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# LAWRENCE TUBER

2424 Brentwood Road • Bexley, Ohio 43209 • 614.571.9283 • tuber@wowway.com

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## Management Professional

Results-oriented Management Professional with 15+ years of experience overseeing operations and training. Brings a proven ability to organize and streamline complex projects, optimize resource allocation to increase efficiencies. Created successful multifaceted training program for contractors and employees. Analytical and motivated; skilled with production management and marketing products for wholesale and retail sales.

### Areas of Strength

Leadership & Supervision  
Vendor Management  
Strategic Planning

Customer Service Training  
Problem Resolution  
Research & Analysis

Troubleshooting  
Process Improvement  
Team Leadership

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## PROFESSIONAL EXPERIENCE

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CEVA LOGISTICS (formerly Select Carrier Group), Columbus, OH

2004-2009

### **Training & Development Manager (2007-2009)**

- Developed a multi-media training program for contractor partners in safety and compliance, operations and company policies and procedures.
- Designed staff development programs on a monthly basis to ensure proficiency in customer service, operational excellence, communications and contractor relations.
- Created standard operating procedures along with manuals to assist staff with daily operational decisions, protocols and problem solving.
- Communicated with managers to identify departmental training requirements.
- Facilitated weekly classroom trainings for groups of up to 40 employees at all staff levels.
- Created and produced an on-line training program which enabled employees to obtain a hazardous materials transportation certification upon completion and improved the efficiency and access of training.

### **Ground Transportation Supervisor (2005-2007)**

*Managed both the Linehaul and Brokerage Truckload Departments*

- Supervised 8 brokerage department employees in truckload operations.
- Maintained relationships with vendors and participated in the negotiation of bids and contracts.
- Planned loads for hub system; scheduled operations between 78 stations.
- Optimized fleet utilization for cost efficiency using contractor fleet and outside carriers.
- Organized and streamlined end of quarter releases for high volume customers.
- Ensured excellent customer service to internal and external customers.

### **Operations Specialist III (2004-2005)**

- Tracked and traced freight for customers across the US to ensure timely delivery.
- Dispatched trucks on assigned routes.

LT GLASS COMPANY, Columbus, OH

1990-2004

**General Manager**

- Managed and oversaw all operations for an art glass manufacturing company that manufactured and marketed products to over 500 wholesale customers.
- Supervised up to 8 employees to ensure smooth operations.
- Responsible for creating and managing budgets, accounts payable/receivables and overall profit and loss accountability.
- Participated in 20 tradeshows annually across the US.
- Created a successful apprenticeship program that trained numerous artisans on efficient manufacturing processes.

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**EDUCATION, CERTIFICATIONS & COMPUTER SKILLS**

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**Bachelor of Science Journalism/Photo - Illustration**  
Kent State University, Kent, Ohio

**Certified Safety Director Training**  
North American Transportation Management Institute, Richmond, VA

**Certification in the Transportation of Hazardous Materials**  
Dangerous Goods International (DGI), Orlando, FL

Proficient with Word, Excel, PowerPoint and Trivantis Lectora elearning software