

THEODORE A. DIVITO

theodore.divito@outlook.com

(915) 539-3885

<https://www.linkedin.com/in/theodoredivito>

Senior Transportation Manager

Experienced logistics and transportation manager for organizations that require management for transportation operations, vehicle management, supply chain distribution and complex intermodal planning. With over 25 years of logistics management spanning aviation, land, rail, and sea freight, I pioneer transportation solutions with *people*, through infectious positive motivation resulting in *accuracy, delivery, and customer service*. My supply chain management with commercial, government, military, and FTL/ LTL / NEMT freight has developed transportation solutions and support for up to 5,000 personnel and fleets up to 1400. I connect people, customers, and freight!

SKILLS SUMMARY

Transportation Management & Logistics operations ♦ Intermodal Transportation ♦ Freight Management & Dispatching ♦ Manifesting/ CBLs ♦ Driver Management ♦ OSHA, DOT, HAZMAT compliance ♦ Forecasting, KPI analysis ♦ FMCSA ♦ FTL / LTL / Break Bulk ♦ TWIC ♦ Safety, Hazmat, ♦ Port Operations ♦ Logistics planning ♦

WORK EXPERIENCE

Fleet Transportation Manager

CRST, Lacey, WA

August 2022-May 2023

Manager of a fleet of 22 short, overnight express, and long-haul drivers across four states: Washington, Oregon, Idaho, and Montana for a dedicated account with a major home big box store. Interfaced with the shipping department to ensure timely outbound operations and prompt delivery of store freight within a 3 hour window. Managed all FMCSA requirements. Managed tractor and trailer pools at multiple locations. Inspected and ensured both tractors and trailers are in compliance with local and federal regulatory requirements. Enforced FMCSA, safety, hazmat, and DOT compliance. Manage personnel in operations including recruitment, training, directing, supervision, performance evaluation, and administration of discipline. Prepared injury and damage reports. Communicated the status of all shipments to the appropriate buyers/managers in Supply Chain and field operations personnel. Prepared mileage and fuel reports weekly. Developed corrective action plans following incident investigations and audits and ensured they were completed in a timely manner. Monitored KPIs and optimized fleet priorities.

- Increased trailer utilization for bilateral haul to 95% in order to increase profit haul.
- Worked with a major home box retailer account to efficiently spread workloads across the week to achieve 95% efficiency rating or better. Developed relationships with 5 associate offices to allocate resources evenly.
- Recovered over 100 lost or missing trailers valued in excess of \$8 million. Managed cargo handling yard.
- Dispatched groups of over 30 drivers including day route, nighttime express, and long-haul teams with a 97% on time rating. Troubleshoot and recovered deviations to the pick-up and delivery. Ensured Hazmat compliance.

Senior Transportation Supervisor O'Reilly Autoparts Inc., Puyallup, WA

August 2021-August 2022

Senior manager for transportation operations for more than 50 long and short-haul truck drivers, 10+ 3PL drivers and one subordinate manager. Interface with stores, contract repair facilities and DOT officials to maintain fleet for regulatory compliance, maintenance, and operational requirements. Ensure drivers are in compliance with hazmat regulations both for Federal and across four states. Interface with the shipping department to ensure timely outbound operations and prompt delivery of store freight. Work with stores to resolve delivery issues and concerns. Interview, hire, and handle discipline issues with employees. Schedule and coordinate drivers and resolve driver issues. Inspect and ensure both tractors and trailers are in compliance with local and federal regulatory requirements. Developed and Maintained the Standard Operating Procedure (SOP) and Best Practices for the Transportation Department.

- Identified and implemented innovative ideas that added value and improved work processes and route management. Spearheaded a major project to develop more than 43 new routes to maximize efficiency with 17 new stores and to improve customer service with on-time delivery.
- Wrote Hazmat training program for approximately 400 stores in order to bring the region into Hazmat compliance. Ensured compliance with all hazardous materials shipping regulations by all modes of transport.

Briefed management on legal requirements. Prepared visual presentation to identify common issues and corrections.

- Maximized in-house driver utilization and reduction of outside carriers to save daily costs of over \$16,000
- Negotiated 3PL carrier pricing and performance to cover routes during driver shortages. Contacted and scheduled 3rd party freight carriers to pick up loads.
- Saved over \$291,000 in fuel costs by monitoring and enforcing KPIs with idling, speeding, safety, and MPG goals. Prepared mileage and fuel reports weekly.
- Coordinated overhaul and repair of more than 10 trailers for liftgate repair saving more than \$14,000 per repair. Evaluated fleet requirements and needs and coordinated purchases and repairs.

