**Region III – East, TX Chapter**

**Voters Ballot**

**Date:** April 14th, 2025

**Attn:** ASSP Members – East, TX Chapter

**From:** Glenn Andrews, CSP – Govt. Affairs Chair

Attention: East, TX Chapter ASSP Members,

As a member of the ASSP – East, TX Chapter, you are entitled to vote for your elected leaders for the 2025 / 2026 election cycle. Please take a moment to exercise your right to vote by placing your initials next to your preferred candidate on the ballot below.

Voting will close at 5:00pm on Friday April 18th, 2025. If you have any questions, please contact Glenn Andrews, CSP at [gandrews@jasperventuresinc.com](mailto:gandrews@jasperventuresinc.com).

Thank you for your continued support and involved with the ASSP.

Glenn Andrews, CSP

Govt. Affairs Chair – East, TX Chapter

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**Secretary**

\_\_\_\_\_\_\_\_ Fred Ron Withers

I am a people person that saves Lives and Limbs! Executive who is a strong operational professional who has held leadership positions in Corporate EHS Management, Insurance Loss Control, Human Factors Engineering, Recognized Expert Witness, University Adjunct Professor (Safety), etc., with college and university degrees in Occupational Safety & Health, Operations Management, Industrial Safety and Production Planning Technology. Numerous courses also include a Certificate focused on Ergonomics and Human Factors: Strategic Solutions for Workplace Safety & Health from Harvard School of Public Health and many more. I have continued honing my skills and knowledge by attending and completing Safety educational and training courses at Colleges, Universities, online based training, correspondence courses with "hands-on" experience. Dedicated to the American Society of Safety Professional and East Texas Chapter and willing to serve our members and the community as the Chapter Secretary on their behalf.

\_\_\_\_\_\_\_\_ Sotero F. Ramirez - CSHO, ASP, CSP

As Vice President of Rick Management for Drake Companies LLC I am able to foster a culture of safety leadership within the entire organization. Our organization has 16 companies, 11 locations, with 450+ employees. We operate municipal, state, and private construction projects in +$500m in sales.

My wife, of 36 year, Sabrina and God and family has been the reason for any success that I have been able to achieve. I have three great children, two grandchildren, and 8 grand dogs.

My experience in public education, civil public service and the military has given me invaluable opportunities to grow personally and professionally. I love sharing what I have learned with others.

**Vice President**

**\_\_\_\_\_\_\_\_** Jeffrey Costlow

Jeffrey Costlow is a seasoned health and safety professional specializing in onshore operations within the oil and gas industry. With a strong focus on leadership development, behavioral safety, and hands-on training, he designs and delivers impactful safety and leadership programs 'or frontline workers, supervisors, and executive teams.

Jeffrey integrates human performance principles into his training to enhance safety culture and operational effectiveness. He works closely with organizations to assess and improve their safety culture, providing leadership coaching to both emerging safety professionals and seasoned leaders. His expertise extends to incident investigations, safety program development, and regulatory compliance, including OSHA, EPA, API, and ISO standards. Additionally, he assists companies in preparing for audits and regulatory inspections, helping them develop and implement corrective action plans.

I am recognized expert in emergency response planning, Jeffrey facilitates tabletop exercises and

supports companies in developing and refining emergency response plans. He also provides specialized training on emergency response roles and responsibilities to ensure operational readiness.

Jeffrey is dedicated to fostering a proactive safety culture and equipping leaders with the tools they need to drive continuous improvement in workplace safety and performance.