

Township of Upper Freehold
314 Route 539
Cream Ridge, NJ 08514

Telephone: 609-758-7738 Ext.226
Fax 609-758-1183

does not have Fire
Instructor

Employment Application:

Date: June 18 2020

Applicant Information:

Name (Last, First, Middle): Compagno James Robert
Address: 133 Lincoln Ave, Apartment #7
City/Town: Orange, New Jersey
Phone (Work): (973) 713-9935 (Home): (973) 713-9935
Drivers' License No: (973) 713-9935
E-mail address: JCOMP3553@gmail.com

Position applied for: Fire Captain

Have you ever applied to the Township before: ☐ Yes ☒ No If yes, give date N/A

Date you can start: July 13 2020 Salary desired: Open would like at least 60K

Are you available to work: ☒ Full time ☒ Part time ☒ Shift work ☒ Temporary

Are you currently employed: ☒ Yes ☐ No May we contact you at work: ☒ Yes ☐ No

May we contact your current employer: ☒ Yes ☐ No

Are you currently on layoff status and subject to recall: ☐ Yes ☒ No

Do you possess a current driver's license: ☒ Yes ☐ No

Do you possess a current commercial driver's license: ☒ Yes ☐ No

Please list any endorsements: CDL-B, Airbrakes, Tanker, Hazmat, Motorcycle, Boat

If you are under eighteen years of age, can you provide proof of eligibility to work:

☒ Yes ☐ No

Are you legally eligible to work in the United States of America: ☒ Yes ☐ No

Pursuant to Federal Law, proof of US Citizenship or immigration status will be required if you are hired.

Employment is conditional upon the results of a criminal background check

The Township of Upper Freehold is an Equal Opportunity Employer M/F

Application Form Revised 12/31/2019

Employment History: This section must be completed even if you attach a resume. List your last four employers, major assignments within the same employer. Begin with the most recent. Include any military service. Explain any gaps in employment in the space on this form marked comments located on the bottom of this page.

Employer: Veolia ES Technical Solutions Address: 1 Eden La. Flinders, N.J. 07836 Job Title: Field Supervisor	Date started: 04/30/2018 Date left: Special skills: Lead and Supervise waste removal of Hazardous chemicals and Spill Response	Work performed/ responsibilities: Hazardous waste Removal
Reason for leaving: Currently Employed		
Supervisor's name and phone number: Kate Anderson - 973-347-7111		
May we contact for a reference: ☒ Yes ☐ No		
Employer: Valiant Contracting Address: 226 Prospect Point Rd. Lake Hopatcong, N.J. 07849 Job Title: Driver	Date started: 01/2017 Date left: 01/18 Special Skills: Drive and operate a tri-axel Dump Truck	Work performed/ responsibilities: Drive a tri-axel Dump Truck
Reason for leaving: Career Advancement		
Supervisor's name and phone number: William Taylor - 973-234-5668		
May we contact for a reference: ☒ Yes ☐ No		
Employer: Blue Diamond Disposal Address: 5 Howard Blvd. Mt. Arlington, N.J. 07856 Job Title: Driver	Date started: 04/2008 Date left: 12/16 Special Skills: Drive and operate a Sanitation truck along designated routes.	Work performed/ responsibilities: Drive / Supervise
Reason for leaving: Career Advancement		
Supervisor's name and phone number: Bob Dorber : 973-598-9800		
May we contact for a reference: ☒ Yes ☐ No		
Employer: Township of Roxbury Public Works Address: 1715 Route 46 Ledgewood N.J. 07852 Job Title: Laborer	Date started: 07/07 Date left: 04/18 Special Skills: Repair and Maintain roadways throughout the Township	Work performed/ responsibilities: Snow removal, asphalt paving, Concrete repair
Reason for leaving: Career Advancement		
Supervisor's name and phone number: Paul LaBell - 973-448-2000		
May we contact for a reference: ☒ Yes ☐ No		

Comments:

Education: Provide information on your formal schooling and education. Include elementary, secondary, and post-secondary education, if any. Include any formal vocational or professional education. For high school and post-secondary education, indicate any major or specialty, such as Academic, Business, or Trade.

School:	Years completed: (Circle)	Graduated: (Circle)	Major Field:
Elementary: Eisenhower	5 6 7 (8)	(Yes) No	N/A
High: Roxbury High School	1 2 3 (4)	(Yes) No	General
College: N/A	1 2 3 4	Yes No	N/A
Other: N/A	1 2 3 4	Yes No	N/A

Languages: List any foreign languages you know and indicate your level of proficiency.

Language:	Speak Some:	Speak Fluently:	Read:	Write:
N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A

Special Skills & Experience: State any special skills, experience, training, licenses, certifications or other factors that make you especially qualified for the position for which you are applying.

Firefighter I, Firefighter II, Pump operations,
Incident Management Levels I, II, III, 24-hour Hazwoper,
New Jersey Hazardous Materials Operations.

Comments & Additional Information: Is there any additional information about you we should consider? Please see Resume and additional Certificates attached.

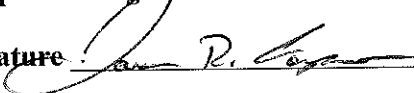
I have served 12 years as Firefighter/EMT-B for the Roxbury Township Volunteer Fire Department working my way up to the rank of Captain twice. My EMT-B certificate is currently expired and I am in the process of renewing my Certification.

References: Provide the names, addresses and phone numbers of three people whom we may contact as a reference. They should not be relatives or former supervisors.

