Construction Silica Competent Person
- Pest Control Field Representative (Branch 1,2,3)
- Hawaii Pest Control Association, Integrated Pest Management Committee Chairperson

11/1/16 TO 7/4/17 Hawaii Department of Agriculture, *Honolulu, Hawaii*

ENVIRONMENTAL HEALTH SPECIALIST V (EDUCATION AND REGISTRATION SUPERVISOR)

- Assisted the Program Manager to plan, develop, organize, coordinate, evaluate, consult, review and execute the registration and education functions in the Pesticide Program
- Administered a pesticide education and certification program responsible for developing and implementing guidelines and procedures for the proper use of pesticides; updating, training, and evaluating the competency of pesticide applicators to follow guidelines and procedures relative to pesticide labeling, use, disposal and safety; administering applicator certification examinations; evaluating requests for certification and training credits for content and applicability to program requirements; maintaining records of credits earned by all applicators; advising and submitting written recommendations to pesticide applicators to ensure the use of pesticides in compliance with label requirements and procedures; recommending procedures to prevent future occurrences of misuse of pesticides to protect human health and/or the environment; organizing, preparing, and delivering educational presentations, training aids, or exhibits for various constituent groups, especially farmers and structural pest control operators; developing and maintaining a library of materials approved for continuing education units; and developing and distributing lists of courses approved for certification credit
- Member of the Hawaii Pest Control Board
- Member of the Hawaii Pest Control Association's Integrated Pest Management planning committee
- Administered a statewide pesticide registration and technical review program in support of the Hawaii Pesticides

Law and the FIFRA. Reviewing, evaluating, and recommending action on applications for pesticide registration, special local need registration, emergency exemptions, experimental use permits, minor crop clearances, and review of applications based on the pesticide's risk of contaminating groundwater, affecting endangered species, or posing any other adverse effect on the environment.

◦ Continued all functions of the EHS III (Education) position

6/15/12 TO 11/1/16 Hawaii Department of Agriculture, *Honolulu, Hawaii*

ENVIRONMENTAL HEALTH SPECIALIST III (EDUCATION)

- Conducted consultations with the regulated community to ensure legal compliance with both State and Federal laws
- Regularly conducted training programs for immigrant farmers through translators. These workshops were focused on legal compliance and include both employees and business owners
- Designed, organized and taught informational events for the regulated community
- Designed, organized and taught continuing education and training (CET) classes for the regulated community
- Project Manager for the Integrated Pesticide Information System (IPIS) implementation
- Member of the Integrated Pest Management committee for the Hawaii Pest Control Association
- Instructor for the Integrated Pest Management for Pest Control Operators certification through the Hawaii Pest Control Association
- Instructor for the Pesticide Applicators class for the Landscape Industry Council Certified Technician Program.
- Instructor for AC 36, Pesticide Safety, (Windward Community College)
- Regularly interacted with government agencies (Federal, State and local), the general public, the regulated community and the media.
- Received the Sustained Superior Performance Award (2013)
- Co-authored "The Allowed Use of Commercial Fertilizers, Pesticides, and Synthetic Substances on U.S. Farms Under the USDA National Organic Program" (Hollyer, Brooks, Fernandez-Salvador, Castrol, Meyer, Radovich, Russo. Food Safety and Technology, FST-56, 2013)
- Co-designed pesticide safety posters "Protect Yourself and Workers From Pesticides" and "Apply Pesticides Safely, Legally and Efficacy"
- Hawaii Agricultural Leadership Program (May 2015-October 2016)

- HAZWOPER 40 Hour Certified

- Operated under indirect supervision

1/9/2009 TO 6/15/2012 Hawaii Department of Agriculture *Honolulu, Hawaii* ENVIRONMENTAL HEALTH SPECIALIST III (ENFORCEMENT)

- Conducted investigations (civil) with the regulated community to ensure legal compliance with both State and Federal laws

- Generated written reports based on investigations which included supporting data such as record accounting, pictures, maps, reference data, statements, and laboratory analysis results

- Provided information and assistance to criminal investigators

- Collected environmental samples such as soil, water, air, and swabs

- Revised the Standard Operating Procedures for inspectors

- HAZWOPER 40 Hour Certified

- Operated under indirect supervision

2/1/2008 TO 4/1/2008 CTW Environmental *Honolulu, HI* INTERN ◦ Researched and designed a science-based method to assess the effectiveness of soil moisture sensors

- Collected soil samples

- Compiled and analyzed water use information from test and control plots

- Generated a report with recommendations about improving the quality of turf grass and the efficacy of the soil moisture sensors for irrigation efficiency

1/1/2005 TO 8/1/2005 Hawaii Institute of Marine Biology *Kaneohe, Hawaii* INTERN ◦ Fed and collected research data on captive marine animals (sharks and rays)

- Assisted researchers with experiments on live animals

1/1/2007 TO 8/1/2008 Aloha Dive Shop *Honolulu, Hawaii* CAPTAIN ◦ Captained small vessels

- Supervised between 2 and 4 staff

- SCUBA Instructor: Taught all levels of SCUBA up to Divemaster

- SCUBA equipment maintenance: Serviced regulators, tanks and other SCUBA equipment to manufacturer's specifications

PRIOR EXPERIENCE (1996-2008)

SUMMARIZED

- Captain on boats ranging from 6 passenger to 100 tons

- Taught SCUBA for recreational customers

- Marine Towing and Salvage Operations

- Supervised between 2 and 6 staff

- Details to be provided upon request

REFERENCES References are available on request.