

THOMAS A. POLIDORO

📍 7652 Royal Crest Drive Jacksonville, Florida 32256

Cell: (904) 327-9003 • ✉ tarp581@live.com

TRANSPORTATION AND LOGISTICS EXECUTIVE

QUALIFICATIONS PROFILE

- Highly organized results-driven leader w/strong strategic aptitude & functional day-to-day accountability with history of assessing/managing risk to generate growth, enhanced profitability and improvements.
- Detail oriented manager and influencer proficient at developing and using data, analysis and KPI's to enhance operations and financial planning, and results to increase profitability and performance.
- Successfully Created new companies/enhance existing departments and operations while driving strategic improvements in revenue, profitability, cost efficiency, organizational structure, customer satisfaction, systems,, process integration ,safety, and employee/driver recruiting, training, retention and compensations
- Leverages integrity, experience and dynamics of leadership style to maximize staff creativity & performance including all integration with inter-department/organization teams maximizing results and minimizing overhead.

Proven areas of expertise are:

** Leadership * Strategic Planning * Financial / Operational Risk/Reward Assessment & Management * Brokerage * Organization Development/Multisite Integration * Network Optimization/Design * Budgets/Cost Controls * Benchmarking & KPI Metrics * Personnel Selection & Development * Employee Workplace Safety. OSHA, DOT * Customer/Vendor Relations, Collaboration, Management * Systems development & integrations*

EDUCATION, CERTIFICATIONS & TRAINING

- **B.S. - Business Administration, Western New England College (now University) ; Springfield, MA**
- * Strategic Logistics Management (U. of Tennessee) * Finance for Non-Accounting Executives: (U. of Wisconsin)
- * Project Management (Baldwin-Wallace College) * AMA Executive Effectiveness Program
- * Managing and Improving Warehouse Operations (U. of Alabama)

PROFESSIONAL EXPERIENCE

FLORIDA EAST COAST RAILWAY HOLDING CORPORATION – Jacksonville, FL

2016 - 2018

Florida East Coast Railway Holdings is a \$400MM Transportation and Land Holding Corporation.

AVP. FEC Brokerage and Logistics - FEC/Highway Services and Raven Transport Logistics, LLC: Leader responsible for internal/external risk assessment, creation & management of a new logistics Freight brokerage company integrated in all FEC business units. Developed/ secured outside carrier capacity for both FEC and Raven; generated new customers /business converted from OTR for FEC; filled Raven backhaul capacity; secured new power only carriers to expand Raven market capacity, eliminating deadhead cost, improving asset utilization and creating new lines of customers/revenue thereby expanding market capability/growth. Developed KPI's for goal & trend assessments/management. Responsible for market enhancement of FEC EZ Buy Transactional Pricing D2D Product & Service offering eliminating capacity deficits by generating new revenues /sources.

* Achieved Brokerage business in 1st year in excess of 3000 loads/\$2.5M revenue from completely new customers,

YUSEN LOGISTICS (AMERICAS) INC. Jacksonville, Florida

2014 - 2016

The 3PL Transportation & Contract Logistics operation of the \$24 Billion+ NYK Global Logistics Company.

Director: Pricing, Carrier Procurement and Yield Management; Direct responsibility for all teams and results in managing Pricing, Carriers and Asset Procurements for over \$400+ MM of Transportation Brokerage spend for

THOMAS A. POLIDORO

📍 7652 Royal Crest Drive Jacksonville, Florida 32256

Cell: (904) 327-9003 • ✉ tarp581@live.com

Intermodal, ISO, OTR and Dray products. Directed risk assessment and data collection/analysis/review process improvements within the critical time sensitive management of bids. Established KPI'S to measure and enhance division product offerings, claims, carrier payables and audit accuracy Directed systems development & enhancements; network rationalization/integrations; directed all Railroad, Intermodal and Carrier procurement, relations, negotiations, contracts; equipment resourcing and cost, contracts/payables management.

Key Accomplishments:

- Achieved Double Digit Growth/Improved Yield by 3+ points in Core Business during 1st year
- Created new management reports and KPI programs to track daily progress
- Reversed negative trend on OTR Brokerage by implementing new strategy, direction and procurement

STYLE CREST, INC., Fremont, Ohio

2010 - 2013

Privately owned market leading Vinyl Siding, Skirting and related Specialty Building Products Manufacturer & Distributor of Specialty Building Materials to the Manufactured and Residential Housing Markets.