Name & Address:	Phone Number:	Years Known:
Adam Albert - 36 First St. Belvid N.J. 07847	973-445-0568	14 years
John Hayawyk Jr. - 240 Alpine Tr. Sparta N.J. 07871	973-713-4490	20 years
Brian Bitetto - 220 Drake La. Ledgewood N.J. 07852	973-945-8168	13 years

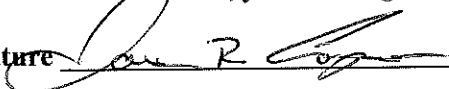
Understandings and Agreements:

As an applicant for a position with the (local unit name), I understand and agree that I must provide truthful and accurate information in this application. I understand that my application may be rejected if any information is not complete, true and accurate. If hired, I understand that I may be separated from employment if the Township later discovers that information on this form was incomplete, untrue, or inaccurate. I give the (local unit name) the right to investigate the information I have provided, talk with former employers (except where I have indicated they may not be contacted). I give the Township the right to secure additional job-related information about me. I release the (local unit name) and its representatives from all liability for seeking such information. I understand that the (local unit name) is an equal-opportunity employer and does not discriminate in its hiring practices. I understand that the Township will make reasonable accommodations as required by the Americans with Disabilities Act. I understand that, if employed, I may resign at any time and that the Township may terminate me at any time in accordance with its established policies and procedures. No representatives of the Township may make any assurances to the contrary. I understand that any offer of employment may be subject to job-related medical, physical, drug, or psychological tests. I also understand that some positions may involve complete background and criminal checks.

Applicant's Signature  Date 06/18/2020

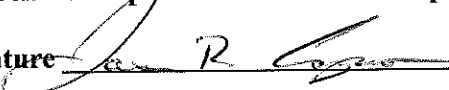
Conditions of Employment:

Please be advised that all offers of employment are conditional on the applicant passing a mandatory criminal background check and drug test. A pre-employment physical may also be required. Pursuant to our personnel policy, all job applicants are required to sign a consent form for drug testing and if the test results are positive and are not accounted for by the legal use of prescription or non-prescription drugs the applicant shall be ineligible for hire unless they can establish a legal basis for the use of the drug or controlled substance for which they test positive. *For your application to be considered, you must sign and date below.*

Applicant's Signature  Date 06/18/2020

Disclaimer:

I understand employment at Upper Freehold Township is not for a fixed period. Upper Freehold Township may at any time, for any reason, terminate this employment. The terms of this employment relationship cannot be altered except in writing by an authorized company officer.

Applicant's Signature  Date 06/18/2020

Voluntary Affirmative Action Information

You are not required to provide this information. Provide only if you wish.

If you provide information on this page, it will be filed separately from the job application. This information will be used only for purposes of the affirmative action program

Applicant Information:

Name: James Robert Conduco
Address: 133 Lincoln Ave Apartment #7
City/town: Orange, New Jersey 07050
Phone: (973) 713-9935

Position Applied For: Fire Captain

How did you learn about this position? Advertisement Employment Agency
Friend Relative Walk-in X Other (Explain) Township website

Information Regarding Status:

Equal Employment Opportunity identification groups:

X White
 African-American (non-Hispanic)
 Hispanic
 American Indian/Alaskan native
 Asian/Pacific Islander
 Other

Other protected Groups:

 Individual with a disability
 Vietnam-era veteran (served between 1964 and 1975)
 Disabled veteran

For Township use only

Hired: Yes No Position Date

Which EEO job classification best describes the position for which the applicant applied?

- | | | |
|---------------------------|--------------------------------|-----------------------------|
| 1. Officials and Managers | 4. Sales workers | 7. Operators (semi-skilled) |
| 2. Professionals | 5. Office and clerical workers | 8. Laborers (unskilled) |
| 3. Technicians | 6. Craft workers (skilled) | 9. Service workers |

Township Official Date

James Compano
133 Lincoln Ave
Apartment #7
Orange, NJ 07050
(C) 973-713-9935
jcompjr53@gmail.com

June 18, 2020

To: Upper Freehold Township
RE: Fire Captain

I read with interest your posting for Fire Captain. I possess the necessary skills and experience you are seeking and would make a valuable addition to your Fire Department.

Attached please find my resume for your review. As my resume indicates, I have more than ten years of progressive experience in the firefighting and emergency medical field with the Roxbury Fire Department.

My professional history includes firefighter/EMT, Fire Captain, and assistant training officer. Most recently I assisted with the re-establishing our Rapid Intervention Crew and leading command of our suppression, rescue and emergency medical teams.

I look forward to speaking with you further regarding the position of Firefighter.

Sincerely,

James Compano

JAMES COMPANO

133 Lincoln Ave, Apartment 7 • Orange, NJ 07050
Jcompjr53@gmail.com • (c) 973 713-9935

MOTIVATED, SELF-STARTER WITH 10+ YEARS EXPERIENCE SPANNING MULTIPLE BUSINESS SECTORS. I am seeking a highly rewarding career where I can use my skills and knowledge to assist and lead my peers to success. I am eager to contribute to an organization and continue learning while working alongside a professional team. I bring a positive and goal oriented attitude to all tasks.

CORE COMPETENCIES

- Leadership Ability
- Problem Solver
- Team Building & Coaching
- Goal Oriented
- Ability to Prioritize Quickly
- Excellent Communicator

PROFESSIONAL EXPERIENCE

Veolia Technical Solutions, Flanders, NJ Field Supervisor

April 2018 - Present

- Specialized transportation and disposal services
- Manifesting, packaging, labeling, loading/unloading, coordinating transportation, spill response, sampling/profiling material while adhering to federal environmental, health and safety regulations.
- Class B Commercial driver's license
- 24 Hour Hazwoper certification

Valiant Contracting, LLC, Lake Hopatcong, NJ Driver

January 2017 - April 2018

- Manage and oversee the operation of a Tri-axel vehicle
- Class B Commercial driver's license

