



Heidi P. Knight

Principal

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Heidi counsels companies nationwide on federal and state environmental, health and safety (EHS) compliance; compliance auditing; development, implementation, and auditing of environmental management systems (EMS); and compliance with ISO 14001 requirements.

Heidi has significant experience advising clients across a range of industry sectors on federal and state EHS regulations. She applies her diverse expertise in EHS regulations to help companies comply with requirements in a practical manner, mindful of the companies' objectives and costs.

EHS Audits, Risk and Compliance Program Assessments

Heidi is a leader of the firm's EHS Audits, Risk and Compliance Program Assessments practice. She advises a diverse range of companies with planning and conducting comprehensive and targeted compliance audits and managing related federal and state disclosures. She also advises companies on the development and implementation of management systems for environmental compliance.

Heidi was the Compliance Assurance Manager for a manufacturing company for several years. She managed their nationwide EHS audit program, including coordinating facilities and third-party auditors, advising on legal compliance questions, and advising on corrective actions necessary to improve operations, prevent a recurrence, and minimize the risk of potential enforcement actions or other liabilities.

Heidi also counsels clients on the environmental aspects of acquiring industrial facilities, including identifying and evaluating actual and potential environmental liabilities and identifying permit transfer requirements.

Occupational Safety and Health

Heidi regularly advises companies on compliance with the Occupational Safety and Health Act (OSHA) and its state equivalents, including compliance with a broad range of worker health and safety regulations and consensus standards. She also advises clients on responding to workplace incidents, preparing for and responding to OSHA investigations, and resolving OSHA citations.

Enforcement Defense

Heidi defends companies in federal and state environmental enforcement actions. Among her cases, Heidi and her colleagues successfully defended a manufacturing plant in a Clean Air Act enforcement action resulting in the entry of a consent decree and denial of intervention and defended an administrative action challenging that plant's air permit.

Professional Involvement

Before joining Beveridge & Diamond, Heidi interned with the U.S. Department of Justice's Environmental Enforcement Section, the U.S. Attorney's Office for the District of Maryland, and the Maryland Office of the Attorney General at the State Highway Administration. Earlier in her career, Heidi worked for an environmental consulting firm in the San Francisco Bay Area.

Heidi is a frequent speaker on auditing and EHS issues. She resides in a historic home in Central Massachusetts with her husband, two sons, and mini goldendoodle.

Education

- University of California - Berkeley (B.A. and B.S., 2002)
 - B.S., Conservation and Resource Studies
 - B.A., Anthropology
- University of Maryland School of Law (J.D., *cum laude*, 2008)
 - Certificate of Concentration in Environmental Law
 - Maryland Law Review

Trainings and Accreditations

- OSHA 30-hour General Industry Card (2021)

Bar Admissions

- Massachusetts
- District of Columbia
- Maryland

Court Admissions

- U.S. District Court - Maryland

Professional Affiliations

- Town of Northborough Cultural Council, Member (2018-2020)
- National Association of Women Lawyers, Women in Environmental & Energy Law Affinity Group, Co-Chair (2015-2019)

- American Bar Association, Section of Environment, Energy, and Resources, Air Quality Committee, Vice-Chair (2013-2016)

Honors & Awards

- *Super Lawyers*, part of Thomson Reuters, Massachusetts Rising Star (2017-2018)
- Homeless Persons Representation Project, Outstanding Volunteer Attorney Award (2010)

Representative Matters

Heidi's recent experience includes counseling clients regarding:

- Establishing and implementing comprehensive EHS auditing programs and compliance assessments nationwide, and developing corrective actions to improve operations, prevent recurrence, and minimize the risk of potential enforcement actions or other liabilities.
- Representing a leading chemical manufacturer with conducting environmental audits of a number of recently-acquired manufacturing facilities across the U.S., including providing legal interpretation of audit findings, developing appropriate corrective action measures, and disclosing the findings and corrective actions under EPA's New Owner Audit Policy.
- Advising a broad range of companies on various OSHA and state equivalent requirements, including electrical safety, lockout/tagout (LOTO), process safety management (PSM), hazard communication, machine guarding, permit-required confined spaces, fall protection, ladders, hearing conservation, respiratory protection, and PPE requirements, among others.
- Successfully defending federal and state OSHA enforcement actions involving alleged worker health and safety violations, worker injuries, and fatalities, including:
 - Negotiating OSHA's withdraw of a citation against a chemical manufacturing plant following a fatality at a multi-employer worksite.
 - Negotiating a favorable settlement of a state OSHA citation against a waste-to-energy company for alleged violations of hazard communication, respiratory protection, lead, inorganic arsenic, and cadmium requirements.
 - Representing a client in an appeal of a state OSHA citation alleging walkway violations, and negotiating a favorable settlement.
 - Negotiating OSHA's withdraw of a citation against a technology company following injuries from an arc flash incident.
- Assisting clients with preparing for and responding to OSHA inspections and investigations.
- Advising a technology company with the development, implementation, audit, and ISO 14001 certification of its environmental management system (EMS) for its data center operations.

- Serving as a member of the U.S. Department of Justice-appointed Independent Corporate Compliance Monitor and Auditor team in connection with the Volkswagen AG emissions proceedings.
- Advising an automotive parts manufacturing client with identifying federal and state permit transfer requirements associated with the acquisition of a number of manufacturing facilities across the U.S.
- Defending a manufacturing company in a Clean Air Act enforcement action resulting in entry of a consent decree and denial of intervention, assisting the company with complying with the CD requirements and implementation of the SEP, and defending an administrative action challenging one of the plant's air permits.
- Advising companies with preparing strategies for, pursuing and complying with federal and state Clean Air Act preconstruction and operating permits, complying with and determining the applicability of various Clean Air Act standards, and preparing comments on proposed rules, including revisions to National Ambient Air Quality Standards (NAAQS).