Director of Distribution, Transportation, and Warehousing Operations: Direct responsibility for Order Fulfillment strategic/tactical operations and network decisions for Transportation, Private Fleet, 3PL's and Warehousing.. Oversaw 12 inventory DC locations; 3PL's; vendors; and company delivery fleet /drivers in dedicated Route Delivery and TL operations for multi division distribution of Purchased and Manufactured Goods including all related systems, processes, and International Distribution activity

Key Cost Control and Efficiency Accomplishments:

- Designed trailer fleet enhancements allowing RH/MH customers/ products to move on same route trucks, drastically reducing # routes required and cost reductions of over 10%
- Selected, positioned and opened new 200K sq ft combination division DC in North Carolina
- Designed materials workflow network for Fremont operating Campus reducing # facilities and costs
- Set up weekly webcam operation meetings and daily S&OP meetings to build team and address inventory, customer, and operations issues in real time
- Implemented new driver handbook and Safety program/bonus improving CSA scores

BARRETTE OUTDOOR LIVING PRODUCTS (Formerly US Fence); Middleburg Heights, Ohio

2000 – 2009

Leading vinyl, wood and aluminum fencing, railing, garden accent and shed manufacturer serving major international retailers such as Home Depot, Lowes, and Menards.

Vice President, Logistics: Lead all global transportation and logistics order fulfillment with strategic/ tactical accountability using risk assessment/ KPI's for all fleet, carrier procurement, warehousing, distribution, inventory, and technology support functions, systems and processes. Lead Multi company/site integration into one network/system of 59 VMI locations, 2.1M sq. ft of multi channel distribution .warehouses for 3000+ ship to locations, 20K TL's, 120K+ LTL & Parcel ship/year. Primary Logistics Internal/ External Customer/Vendor liaison

Key Accomplishments:

- Saving more than \$3.5M over 4 years by redesign and enhancing network and facility operations

THOMAS A. POLIDORO

📍 7652 Royal Crest Drive Jacksonville, Florida 32256

Cell: (904) 327-9003 • ✉ tarp581@live.com

- Achieved LTL freight cost reduction of 25%+ annually with FAK pricing and standardized tariff rate base.
- Reduced Parcel & TL costs by 18% using new parcel and TL carriers, contracts and processes
- Established internal freight audit/ claim group saving more than \$200K each year.
- Slashed freight claims by 75% by restructuring packaging, handling, and carriers/tender processes
- Cut operating staff by over 35% while doubling daily order processing within pick/pack operation
- Implemented SAP, WMS, locator system and select automation at CDC and product storage yards.

OLYMPIC STEEL, INC., Bedford Heights, Ohio

1998 - 2000

Vice President of Logistics: Directed logistics and integration for 15 separate operating divisions/locations, integrating all global transportation/logistics functions, systems and processes. Interacted with customers/vendors at all levels to facilitate improved OTIF cost/ service delivery. Implemented Multi-Modal solutions and pricing for inbound service.

Key Accomplishments:

- Saved \$5.5M thru risk assessment of replacing selected company fleet / dedicated operations with out-sourced dedicated contracts in CT, MI, PA, IA and GA locations. Cut fuel surcharge costs by 40% and selected area freight costs by 12% by standardizing programs.
- Designed, implemented corporate wide logistics network, operating policies, carrier freight and claims management, freight cost calculator and KPI's. Negotiated selective rail, barge and rail siding contracts generating inbound freight savings at 70% of truck.

ROADWAY EXPRESS/ SERVICES/CALIBER SYSTEM, INC., (now part of FedEx.) Akron, Ohio

1992 – 1998

Roadway Express: Domestic Marketing Manager responsible for \$1.2B of LTL and TL domestic business

Manager of Intermodal; Key in set up, then managed TL and Intermodal Operations and Brokerage Services for Roadway Services Logistics Organization.

General Manager: Created and managed a new profitable TL operating company (Caliber Intermodal) to service both internal operating companies /external customers. Lead integration of company, functional areas and products into all other operating entities. Created specific service offerings and pricing for RPS, LTL, TL and Logistics customers.

Key Accomplishments:

- Created, set up, integrated , managed a new profitable operating company for Roadway Services with new internal revenue of \$21M in new revenue within 2 years of startup and direct CRM
- Successfully managed LTL, TL markets revenue of \$1.2B. and purchased transportation over \$120MM
- Developed and implemented major restructuring for service, transit network reductions system-wide.

CAREER NOTE: Heavy Intermodal, Truckload, Fleet, Brokerage and LTL experience Prior employment history also includes executive, regional and branch management roles Sales/marketing and Operations at Watkins Motor Lines (FedEx National), Consolidated Rail Corporation (Conrail Director) Consolidated Freight, Inc., and Ryder Truck Lines, Inc. Details are available upon request.