

SUMMARY OF EXPERIENCE

Goal oriented operations professional with over 17 years of plant management experience. Responsible for total factory results including financial, quality, safety, environmental, asset management, purchasing, distribution, customer service, human resources, and capital investment.

2013 – present *Fermenting Solutions International, LLC* – Providing industry with alternative fermentation methods including Accelerated Calcium Fermentation (ACF™).

2012-2013 *Mt. Olive Pickle Company* – A branded food manufacturer that focuses on pickles, relishes, and peppers.

Plant Operations/Special Projects Manager.

- Analyze container fill weights and implement controls to improve product yield by \$ 600,000.
- Initiate a process change that results in material handling savings while improving inventory turns.
- Work with senior management in the development of a leadership succession plan.

2005-2011 *TreeHouse Foods, Inc.* - A food manufacturer that services retail grocery and food service channels primarily focusing on private label.

Plant Manager, Faison, NC - Factory that produces over 9 million cases and generates over 100 million dollars in gross sales of food products. Directed a diverse workforce of 250 fulltime and 300 seasonal employees.

- Reduced raw material cost \$ 750,000 by developing a cross functional team to eliminate loss and improve utilization. Combined the talents of R+D, engineering, quality, cost accounting, and operations to analyze each step in the process to reduce cost.
- Improved plant quality programs to achieve Level II SQF certification. Revitalized HACCP plans as a basis for enhancing quality practices. Expanded internal audit procedures, pre-requisite programs, verification of activities, and traceability of ingredients to insure food safety. Strengthened quality programs to prepare for state and federal FDA audits.
- Increased direct labor efficiency and reduced support labor cost by transferring a labeling/warehouse function to the production floor. Integrating activities streamlined both processes to better utilize labor dollars. Direct labor efficiency was increased 6% and support labor cost reduced \$135,000.
- Demonstrated a passion for safety that has resulted in zero lost-time accidents and one DART injury for one year. Total Workers Compensation dollars for this period totaled only \$458.00. Safety committee members improved training, awareness, forklift safety, and pedestrian walkways, and stressed the importance of lock-out/tag-out procedures.
- Led capital investment initiatives including a 25 million dollar plant expansion project. Worked with engineering to build three new production lines developed for rapid changeovers to meet multiple SKU requirements. Contributed to the design, contractor selection, and equipment purchases. Assisted in the line layout of raw material delivery, flume systems, vibratory feed conveyors, cutting equipment, color and vision sorters, depalletizers, filling equipment, cappers, pasteurizers, heat exchangers, cap coders, labelers, case packers, and palletizers. This project yielded a 28% increase in cases per mn/hr covering a three year period.

1997-2005 Dean Foods - The largest US producer and distributor of milk, creamer, and cultured dairy products.

Plant Manager, Faison, NC- In 2005 Dean Foods sold non-dairy businesses to TreeHouse Foods.

- Collaborated with corporate research and development to create new products for McDonald's, Sysco, Arby's, Winn Dixie, Kroger, Wal-Mart, Food Lion, Trader Joe's, and Loblaw's. Implemented product packaging redesigns for both food service and retail customers. Worked with glass, cap, can, plastic, corrugated, label, and ingredient suppliers to create new items for both branded and private label customers.
- Prepared annual budgets and profit plans to meet cost per case goals. Utilized sales forecasts and labor standards to generate required line shifts. Incorporated analysis of production data to adjust standards. Anticipated efficiency gains through capital projects. Planned spending requirements for QA, maintenance, material handling, distribution, sanitation, and human resources to support production plans. Worked with vendors and corporate purchasing to accurately predict energy and supply costs.
- Built relationships with the Department of Environment and Natural Resources and the Division of Water Quality to address issues concerning storm water, groundwater, and waste treatment. Participated in the preparations of storm water plans, remediation of ground water, waste water permits, and authorizations to construct permits. Presented information to the National Pollutant Discharge Elimination System (NPDES) board to help grant the only permit variance in NC.

Plant Manager, La Junta, CO – Factory generated over 48 million dollars in gross sales. Produced vinegar, mustard, peppers, pickles, and relishes for retail and food service customers.

- Introduced maintenance management software (MP2) to the shop floor. This program improved organization and tracking of parts inventory, controlled cost, scheduling of preventive maintenance, and tracked work order efficiency.
- Created plant-wide, off-site meetings to discuss business issues with all plant associates. Communicated financial goals, business objectives, competitor information, trends, and strategy to the entire workforce.

Plant Superintendent, La Junta, CO – Motivated 200 production employees to produce 4 million cases of food products. Reduced conversion cost by 5%.

1987-1990 Campbell Soup Company

Production Manager, Greenville, MS- Responsible for night shift operations. Planned and scheduled production to meet customer orders.

1981-1987 John E. Cain Company/Oxford Pickle Company

Production Supervisor/Materials Manager, South Deerfield, MA- Responsible for first line supervision and material management in a fast pace food manufacturing facility.

Education: B.S. Degree, Plymouth State University –Business Management 1981

Military Service: U.S. National Guard –Military Intelligence, 1979-1985