



STEVEN R HOBBS

CURRENT POSITIONS

DISTRIBUTION SYSTEMS, President; 2019 – Present

Providing Distribution and Supply-Chain/Logistics contract and consulting support for shippers, distributors, and service providers

LIGHTHOUSE VISIBILITY PARTNERS, Partner, Jan 2019-Present

SC support in network strategy, transportation, operations, and logistics

MARKET FRESH PRODUCE, Advisor/VP Supply Chain, May 2019 – Present,

Expansion of business providing supply chain solutions for grower/shippers throughout newly developed partner network

ACCOMPLISHMENTS

Supply-Chain Logistics and Strategy

- Negotiated \$57.5m annualized improvement in logistics revenue working closely with suppliers 2017 - 2018
- Designed and built inbound logistics dept driving annual income from \$31m to \$181m 2007 – 2018
- Developed cutting-edge technology to support logistics driving \$5m to \$10m annual improvement each year 2012 – 2018
- Developed intricate cross-dock and redistribution hub network to drive over \$20m in annual net income across product categories
- SC subject matter expert on USF/Sysco merger integration team

Distribution

- Redesigned facility layouts to increase throughput in multiple locations generating from 15% to 47% improvement
- Designed new policy resulting in 80% improvement in attendance
- Implemented organization and operation changes to maintain profitability for facility during 40% reduction in sales 2000 – 2002
- Improved employee safety behaviors from 62% to 95%; achieved lowest injury rate in five years, cut lost-time injury rates in half 2003
- Winner of SuperValu's Management Award of Excellence 1986

Leadership

- Implemented comprehensive communications plan credited for success of contract negotiation during automation project 2005
- Built trust and improved labor relations reducing grievances from 400 to 2 per year 2000 - 2002
- Consulted with independent owners and increased overall unit sales by 20% traveling throughout Midwest 1990 - 1992
- Incorporated business (network, programming, support 1989 - 1994

WORK EXPERIENCE

US Foods, 2006 – 2018, Sr. Director, Network Strategy, Logistics Region/Corp Director, Rosemont, IL; Director of Operations, Eagan, MN

SuperValu, 1977 – 1987, 1996 - 2006, HR Director, Operations Manager, Hopkins, MN; Manager, Central Inbound, Eden Prairie, MN; General Manager (Interim), Warehouse/Transportation mgt, Des Moines, IA

PYA Monarch, Inc. - JP Foodservice, 1987 – 1989, 1994 – 1996, Operations/Transportation Manager, Des Moines, IA

Bredeaux Pisa, 1990 – 1994, Director of Operations, St. Joseph, MO

Business Management Resources, 1989-1994 Co-Owner, Des Moines, IA

Distribution Systems, 1989 – 1995, Owner, Des Moines, IA

EDUCATION

Drake University, Des Moines, IA

1977 – 1986: B.S. in Business Administration, Major: Human Resource Management. Advanced Industrial Sociology and Psychology

PROFILE

My experience includes a strong background in the food business, having managed wholesale, foodservice, franchise and restaurant sides of the business in a variety of operations, distribution, logistics, warehouse, transportation and human resources roles.

I have also provided professional leadership to small and large operations having over 1000 employees on my teams. With this experience, I can quickly assess situations, think strategically; analyze and orchestrate improvements taking into consideration the impact on the entire supply chain.

CONTACT

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COMMUNITY

David Hobbs Music Foundation:

- Support for children charities

- <https://www.davidhobbsmusic.org>