

CLARENCE YOUNG

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BUSINESS LEADER: WAREHOUSE OPERATIONS / INVENTORY & PROCESS CONTROL

Driven self-starter and problem-solver with more than 20 years of proven success tackling challenges in high-volume, multi-warehouse operations. Motivational and strategic cross-functional manager who routinely leads diverse teams to meet and exceed organizational goals. Deep expertise and history of strong performance in:

- ◇ Inventory Control ◇ Warehouse Start-Ups & Acquisitions ◇ Process Mapping, Improvement & Controls ◇ Cross Functional Leadership
- ◇ Project Management ◇ Best Business Practice Development ◇ Operational Training ◇ System Development & Implementation

PROFESSIONAL EXPERIENCE

ABC WHOLESALE GROCERS, INC., San Mateo, CA 1990–Present

Director of Inventory and Process Controls (2007–Present)

Director of Inventory Control (1997–2007) ◇ Inventory Control Manager (1990–2007)

Consistently promoted through positions of increasing responsibility during years of accelerated growth and expansion as company burgeoned from one warehouse with less than \$1B in annual sales to an industry leading national warehousing and distribution operation with \$21B+ annual sales, 30+ warehouses and 10K+ employees.

Process Improvement

- ◇ Chosen to lead cross-functional team of subject matter experts to define root cause and develop Standard Operating Procedures (SOPs) to eliminate warehouse damage across multiple facilities. Developed Best Business Practices following extensive site visit observations and negotiations with Warehouse operations.
 - Curtailed damage by **10%** in first quarter.
 - Boosted receiving accuracy by **30%**.
 - Improved return logistics accuracy by **20%** within one year.
 - Reduced inventory shrink by **30%** for two consecutive years.
- ◇ Decreased shrink / damage rates by **35%** at sister facility within six months.
- ◇ Awarded promotion for resolving **\$50K/week** inventory shrink issue following major warehouse acquisition.
- ◇ Slashed **\$2M** in annual physical inventory costs and improved inventory accuracy to **>99%** by engineering a computer assisted inventory cycle count program.
- ◇ Launched a QC Date Code program across all grocery warehouses.

Operational Training

- ◇ Pioneered operational training programs to ensure compliance with SOPs.
 - Developed and implemented more than 30 warehouse operation/shrink control SOPs.
 - Delivered knowledge assessment, on-site training and computer based training modules for warehouse receivers, shippers, supervisors and inventory control teams.
 - Rolled out compliance audit procedures.
- ◇ Trained new inventory control teams on inventory shrink reporting following acquisitions.
Acquisition Integration
- ◇ Key member of cross-functional team that successfully integrated inventory and transaction interface for numerous major warehouse acquisitions with approximately **\$25M** in inventory each.
- ◇ Spearheaded inventory control for **\$400M** acquisition of 20 warehouses in one weekend.

EDUCATION

BACHELOR OF ARTS, BUSINESS MANAGEMENT, University of California, Berkeley