Blue Diamond Disposal, Succasunna, NJ Lead Route Driver

April 2008 - December 2016

- Managed and oversaw the operation of a sanitation truck.
- Coordinated and followed routes.
- Required me to keep a Class B Commercial Driver's License in good standing.
- Performed dispatching and general office assistant related work.
- Calibrated equipment to ensure proper working conditions.
- Administer timesheet review and submission, including vacation and sick time authorization
- Lifting of heavy trash and bulk items.
- Utilized Microsoft Word and Excel

Key Accomplishments:

***Helped to successfully implement new protocols and routes for territory that was struggling. I was selected to travel out of my territory to review the process and protocols on another location to assist with bringing that team in better standing.*

Township of Roxbury, NJ, Ledgewood, NJ Laborer

June 2007 - April 2008

As a laborer for the town I assisted in the following: aspects

- Road Maintenance
- Traffic Control
- Snow plow / removal
- Landscaping
- General building repair

all volunteers
Roxbury Fire Company #2, Landing, NJ
Firefighter / EMT-B

VOLUNTEER EXPERIENCE

3 companies each 50 active members

2006 - 2018

*12 yrs
 2 engines, 1 rescue
 42 ambulances
 1500 calls/
 yr
 1/2 EMT*

- Provide quick and immediate response to emergency fire calls
- Operate a variety of fire and rescue tools
- Monitor and maintain equipment used in fires and other emergencies to ensure that they are ready for use at any time.

Fire Captain: January 2012- December 2012, January 2017 - December 2017

- Supervision and leadership of fire officers and firefighters
- Managing Resources
- Ensure that all equipment was in working order
- Purchasing of Fire Equipment and Supplies
- Set up training
- Attended county and mutual-aid meetings
- Prepare Fire reports for monthly fire house meetings
- Performed training drills

2 yrs

Fire Lieutenant: January 2011- December 2011, January 2016- December 2016

- Performed weekly maintenance to S.C.B.A's
- Supervision of Engineers
- Organization of fire house and equipment
- Assisted training drills

2 yrs

Fire Engineer: January 2010- December 2010

- Maintain and keep fire equipment in working order for daily use
- Train Assistant Engineer
- Assisted training drills

Fire Assistant Engineer: January 2009- December 2009

- Assisted Fire Engineer
- Maintain and keep fire equipment in working order for daily use
- Respond to fire calls

EDUCATION AND CREDENTIALS

Roxbury High School: HS diploma	CEVO 2- Ambulance
NJ Div. of Fire and Safety Firefighter 1	CEVO 3- Fire
NJ Div. of Fire and Safety Firefighter 2	
NJ Div. of Fire Safety Incident Management Level 1	
NJ Div. of Fire Safety Incident Management Level 2	N.E.C.I. 9-1-1 Telecommunicator
NFA Incident Safety Officer	Emergency Medical Dispatch
Incident Command System Level 100,200,300,400,700 & 800	24-hour Hazardous Emergency Response Technician
Engine Company Operations	
Truck Company Operations	CPR Certified
Pump Operations	EPI Pen Trained
Outreach Fire Service Harness	NJ EMT-B
Rapid Intervention Crew/Safety & Survival	
Building Construction for Fire Service	
Flashover Awareness	
Surface Ice Rescue Technician Level 1	
CBRNE Awareness	

Diane Kelly

From: Jimmy Compano <jcompjr53@gmail.com>
Sent: Friday, September 11, 2020 1:51 PM
To: Diane Kelly
Subject: Re: Upper Freehold Township follow-up questions
Attachments: Upper Freehold Township Budget.xlsx; Upper Freehold Township Equipment request.docx; Upper Freehold Township letter of reprimand.docx

2nd interview Tues 9/15 5³⁰

Good Afternoon Diane,

I am submitting to you my responses to the scenarios you are requesting. Please let me know if there are any issues with the attachments. I look forward to speaking with you further about the position of Fire Captain with the Upper Freehold Township Fire Department.
Thank you

James Compano

On Wed, Sep 9, 2020 at 4:14 PM Diane Kelly <dkelly@uftnj.com> wrote:

Good afternoon Jim,

As a follow-up to our interview, please provide your responses to the following scenarios to me by the close of business this Friday.

1. A proposed budget for your department, in Excel format.
2. A formal letter to the Business Administrator and Township Committee defining the need for the purchase of a particular piece of equipment (your choice), assuming that price quotes have been received, with your recommendation of vendor to proceed with and why.
3. A formal letter explaining a personnel issue that occurred (you choose and describe) and recommended corrective action.

Thank you,

Dianne Kelly, CMFO

Township Administrator/Chief Financial Officer

Upper Freehold Township

314 Route 539

Cream Ridge, NJ 08514

(p) 609-758-7738 ext. 211

(f) 609-758-1183

Monday-Thursday 8:30-4:15

James Compano
Captain
Upper Freehold Township
Fire Department

973-713-9935

Jcompjr53@gmail.com

good communication

cost?

09/11/2020

Diane Kelly Business Administrator,
Township Committee
Upper Freehold Township
314 Route 539
Cream Ridge, N.J. 08514

Dear Mrs. Kelly and Township Committee

I am writing you this letter with a request to purchase important equipment to protect the members under my command. We must be proactive and purchase new firefighting hoods. I have researched the different types of hoods and the Particulate-Blocking hood is my recommendation in order to stay compliant with NFPA standards and keep illness and injury from affecting my members.

The hood area, or the area around your neck and ears, is the most vulnerable spot in conventional firefighting PPE (Personal Protective Equipment). In the past, experts considered it the weakest link in a system-level protective ensemble. However, recent innovations have led to state-of-the-art particulate hoods that protect firefighters from absorbing dangerous chemicals into their skin. These hoods prevent carcinogens found in smoke from getting to the skin on the neck and head.

The addition of the Particulate-Blocking option for hoods in the NFPA 1971 Standard: 2018 Edition led manufacturers to offer particulate hoods in various styles and designs, together with better protective features. Fire departments now have better options in terms of providing firefighters with protective gear that offer excellent breathable moisture barriers.

