**Experienced Supply Chain Leader**

Food Industry Specialization

Team Building and Collaboration

Operations Excellence Design and Execution

 Employee Development and Organizational Planning

Capital Project Management

Mergers, Acquisitions and Transitions

Trouble Shooting and Problem Solving

Bilingual (Spanish / English)

**Sr Vice President Operations, CA, AZ, HI**  September 2016 – Present

**Young’s Market Co.**

***Young’s is a privately held distributer of fine wines and spirits, headquartered in Tustin Ca., with distribution in 10 states generating $3 billion in annual revenue with 3,500 employees.***

Currently responsible for Young’s Market multistate Operations: Leading California, Arizona and Hawaii’s Warehouse and Delivery Operations with 700 plus employees, fleet of over 300 Trucks, maintaining 15,000+ SKU’s, delivering 22 million cases annually to 38,000 + Direct Store Delivery and Chain Warehouse customers. Oversee a Warehouse and Delivery operating budget of $145 million in support of $2.2 billion in sales revenue.

**Highlights**

* Successful transformation leadership from an 28yr old Warehouse Management System into world class Manhattan WMS, providing capabilities for real time data and reports that have helped to improved shipping errors by nearly 50% in California
* Led implementation of Delivery Optimization improving cost and customer service, saving 300K in miles driven and improving customer delivery window conformance from 78% to 95%
* Significantly reversed Workers Comp trend increase of $1.5M annually by decreasing companywide Total Incident Rate index from 18 to 8.2 coupled with aggressive claim management
* Created an Environment of Continues Improvement by socializing and implementing Key Performance Indicators (KPI’s) across all Warehouse & Delivery functions in each state, ensuing healthy competition and sharing of best practice
* Supported transformation of Arizona warehouse operations to automated conveyor pick achieving a 35% productivity increase in Broad Market picking and loading resulting in annual savings of just under $1M dollars
* Worked cross-functionally with sales and procurement to improve out of stock product, realizing a 20% reduction in OOS to date
* Leading project to open an overflow and chain delivery warehouse in Northern California near current warehouse location, eliminating the need for 6, 3rd party outside storage locations, expect to significantly reduce out of stock product, improve customer service, decrease touches and reduce demurrage cost by $800K
* Led the Warehouse and Delivery transition of WA & OR wine and spirits distribution from a 3rd party partnership to a Young’s run operation, expected savings of $3M plus

**Vice President Operations, Northern California** March2013 – September 2016

**Young’s Market Co. LLC**

***Located in South Silicon Valley, Young’s NorCal Operations represents approximately 40% of overall California operations and continues to be an anchor to the Young’s distribution portfolio.***

Responsible for Young’s Market Northern California Warehouse and Delivery Operations. including over 12,000 SKU’s, 120 truck fleet, 233 employees, delivering over 7 million cases annually to 13,000+ Direct Store Delivery and Chain customers with an annual operating budget of $43 million.

**Highlights**

* Re-established the Young’s family culture
* Decreased Employee Total Incidence Rate (TIR) index from 38 to 9
* Developed meaningful KPI’s across all functions
* Improved warehouse productivity from 2,600 to 3,650 CPH with minimal capital investment, significantly improving customer service with an annual cost savings of $850K
* Worked with sales team to significantly enhance customer service through on time delivery, reduced breakage and increasing order accuracy, improving clean invoices from 68% to 85%
* Led a successful project to open Wilson Daniels distribution in New York and New Jersey
* Upgraded company routing software and tools using Sci-Log, GEOTAB and Green mile, improving customer service, reducing miles driven and monitoring drivers

**Director of Manufacturing -West** June2008 – March 2013

**Dole Fresh Vegetables**

***Headquartered in Monterey California, Dole Fresh Vegetables is a subsidiary of Dole Food Company, with focus on manufacturing fresh salad packs.***

Responsible for West Coast Value Added packaged salad Operations which included national raw material sourcing, manufacturing, warehousing and distribution. With an annual operating budget of $250 million.

**Highlights**

* Improved manufacturing efficiencies from 52% to 78%
* Developed meaningful KPI’s across all functions
* Found cost opportunities utilizing Zero Base Analysis
* Led the implementation of Operational Excellence saving $80 million in Supply Chain Cost
* Achieved SQF level 2 certification
* Key contributor for supply model supporting national distribution of packaged goods that increased customer service levels to above 99%
* Reduced Employee TIR index from 3.7 to 0.7
* Decreased consumer complaints by 30%
* Increased employee productivity from 13 to 21 CPH
* Closed the company’s Yuma Arizona manufacturing facility and consolidated the production into the main facility in Soledad, California
* Implemented RFID tracking system to insure product traceability from field to customer

**Owner Veterinary Hospital** September 2003 – December 2008

**Stephanie Animal Hospital**

***Invested in and Established a full-service family owned animal clinic and hospital located in Henderson Nevada.***

**Highlights**

* Managed the Start-Up Operation including building planning, construction, staffing, and training.
* Grossed over one million in annual revenue within the first two years of operation. This is considered extremely successful for a new startup of a Veterinary Hospital

**Vice President Operations** May1996 – September 2003

***ConAgra Foods, Inc.,***

***Located in Irvine, CA***

**Highlights**

* Responsible for the Grocery Products division consisting of 7 union and non-union manufacturing locations located in the US, Canada and Mexico. Executive management responsibilities for manufacturing, logistics, finance, human resources, quality assurance, engineering, and procurement
* Served on the International Home Foods acquisition team. A $2 billion acquisition and integration project closing and consolidating manufacturing and warehouse operations into existing ConAgra facilities with first year savings of $80 million
* Restructured the union work force during plant consolidation for effected facilities, downsizing 600 plus employees
* Provided direction to co-packing operations affiliated within my area of responsibility
* Built dynamic management teams in the newly acquired and existing facilities

***Plant Manager*** July 1986 – May 1996

***Heinz Pet Products***

***A division of Heinz Food Company***

**Highlights**

* Served in various management positions in El Paso TX, Southern California, and Bloomsburg PA.
* Responsible for various manufacturing and warehousing operations
* Identified and Implemented several cost saving initiatives improving quality, efficiencies, and cost
* Led project teams expanding manufacturing capabilities and capacities
* Participated in acquisitions that expanded Heinz portfolio

**Education**

* Monterey Peninsula College, Monterey California
* Finance & Spanish