

RON TEDDER

5688 Medallion Drive West Westerville, Ohio 43082 Phone 614-891-4536

SUMMARY OF QUALIFICATIONS

Dedicated leader with extensive management and logistics experience. Record of improving efficiency, productivity, and profitability through automation and process improvement. Demonstrated ability to train, manage, and motivate team members to achieve organizational objectives.

CORE COMPETENCIES

Strategic Planning
Quality Control
Site Safety

Process Improvement
Distribution & Transportation
Budget Planning & Cost Control

Operations Management
Project Leadership
Proposal Development

PROFESSIONAL EXPERIENCE

Borders Group Distribution Center, Grove City, Ohio

1996 - present

1998 – present: General Manager

- Responsible for all aspects of a 3 shift operation distribution center, including the returns center with 176,000 Sq. ft. and \$ 100 M sales. Provide leadership to all operational areas for the efficient processing, storage and shipping of product, ensuring the highest level of productivity, quality, safety and overall work environment for all associates.
- Staff accountability for 200+ associates, to include an operations manager, a senior area manager, 8 area managers and a maintenance manager.
- Accountable for a \$ 10 M budget, up to \$80 million in inventory and shipments to over 500 Borders stores, both domestic and internationally.
- Responsible for processing up to 50 million units per year on the store side and 12 million units per year on the returns side of the business.
- Recommend and implement distribution procedures and changes as needed to maintain the distribution center's unique competitive edge.
- Effectively partner with all support areas such as Quality Assurance, IT, Human Resources, Engineering, Transportation and various corporate office support areas.
- Effectively partner with the corporate merchandising department in the creating of promotional processes that enable the stores to move the product more quickly to the floor for sale.
- Instrumental in financial planning and budgeting for all areas of the facility.
- Responsible for the facility's OPH, CPU, and variable cost per unit.
- Develop innovative plans to handle the large volumes of merchandise during peak seasons, as well as balancing volume and staffing levels during non-peak periods, resulting in reduced overtime, and effective use of voluntary time off programs.
- Negotiate all contracts of outside services for the building, (grounds, cleaning, etc.)
- Responsible for total Quality Assurance of the building, to include both inventory and outbound shipments as well as cycle counting
- Driver of the facility Safety Program which has led to record breaking statistics for the company.
- Demonstrated mastery of change management, performance management, team building, and conflict management with the ability to motivate, develop, and effectively manage exempt and non-exempt staff

1996 – 1998: Operations Manager

- Daily communications with all area managers in regard to scheduling, planning, and direction of the departments.
- Responsible for each department's OPH, CPU, and variable cost per unit.
- Responsible for prioritizing and processing shipments to stores.
- In conjunction with HR, conduct interviews for staffing of all non-exempt associates.
- Effectively monitor the associates' performance through a standard and incentive bonus program.
- Strong ability to enhance leadership bench strength by developing the area managers through various training and coaching sessions.

Tedder Investments, Columbus, Ohio (Liquidated and Closed)

1994 - 1996

Property Manager

- Responsible for all rental properties of tenant selections and checking pertinent background information for seven various rental properties in the Columbus area.
- Responsible for grounds maintenance as well as working with exterior and interior subcontractors, coordinating all tasks to ensure completion and state code requirements for rental property specifications.
- Solely responsible for all bookkeeping involved requiring annual budget preparation for each specific property as well as total company budgets.

Express-Division of the Limited Inc., Columbus, Ohio

1984 - 1994

Senior Operations Manager

- Responsible for all aspects of the inbound departments within the distribution center (640,000 Sq ft) including Flat Prep, Hanging, and Direct Pack.
- During the Limited Inc.'s growth and start up of its new businesses, was over multi-divisions at various times until they spun off on their own.
- Solely responsible for staffing and developing a second shift operation for the entire distribution center during fall of 1990.
- Staff accountability of 300 associates including 5 supervisors and 7 group leaders in day to day operations of high volume departments in 2 shifts.
- Supervised over 75 associates including 3 group leaders that were all promoted within 12 months.
- Responsible for relocation of another division into a new facility.
- Completely responsible for restructuring of the entire inbound/outbound hanging department including balance stock for all distributions to the stores.
- Instrumental in the successful startup of the quality control program.
- Accountable for velocity, accuracy, and audit standards. Exceeded productivity standards by 34%.
- Extensive understanding of FIFO inventory principles.

Ingersoll-Rand Company, Columbus, Ohio (Closed)

1969 - 1984

Production Center Manager

- Responsible for managing the receipt, inspection, processing, and shipping of all inventory to support over 300 retail stores throughout the United States.
- Planned and coordinated all facility, procedure, and staffing developments (150 associates) to support the needs of store expansion from 30 to 300 locations.
- Developed layout for new 150,000 square foot distribution facility coordinating efforts with engineers and senior management. Design required retro-fitting old equipment into the new space.
- Implemented all controls to move \$12 million of inventory over a four-month period with minimal disruption to store operations and maintaining a 99% service level.
- Doubled annual salvage sales from \$500,000 to \$1 million using innovative advertising and marketing techniques.
- Introduced tote storage from bin storage, doubling storage capacity using the same space.
- Played key role in moving to bar coding and paperless orders for both inventory and shipping purposes.

EDUCATION

Marion Franklin High School, Columbus, Ohio – Certificate of Graduation

Management training sessions through American Management Association, Zenger Miller, and Fred Pryor

Effective Leadership training to include: Conflict Management, Performance Management, Hiring and Succession Planning, Union Avoidance, and Diversity Awareness