I recommend that we purchase these particulate hoods from SAFE-T fire equipment as they're the least expensive of the three vendor quotes that we received. SAFE-T also has the capability to outfit the whole department at once.

James Compano

Captain

To: Firefighter Mike Smith
From: Captain James Compano
Re: Letter of Reprimand

Letter of Reprimand

September 11, 2020

Dear Firefighter Smith,

This is a formal letter of reprimand to notify Firefighter Smith that he has not completed the mandatory training in the allotted time frame given. As stated to all employees the mandatory training was to be completed by the end of the previous month, August 31. In the job description as Firefighter for the Upper Freehold Township Fire Department, these training requirements are developed by the Captain and the Township Administrator to keep all Firefighters of this department within compliance.

Last year Firefighter Smith and myself had a coaching and counseling session regarding this same situation. This letter is the next step in positive progressive discipline which is a formal written reprimand.

Firefighter Smith has failed to meet these requirements and will be placed on leave of absence. The mandatory training must be completed within two weeks from receiving this letter for him to return back to active duty. If the training is not completed by the end of the two weeks, I will be recommending that additional disciplinary action up to and including employment termination from the Upper Freehold Township Fire Department.

Firefighter Smith has the right to appeal this formal written reprimand and has the right to have union representation. He has the right to a hearing as well to afford him the right to due process.

As Captain I have an open-door policy to discuss this matter. I am willing to work with Firefighter Smith to obtain the necessary training he needs to complete. I do not wish to lose a valuable Firefighter that he is.

James Compano

Captain

Upper Freehold Township

Fire Department

excellent //

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State of New Jersey
Department of Community Affairs
Division of Fire Safety



Hereby Issues To
JAMES R COMPANO
The Following Certification As
FIREFIGHTER 1

03/05/2007
Issue Date

165119
ID Number

Susan Dan Levin
Commissioner

STATE OF NEW JERSEY
DIVISION OF FIRE SAFETY

This is to certify that: JAMES R COMPANO
Has been certified as: FFI

03/05/2007
Issue Date

165119
ID Number

Susan Dan Levin
Commissioner

PLEASE DETACH HERE

If your certification card is lost please notify:

Office of Training & Certification
Division of Fire Safety
P.O. Box 809
Trenton, NJ 08625-0809

PLEASE DETACH HERE

Morris County Fire Fighters and Police Training Academy



Certificate of Completion

This Is To Certify That

James R. Compano

Has Successfully Completed

Fire Fighter 1

Under Sponsorship Of The Morris County Board of Chosen Freeholders

Date: September 09, 2006 - December 09, 2006

Daniel H. Colucci
Academy Administrator



New Jersey
Department of Community Affairs
Division of Fire Safety



This Certificate is Awarded to

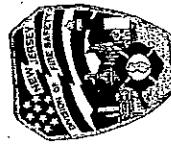
JAMES R. COMPANO

for the completion of the course

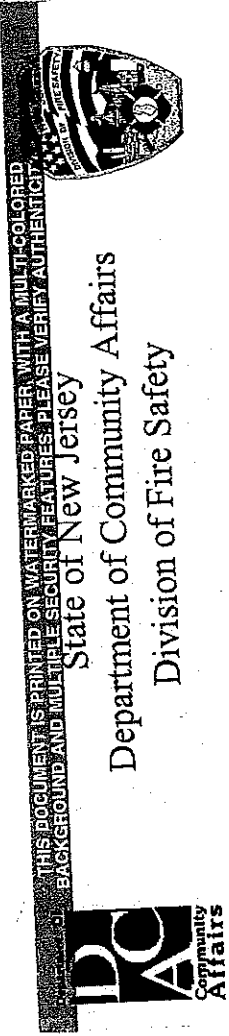
FIREFIGHTER 2 (CHALLENGE EXAM)

on

SEPTEMBER 18, 2012



Certification No. 165119



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State of New Jersey
Department of Community Affairs
Division of Fire Safety

Hereby Issues To

JAMES R COMPANO

The Following Certification As

INCIDENT MANAGEMENT LEVEL 1

04/21/2011
Issue Date


Lori Grifa, Commissioner

165119
ID Number

STATE OF NEW JERSEY
DIVISION OF FIRE SAFETY
This is to certify that: JAMES R COMPANO
Has been certified as: IML1
Issue Date 04/21/2011
ID Number 165119
Lori Grifa, Commissioner

PLEASE DETACH HERE

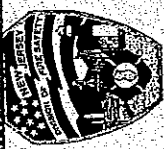
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Office of Training & Certification
Division of Fire Safety
P.O. Box 809
Trenton, NJ 08625-0809

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State of New Jersey
Department of Community Affairs
Division of Fire Safety



Hereby Issues To

JAMES R COMPANO

The Following Certification As

INCIDENT MANAGEMENT LEVEL 2

08/29/2014
Issue Date

165119
ID Number


Richard E. Constable, III
Commissioner

165119
ID Number

STATE OF NEW JERSEY
DIVISION OF FIRE SAFETY
This is to certify that: JAMES R COMPANO
Has been certified as: IMI 2


Richard E. Constable, III
Commissioner

08/29/2014
Issue Date

PLEASE DETACH HERE

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Office of Training & Certification
Division of Fire Safety
P.O. Box 809
Trenton, NJ 08625-0809

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State of New Jersey

Department of Community Affairs

Division of Fire Safety

Hereby Issues To

JAMES R COMPANO (165119)

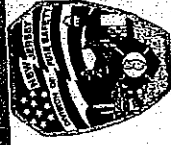
The Following Certification As
INCIDENT MANAGEMENT LEVEL 3

