

# DATHEL NIMMONS

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## SENIOR VICE PRESIDENT Supply Chain/Operations/Lean Six Sigma

Strategic, collaborative, results oriented, broad-cross functional, supply chain leader focused on delivering optimal business solutions and partnerships to support sustained business relationships and operational excellence. Specialize in developing teams to deliver creative, effective business solutions. Create transformational change by optimizing people, process, and technology. Proven leadership success in foodservice, retail, co-pack and industrial sales, finance, costing, P&L Management, supply chain, logistics, distribution, procurement, operations, budgeting, and planning, reporting and analytics, material resource planning systems, technology and software applications, marketing, research and development acquisitions and divestitures.

- Sales & Marketing Strategy
- Develop Strategic Partnerships
- Operational Efficiencies
- Cost Reductions & Margin Optimization
- Costing & P&L Optimization
- Supply Chain, Logistics, Sourcing
- Building High Performing Teams
- Financial Budgeting and Planning

## PROFESSIONAL EXPERIENCE

[Protein Sales Solutions](#), Marysville, Ohio

2017 to Present

### Senior Vice President Business Development

2017 to Present

Privately, Family-owned protein broker, \$20MM annual revenue, specializing in international and domestic raw material sourcing and supply chain solutions for domestic based manufacturers. Building relationships and providing effective solutions to our business partners.

[Ohio State University](#), Columbus, Ohio

2020 to Present

### Senior Lecturer

2020 to Present

Teaching AEDE 3105 “**Principles of Agribusiness Global Food Supply Chain**” within the Agriculture Economics Department of the OSU College of Food, Agricultural, And Environmental Sciences.

- Developed new class offering for the OSU Agriculture College, to address the lack of curriculum in the Agribusiness Supply Chain area of Agriculture. “Farm to Fork” with an emphasis on building effective, sustainable supply chains.

[KAHO PARTNERS](#), Greenwich, New York

2019 to Present

### Operating Advisor – Food and Beverage Sales & Supply Chain

2019 to Present

- Independent advisor KAH Partners “a venture capital and private equity firm” on opportunities and investments in the food and beverage sector. [We — Kaho Partners](#)

**Senior Vice President Enterprise Transformation**

**2013 to 2017**

Reporting to CEO & CFO - Lead team of 65+ employees and consultants through 4 year \$65MM, multi-phase, 54 module, enterprise technology replacement with ERP system "Oracle 12.2.4". Managed all aspects of initiative, RFP, system purchase, budgeting, planning, design and implementation.

- Promoted to create and lead team implementing the largest capital expenditure and initiative in company's history, \$65MM. Selected, designed, built and implemented Oracle 12.2.4 to replace all core IT systems.
  - Delivered in two phases 54 modules, on time and on budget with minimal 10% contingency.
  - Delivered \$15MM in annual savings in first year of full implementation.
- Selected enterprise reporting application tool and managed team to design and create all functional area reporting and analytics out of Oracle.
  - Built over 100 key automated reports in the first 3 months.
- Leveraged our lean six sigma team to partner with functional teams to engineer and design new processes to complement and improve effectiveness of Oracle system.
- Cultivated and maintained collaborative communication with a very diverse and changing, leadership steering committee as well as direct reporting responsibility to our Board of Directors.
- Improved application support and perception of new system by creating functional area specific continuous improvement teams. Assigned a lean six sigma expert to each team to analyze and refine process and technology to deliver efficient and effective transactional execution. Embedded reporting analyst with teams to ensure we designed actionable reporting to enable business with the necessary tools to deliver their business objectives.
- Retained all key team players through all phases of the initiative with all receiving awards and bonuses for their exemplary contributions to the business.
  - Personally, awarded the prestigious CEO's "Chairman's Award" in 2015 and B3 awards all 4 years.