Transportation Specialist (Contract) 833rd U.S. Army SDDC , JBLM, WA

June 2020-July 2021

Served as a Transportation Specialist in Traffic/Cargo Management Division to plan, manage, coordinate, direct, control, and expedite the movement of cargo through port and railroad terminals, military facilities and other installations for intermodal movement. Planned and controlled transportation for ship, rail, truck, freight movement. Planned rail classification, motor, tariffs, processes/ principles of cargo movement, and managed automated transportation-related documentation procedures. Managed cargo handling yards, shipping container processing operations, and associated intermodal operations. Managed, coordinated, and controlled in and outbound cargo for the Department of Defense. Worked with more than 90 carriers for shipment to and from Asia spanning two months and two missions. Worked directly with drivers, brokers, and other freight agents to provide friendly and timely customer service for military cargo movement. Wrote two standard operating procedures for customs clearance and GATES terminal processing. Negotiated rates with carriers and enforced terms of contract.

- Interfaced with brokers, carriers, CDL drivers, and intermediaries to process bills of lading, manifests, hazmat documents, and secured classified load documents for intermodal transport. Processed more than 1000 ocean manifests in one year for commercial carriers and transporters. Identified missing cargo for manifesting. Processed in and outbound cargo delivery to vessels such as the *Cape Henry*, the *Cape Orlando*, the *Green Lake*, and other vessels with cargo exceeding more than 800 vehicles per vessel and weight exceeding more than 32,000 dwt. Dispatched drayage working drivers with ocean container customers and units.
- Won government impact award for saving more than \$26,000 by recovering lost, astray, and abandoned freight.
- Reviewed DD2890 forms for hazardous materials transport to include Class 1 explosives, Class 7 radioactive, and other dangerous goods. Identified HAZMAT cargo for appropriate segregation, documentation, and processing. Process radioactive delivery of hazardous waste for processing to the Hanford radioactive disposal facility in eastern Washington State and high explosive shipments for the Department of the Navy and Army.
- Served as liaison with commercial carriers and vendors to provide technical advice, continuity of policy and effective working relationships to ensure transportation methods and types of conveyances conform to the best interests of the Government. Work multiple missions with international nations and OCONUS to include the Far East, Alaska, Guam, Hawaii, Kwajalein atoll, Marshall Islands, East Timor, Australia, and Japan. Worked with the Ports of Tacoma, Port of Seattle, and Port of Aberdeen to process on average between 800 to 3000 piece of cargo per shipment. Worked with Customs and Border Patrol (US CBP) for in-processing international cargo.
- Reviewed equipment requirements, evaluated routes and applicable tender/tariff rates, conduct cost analysis, and assess most effective method and mode to move cargo. Identified over-dimensional cargo bound for other jurisdictions that have restrictive laws for truck shipment. Processed more than 50 customs documentations for sustainment cargo with the U.S. Customs and Border patrol for cargo inbound to the Pacific Northwest.

Transportation Dispatcher Manager ATS TransPro, Tacoma, WA

Nov 2019 -June 2020

Managed, led, trained, and supported more than 5 dispatchers and 70 drivers for a taxi para transit service providing services for disabled and handicapped persons, veterans, hospitals, schools, and medical providers for NEMT passengers and medical freight. Planned, coordinated, directed, and reviewed dispatch operations, contract compliance, and evaluated work.

- Managed more than 7 major transportation contracts for a Non-Emergency Medical Transport Company. Manage and control costs to include overtime savings of over \$9,600 weekly through overtime reduction, route optimization, and contract enforcement. Evaluated transportation and security threats.

- Managed and supervised scheduling for more than 70 drivers and 6 dispatchers. Reviewed EDL logs through dispatching software to ensure compliance with OSHA, FMCSA, and DOT requirements. Coordinated and oversaw see more than 400 dispatched trips daily. Maintained individual essential errand trip records, including the number of trips completed, destinations, and type of trip, and mileage.
- Conducted analysis of contingency plans in order to ensure emergency preparedness from a logistics standpoint. Handled three accidents and five non-vehicle incidents involving both Class B CDL and non-CDL drivers in three months. Inspected passengers and cargo for security and safety compliance.
- Performed technical duties as the logistics planner by developing and coordinating both the long and short range logistical support of the installation plans for emergency response and disaster relief missions. Selected as one of two managers to attend a company-wide dispatcher Non-Emergency Medical Transport Conference in Oregon.

