



JOHN L. HENSHAW

ADDRESS: 416 Lighthouse Way
Sanibel, FL 33957

(239)-395-2023 (W)
(239)-395-2961 (F)

Email:john.henshaw@comcast.net

AGE: 55

BORN: August 27, 1949

MARITAL STATUS: Married, Four children

HEALTH: Excellent

EMPLOYMENT:

**1/1/2005- Present President – Henshaw and Associates, Inc.
2440 Palm Ridge Road, Suite #7, Sanibel FL 33957**

Consulting services in Industrial Health (Hygiene), Occupational Safety and Environmental Management.

**8/2001 – 12/2004 Assistant Secretary of Labor for Occupational Safety and Health,
United States Department of Labor, Washington, D.C.**

Nominated by President George W. Bush to head the Occupational Safety and Health Administration (OSHA) on June 13, 2001 and confirmed by the U.S. Senate on August 3, 2001. As Administrator for OSHA, headed up the Agency's efforts to ensure worker safety and health in the United States by working with employers and employees to create better working environments. Currently there are more than 115 million workers at 7.1 million worksites in the United States. In Fiscal Year 2004, OSHA has an authorized staff of 2,220, including 1,123 inspectors. The agency's appropriation is over \$460 million.

Under the Bush Administration, OSHA focused on three strategies: 1) strong, fair and effective enforcement; 2) outreach, education and compliance assistance; and 3) partnerships and cooperative programs. Streamlined the Agency's standard setting process to assure timely completion of rulemaking as published in Federal Register, Unified Agenda. Since 2001, fatalities have declined to record lows, and fatalities among the rapidly growing population of Hispanic workers, have fallen for the first time by nearly 12 percent. Workplace injuries and illnesses in private industry have also declined. In 2003, the latest BLS statistics reported a decline both in the case rate and the total number of cases reported. The number of injuries and illnesses reported declined by 7.1 percent over 2002.

6/2001 – 7/2001 Senior Advisor – U.S. Department of Labor

Senior advisor for U.S. Secretary of Labor, Elaine Chao on labor, safety and health issues while awaiting conformation by the Senate as Assistant Secretary of Labor for Occupational Safety and Health.

4/2000 – 5/2001 Director, Environment, Safety and Health
Astaris LLC
St Louis, MO

Leads the environment, safety and health operations and compliance assurance programs for Astaris LLC (a joint venture between FMC Corp. and Solutia Inc.). Accountable for leading all ESH activities in the JV in addition to product stewardship, hazard communications (MSDS development and distribution), toxicology, medical services, transportation risk assessment, Responsible Care®, emergency response, etc.

4/1997 - 4/2000 Director, Environment, Safety and Health
Solutia Inc,
St. Louis, MO

Director ESH for Region 2 & 3 (U.S, Mexico, South America). Responsible for ESH operations for all sites in Region 2 and 3 of Solutia Inc. (formerly the chemical business of Monsanto). All ESH site staff reported to this position and operates as a shared service for 15 locations in the U.S. with operations in Mexico, and South America. Manage approximately 80 ESH professional across the enterprise and accountable for all ESH activities for those sites.

In addition, serves as the corporate steward for Safety and Health including regulatory and legislative advocacy for the Enterprise.

4/1995 - 4/1997 Corporate Director, Quality & Compliance Assurance
Corporate Stewardship - Environmental Safety and Health
Monsanto Company, St. Louis, MO 63167

Corporate Steward for regulatory Quality Assurance (GLP, GCP, GMP, etc.) throughout enterprise. Chairs Monsanto's Quality Assurance Council.

Corporate Steward for safety and health throughout global enterprise. Responsible for safety and health advocacy at the federal and regulatory and legislative levels.

Corporate Steward reporting to senior management for ESH Quality and Oversight Compliance Assurance program worldwide.