**VP Operational Business Development**

**2011 to 2013**

Led diverse cross functional teams across the sales & manufacturing enterprise, including Foodservice Sales, Industrial and Co-pack Sales, Transportation, Warehouse Distribution, Logistics, Production Scheduling, Material Resource Planning, Research and Development, and Lean Six Sigma process improvement teams.

- Created and led cross functional team through supply chain optimization initiative. Objective: drive out waste, optimize cost and improve customer satisfaction - analyzing from customer order to delivery.
  - Created metric based functional area performance scorecards.
  - Materially decreased distressed sales by \$1MM.
  - Improved shipping accuracy and order fulfillment to +99%.
  - Decreased costs of distribution from .36 cents per case to .33 cents per case.
  - Improved customer satisfaction by 2% points from 88% to 90+%.
  - Optimized 3PL contract with 7-, 15- and 30-day rates to match product turns.
- Led R&D team and successfully built production line within 57 days, after we were informed by co-packer, they would cease production of our oven bake sides product line in 60 days.
- Led teams implementing \$30MM re-design of key manufacturing facility.
  - Successfully closed two aging facilities and consolidated all production to one plant without losing any business or customers by strategically creating optimal inventory and co-packers to fulfill sales during the plant downtime.
- Key member of acquisition team conducting due diligence during the strategic purchase of Kettle Creations, \$30MM capital investment.

- Key member of divestiture team to sell Mimi's Café and manage the manufacturing plant transition to Le Madeline.
- Led and managed divestiture team to sell 124,000 sq. ft. distribution facility to Millard Distribution.
  - Negotiated key aspects of contract and performed all due diligence through close of sale. Worked closely with purchaser, attorneys, and county officials to ensure all aspects of transaction were executed to complete purchase.
- Championed foodservice sales as a key contributor to manufacturing asset optimization resulting in improved sustainable profitability across retail and foodservice sales channels.
  - Increased foodservice sales from 20MM pounds to 50MM lbs. over 24 months 2011-2015.
  - Profitable foodservice sales contributed to lowering costs to produce and improving business profit from \$17MM net profit to \$72MM, 2011 to 2016.
- Managed and co-built all Co-packing and Industrial Sales
  - Developed & Managed - Key relationships with Co-packing customers included Tyson Foods and Smithfield Foods.
  - Responsible for all costing, profit, and relationships at key levels with all co-pack customers.

### **VP Retail Sales**

### **2010 to 2011**

Led Bob Evans' retail grocery consumer products sales team delivering \$380MM in annual sales revenue. Team included national account, business development, regional development, and broker salespersons. Directed all aspects of the sales process including, marketing, budgeting, planning, broker, and trade management for \$400MM in annual sales of sausage and refrigerated sides.

- Created metrics-based sales performance compensation tools in conjunction with first ever automated reporting tool, to give real time performance information to sales and broker teams.
- Created Salesperson and Broker scorecards to ensure continuous, reporting and analysis feedback to our broker network partners and sales teams.
- Developed an improved process and customer base to sell Sow offals and by-products. Increased profitability of this 4MM lb. product line by \$.25 cents per lb., approximately \$1MM in bottom line profit.

[JBS](#), Greeley, CO. formerly ConAgra Beef & Pork

2001 to 2009

**Vice President General Manager Monfort Distribution****2006 to 2009**

Reporting to the CEO, led JBS's largest customer, company owned, independent operating wholesale distribution business with \$400M annual revenue. Business consisted of 8 distribution centers selling primarily center of the plate protein based refrigerated products (Pork, Chicken, Beef, Seafood, Cheese). Each office operated as a stand-alone business center consisting of procurement, risk management, sales, marketing, accounting, shipping, receiving and transportation.

- Managed all aspects of the business which included approximately 100 employees in 8 states both union and non-union.
- Transformed business from a cost center to a profit center, delivering \$1MM annual profit run rate within first 12 months.
- Managed 100 rolling stock transportation business significantly improving revenue and reducing costs. Saved over \$40,000 in the first tax audit by creating an automated fleet management system to track miles. Led process improvement initiative which included route optimization, develop backhaul business and optimize front haul, contract optimization to reduce cost of repair and maintenance of fleet.
- Co-managed inventory hedging program with our corporate risk management team.
- Negotiated union contracts including drivers and warehousemen.

