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Thomas J. Hoffman

Education Food Technology Certification (30 Credit Hours),
Kansas State University and Mississippi State University, 1990

Masters of Public Administration, Administrative Law
University of Baltimore, Baltimore, MD, 1987

Bachelor of Science Degree, Business Management
Trenton State College, Trenton, NJ, 1978

Professional
experience

CAREER HISTORY

Thomas J. Hoffman, President, TJH Consulting, LLC, 2002-present

- Currently working through a Washington, DC law firm with a large cow kill that is under suspension by USDA/FSIS and is scheduled for hearing. Rewrote their SSOP/SPS/HACCP and prerequisite programs. Was able to get the plant back in operation under a Consent Order.
- Conducted an audit at a large cattle kill in Barranquilla, Colombia, to determine what systems need improved to obtain certification to export boneless beef to the United States. Made a number of recommendations and re-wrote their SPS/SSOP/HACCP/Pre-requisite Programs/Forms/ etc.
- Traveled to Bogotá, Columbia several times in 2005/2006 under contract with US AID and The Services Group to provide guidance and input regarding the equivalence process to obtain approval from USDA/FSIS to export beef to the United States. Met with US AID officials at the US Embassy, including the Agricultural Attaché, to share my observations and recommendations on how to proceed with the project. I am the lead consultant on the "Meat Project" and am currently assisting INVIMA with the entire equivalence process, including new laws, regulations, directives, notices, training programs, etc. to comply with USDA/FSIS requirements for SSOP/HACCP/ Pathogen Reduction/ BSE/ PBIS/ Zero Tolerance for Fecal, etc.

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- Assisted a large federally inspected Kosher poultry slaughter/processing plant prepare a Plan of Action and Response to a USDA/FSIS NOIE for SSOP/SPS failures; HACCP design and execution failures; numerous facility problems; and recordkeeping deficiencies for corrective action. Provided input on the reassessment and revision of their SPS/SSOP/HACCP plans.
- Taught HACCP in Bogotá, Columbia the week of November 7, 2005 to forty government representatives from the five Andean countries under contract with USDA's FAS.
- Lead Instructor at the Animal Inspection Quarantine Workshop in Lima, Peru on September 5-9, 2005 under a contract with USDA's/FAS. Taught courses in Beef Slaughter Practices, *E. coli* and *Salmonella* Sampling and Zero Tolerance for Fecal. Also, taught Bio-security, Egg Products, and Import and Export Inspection Practices. There were representatives from the five Andean Countries in attendance.
- Taught a course on SSOP/HACCP to 25 French Government and Company Quality Control Officials.
- Audited Mexico's organizational structure and government oversight activities under a contract with USDA's/FSIS. Provided recommendations for improvement. Mexico has implemented the US system for SSOP/HACCP verification known as PBIS.
- Taught a course on SSOP/HACCP verification based on the U.S. model to 50 Mexican government officials.
- Conducted audits of the food safety systems at four large beef slaughterhouses in Mexico to prepare them for audits by the U.S. Rewrote the company's SSOP/HACCP plans and prerequisite programs including BSE.
- Conducted an audit of the food safety systems at several meat processing plants in Mexico to prepare them for an audit by the U.S. on behalf of the US Meat Export Federation.
- Taught a course on SSOP/HACCP verification based on the U.S. model to 35 Mexican government officials on behalf of The United Status-Mexico Foundation for Science.
- Taught a course on SSOP/HACCP verification to 35 Serbia/Montenegro government and company officials on behalf of USDA's Foreign Agriculture Service.
- Guest speaker at the AMI Innovation Showcase Convention on October 1, 2004. The lecture was entitled "Regulatory Response: Get it Right the First Time."
- Obtained lead instructor certification to teach SSOP/HACCP from the International HACCP Alliance on November 15, 2004.
- Conducted third party audits at foreign and domestic meat and poultry establishments.

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- Re-wrote approximately 25 SSOP/HACCP/Pre-requisite Programs.
- Developed and obtained a copyright for a personal safety training program entitled "Situational Planning." Trained 2,500 Food and Drug Administration employees in 2002-2005.
- Retained by some of the largest law firms in the country that specialize in white-collar crime involving food related violations.
- Conducted an investigation and an on-site inspection to gather facts and information regarding a possible rodent infestation at a large freezer distribution company. Conducted research and developed a plan for re-inspection that was a precedent in the industry. Reviewed documents and provided expert advice. Presented results of the investigation to the U.S. Attorney.
- Testified as an expert witness at a bankruptcy proceeding involving an inventory of meat and poultry products adulterated by rodents.
- Assisted a Federally inspected plant prepare for an IDV review by FSIS for: failing a second set for *Salmonella* testing; receiving an NOIE for SSOP failures; receiving a second NOIE for HACCP execution failures; and having numerous facility problems. Provided input on the reassessment of their SSOP/HACCP plans and identified numerous facility issues that resulted in \$600,000 in improvements being made in a two month time period. The plant passed the IDV review.
- Reviewed approximately 1,000 pages of documents including depositions, petitions, etc. in a law suit involving botulism poisoning from the consumption of a meat food product. Scheduled to testify in court as an expert witness.
- Conducted an independent inquiry for a large food distribution company that was being investigated by USDA/FSIS for a possible criminal violation. Participated in the interview of the attorney's clients by USDA Compliance Officers. Wrote the memorandums of interview.

