

PAUL SCHECHTER

21515 Wintergreen Drive
Circleville, OH 43113

E-mail: paulschechter@hotmail.com

Cell: (740) 412-3855

Operations / Terminal Manager

- ✓ Decisive, highly flexible, accountable and hands-on leader/team builder with broad experience from startups to billion-dollar companies. Reputation for cutting costs and getting the job done.
- ✓ Driven, ethical, innovative and loyal with 19 years of experience with one company alone.
- ✓ Well-organized and remains calm under pressure in both union and nonunion environments.
- ✓ Superb interpersonal, motivational, problem-solving, negotiation and communication skills.

AREAS OF EXPERTISE

- ◆ P&L / Operations Management / Startups
- ◆ Strategic Planning / Budgeting / Forecasting
- ◆ Business Development / Relationships
- ◆ Sales / Customer Service
- ◆ Quality / Process Improvements / Safety
- ◆ Project Management / Supervision
- ◆ Training / Management Development
- ◆ Hiring / Staffing / Labor Relations / IT
- ◆ Distribution / Logistics
- ◆ Inbound / Outbound / Air Freight / Break Bulk

KEY ACCOMPLISHMENTS

- **Successfully started new inbound/outbound 74-door terminal on-time and grew weekend shipping from 600,000 to 3 million pounds.** (Xpress Global System)
- **Cut overtime 12% and reduced Shipping Department costs by eliminating unnecessary overtime** – had drivers call into plant for more pickups/deliveries on same dispatch.
- **Increased driver efficiency 8.5% in just the first month** – developed effective Route Plan that increased stops/hr, allowing more freight in trailers on a more efficient route. (Consolidated)
- **Lowered Workman Compensation over 40%** – developed effective Safety Plan that reduced lost-time injuries and payouts. Held safety meetings with crews. Followed up with injured workers and got them back to work sooner. (Consolidated)
- **Saved largest account worth more than \$200,000 annually** – convinced customer to remain with company despite problem customer had with another division. (Consolidated)
- **Increased client base 50%, terminal profit 14%, and revenue 150% or nearly \$1 million annually, from \$51,000 to \$128,000 monthly** – made sales calls, developed effective client relationship and added accounts. (Consolidated)
- **Reduced operating ratio 15%, from 98 to 83%.** (Consolidated)
- **Increased dock production 10%** – established accountability procedure. (Consolidated)

EDUCATION and TRAINING

Bachelor of Science Degree in Management, Wright State University, Fairborn, OH

**Associate of Science
Sinclair Community College, Dayton, OH**

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EMPLOYMENT SUMMARY

SCHECHTER INSURANCE

2007 – Present

Insurance Sales

- Prospect for Business to Business and Individual clients both face to face and by telephone.

EXEL-TOYSRUS DISTRIBUTIONCENTER, Groveport, OH

2010 – 2011

Operations Supervisor

- Shipping/Pack supervisor during peak season.

XPRESS GLOBAL SYSTEM (US EXPRESS), Columbus, OH

2003 – 2005

Terminal Manager

- With full P&L responsibility, started and managed operations of new 74-door expedited air freight terminal hub with as many as 100 workers, including more than 10 managers, shipping as much as 800,000 pounds daily.
- Developed start-up plans and ensured terminal opened on-time.
- Trained and developed management team of 9 associates. Provided effective supervisor training, allowing four supervisors the opportunity to successfully transfer to new terminals because of their ability to hit the ground running.
- Implemented performance standards. Wrote Attendance Policy.
- Created and administered Safety Program – ensured OSHA compliance.
- Participated in barcode (RF) implementation efforts.

CONSOLIDATED FREIGHTWAYS, Columbus, OH

1983 – 2002

Freight Operations Manager (Columbus, OH, 1990 – 2002)

- Managed \$17 million, 213-door terminal with team of up to 65 dock employees including 5 Dock Supervisors and 5 Office Clerks.
- Forecasted tonnage and revenues. Developed daily load plans and ensured adequate coverage that matched tonnage levels. Planned the most efficient movement of more than 2 million pounds of LTL freight daily.
- Created Personnel Scheduling Plan driven by variances in workload.
- Maintained safe work environment.
- Developed and maintained client business relationships.
- In just 8 hours turned outbound operation into an inbound operation.

Terminal Manager (Chillicothe, OH, 1984 – 1989)

Willing to relocate