05/11/2016
Issue Date

Accreditation Standard

Charles A. Richman

Charles A. Richman
Commissioner



DPSID Number
165119

Issue Date
05/11/2016

STATE OF NEW JERSEY
DIVISION OF FIRE SAFETY
This is to certify that: JAMES R COMPANO
Has been certified as: IM-3

PLEASE DETACH HERE

If your certification card is lost please notify:

Office of Training & Certification
Division of Fire Safety
P.O. Box 809
Trenton, NJ 08625-0809

PLEASE DETACH HERE

Morris County Fire Fighters and Police Training Academy



Certificate of Completion

This Is To Certify That

James R. Compano

Has Successfully Completed

NWCG I-100

Under Sponsorship Of The Morris County Board of Chosen Freeholders

Date: September 12, 2006


Daniel H. Colucci
Academy Administrator



ESTIA

EMERGENCY SERVICES TRAINING ASSOCIATES

Certificate of Achievement

Awarded to

James Compagno

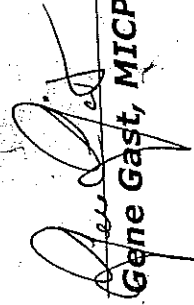
12

Elective CEU'S

ICS-200

March 30, 2007

07-42-1711
COURSE #


Gene Gast, MICP-T

Morris County Fire Fighters and Police Training Academy



Certificate of Completion

This Is To Certify That

James Compano

Has Successfully Completed

NIMS I - 300

Under Sponsorship Of The Morris County Board of Chosen Freeholders

Date: **November 7, 2007**


Daniel H. Colucci
Academy Administrator

Morris County Public Safety Training Academy



Certificate of Completion

This Is To Certify That

James R. Compano

Has Successfully Completed

NIMS I-400

Under Sponsorship Of The Morris County Board of Chosen Freeholders

Date: February 09, 2016


Daniel H. Colucci
Academy Director



New Jersey
Department of Community Affairs
Division of Fire Safety



This Certificate is Awarded to

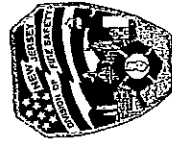
JAMES R. COMPANO

for the completion of the course

NIMS I-700 (01/01/06 - 12/31/06)

on

DECEMBER 31, 2006



CEU Credit: 0.25 Technical

Certification No. 165119

Morris County Fire Fighters and Police Training Academy



Certificate of Completion

This Is To Certify That

James R. Compano

Has Successfully Completed

IS 700

Under Sponsorship Of The Morris County Board of Chosen Freeholders

Date: September 12, 2006

Daniel H. Colucci
Academy Administrator

Morris County Public Safety Training Academy



Certificate of Completion

This Is To Certify That

James R. Compano

Has Successfully Completed

NIMS I-800

Under Sponsorship Of The Morris County Board of Chosen Freeholders

Date: February 16, 2016

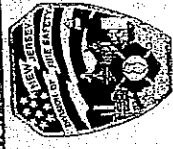
A handwritten signature in cursive script, appearing to read "D. Colucci".

Daniel H. Colucci
Academy Director

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State of New Jersey
Department of Community Affairs
Division of Fire Safety



Hereby Issues To

JAMES R COMPANO

The Following Certification As

**HAZARDOUS MATERIALS:
AWARENESS**

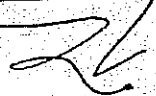
11/25/2014
Issue Date

165119
ID Number


Richard E. Constable, III
Commissioner

165119
ID Number

STATE OF NEW JERSEY
DIVISION OF FIRE SAFETY
This is to certify that: JAMES R COMPANO
Has been certified as: HM-AWARENESS


Richard E. Constable, III
Commissioner

11/25/2014
Issue Date

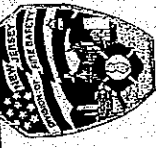
PLEASE DETACH HERE

If your certification card is lost please notify:

Office of Training & Certification
Division of Fire Safety
P.O. Box 809
Trenton, NJ 08625-0809

PLEASE DETACH HERE

THIS DOCUMENT IS PRINTED ON WATERMARKED PAPER WITH A MULTI-COLORED BACKGROUND AND MULTIPLE SECURITY FEATURES. PLEASE VERIFY AUTHENTICITY.



State of New Jersey
Department of Community Affairs
Division of Fire Safety

Hereby Issues To

JAMES R COMPANO

The Following Certification As

**HAZARDOUS MATERIALS:
OPERATIONAL**

11/25/2014
Issue Date


Richard E. Constable, III
Commissioner

165119
ID Number

165119
ID Number

STATE OF NEW JERSEY
DIVISION OF FIRE SAFETY
This is to certify that: JAMES R COMPANO
Has been certified as: HM-OPERATIONS


Richard E. Constable, III
Commissioner

11/25/2014
Issue Date

PLEASE DETACH HERE

If your certification card is lost please notify:

Office of Training & Certification
Division of Fire Safety
P.O. Box 809
Trenton, NJ 08625-0809

PLEASE DETACH HERE

VEOLIA ES TECHNICAL SOLUTIONS

awards this certificate to:

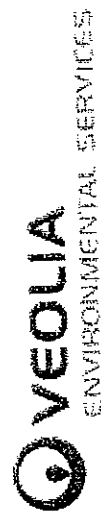
Jimmy Compano

*24-Hour HAZWOPER Emergency Response Technician
(29 CFR 1910.120(q)) Training Program*

In Recognition for: _____

September 25 - 27, 2006

Dated: _____



Pauline Cieri MS CET
Pauline Cieri, Training Specialist

Certificate of Completion

This certifies that

James R. Compagno

has successfully completed

OSHA 24 Hour HAZWOPER Training

Annual Refresher Training Required

In Accordance With Federal OSHA Regulation 29 CFR 1910.120(e)

And all State OSHA/EPA Regulations as well including 29 CFR 1926.65 for Construction.

