

RENZO M. HERNANDEZ

121 JAX SQUARE STERLINGTON, LA 71280 ♦ (804) 791-8074

PROFESSIONAL OBJECTIVE

Seeking challenging opportunities to apply skills and experience in **Management**.

QUALIFICATIONS SUMMARY

Background reflects extensive knowledge, experience and a verifiable record of success in operations and production leadership with emphasis on workforce training and development, productivity, safety and profitability.

- ♦ Direct operations as a working supervisor. Screen, hire, train and supervise employees. Allocate projects and tasks. Ensure production standards. Evaluate performance and productivity.
- ♦ People-oriented approach to daily operations generates high levels of productivity. Manage most every conceivable situation.
- ♦ Apply well-developed time management skills to define priorities and implement activities tailored to meet deadlines. Handle multiple tasks successfully.
- ♦ Apply innovative solutions to complex issues and problems by identifying root cause of difficulties. Divergent thinker; strong brainstorming skills.
- ♦ Identify and mitigate concerns associated with revisions in operations. Resourceful, creative and analytical.
- ♦ Utilize strong bilingual (Spanish and English) written and oral communication skills. Clear and articulate speaker; concise and effective writer. Quickly establish and maintain effective rapport with individuals of diverse backgrounds.

Self-motivated achiever/professional with a reputation for reliability, hard work, commitment, teamwork, consistency, and flexibility, attention to detail, quality control, productivity, employee relations, profitability, efficiency and effectiveness.

EXPERIENCE HIGHLIGHTS

Foster Farms **Shift Manager**

09/2021-Present

Assists with development of organization related to attainment of operating goals and related policies, and best practices, and attainment of operating goals. Directs and coordinates, through subordinate managers/supervisors, department activities in the facility. Well versed with USDA policies, practices and procedures. Reviews and analyzes reports, records, and directives, and confers with managers/supervisors to obtain data required for planning activities such as capital projects, new commitments, status of work in progress, and problems encountered. Assigns or delegates responsibility for specified work or functional activities and disseminates policy to managers/supervisors. Gives work directions, resolves problems, prepares schedules, and sets deadlines to ensure timely completion of work. Coordinates activities of departments to ensure efficiency and economy. Monitors and analyzes costs and prepares budget. Prepares reports and records on location activities for management. Evaluates current procedures and practices for accomplishing location objectives to develop and implement improved procedures and practices.

Case Farms **Assistant Plant Manager**

04/2020-9/2021

Responsible for overseeing and supervising Team Members in the efficient and safe manufacturing of quality products in a manner that is consistent with company policies and procedures. This includes providing feedback to Plant Superintendents on quality and performance issues, guiding Supervisors to achieve personal and production goals by providing support and knowledge, and keeping the Plant Manager informed of procedure changes and plant and personnel needs. Other responsibilities include ensuring the production and shipping of products are coordinated, overseeing the daily maintenance and the smooth mechanical operation of our processes, and coordinating production changes with shift changes and handling any problems that may arise. Other duties include reviewing performance of all production lines with appropriate personnel, analyzing non-routine problems and offering recommendations, implementing company policies, procedures and regulations (including HACCP) and project support as required and performing other responsibilities as the need arises.

Perdue Farms Inc.

04/2019- 04/2020

Shift Leader

Responsible for the efficient and safe manufacturing of quality products in a manner that is consistent with company policies and procedures. Overseeing the daily operation of their assigned area of responsibility and analyzing non-routine problems and offering recommendations for solutions to the plant manager. Maintain entire operation of their assigned area, including but not limited to safety, production yields, quality, employee relations, turnover and absenteeism, discipline, payroll, staffing, and line speeds.

PILGRIMS PRIDE

06/2018-01/2019

SHIFT MANAGER

Assists with development of organization related to attainment of operating goals and related policies, and best practices, and attainment of operating goals. Directs and coordinates, through subordinate managers/supervisors, department activities in the facility. Well versed with USDA policies, practices and procedures. Reviews and analyzes reports, records, and directives, and confers with managers/supervisors to obtain data required for planning activities such as capital projects, new commitments, status of work in progress, and problems encountered. Assigns or delegates responsibility for specified work or functional activities and disseminates policy to managers/supervisors. Gives work directions, resolves problems, prepares schedules, and sets deadlines to ensure timely completion of work. Coordinates activities of departments to ensure efficiency and economy. Monitors and analyzes costs and prepares budget. Prepares reports and records on location activities for management. Evaluates current procedures and practices for accomplishing location objectives to develop and implement improved procedures and practices.

Perdue Farms Inc.

04/2017- 03/2018

Shift Leader

Responsible for the efficient and safe manufacturing of quality products in a manner that is consistent with company policies and procedures. Overseeing the daily operation of their assigned area of responsibility and analyzing non-routine problems and offering recommendations for solutions to the plant manager. Maintain entire operation of their assigned area, including but not limited to safety, production yields, quality, employee relations, turnover and absenteeism, discipline, payroll, staffing, and line speeds.

OK Foods Inc.

Plant Manager

01/2017- 03/2017

Manages subordinate superintendents, supervisors, and hourly employees at the Plant 2 facility. Is responsible for the overall direction, coordination, and evaluation of these units. Also, directly supervises two non-supervisory employees. Carries out supervisory responsibilities in accordance with the organization's policies and applicable laws. Responsibilities include interviewing, hiring, and training employees; planning, assigning, and directing work; appraising performance; rewarding and disciplining employees; addressing complaints and resolving problem

OK Foods Inc.