11/1991 - 4/1995 Corporate Director, Quality and Compliance Assurance,
Environment, Safety and Health
Monsanto Company, St. Louis, MO 63167

Responsible for corporate-wide Quality Assurance strategies, plans and programs to assure compliance with FDA, EPA (TSCA and FIFRA), OECD, MAFF, etc. - GLPs and FDA - GMPs and GCPs in an effort to assure verifiable data bases and manufacturing processes are reliable, accurate and have integrity. Interface with existing Units within Monsanto (including Searle and NutraSweet) on similar Quality Assurance areas such as GCP, GMP, etc. Directly supervise the corporate staff of 11 professionals and 1 technical/clerical support personnel.

Responsible for corporate wide strategies, plans, and guidance regarding the ESH Compliance Assurance Program dealing with all internal and external environmental, safety and health laws, regulations, policies and practices impacting Monsanto locations worldwide. In addition, responsible for assuring through effective auditing techniques that state-of-the-art environmental, safety and health compliance management systems are in place and facilities are operating in compliance with state, local and federal laws and regulations.

12/1985 - 11/1991: Corporate Industrial Hygiene Director, Safety and Environmental Health
Monsanto Company, St. Louis, MO 63167

Provide direction and corporate oversight of Industrial Hygiene activities for Monsanto Company worldwide. Supervise the corporate staff of 8 IH certified professionals, 6 IH chemists, 3 technical/clerical support personnel. Maintain a Corporate Industrial Hygiene laboratory to assist corporate staff and the locations with the most state-of-the-art non-routine analytical expertise.

Typical Results

- Make recommendations and status assessments to upper management
- Maintain quality, cost-effective routine IH programs worldwide
- Conduct planned/emergency health hazard assessments.
- Strengthen Network communications and professionalism
- Review all corporate engineering projects
- Prepare internal exposure guidelines/Occupational Exposure Controls for MSDS

8/1981 - 12/1985: Manager, Corporate Industrial Hygiene DMEH, Monsanto Company,

Manage 7 I.H. professionals, 3 I.H. chemists and two technical/clerical staff in the corporate industrial hygiene effort for Monsanto Co. worldwide. Responsible for setting I.H. direction, consistency of Corporate practice, timeliness of health hazard assessments, cost-effectiveness of monitoring strategy, timeliness of health issue response and quality of plant programs and recommendations.

Typical Results

- Maintain quality, cost-effective routine I.H. programs worldwide
- Implement Occupational Exposure Systems of MEHI
- Conduct planned/emergency health hazard assessments
- Strengthen Network professionalism /
- Review all CED engineering projects
- Make recommendations and status assessments to Corporate Management
- Develop Network training
- Recommend proper handling procedures to customers

1977 - 8/1981: Industrial Hygiene Specialist DMEH, Monsanto Company, St. Louis, MO 63167
Responsible for the industrial hygiene programs and related activities within the Monsanto Plastics and Resins Company (MPRC) and all operations in South America (26 locations). Additional charge and developing and implementing a corporate-wide; computerized system (OES/MEHI) for Industrial Hygiene/Work History data collection, storage and manipulation, and Monitoring Strategy Program.

Typical Results

- Direct and maintain I.H. programs in assigned locations
- Develop and implement corporate-wide computer system
- Conduct special health studies
- Produce multi-media training aids to communicate monitoring strategy to Network

- Review CED projects related to MPRC
- Participated in OSHA standard development process and NIOSH H.H. Surveys

1975 - 1977: Industrial Hygienist II DMEH, Monsanto Company, St. Louis, MO 63167

Responsible for the industrial hygiene programs and related activities within the Monsanto Textile Co. (MTC).

Typical Results

- Direct and maintain I.H. program in MTC

CV: John L Henshaw

9/7/2005

- Project coordinator of special health study - (H.P.)

