

John J. Strothers, CPIM, CLTD

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Education

THE PENNSYLVANIA STATE UNIVERSITY, University Park, PA Smeal College of Business Administration

- **Master of Business Administration, Concentration in Manufacturing**

NORTHEASTERN UNIVERSITY, Boston, MA D'Amore-McKim School of Business

- **Bachelor of Science in Business Administration Cum Laude, Concentration in Transportation and Logistics**

Experience

LIBBEY INC. Toledo, OH

Sept 2016 – Present

Distribution Center Manager

Reporting to the Director of Transportation and Distribution, I have full Profit and Loss (P&L) responsibility for three distribution centers totaling in excess of 1.6 million square feet with an annual operating budget of \$15 million. In addition, I am responsible for transportation operations to include inbound, drayage and local cartage operations with an annual budget in excess of \$5.2 million as well as a local 3PL warehouse contracted to perform cross docking and storage. I manage approximately 172 employees across three shifts with a combined annual throughput exceeding 40 million cases.

- Improved safety (TRIR) performance by 200% by instilling a culture of excellence and accountability, strengthening leadership and adopting best safety practices.
- Reduced transportation expense by 7%, achieving annual savings of \$300K.
- Improved ocean cross-dock expense by 14.8%, delivering annual savings of \$120K.
- Collaborated with IT, planning and manufacturing to develop and implement a product ordering process, reduced cycle times by 50% and improved direct labor by 4.5%.
- Tenaciously drove education and adherence to standard operating procedures. Led to a 75% reduction in customer quality claims, 25% reduction in compliance deductions and improvement in efficiency of 3.2% in 2019 YTD.

FEDERAL EXPRESS SUPPLY CHAIN, Groveport, OH

Apr 2016 – Aug 2016

General Manager, Operations

Reporting to the Vice President Retail, I had full Profit and Loss (P&L) responsibility for a 175,000 square foot direct to consumer distribution center. This role was a start up, servicing a single client in B2C fulfillment and reverse logistics. The DC supports over 150 associates with an average annual throughput of 3.85 million units.

- Hired, trained and developed a leadership team which successfully tested and installed a new WMS; collaborated with HQ and contractors to open the new facility on time; on-boarded over 100 associates and began full operations to the satisfaction of the customer.

JEGS HIGH PERFORMANCE, Delaware, OH

Jul 2015 – Apr 2016

Director of Distribution

Reporting to the General Manager and Owners, I had full Profit and Loss (P&L) responsibility for a 250,000 square foot direct to consumer distribution center, servicing customers worldwide with best in class service levels. The DC supports over 120 associates, with an average annual throughput of 6.5 million units.

- Reduced direct labor expense by 15% in 12 months through establishing key performance metrics and labor standards.

- Partnered with purchasing and IT to develop and implement new slotting program. Increased space utilization by 21% and incremental labor by 4%.
- Collaborated with HR to develop and implement comprehensive safety training program. Effectively reduced recordable injuries by 84% (6 to 1) in 12 months.

MAC TOOLS, Columbus, OH
Distribution Center Manager

Nov 2012 – Jul 2015

Reporting to the Division Director of Supply Chain and the President of MAC Tools, I had full Profit and Loss (P&L) responsibility for an 188,000 square foot industrial and automotive tool distribution center, servicing over 1,200 mobile distributors worldwide. The DC supports over 140 associates, with an average annual throughput of 25 million units.

- Collaborated with IT to re-purpose WMS implementation to take advantage of missing functionality such as ASN's, wave planning and slotting. Led to increase of shipping efficiency of 22% in first year.
- Reduced operating expenses through professional management and partnership with Sales and Planning teams to integration fulfillment capacity into the S&OP process. Drove HQ visibility to actual versus planned sales and contributed to improved fulfillment efficiency of 17% in the first 12 months and a 6.7% improvement in the second year.
- Developed a culture of excellence through leading the implementation and certification in ISO 9001, ISO 14001 and OHSAS 1800.

AMERISOURCEBERGEN DRUG COMPANY, Suwanee, GA

Dec 2010 – Aug 2012

Vice President, Distribution Center Manager

Reporting to the Regional Vice President, I had full Profit and Loss (P&L) responsibility for the Atlanta Division, which includes a 90,000 square foot distribution center, customer service call center, and 3PL transportation provider.