This course is approved for 24 Contact Hours (2.4 CEUs) of continuing education per the California Department of Public Health for Registered Environmental Health Specialist (REHS) (Accreditation # 044)

Julius P. Griggs

Julius P. Griggs
Instructor #892

1805022236610

Certificate Number

5/2/2018

Issue Date



UNLIMITED, Inc.

OSHA Compliant Safety Training Since 1993

2139 Tapo St., Suite 228 Simi Valley, CA 93063
(888) 309-SAFE (7233) or 805 306-8027
<https://www.safetyunlimited.com>

Scan this code or visit www.safetyunlimited.com/v to verify certificate.

Annual Refresher Training Required



CERTIFICATE OF COMPLETION

JAMES COMPANO

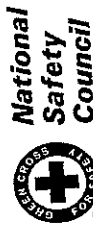
ROXBURY FIRE DEPT

98%

Has successfully completed the required curricula of the

CEVO II- AMBULANCE

This status is awarded on 11/17/2008



**CS COACHING
SYSTEMS™ LLC**

CERTIFICATE OF COMPLETION

JAMES COMPANO

96%

Has successfully completed the required curricula of the

CEVO 3 - FIRE

This status is awarded on 6/16/2014



**CS COACHING
SYSTEMS™ LLC**

CERTIFICATE OF COMPLETION

JAMES COMPANO

98%

Has successfully completed the required curricula of the

CEVO 4 - AMBULANCE

This status is awarded on 4/18/2018



**National
Safety
Council**

**CS COACHING
SYSTEMS™ LLC**

Morris County Public Safety Training Academy



Certificate of Completion

This Is To Certify That

James R. Compagno

Has Successfully Completed
Outreach NFA Incident Safety Officer

Under Sponsorship Of The Morris County Board of Chosen Freeholders

February 16, 2015

Date:

A handwritten signature in dark ink, appearing to read "D. Colucci", is written over a horizontal line.

Daniel H. Colucci
Academy Director

Morris County Fire Fighters and Police Training Academy



Certificate of Completion

This Is To Certify That

James R. Compano

Has Successfully Completed

Truck Company Operations

Under Sponsorship Of The Morris County Board of Chosen Freeholders

Date: March 09, 2007 - March 10, 2007

Daniel H. Colucci
Academy Administrator

Certificate of Attendance

This Certificate is hereby awarded to

Jimmy Compagno

For participating in a 3 hour training program entitled

Truck Company Operations Lecture

This program was conducted for the Roxbury Fire Company #2 on March 19, 2013
and meets the recommendations found in NFPA 1001 - Standard for Fire Fighter
Qualifications.



Jonathan Van Norman- President
Firefighter One LLC
26 Gail Court, Suite 1, Sparta, NJ 07871



Scott Warner- Head Trainer
Firefighter One LLC
26 Gail Court, Suite 1, Sparta, NJ 07871

Firefighter One
 **TRAINING DIVISION**

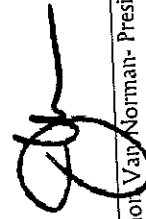
Certificate of Attendance

This Certificate is hereby awarded to

James R. Compagno

For participating in a 3 hour training program entitled
Engine Company Operations Lecture

This program was conducted for the Roxbury Fire Company #2 on February 18,
2013 and meets the recommendations found in NFPA 1001 - Standard for Fire Fighter
Qualifications



Jonathan Van Norman- President
Firefighter One LLC
26 Gail Court, Suite 1, Sparta, NJ 07871



Scott Warner- Head Trainer
Firefighter One LLC
26 Gail Court, Suite 1, Sparta, NJ 07871

FirefighterOne
 **TRAINING DIVISION**

Morris County Public Safety Training Academy



Certificate of Completion

This Is To Certify That

James R. Compano

Has Successfully Completed

Pump Operations

Under Sponsorship Of The Morris County Board of Chosen Freeholders

July 14, 2014

Date:

A handwritten signature in black ink, appearing to read "D. Colucci".

Daniel H. Colucci
Academy Director

Morris County Public Safety Training Academy



Certificate of Completion

This Is To Certify That

James R. Compano

Has Successfully Completed

Basement & Cellar Fires

Under Sponsorship Of The Morris County Board of Chosen Freeholders

Date March 22, 2015

D. Colucci
Daniel H Colucci
Academy Director

Morris County Fire Fighters and Police Training Academy



Certificate of Completion

This Is To Certify That

James R. Compano

Has Successfully Completed
Outreach Fire Service Harness

Under Sponsorship Of The Morris County Board of Chosen Freeholders

Date: September 28, 2006


Daniel H. Colucci
Academy Administrator

Morris County Public Safety Training Academy



Certificate of Completion

This Is To Certify That

James Compano

Has Successfully Completed

Rapid Intervention Crew/Safety & Survival

Under Sponsorship Of The Morris County Board of Chosen Freeholders

Date October 23, 2009 - October 25, 2009

*Daniel H Colucci
Academy Director*

Morris County Fire Fighters and Police Training Academy



Certificate of Completion

This Is To Certify That

James R. Compagno

Has Successfully Completed

CBRNE Awareness

Under Sponsorship Of The Morris County Board of Chosen Freeholders

Date: October 14, 2006

A handwritten signature in cursive script, reading "Daniel H. Colucci".