- Review CED projects related to MTC

- Participated (presented testimony) in OSHA Arsenic standard

1972 - 1973: Sanitarian I, Department of Health and Social Services, State of Delaware, Dover, DE

1971 - 1972: Landscape Engineer Millcreek Landscape Company, Newark, DE

MILITARY SERVICE:

1984 – 1988: Air National Guard - Captain, Bio Environmental Engineer

In active status until 2000 - Honorable Discharge - 2000

HONORS/DEGREES:

M.P.H., Industrial Hygiene/Environmental Health Administration, University of Michigan School of Public Health (1974) DHEW Scholarship and grants. Officer of Student Association

Graduate studies in Marine Biology 1971-1972, University of Delaware

B.S., Biology (pre-veterinary emphasis)/Education, Appalachian State University, Boone, NC (1971)

Dover High School - college preparatory and science courses. Graduated June, 1967. Parochial elementary school

Kusnetz Award - American Industrial Hygiene Association – 1988

Distinguished Service Award - American Industrial Hygiene Association – 1999

Distinguished Alumnus Award – University of Michigan, School of Public Health – 2002

The President's Award – American Society of Safety Engineers - 2004

Distinguished Alumni Service Award – University of Michigan - 2004

PROFESSIONAL AFFILIATIONS/ ASSOCIATIONS:

CV: John L Henshaw

9/7/2005

University of Michigan SPH Board of Governors (1992-1998), Advisory Board EIH Dept.

University of Michigan SPH Occupational Health Advisory Board (1997- 2001)

University of Michigan ERC Advisory Committee (1999 - 2001)

St. Louis University Advisory Board (1995-2001)

Chairman AIHF Endowment Campaign (1995-1998)

President - Board of Directors Greater St. Louis Safety Council (1996-2001)

Member of EPA-'s-National Environmental Laboratory Accreditation Board-Federal
Advisory Committee

Registrars Accreditation Board (RAB) - Board of Directors (1995-1997)

RAB-ANSI Joint Board - Environmental Management Systems (1995-1997)

Board of Counselors - American Academy of Industrial Hygiene - 1992

Past President, American Industrial Hygiene Association - 1991-92

President, American Industrial Hygiene Association - 1990-91

American Industrial Hygiene Association Board of Directors (1985-88)

AIHA - WEEL Technical Committee (Vice Chairman 1983, Chairman 1984)

American Academy of Industrial Hygiene (AAIH) - Diplomat CP

Certified Industrial Hygienist in Comprehensive Practice (ABIH)

American Industrial Health Council (AIHC) - Scientific Committee - 1981-84

American Industrial Hygiene Association, St. Louis Section - Board of Directors (1982-85)

Council for Accreditation in Occupational Hearing Conservation (CAOHC)

Johns Hopkins University - Associate Professor (1990-1997)

Washington University Medical School - Administrative Committee,

(IRB) Human Studies Committee

Canadian Registration Board of Occupational Hygienists, Registered Occupational
Hygienist (Registration #347)

Environmental Auditing Roundtable - Member Regulatory Affairs Committee

**TECHNICAL PUBLICATIONS/
PRESENTATIONS:**

CV: John L Henshaw

9/7/2005

- Developed corporate computerization system to collect, store and manipulate Industrial Hygiene/Work History data - OES/MEHI
- Baxter, R., Henshaw, J.L., "Experience with an Occupational Exposure Data Recording System", Annals of Occupational Hygiene. Vol. 25, No. 1, 1982 Presentation BOHS Annual Conference 1981
- Henshaw, J.L., Paul, S.D., "Chapter 5: Styrene-Acrylonitrile and Acrylonitrile - Butadiene-Styrene", Industrial Hygiene Aspects of Plant Operations, Volume 1 Process Flows, Cralley and Cralley, Editors, Macmillan Publishing Co., Inc., New York, 1982.
- Numerous papers and presentations presented at Industrial Hygiene Conference in the U.S., Europe and Australia, and other Environmental, Safety and Health functions and trade press.
- Corporate technical reports on health investigation into cause/control of unspecified occupational illness. Paper(s) will be published when study is complete.
- Speaker/Instructor at numerous Technical Symposia, Seminars, and Professional Societies meetings, and AIHA I.H. Courses.
- Paper presented AIHC Philadelphia, 1982 "Setting Occupational Exposure Limits - The Need, The Basis, The Difficulties". To be published.
- Henshaw, J.L., "Chapter 6: Organization of Industrial Hygiene Management", Industrial Hygiene Management, Garrett, Cralley and Cralley, Editors, Wiley-Interscience Publications, John Wiley and Sons, New York, 1988.
- Henshaw, J.L., "Chapter 53: Styrene-Acrylonitrile and Acrylonitrile - Butadiene-Styrene", In Plant Practices for Job Related Health Hazard Controls, Volume 1 Production Processes, Lester V. Cralley and Lewis J. Cralley, Editors, Wiley-Interscience Publications, John Wiley and Sons, New York, 1989.