**Vice President Sales Performance****2005 to 2005**

Led corporate wide initiative in conjunction with Mercer & Bain consulting, to design, build and implement performance-based compensation.

- Analyzed all compensation across enterprise and designed a performance based metric driven program complete with real time reporting, goals and other incentives to drive company performance.

**National Director Regional Sales and Merchandising****2004 to 2005**

Led corporate field sales team, consisting of 17 regionally based field sales professionals selling wholesale and value-added beef and pork to retail, foodservice, national accounts, and distribution sales channels delivering \$9B in annual sales.

- Successfully launched case ready offal program and grew business to 8mm lbs. in 12 months.
- Designed real time reporting system to allow sales team to view performance in relation to quarterly and annual sales incentives to drive performance and improved collaboration, communication, and execution.

**ADDITIONAL RELEVANT EXPERIENCE**

[ConAgra Beef & Pork](#) – **Director Foodservice National Accounts** (2003 to 2003)

Managed Foodservice sales to all major National Accounts commercial and non-commercial

[ConAgra Beef & Pork](#) – **Director Fresh Meats Brands** (2002 to 2002)

Managed team of branded beef and pork category managers delivering \$1B in value added branded, retail fresh meat annual sales (pork and beef).

[ConAgra Beef & Pork](#) – **Director Ground Beef Marketing & Category Manager** (2001 to 2002)

Launched branded ground beef product line. Managed all aspects of category sales, marketing, R&D, production and packaging optimization. Grew retail business to \$500mm annual sales in two years.

[ConAgra Foods](#) (Armour Food Ingredients) – **Director Business Development** (1996 to 2001)  
Managed sales, marketing and customer service teams consisting of 12 direct reports and 8 brokerage partners. Directly responsible for partnering with corporate risk to hedge contracts on all underlying commodity purchases used in manufacturing.

[Tyson Foods](#) – (Dorskocil Foods/Wilson Foods) **National Account Manager** (1992 to 1996)  
National Account Manager responsible for Sales to national accounts.

[Cargill Meat Solutions](#) – (Excel Corporation) **Account Manager** (1984 to 1988)  
Sales manager responsible for sales to retail, foodservice and distribution accounts both beef and pork products.

## **PERSONAL & PROFESSIONAL ASSOCIATIONS**

**Owner, Caledonia Farm LTD** – Greeley, CO. Family Farm – **Present**, Grow silage and feed corn for feedlots servicing JBS and Cargill Meats.

**Partner, Caledonia Farm LTD** –Paris, KY. Family Farm – **Present**, Commercial Cow/Calf operation, Angus Cross, 50 head.

**Partner, R&R Investments**, San Jose, CA. – **Present**, Family Farm, Commodity Trading and Investments

**Board Member, Urbana Country Club** – Urbana, OH., **Present**

**Lions Club – Member - Present**

**Oracle User Group** – Columbus, OH., 2013 - 2017

**Member, Mid States Meat Association** – Columbus, OH., 2009 - 2017

**Member, Ohio Grocers Association** – Columbus, OH. 2009 - 2017

**Board of Directors, Weld Food Bank** – Greeley, CO. Treasurer, Capital Campaign & Fund-Raising Chair 2002-2008

**Board of Directors, Happy Trails** – Greeley, CO. Non-profit Children's outreach 1995-2000

## **EDUCATION**

**Master's in Business Administration (MBA)**, College of Finance & Marketing, WICHITA STATE UNIVERSITY, Wichita, KS.

**Bachelor of Science (BS), Animal Science**, Colorado of Agriculture, COLORADO STATE UNIVERSITY, Ft. Collins, CO.