Daniel H. Colucci
Academy Administrator

Morris County Fire Fighters and Police Training Academy



Certificate of Completion

This Is To Certify That

James R. Compagno

Has Successfully Completed
Bloodborne Pathogens

Under Sponsorship Of The Morris County Board of Chosen Freeholders

Date: November 18, 2006


Daniel H. Colucci
Academy Administrator

Morris County Fire Fighters and Police Training Academy



Certificate of Completion

This Is To Certify That

James R. Compano

Has Successfully Completed
Right to Know

Under Sponsorship Of The Morris County Board of Chosen Freeholders

Date: November 21, 2006


Daniel H. Colucci
Academy Administrator

Morris County Fire Fighters and Police Training Academy



Certificate of Completion

This Is To Certify That

James R. Compano

Has Successfully Completed

Outreach Building Construction for Fire Service

Under Sponsorship Of The Morris County Board of Chosen Freeholders

Date: February 20, 2008


Daniel H. Colucci
Academy Administrator



National Emergency Communications Institute

certifies

James R. Compagno

has successfully completed the NECI 40-hour

9-1-1 Officer

National Certification Course as approved by the
State of New Jersey Office of Emergency Telecommunications Services
and is authorized to answer 9-1-1 calls according to state laws and agency policies and procedures.

On this 21st day of March, 2014

NECI National Instructor

NJ0324149110152302


Executive Director

Morris County Public Safety Training Academy



Certificate of Completion

This Is To Certify That

James R. Compagno
Has Successfully Completed
Emergency Medical Dispatch

Under Sponsorship Of The Morris County Board of Chosen Freeholders

Date October 21, 2014 - October 24, 2014

A handwritten signature in black ink, appearing to read "D. Colucci", is written over a horizontal line.

Daniel H Colucci
Academy Director

WARREN COUNTY FIRE ACADEMY

NEW JERSEY

James Compano

Having Completed the Below Course as Prescribed by the
Warren County Fire Academy is Hereby Awarded This Certificate

FIREFIGHTER SAFETY AND SURVIVAL FLASHOVER AWARENESS AND RECOGNITION

Date of Completion: June 06, 2010

Public Safety Director:



David P. Gallant

Fire Training Coordinator:



Joseph J. Fox Sr.

Honeywell

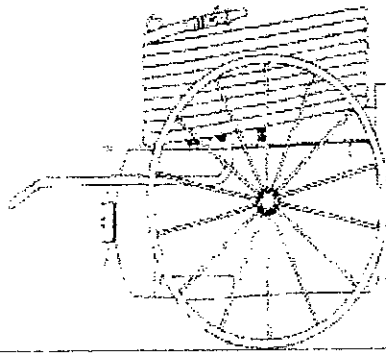
CERTIFICATE OF ACHIEVEMENT

James Compagno

FOR THE SUCCESSFUL COMPLETION OF

***FIRE FIGHTER I
EXTINGUISHER TRAINING
November 4, 2006***

Conducted at the Morris County Fire & Police Academy



Joseph M. Schwed

Joseph M. Schwed, CSP, Site Health, Safety & Environment Leader

Frank T. Rodimer

Frank T. Rodimer, Coordinator - Fire Fighter Training

Technician

James R. Compagno

Has successfully completed

A 16 hour

Lifeguard Systems

Surface Ice Rescue Level 1

February 6-7, 2010

Roxbury Fire Department

Succasunna, NJ

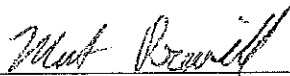


Andrea Zaferes

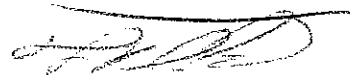
ACUC #502 US, NAUI #10533, PADI #64142

Kenneth W. Balfrey

ACUC #513, Instructor: NJ Fire Svc, NJ PTC, Lifeguard, WSI, CPR/FA/AED



Mat Previll
LGS Assistant



Forest Rothchild
LGS/ACUC Instructor

JIMMY COMPANO

Has successfully completed

A 16 hour

Lifeguard Systems

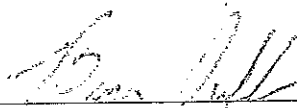
Surface Ice Rescue Level I Program

Technician

February 11-12, 2012

Roxbury Fire Department

Succasunna, NJ

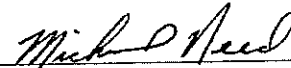


Bryan Duffer

LGS/ACUC Instructor #49, NAUI Instructor, PADI instructor, Firefighter, EMT



Forest Rothchild
LGS/ACUC Instructor



Mike Reed
Newark FD Captain, LGS/NAUI Instructor

James Compagno

Has successfully completed

A 16 hour

Lifeguard Systems

Surface Ice Rescue I Program

February 7-8, 2015

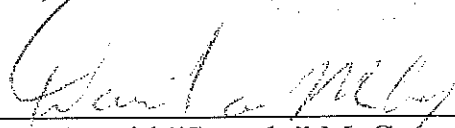
Roxbury Fire Department

Succasunna, NJ



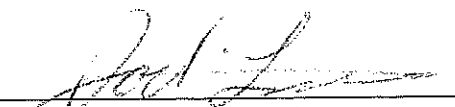
Bryan Duffer

LGS/ACUC Instructor #1294US, NAUI Instructor, PADI Instructor #99553, Firefighter, EMT



David "Speedo" McCoy

NAUI Assistant Instructor, Firefighter



Jodi Lynd

LGS Assistant/Divemaster, PADI Divemaster

FirehouseExpo®

FIRE · RESCUE · EMS

July 24 - 29, 2007
Baltimore, MD

This Certificate is Presented to:

James Compano

For completion of the following courses:

HT5: Operational Tactics - Live Fire Exercise (\$50 add'l) (Prereq. Training Req't-
See Website)
HW4: Engine & Truck Company Operations: Overcoming Problems ... (\$50 add'l)
FD Operations at Bombings and Other Explosions - 3.25 hrs
Hybrid Vehicle Emergency Procedures- Emergency Procedures for Hybrid Vehicles
- 1.50 hrs
Real Life Rapid Intervention - 1.50 hrs



Mary Velline, Show Manager

Badge #: 30226

© 2007 Cygnus Expositions
Firehouse Expo 2007
(800)827-8009

New Jersey Department of Health

The person named below is certified as an

Emergency Medical Technician

JAMES R COMPANO, EMT

EMS ID: 560118 Expires: 12/31/19

JAMES R COMPANO, EMT

7 RANDOLPH AVE

HOPATCONG, NJ 07843



560118

New Jersey Department of Health

Date of birth: 03/18/1968

Eye color: Hazel

Height: 5'7"

Weight: 155 lbs

Signature: [Signature]
(VOID if not completed)

Photo
(optional)

E.M.T.B. Certificate

This certificate is awarded to

James Compano

Completed Ready To Test

Sponsored by Sussex County Community College

080030944

Date December 15, 2008

Signature Edna Deacon

12/15/2008

BASIC LIFE SUPPORT

BLS
Provider



American
Heart
Association

James Compano

The above individual has successfully completed the cognitive and skills evaluations in accordance with the curriculum of the American Heart Association Basic Life Support (CPR and AED) Program.