REFERENCES:

Furnished upon request.

OSHA News Release

2001 - 08/06/2001 - Henshaw Confirmed as Assistant Secretary of Labor for OSHA -- St. Louis Resident Receives Senate Approval

National News Release USDL: 01-256

August 6, 2001

Contact: Stuart Roy

Phone: (202) 693-4650

**Henshaw Confirmed as Assistant Secretary of Labor for OSHA
*St. Louis Resident Receives Senate Approval***

WASHINGTON -- Secretary of Labor Elaine L. Chao announced today that the United States Senate has confirmed John Henshaw as the new Assistant Secretary of Labor for Occupational Safety and Health on Friday.

"American workers win with John Henshaw," Chao said. "John is the perfect person to lead an effort to create the safest and healthiest environment for American workers."

Prior to his nomination, Henshaw served as director for environment, safety and health at Astaris LLC in St. Louis, a joint venture between Solutia Inc. and FMC. From 1997 to 2000 he served in a similar position with Solutia Inc. Henshaw has over 26 years experience in the safety and health profession in small to medium sized businesses. He has also served in the Air National Guard, working as a bioenvironmental engineer.

Henshaw is a member of the American Industrial Hygiene Association and the American Society of Safety Engineers and was president of the American Industrial Hygiene Association from 1990 to 1991. He graduated from Appalachian State University and received his M.P.H. from the University of Michigan School of Public Health in 1974.

Henshaw is from St. Louis. He lives with his wife and has four grown children.

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9/7/2005

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U.S. Assistant Secretary of Labor for Occupational Safety and Health Announces His Plans for Departure

Leaves behind a legacy of accomplishments and strong safety record

WASHINGTON-Secretary of Labor Elaine L. Chao announced today the resignation of Assistant Secretary of Labor for Occupational Safety and Health John L. Henshaw. Henshaw is departing his post at the Department of Labor on December 31, 2004.

"As head of the Occupational Safety and Health Administration, John Henshaw has demonstrated outstanding leadership, great wisdom and sincere concern for the safety and health of America's workers," said Secretary of Labor Elaine L. Chao. "John's efforts have been instrumental in creating safer and more healthful workplaces. Under his leadership, workplace fatalities have declined to record lows, and fatalities among Hispanic workers, which had been increasing since 1995, have been reduced by nearly 12 percent since 2001."

Henshaw was nominated by President George W. Bush to head OSHA on June 13, 2001 and was confirmed by the U.S. Senate on August 3, 2001. During his administration, OSHA has pursued a vigorous program of firm and fair enforcement, combined with outreach, education, and compliance assistance to reduce the number of fatalities, injuries and illnesses in workplaces covered by the Occupational Safety and Health Act. The agency has consistently exceeded inspection goals, and created hundreds of alliances and partnerships with business, labor and community groups to foster safety and health. Because of these efforts, there are now more than 1,100 sites in OSHA's Voluntary Protection Program, more than 200 Strategic Partnerships Program sites and nearly 200 Alliances. More than 350 of these cooperative programs involve unions, which is an all-time high.

Before his appointment, Henshaw had more than 26 years' experience directing environmental, safety and health programs in the chemical industry, and served as president of the American Industrial Hygiene Association, and as a bio-environmental engineer in the U.S. Air National Guard.

Henshaw received his master's degree in environmental health administration and industrial health from the University of Michigan in 1974 and his undergraduate degree from Appalachian State University.

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