

**W. Stephen Foster, Jr.**  
**Transportation / Logistics Leader**

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***Transportation / Logistics Profile:***

*Accomplished Transportation / Logistics professional in developing and optimizing Supply Chain network solutions through continuous process improvement. Results driven leader on improving transportation performance metrics and savings to the bottom line. Excel at creating a team environment and working cross-functionally to drive the business. Bring the strength in building long term relationships, internally and with external customers. Offer extensive experience in managing multiple facility distribution channels, private fleet operations, third party relationships and dedicated contract services.*

***Areas of Expertise:***

- *Strategic & long range planning expertise.*
- *Strength in building & optimizing supply chain networks with all modes of transportation and distribution channels.*
- *Fundamental knowledge of YMS & TMS applications.*
- *Forte in the professional skill of negotiating.*
- *Contract Administration to mitigate risk.*
- *Proficient knowledge of DOT rules & regulations.*
- *Proven track record of team building and the development of others.*
- *Analytical, problem solving and continuous process improvement through lean logistics.*

**Professional Experience:**

***2000 – 2009 Limitedbrands, Logistics Services – Columbus, Ohio***

**Senior Manager, Domestic Transportation, Limited Logistics Services**

**2003 -2009**

Provided leadership and direction for the strategic management and execution of the domestic transportation network for a \$10 billion, multi-branded retail company comprising of a \$65 million spend in all modes of transportation, third party services and vendor / service provider relationships. Drive results through supply chain network optimization and continuous process improvements to support the business growth and distribution reach. Provide customer service and network solutions to all brands by understanding the business needs and challenges. Exercise leadership role in developing others and preparing associates for next, creating career objectives, provide guidance and building a team spirit.

**Key Achievements:**

- Track record of providing year-over-year annual savings of \$500K to \$1.2 M in transportation expense through effective negotiating, network lean logistics applications, to include utilization of a RFQ / RFP pricing optimization model.
- \$1M annual savings realized by implementing an Intermodal solution to the network resulting in efficient movement of goods.
- Provide leadership for a staff of six associates to include guidance on annual projects, and an active associate development plan and objectives to include career path counseling. Track record of six associates over nine years have been developed and promoted to further enhance their career through cross-functional exposure.
- Annual savings of \$500K and improved service by 3% points by implementing a (22) driver third party TL dedicated contract carrier fleet. Manage a (30) driver Yard, Shuttle and Local Management operation. Both solutions are high service with expense containment and impact to the bottom line.
- Strategic negotiations and management of all corporate transportation carrier contracts for LTL, truckload, intermodal management companies and third party carriers. Includes establishing, maintaining and building Customer / Supplier relationships as the foundation for success.
- Expense reduction process improvement solutions include; inbound and outbound shipment tender accuracy, trailer utilization and drop trailer programs for speed, capacity and use of low cost provider.
- Development of a process to support the movement of goods from Mexico and the building of a domestic Canadian network to include, LTL and TL north and southbound freight movements and store delivery.

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**Manager, Domestic Transportation, Limited Logistics Services**

2001 – 2002

Selected through a Peer Reorganization Management team to lead and direct the domestic transportation network assuming responsibility of the Outbound and Inbound team, to include the Yard Management operations and all service provider relationships.

- Participated on a support team to develop a web based platform to provide inbound vendors a Web Based tool to key shipment tender detail directly into our TMS, reducing telephone time and increasing customer service attention to the brands.
- Developed reporting tools, exception reports and built a Volume Forecast Model to share with service providers to plan equipment capacity and flow support.

**Manager, Truckload Services**

2000 – 2001

- Strategically redesigned the TL network and implemented the Core Carrier Group for LLS by reducing the number of service providers from 65+ plus carrier's to 24. The rationalization of the TL network to the 24 Core Carrier's occurred over three years of engineering performance based metrics and a Quarterly / Annual Carrier Score Card assessment process. Created a 360 degree evaluation score card for the service providers to provide feedback to LLS.
- Consistent history of transportation savings or maintaining flat expense in challenging market conditions over nine years.
- Developed daily and weekly reporting mechanisms to aid the inbound and outbound load planners with resource tools to assist with service and expense related decisions.

**Professional Experience:**

***1994 – 2000 Jo-Ann Stores, Inc. – Hudson, Ohio***

2000 to 2000	-	<b>Manager, Transportation Planning</b>
1998 to 2000	-	<b>Manager of Transportation</b>
1996 to 1998	-	<b>Traffic Manager</b>
1994 to 1996	-	<b>Shipping / Private Fleet Manager</b>

Management of \$41 million transportation spend network for a 1.3 billion national fabric and craft retail company. Provided leadership role in implementing and managing the transportation / distribution network for a (1036) retail store chain. Support customer service to the field and store base, created budget preparation and expense tracking, transportation process improvement and transportation network management.

- Manage a (21) driver private fleet operation and converted to a third party dedicated contract carrier servicing 30% of the retail store base.
- Analyze, track and manage corporate transportation network and carrier contracts for small package, LTL, truckload, delivery agents, intermodal management companies and third party carrier.
- Reduced annual transportation expense by \$500,000 through conversion of LTL direct to store to a pool distribution network coupled with multiple stop truckload deliveries. Reduced annual inbound expense by additional \$500,000 by establishing (5) LTL consolidation centers.
- Managed the shipping department and active in DC operations to include wave planning.
- Fundamental part of the management team mechanizing the distribution center, shipping and inventory flow.

**Prior Experience:**

Held transportation management positions in various industries such as; Iron & Steel, Conventions & Trade Show, Chemical Manufacturing, sales / operations in flat bed trucking and mattress manufacturing.

**Education:**

B.S.B.A. - Youngstown State University, Williamson School of Business, Transportation / Logistics Management major.

**Professional Development:**

Attended Michigan State University's condensed MBA Logistics in Supply Chain Executive week long seminar.

**Awards:**

Received three Standing "O" awards while with Limited Logistics.