- Cultivated customer relationships to accomplish repeat and referral contracts leading to annual revenue growth of 3.6% from \$2.98B to \$3.01B in 14 months.
- Led the SAP customer service module implementation, completing first successful introduction in the company.
- Tenacious focus on employee engagement and accountability to improve operation ranking from 24 of 24 to 8 of 24 in 14 months.

THE TIMBERLAND COMPANY INC., Danville, KY

Sep 2001 – Dec 2010

Sr. Director of Distribution Operations

Reporting to the Chief Operating Officer, I had full Profit and Loss (P&L) responsibility for a 400,000 square foot footwear and apparel distribution center, and a 100,000 square foot third party distribution center. Both facilities supported the wholesale, e-commerce/Direct to Consumer and Retail channels, with an average annual throughput of over 32 million units. In addition the center provides reverse logistics services, processing consumer, e-commerce and wholesale returns.

- Developed a culture of excellence through leading the implementation of ISO 9001 and applying LEAN concepts to the pick and pack operation.
- Collaborated with IT, HR, and sales to implement tactical capacity planning, KPI's and communication rhythms to deliver expected cycle times.
- Improved labor efficiency by 33% and net cost per unit by 21%, achieving annual expense savings of \$2.2M versus plan.
- Co-led project to integrate the acquisition of Smartwool operations into existing operations. Delivered the project on time, under budget and achieved first year annual savings of \$750K.

Corporate Operations Manager

May 2000 – Sep 2001

Reporting to the Director of Distribution Services and then the Vice President of Global Customer Fulfillment at the corporate office in Stratham, NH, I was responsible for inventory, fulfillment compliance, capacity and operations planning.

- Led the development of capacity and demand forecasts for all fulfillment centers contributing to incremental labor savings, reduction of order cycle times and an improvement in gross margin.
- Managed the company customer compliance program ensuring effective execution of company and customer commitments.

WAL-MART STORES INC., Raymond, NH

May 1999 – May 2000

Operations Manager

Reporting to the General Manager, I was responsible for multiple areas of this 1.1 million square foot big box retail distribution center, which serviced 120 Wal-Mart stores with average annual sales in excess of \$2 billion. During my time at Wal-Mart, I managed the order filling, non-conveyable order filling, shipping, yard, break-pack, and replenishment functions.

- Improved order filling efficiency by 6% through strong personal leadership, KPI management and floor presence.
- Reduced associate turnover by 10% by effectively collaborating with HR to improve applicant screening and engaging floor leaders to enhance mentoring and accountability.

HARLEY-DAVIDSON MOTOR COMPANY, York, PA

May 1996 – May 1999

Logistics Manager

Reporting to the Director of Transportation, I had responsibility for the private fleet and domestic distribution operations. The private fleet operation employed 60 full-time over the road drivers, operating 40 tractors and 106 dry van trailers and with an annual expense of five million dollars. The domestic distribution operation consisted of a network of regional Less Than Truckload (LTL) and parcel carriers with an average annual spend of ten million dollars.

- Collaborated with each manufacturing location to optimize the JIT delivery of essential material to minimize production down time.
- Increased fleet utilization by 5% reducing cost per mile by 13% and improving fleet operating ration by 600 basis points in 14 months.
- Partnered with TI and finance to develop and implement a delivery costing model which facilitated reducing our delivered cost per unit by 33% in the first year with annual savings of \$825K.

Certifications

APICS CLTD Certified in Logistics, Transportation and Distribution, August 2018

APICS CPIM Certified in Production and Inventory Management, June 2006

Six Sigma Black Belt Certified – Aveta Business Solutions

Six Sigma LEAN Certified – Aveta Business Solutions

Military Service

UNITED STATES MARINE CORPS

Served four years of active duty, from 1986 to 1990 and was honorably discharged in August 1990. I then served five years as an active reservist, transferring to inactive reserves in September 1994. My primary MOS was 3043 Supply and Logistics. Personal decorations include the Navy Achievement Medal, Good Conduct Medal, Meritorious Unit Citation, Sea Service Deployment Ribbon, National Defense Medal, Rifle Sharpshooter Badge and Pistol Expert Badge.