Assistant Plant Manager

12/2016 – 01/2017

Works hand in hand with Plant Manager to control the operation. Works on special projects. Filled in for the Plant Manager when he or she is out of the office. Responsible for the sanitation department, and works with USDA on plant issues. Controlled the recycling program for Plant 2, working with vendors on pick up materials and tracking progress of materials shipped out from the plant. Researched condemn and waste report and deficiencies and looks at ways to reduce these pounds. Controlled / meet yields, PPMH, PPLH, and cost.

Pilgrim's Pride

07/2016- 12/2016

Assistant Operations Manager

Assists with development of organization related to attainment of operating goals and related policies, and best practices, and attainment of operating goals. Directs and coordinates, through subordinate managers/supervisors, department activities in the facility. Well versed with USDA policies, practices and procedures. Reviews and analyzes reports, records, and directives, and confers with managers/supervisors to obtain data required for planning activities such as capital projects, new commitments, status of work in progress, and problems encountered. Assigns or delegates responsibility for specified work or functional activities and disseminates

policy to managers/supervisors. Gives work directions, resolves problems, prepares schedules, and sets deadlines to ensure timely completion of work. Coordinates activities of departments to ensure efficiency and economy. Monitors and analyzes costs and prepares budget. Prepares reports and records on location activities for management. Evaluates current procedures and practices for accomplishing location objectives to develop and implement improved procedures and practices.

Tyson Foods, Inc.

12/13-06/2016

Assistant Plant Manager

Responsible for overseeing and supervising Team Members in the efficient and safe manufacturing of quality products in a manner that is consistent with company policies and procedures. This includes providing feedback to Plant Superintendents on quality and performance issues, guiding Supervisors to achieve personal and production goals by providing support and knowledge, and keeping the Plant Manager informed of procedure changes and plant and personnel needs. Other responsibilities include ensuring the production and shipping of products are coordinated, overseeing the daily maintenance and the smooth mechanical operation of our processes, and coordinating production changes with shift changes and handling any problems that may arise. Other duties include reviewing performance of all production lines with appropriate personnel, analyzing non-routine problems and offering recommendations, implementing company policies, procedures and regulations (including HACCP) and project support as required and performing other responsibilities as the need arises.

Tyson Foods, Inc.

03/13-12/13

General Production Mgr.

Responsible for the efficient and safe manufacturing of quality products in a manner that is consistent with company policies and procedures. Overseeing the daily operation of their assigned area of responsibility and analyzing non-routine problems and offering recommendations for solutions to the plant manager. Maintain entire operation of their assigned area, including but not limited to safety, production yields, quality, employee relations, turnover and absenteeism, discipline, payroll, staffing, and line speeds.

Rock-Tenn - Columbus, Georgia

02/12- 03/13

Plant Superintendent:

Responsible for planning, organizing, directing and controlling forming cartons manufacturing operations at the Columbus plant. Responsible for achieving and maintaining the lowest possible cost forming production consistent with company policies, and effective employee relations including safety. Manage and direct a staff to include 30 hourly associates and 1 hourly supervisor.

Koch Foods - Morristown, Tennessee

08/11- 01/12

3rd Shift Superintendent:

Responsible for the efficient and safe manufacturing of poultry products in a manner that is consistent with company policies and procedures. Manage and direct 4 Production supervisors and 100 + hourly associates in the day to day operation of the Processing Facility to include Live hang, Evisceration, Cut Up & Shipping.

Cagle's Inc. - Pine Mountain Georgia

11/07- 07/11

1st Processing Manager :(05/08- 07/11)

Responsible for the efficient and safe manufacturing of poultry products in a manner that is consistent with company policies and procedures. Overseeing four supervisors and 100+ hourly team members.

2nd Processing Superintendent: (11/07-05/08)

Maintained high production, quality, and yields while ensuring a safe work environment. Monitored daily production orders to ensure fulfillment of customer orders.

Tyson Foods Inc., Buena Vista, Ga
10/07

03/05-

General Production Manager: (03/05-10/07) Responsible for the efficient and safe manufacturing of quality products in a manner that is consistent with company policies and procedures. Overseeing the daily operation of their assigned area of responsibility and analyzing non-routine problems and offering recommendations for solutions to the plant manager. Maintain entire operation of their assigned area, including but not limited to safety, production yields, quality, employee relations, turnover and absenteeism, discipline, payroll, staffing, and line speeds.

Tyson Foods Inc., Glen Allen, VA

7/02- 03/05

Sanitation Supervisor: (11/03- 03/05) Motivate, evaluate and supervise a team of 37 associates in the cleaning of production equipment ensuring USDA cleanliness standards for a poultry processing plant.

Production Supervisor: (12/02- 11/03) Motivated, evaluated and supervised a team of 42 associates on 2 production lines ensuring safety, quality and productivity.

RENZO M. HERNANDEZ

Dear Sir or Madam:

In the interest of exploring challenging opportunities in **Management** with your organization, I have enclosed my résumé for your review and consideration.

You will note significant experience selecting, directing and motivating associates while controlling all aspects of operations and expenses. I would like to point out my strong ability to interact with people and evaluate information to develop plans and programs geared to improving profitability. Additionally, I am exceptionally well-suited to conducting orientation and training sessions, performance evaluations and maintaining accurate computerized records and files according to policies and procedures. Excellent organization and planning skills allow me to choose priorities successfully and implement activities tailored to meet specifications and deadlines. Well-developed communication skills enhance my ability to quickly establish effective and persuasive rapport with individuals of diverse backgrounds. My complete array of qualifications makes me an ideal candidate to help your company achieve its future goals.

As a result, I am confident in presenting myself as a potential asset to your organization. I would appreciate the opportunity to discuss with you, in person, how my qualifications meet your needs. I am certain I can identify additional areas in which I can contribute as an integral member of your company's team.

Thank you for your time and consideration. I look forward to hearing from you soon.

Sincerely,

Renso M. Hernandez

Enclosure