

Charles Dorger

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SALES AND OPERATIONS LEADERSHIP EXECUTIVE

Innovative transportation and logistics executive, recognized for formulating and implementing high-impact sustainable business solutions. Industry experience includes for-hire carriers, 3PL's and hybrid fleets. Committed to creating measurable enterprise value through strategic planning, connecting people, business development/diversification, contract negotiations and labor management. Savvy business leader with laser-sharp focus on implementing change management programs with administrative, commercial, operational and sales teams to align the company's vision to the attainment of financial and operational goals. Ability to successfully link strategy with execution.

AREAS OF EXPERTISE

• Strategic Planning & Execution	• Change Management
• Team Building & Leadership	• Cash Flow Improvement
• High-Profile Client Relationships	• Profit Margin Enhancement
• Building Strategic Alliances	• Productivity Improvement
• P&L Management	• Operations Management
• Client Retention & Loyalty	• New Business Development

PROFESSIONAL EXPERIENCE

Four Star Transportation Company Melvindale, MI August 2016 to June 2018
COO

- Oversight of a Midwest Flatbed trucking company (dedicated and for-hire), providing multi axle and spread axle delivery services to the building and steel industries.
- Ten (10) profit centers located in the Midwest inclusive of loading services, logistics and warehousing/distribution services.
- Sales growth of 31.5% over previous year and EBITDA increased +137%.
- Workforce 200+, 150 tractors and 300 trailers
- Safety accidents decreased 15%. Zero worker compensation incidents 2017.

Atlas Oil Transportation Inc. (A Simon Holding Company) Taylor, MI 2015-2016
VP OF TRANSPORTATION

- National distribution and delivery service of hazardous energy products.
- Provided 24 hour dispatch, inventory control and delivery services, to supermarkets, convenience stores, railroads, manufacturers, distributors and refiners (ethanol and oil).
- Helped to jump-start an attitude of collaboration into the Operations team which led to an increase of net income by 200%.
- Achieved sales growth, revised rate structures, improved equipment utilization, and closed underperforming terminals.
- Consolidated third-party transportation coordination into one central office.
- Safety improvement gains of 28%, using the Smith System and installing Drive Cam.

Letica Resources, Inc. (Subsidiary of Letica Corporation) Rochester, MI 2002-2015
GENERAL MANAGER

A for-hire private fleet, offering regional, long haul and dedicated services. 500+ vehicles and 140 personnel. 30K truckload deliveries annually.

- Operational Performance
 - On-time delivery performance, 99.7%.
 - Driver turnover 10%.
 - Safety and CSA results in the 99th percentile of the Federally Mandated Programs.
- Formulated and implemented processes to achieve financial goals of the organization.
 - Annual budgeting of financial performance

- Negotiated capital equipment purchases and lease agreements.
 - Contracted with third-party (land, rail and sea), service providers to meet all domestic and global delivery requirements.
 - Developed cost effective delivery programs and services for Leticia Corporation.
 - Back-haul sales increased from \$2 to \$7 million, resulting in net 5% delivery cost reduction.
 - Created inter-model rail and cross dock delivery solution to reduce West Coast transportation cost.
- Sustainability Programs.
- Achieved membership goal to EPA's SMARTWAY.
 - Presenter at May 2014 ACT EXPO (Alternative Clean Transportation) for Leticia.

Rush Transportation Group Wayne, MI 2001-2002
COO

A \$160 million national transportation holding company, operating five companies. Services were domestic and international truckload (Canadian), and expedite services, across North America. Customers included General Motors, Ford, Chrysler and Toyota.

American Delivery Service, LLC (Subsidiary of GE/Montgomery Wards) Burr Ridge, IL 1997-2001
PRESIDENT

- Officer of the company, reporting to Montgomery Ward Corporate, Chicago, IL
- Member of the leadership team that brought American Delivery Service and Wards out of bankruptcy. Restructured services to compete in new market opportunities, resulting in customer based diversity, and new revenue streams.
- National company performing residential and dedicated truckload services.

Logistics Insights Corporation/LINC (Subsidiary of Centra, Inc.) Warren, MI 1993-1997
PRESIDENT

- Startup company specializing in inbound freight and sequencing solutions for Nissan, General Motors, Ford and Chrysler.
- LINC managed \$100 million dollars of transportation solutions, employing 300 associates.
- Responsibilities included business development, systems design, strategic alliances and financial reporting.

Yellow Logistics Services, Inc. (Subsidiary of Yellow Corporation) Overland Park, KS 1991-1993
SENIOR BUSINESS DEVELOPMENT AND OPERATIONS MANAGER

- A member of the startup team responsible for marketing, business development and sales west of the Mississippi River.
- Led the start up a non-union truckload carrier, to utilize and protect Texas Intrastate Railroad Commission authority which was acquired by Yellow Corporation.
- Developed and implemented a logistics solution to receive imported Caribbean retail merchandise.
- Product moved through a packing warehouse and onto multiple national Mervyn's Distribution Centers.

Leaseway Transportation, Inc. Dallas, TX – San Francisco, CA & Southfield, MI 1979-1991

Multiple roles and assignments with this Fortune 500 international transportation company specializing in dedicated, retail and finish car hauling services.

MANAGER OF BUSINESS DEVELOPMENT AND OPERATIONS SOUTHWEST

- A multi-logistics management service company designed to revitalize Leaseway's contract distribution services in a six-state territory.

NORTHERN CALIFORNIA AREA MANAGER

- A combination of home delivery and cartage companies, blending eight operations throughout northern CA and NV.

OPERATIONS MANAGER

- Reported to the CFO to assist with the planning to deliver General Motors cars from manufacturing or railhead to dealerships across the United States. Additionally a member of the team acquiring the largest car hauling company in Leaseway's history.

EDUCATION

DePauw University, BA, Greencastle, IN
University of Freiburg, Freiburg, West Germany
American Institute, Aix en Provence, France

Southern Methodist University, Dallas, TX
Executive MBA Program