

JUSTIN CALLAWAY

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MANAGEMENT PROFILE

Results-driven manager with progressive experience in dynamic, high-volume manufacturing and supply chain environments. Respected professional and innovative manager with proven accomplishments developing and implementing key system and process improvements while resolving critical problems to drive productivity, efficiency, and performance. Strong motivational team leader with a history of building collaborative environments and high performing teams.

CORE COMPETENCIES:

- Operations Management
 - P&L Management
 - Program/Project Management
 - Supply Chain Management
 - Early Management/IIM
 - Continuous Improvement
 - Turnaround Experience
 - Injection & Blow Molding
 - Crisis Management
 - Multi-Site Management
 - Transformational Leader
 - Contract Negotiations
 - Capital Projects
 - TPM/LEAN Rollout
 - Greenfield Start-up
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PROFESSIONAL EXPERIENCE

Tsubaki Nakashima (March 2020 – Current)

Plant Director

Tsubaki Nakashima – Cumming, GA

- Leader of the company's largest manufacturing location with full P&L, Sales, and Supply Chain responsibility
- Tasked to fully turnaround a struggling manufacturing location that is key to the overall success of the Region
- Results include consecutive years of >5% OP increase even with COVID related Sales decrease of ~30%. Reduction in voluntary turnover by 90%, reduced safety IFR from 6.49 to 0.91, reduction in non-quality cost and complaints by more than 50%, On Time Delivery increased from 72% to 93%
- Partner with Sales to lead customer interface, audits, and contract negotiations
- Support the new Region, post acquisitions, to integrate to the TN ways of working. Developed and lead Regional integration team of HR, HSE, CI, Operations, Quality, and Engineering
- Supported other plant leaders in teaching and development TPM/LEAN tools to help replicate the results across the Region

Mondelez International (July 2017 – March 2020)

Program Director- North American Restructuring

Mondelez International – East Hanover, NJ

- Responsible for E2E development and execution for large Growth & Restructuring projects within N.A. factories
- Lead Regional and Plant project teams at 10 factories and 2 regional offices
- Supported development and led execution of multiple Programs to support a long term Restructuring initiative
 - Highlights include:
 - Consolidation of "Snacks" network within N.A. Region by creating Center of Excellence (COE) locations for Wheat Thins, Cheese Nips, Ritz, Ritz Crisps & Thins, belVita, Premium, and Better Cheddars brands
 - Developed Line of the Future (LoF) standards with best-in-class Engineering, RDQ, and Safety guidelines
 - Partnered with OEMs to manufacture and install new lines in COE locations
 - Installation of 5 new LoF and relocation of 10 existing lines across the network with full rollout of trainings, SOPs, and CTQ/CTPs in new locations
 - Partnered with co-manufacturing company to create a flexible manufacturing plant enabling BCP plans
 - Projects resulted in rationalization of 3 aging plants and 2 Brownfield expansions
- Support M&A team with operational and financial feasibility assessment of acquisitions
 - Led Operations & Engineering feasibility for 2020 "Give & Go" acquisition (\$1.2B)
 - Supported with Operational, Engineering, and Safety integration for 2018 "Tate's" acquisition (\$0.5B)

- Coordinated with Regional and Global Engineering, R&D, Operations, Legal, and Procurement groups to ensure successful Program implementation and execution using LEAN/6S and TPM methodologies
- Worked closely with key stakeholders to ensure the proper level of engagement and information sharing about program status and risks

Nestle Waters N.A. (April 2007 – July 2017)*Plant Director- Multiple Locations*

2016 – 2017

Nestle Waters N.A. - Dallas, TX

- Responsible for the overall P&L results for operations that included a Retail manufacturing facility (Grand Prairie) and a Home & Office manufacturing facility (Dallas)
- Accountability for logistics operation that handles the SW region planning, domestic shipments, Ready Refresh operations, and spring water tanker service for North Texas
- Ensure the safety of all employees and quality of all products remains the #1 focus of the factory leadership team
- Maintain ISO 14001, 18001, and 22000 certifications
- Establish factory and department specific objectives to achieve corporate KPI's
- Ensure compliance to local and internal labor regulations
- Participate in cross-functional teams across the entire organization to develop new policies and procedures
- Work with local community leaders to ensure good relationships and community stewardship
- Implement and manage TPM processes and CI tools to ensure sustainable and improving operation

Hawkins, TX

2016 – 2016

- Largest factory in the SW region consisting of ~260 employees who operate a 24/7 manufacturing and shipping operation that produces ~70MM cases annually
- Took on the role of Project Manager after a tornado struck the factory causing massive damage to the factory and production equipment. ~\$150MM in fixed asset damage
- Led cross functional contractor teams (~350 at peak) to safely clean up, rebuild, and repair facility to restore operations. The first production line became operational in 7 weeks, with all factory operations restored within 12 weeks, months ahead of early predictions

Pasadena, TX

2012 – 2016

- Responsible for the overall P&L results for operations that included a Retail manufacturing facility (Pasadena), Home & Office manufacturing facility (Houston), and an Import warehouse and operation (Pasadena)
- Accountability for logistics operation that handles South Texas planning, domestic shipments, Ready Refresh operations, Import business for the SW region, and spring water tanker service for two Houston locations
- Maintain ISO 14001, 18001, and 22000 certifications
- Work with local community leaders to ensure good relationships and community stewardship
- Implement and manage TPM pillar methodology and CI tools to ensure sustainable and improving operation
- Awards for Most Improved Factory in 2013 and 2015
- Highest companywide Employee Engagement scores 3 consecutive years

Technical and Operations Manager

2010 – 2012

Nestle Waters N.A. - Pasadena, TX

Technical Supervisor

2008 – 2010

Nestle Waters N.A. - Hawkins, TX

PLC Mechanic

2007 – 2008

Nestle Waters N.A. - Hawkins, TX

Military Experience*Electronic Technician- Ground Navigation Systems*

2001 – 2007

United States Air Force – Worldwide

Educational Background

BBA Operation Management - American Intercontinental University – 2009

AAS Electronic Systems Technology - Community College of the Air Force - 2006