

MAX A. CLARY, CTP
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OBJECTIVE

Management position with an organization seeking a professional with risk management, customer service, and employee relations skills necessary to implement required solutions and strategies directed toward the processes of continued improvements in all levels, functions and departments of the organization.

SUMMARY

- 26 years of progressive experience with a Logistics Personnel Outsourcing Company
- Expertise includes operations management, human resources, risk management with a thorough knowledge of Department of Transportation (DOT) regulations and safety issues

PROFESSIONAL EXPERIENCE

Vanguard Services, Inc. May 1983-October 2009

Director of Safety, Indianapolis, IN August 2006 – October 2009

- Primary responsibility to insure that recruitment and employment standards and processes were being maintained to reduce and eliminate losses.
- Coordinate all Safety training to include implementation of proactive processes for employee meetings throughout the country to reduce and eliminate loss time accidents.

Area Manager, Delaware, OH - Indianapolis, IN May 1991 – August 2006

- Managed Corporate Area Office and oversight of multiple regional offices strategically placed throughout the nation in Ohio, Indiana, Tennessee and Texas with over 50 clients with over 600 leased employees and supervisors in both union and non-union environments.
- Facilitated labor relations functions for all leased employees and internal office staff including direct and first-hand experience with NLRB, EEOC and ADA claims as well as COBRA and FMLA policies and procedures
- Contributed to development and implementation of current Safety and Risk Management policies which have effectively reduced and minimized worker's compensation claims and their associated costs
- Negotiated compensation and fringe benefit programs for our employees assigned to each customer location keeping turnover rates near 15%, well below national standards

Regional Manager Delaware, OH April 1990 - May 1991

Account Manager, Kansas City, MO & Indianapolis, IN September 1986 - March 1990

Operations Coordinator Indianapolis, IN August 1983 - August 1986

EDUCATION

Western Illinois University, Macomb, IL
Bachelor of Business, May 1983

National Private Truck Council – Private Fleet Management Institute
(CTP) Certified Transportation Professional Designation, April 2008