USDA/FSIS - Deputy Director, Systems and Planning, Compliance And Investigations Division, 1999-2002

- Managed seven employees in Systems and Planning, Washington, D.C., and was responsible for foreign reviews, training, safety and new systems design and implementation.
- Participated in a team system review of Canada's, Australia's and Mexico's inspection and enforcement program. Developed a protocol and conducted audits of

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- each countries enforcement program.
- Collaborated on the review of the equivalency questionnaires for Slovenia, Costa Rica and Jamaica.
- Advised FSIS foreign reviewers on enforcement issues, prior to and after, conducting annual audits.
- Instructed over 100 foreign inspection officials on the United States enforcement model at the FSIS training center at Texas A&M University. Taught courses on the FSIS Rules of Practice and SSOP/HACCP enforcement systems. Conducted a workshop on a SSOP system failure for fecal contamination.
- Served as the Agency coordinator at Sam Houston State University for a two-week basic and a two-week advanced compliance officer-training course. Trained compliance officers on the Acts and case documentation.
- Directed the development and implementation of the first safety course for compliance officers at the Federal Law Enforcement Training Center (FLETC), Artesia, New Mexico, in response to the California shootings. A pilot course was conducted in conjunction with the Department of Transportation. Designed courses in self-defense, defensive driving and adversarial interviewing techniques.
- Headed the redesign and conversion of the compliance officer training courses from Sam Houston State University to the FLETC.
- Developed safety tips for compliance officers.

***USDA/FSIS - Director, Deputy Director, Branch Chief, Officer in Charge,
Program Manager, 1987-1999***

- Managed a staff of twenty people as the director and deputy director of the Evaluation and Enforcement Division (EED), Washington, D. C., who enforced the laws and regulations associated with an inspection and compliance program. As the officer - in - charge in Moorestown, New Jersey, I managed thirty compliance officers to assure they uniformly implemented enforcement policies in a thirteen State area. While

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Branch Chief and Program Manager, EED, Washington, D. C., I managed eight employees and was responsible for criminal, civil, and administrative case review.

- Managed the review, analysis and processing of over 500 criminal cases, 50 injunctions and 120 administrative actions. Worked closely with USDA Office of General Counsel Attorneys, Assistant U.S. Attorneys and Defense Attorneys to litigate these cases.
- Implemented a number of innovative investigative techniques, such as team investigations by compliance officers of alleged criminal violations.
- Participated in the negotiation of over 40 Consent Orders.
- Headed field investigations of complex unfitness and administrative cases. Attended administrative hearings and briefed witnesses.
- Subject Matter Expert on the Federal Meat Inspection Act, the Poultry Products Inspection Act and Administrative Rules of Practice and Procedures.
- Used as an expert witness in criminal cases by Assistant U.S. Attorney's.
- Developed and implemented the first ever team reviews at federally inspected establishments and custom plants for sanitation problems. This system is used to document Sanitation Standard Operating Procedure (SSOP) and Hazard Analysis and Critical Control Point (HACCP) System failures.
- Team leader at headquarters for 25 SSOP/HACCP system failure cases.

***USDA/FSIS - Food Inspector, Program Assistant, Compliance Officer,
Compliance Specialist, 1967-1987***

- Acquired knowledge of inspection regulations and procedures as a food inspector in Baltimore, Maryland and Washington D.C. Strong background in product formulation, processing and labeling of meat and poultry products.
- Coordinated activities for processing inspection and imports for the entire state of New Jersey as the program assistant in Trenton, New Jersey.

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- Conducted independent inquiries into alleged violations of the Federal Meat Inspection Act and the Poultry Products Inspection Act as a compliance officer in Philadelphia, Pennsylvania. Detected, investigated and documented several cases which Assistant U.S. Attorneys prosecuted.
- Reviewed criminal, civil and administrative case files as a compliance specialist in the Evaluation and Enforcement Division, Washington, D.C. Developed expertise on the content of the Acts and the evidence that is needed to successfully litigate criminal, civil and administrative cases.
- Provided guidance and direction to approximately 100 field compliance officers and managers as a compliance specialist in the Field Operations Division, Washington, D.C.

Publications an/or
Seminars/Courses

Seminars:

ISO 22000 Auditors Course

Primus Laboratories Auditors course

Additional
professional
activities

N/A

Professional
memberships

N/A

Languages

N/A

References

Joseph Iwan, Professional Food Safety, Ltd., Chicago, IL 60628
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