06/29/2016
Issue Date

06/2018
Recommended Renewal Date

BASIC LIFE SUPPORT

Training TC ID #
Center Name Less Stress Instructional Serv NJ20744

TC
Info Wayne, NJ, 07470, 888-277-3671

Course
Location Rosbury

Instructor Inst. ID #
Name Dave Herrmann 03130161488

Instructor's
Signature [Signature]

© 2015 American Heart Association Tampering with this card will alter its appearance. 15-1805

CERTIFICATE OF COMPLETION

Jimmy Compagno

Has successfully completed

Kinetics of Trauma/ Crush Injuries

Class #170271306/170271307 -2 CEU's

Eric Prach
Instructor

EMP Training LLC
February 8, 2017

Serving Those That Serve

† CATHOLIC HEALTH
INITIATIVES ‡

Saint Clare's Health System

Mobile Intensive Care Unit

THIS CERTIFICATE OF ATTENDANCE IS AWARDED TO

JAMES COMPANO

FOR ATTENDING AND SATISFYING THE REQUIREMENTS OF

EPI-PEN TRAINING

9/29/2009

30 CEU'S AWARDED

Deborah Pagliante

Deborah Pagliante, MEd
EMS Clinical Coordinator

ATLANTIC

TRAINING CENTER

This certificate is awarded to

James Campano

For attendance at the following program

Narcan & Epi—4 CEU's

June 7, 2016

Roxbury FD—EMS

Course Numbers—160269011 & 160269012

Phil J. Orfan

Phil J. Orfan
EMS Education Coordinator
Atlantic Training Center

Joe Fischbach

Joe Fischbach
Instructor
June 7, 2016



Dear James,
Congratulations on your successful completion of a NAEMT-sponsored Combined Provider course in Pre-Hospital Trauma Life Support on 8/21/2011. We look forward to a long and productive relationship in the EMS Community. We will attempt to remind you when you are due to renew so please keep your course coordinator, Marianne Hosty, MICP @ (908)522-2895, advised of your current address and contact information.



Prehospital Trauma Life Support

James Compagno

has successfully completed the
national cognitive and skills
examinations in accordance
with standards of the National Association of
Emergency Medical Technicians for

PHTLS Combined Provider Course

08/21/2011

Date of Issue

08/2015

Date of Expiration

Atlantic Training Center

Sponsoring Organization

Course Medical Director Dr. Louis DiFazio, MD

Course Coordinator Marianne Hosty, MICP

PH-11-0085-03

National Course #

110245966

State Course #

Date Monitored

Affiliate Signature

This recognition is subject to the provisions and limitations of
applicable state statutes and licensing acts.



THIS IS TO
ACKNOWLEDGE THAT

James Compagno

has successfully completed the

Combined Provider Course

sponsored by the National Association of Emergency
Medical Technicians, in cooperation with the Committee
on Trauma of the American College of Surgeons and

Atlantic Training Center

CECBEMS No. 07-NAEMT-F2A-0007 assigned 16 CE Hours.


PHTLS Medical Director


National PHTLS Chairperson

PHTLS Faculty Representative



PH-11-0085-03

National Course Number

08/21/2011

Date Issued

08/2015

Date Expired

Dr. Louis DiFazio, MD

Course Medical Director

Marianne Hosty, MICP

Course Coordinator



Course Completion Date: **June 07, 2007**

Expiration Date: **June 2010**

Security Control No.

512028

Name **James R. Compagno**

Address

Address

City, State, Zip

Training Center:

Emergency Services Training Associates

Instructor Name:

Gene Gast

Instructor Number:

870628

Emergency Care

First Responder

First Aid Course

CERTIFICATE OF COMPLETION

This certifies that the person named
above has successfully completed the
National Safety Council First Aid Course

THIS DOCUMENT IS VOID IF REPRODUCED



Founded in 1913, the National Safety Council is a non-governmental, not-for-profit international public service organization devoted to protecting life and promoting health.

Our mission: to educate and influence society to adopt safety, health and environmental policies, practices and procedures that prevent and mitigate human suffering and economic losses arising from preventable causes.

Remember to use your safety belt.

Keep children buckled, in the back seat.



James R. Compagno

has completed a National Safety Council's

First Responder

First Aid Course

Course Completion Date:

June 07, 2007

Expiration Date:

June 2010

Instructional Hours:

40.0

Alan C. McMillan
Alan C. McMillan, President

Emergency Services Training Associates

TRAINING CENTER

Gene Gast

Instructor Name

870628

Instructor Number

Security Control No.

512028

CERTIFICATE OF COMPLETION

James Compano

Has successfully completed

Lifting & Moving

Class #17027392 for 2 CEU's

Eric Prach
Instructor

EMP Training LLC
November 8, 2017

Serving Those That Serve

CERTIFICATE OF COMPLETION

Jimmy Compagno

Has successfully completed

Kinetics of Trauma/ Crush Injuries

Class #170271306/170271307 -2 CEU's

Eric Prach
Instructor

EMP Training LLC
February 8, 2017

Serving Those That Serve