Warehouse Supervisor**McLane NW, Lakewood, WA****August 2017- May 2019**

Managed warehouse and transportation operations for a wholesale grocery distributor to include receiving, picking, stockage, hostling, inbound shipping, and tracking and tracking of equipment and freight.

Road Call Coordinator**Interstate Distributor Co., Tacoma, WA****April 2016- August 2017**

Managed vehicle and equipment emergency recovery, maintenance and registration. Coordinated emergency road service and repair services for stranded, and disabled commercial trucks and trailer nationally. Coordinated solutions that were integrated with and designed to promote efficiency, and economy in executing company-wide substantive, immediate, and long range missions and programs. Developed cross-functional relationships with dispatching, maintenance, and planning operation departments nationally in order to provide seamless customer service. Planned optimal routing with operations department during maintenance crisis to reduce downtime to an optimal 24 hrs or less for FTL trucks. Enforced safety regulations and applicable federal, state, and local laws and regulations regarding proper handling and transporting of commercial cargo. Enforced DOT compliance of Federal Motor Carrier Safety Act regulations.

- Enforced driver management and adherence with FMCSA compliance, hours of service, and DOT requirements: Managed driver logs, accident reporting and investigation drug testing requirement and transportation equipment/vehicle maintenance. Responsible for a fleet of over 1300 tractors. Interpreted and implemented cargo plans, making adjustments when warranted to provide an efficient flow of cargo during breakdowns and accidents.
- Ensured all scheduled passenger trips/tours were efficiently routed in all service area utilizing the fastest routes available optimizing efficient of driver's time by monitoring all assigned trips. Negotiated costs, contracts, and service saving an average of \$1300 per major repair. Reduced yearly transportation maintenance costs by over \$142,000 through review and negotiation of repair pricing estimates.
- Drove the team to be customer centric, including developing strategies to enhance our customer service and growth, focusing on communication, service excellence, and efficiency to influence positive customer experience and feedback. Processed over 4,300 calls for outbound trailers and tractor repair requests in one month. Monitored repairs to meet service-level agreements. Rated #1 in department over several months.

Logistics & Supply Chain Operations Officer U.S. Army, JBLM (Tacoma), WA**July 1996- March 2015**

Senior logistical planner and coordination manager for 2,500 personnel. Implemented and managed complex multimodal projects often involving international partners and stakeholders. Managed and implemented complex intermodal, distribution, and multimodal logistics operations worldwide. Planned, advised, and monitored the movement of LTL, FTL, and breakbulk. Managed 20 warehouses and responsible for inventory in excess of \$14 million dollars.

- Hand selected as Senior Logistical Advisor to Kandhar Police department for logistics security. Trained several foreign officials via an interpreter team on western logistics methodology.
- Managed cargo handling yards, container processing operations, complex intermodal operations to include sea, railroad, and airlift operations. Managed 20 warehouses with over \$40 million in inventory.

EDUCATION

Master of Arts: Transportation & Logistics Management | American Military University
Bachelor of Science: Business Marketing | University of Maryland, University College

CREDENTIALS & CERTIFICATIONS

Certificate in Lean Six Sigma for Manufacturing | Defense Acquisition University
Professional Designation in Logistics (PLS) - American Society of Transportation & Logistics (ASTL/APICS)
Transportation Workers Identification Card (TWIC) - Department of Homeland Security
Hazardous Materials Management, Packaging, and Transportation - U.S. Army
Safety & Risk Management - U.S. Army
CDL-A

PROFESSIONAL ASSOCIATIONS

Center for Supply Chain Management Professionals (CSCMP)
American Society of Transportation & Logistics (ASTL)/ (APICS)
Transportation Club of Tacoma (TCT)
Transportation Club of Seattle (TCS)

TECHNICAL SKILLS

MS Office: Ms Word, Ms Excel, Ms PowerPoint, Ms Outlook. Mainframe and PC applications to include Logistics Management and Defense Transportation system software (military ERP / EDI): AS400, Qualcom, Cetaris, Lotus, PBUSE, BCS3, BFT, AIMS-TC, RFID tracking, Bar code, Q-code, GPS, WinTerm, PeopleSoft, Zonar, Sage, Pictalite, Reflections, Retailix, Dispatchbot, IBS (Integrated Booking System), GATES (Global Air Transportation Execution System), GFM (Global Freight Management), IBS-T, CDL-A, forklift operations, Lift on Board (LOB), OmniView, Lytx, Redhat. Various warehouse management systems and transportation management systems.