



Corporate Safety Director

With 24 years at McClure Company and over three decades dedicated to protecting teams in the field, Tom Scott brings credibility, passion, and a deep personal touch to the world of safety operations.

From Aspiring Teacher to Safety Leader

Tom didn't start his journey with the goal of becoming a safety director. As a first-generation college student at Millersville University, he initially wanted to be a shop teacher because he loved working with tools. However, his friends introduced him to the safety major.

The discovery opened a whole new door: a career where he could be deeply involved in construction and help people succeed without being the one physically driving the nails.

"I realized I could support the staff, keep jobs running smoothly by bringing my experience to the table, and most importantly, help people do better. It's all about balance."

Tom celebrates 24 years with the company: a milestone that speaks volumes about his loyalty and the company's culture.

Leading Through Defining Moments

Over his 32-year career, Tom has learned that the best safety policies are built on communication and trust. Looking back, he credits his early mistakes as his greatest teachers.

As a young professional, it was the tradesmen and women on the job sites who taught him how to truly talk to people. Embracing those moments with humility allowed him to build lifelong allies in the field.

Navigating the Unprecedented

More recently, the COVID-19 pandemic served as a major turning point in his career. While simultaneously earning his master's degree, Tom became the ultimate point of contact for all things safety during the outbreak. He spent a lot of time staying up to date on changing safety regulations to keep McClure's employees safe, working, and paid. The experience fundamentally shifted how people viewed safety, not as a bureaucratic hurdle, but as a vital support system.

A Day in the Life: High Stakes & Fast Paced

As part of the core safety team alongside George and Levi, Tom's days are highly dynamic. He manages everything from job site visits and incident investigations to OSHA meetings, risk assessments, and workers' compensation insurance. He even serves as the treasurer for the Governor's Health and Safety Conference.

Summertime is especially demanding, keeping Tom on the road constantly to measure project risks and manage third-party safety teams across regions like Pittsburgh.

Tom's Core Philosophy:

Safety is 80% relationships. When you get personal with people, everyone moves in the same direction.

Despite his hectic schedule, Tom's favorite part of the job remains unchanged: getting face-to-face with the crew in the field to truly understand what is happening on site. By treating safety as a deep personal commitment rather than just a rigid rulebook, he focuses on building genuine trust with the team and making a tangible impact on their well-being. Ultimately, this hands-on approach is what drives down incident rates, a point of incredible pride for Tom, who champions McClure's remarkably low-severity statistics through proactive initiatives like requiring an OSHA 10-hour certification for all employees.



Crafting a Culture of Trust

For Tom, earning his Certified Safety Professional (CSP) designation was about bringing maximum credibility to McClure, a company he feels has given him so much to grow

professionally. He describes the workplace culture at McClure as consistent, dependable, and deeply rooted in integrity.

When asked how his coworkers would describe his leadership style, Tom notes that he strives to be assertive and persistent, but always honest and approachable. His colleagues know they can count on him to do the right thing.

A perfect example of his people-first approach was the implementation of McClure's glove policy. Rather than mandating a single type of safety glove, Tom ensured field workers could choose the style they preferred. It was a small adjustment that made a massive difference in making the crew feel seen, heard, and respected.

Life Outside the Hard Hat

Outside of work, Tom's life revolves tightly around his family in Mount Joy, where they share a bustling household with two dogs and two cats. You can frequently find him volunteering as a team manager for Lancaster FC, supporting his son's high-level soccer team as they currently gear up for a trip to New Jersey for the playoffs. Meanwhile, his 12-year-old daughter has inherited his early love for building, spending her time diving into various arts, crafts, and creative projects. When summer rolls around, Tom loves to put on his chef's hat, firing up his Blackstone griddle to whip up his favorite meal to prepare: a full hibachi dinner.

Something that might surprise his coworkers? Tom is an avid video gamer. What started as a hobby in his youth has evolved into a fantastic way to bond and play video games with his son today.

Words of Wisdom

With over three decades of perspective, Tom's advice for the next generation of industry professionals is simple:

"Never stop learning and always stay curious, especially about the things you enjoy."

If he could go back and talk to his younger self, he would say to get his master's degree and CSP certification even sooner. While balancing a return to college alongside a growing family was a masterclass in time management, it taught him what truly matters: looking out for the people counting on you, and ensuring that at the end of the day, everyone gets home safely to their families.