

Hussan Peavey

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Executive Profile

Supply Chain Operations • External Manufacturing • Logistics

Supply Chain Leader with E2E value chain expertise and a notable career delivering business objectives through progressive supply chain practices. Demonstrated process excellence lead with a notable career developing and meeting KPIs through strategically driven initiatives aligned to tactical execution. Experience deploying complex solutions that drive continuous improvement, quality and service. Effective people and change management leader. A versatile and hands-on supply chain leader with over 18 years of experience across the beauty, pharmaceutical and consumer goods industries.

Key Strengths ...

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| <input checked="" type="checkbox"/> Demand & Supply Optimization | <input checked="" type="checkbox"/> P&L Accountability |
| <input checked="" type="checkbox"/> Supplier Management & Negotiations | <input checked="" type="checkbox"/> Category & Global Business Unit Management |
| <input checked="" type="checkbox"/> Continuous Improvement (PE) | <input checked="" type="checkbox"/> External Manufacturing |
| <input checked="" type="checkbox"/> Sales & Operation Planning | <input checked="" type="checkbox"/> Supply Design & Integration |
| <input checked="" type="checkbox"/> SAP/APO Power User | <input checked="" type="checkbox"/> Procurement |
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Career & Accomplishments

RUTGERS BUSINESS SCHOOL, Piscataway NJ • 2020 to present

Assistant Professor of Professional Practice, Supply Chain Management

Develop, facilitate and instruct supply chain courses that matures the core knowledge of undergraduate students. Create weekly lessons that address current challenges, best practices and strategies in supply chain. Grade papers, business cases and exams. Hold office hours to provide additional guidance to course content. Translate real-world supply chain challenges and concepts into the classroom while leveraging analytics to make decisions. Strive to maintain a thorough knowledge of instructional standards, practices and methodology to engage and excite students about supply chain.

Assistant Director of Undergraduate Programs, RBS Newark Campus

The Assistant Director of Undergraduate Programs plays the crucial role of liaison between the department and the student. The assistant director ensures seamless communication and guidance to our students to ensure successful completion of the SCM undergraduate program. The ADUP serves in an advisory capacity and collaboratively works with Rutgers resources to provide guidance and support to the Newark student body.

Schweid & Sons Co, Carlstadt NJ • 2019 to Jan 2020

Senior Director of Supply Chain

Business process owner for a midsize food manufacturing company. Full oversight of production, warehousing, transportation, logistics, project management and customer interfacing. Coordinate plant activities to ensure facility objectives are accomplished in a timely and cost-effective manner. Developed cost control over capital and direct/indirect operation expenditures. Responsible for customer focused supply chain strategies supporting food industries. Manage a high-performance team that is fully accountable for all elements of supply and logistics. Demonstrated competencies in collaboration, innovation (supplier-enabled innovation), strategy development, customer focus, people leadership,

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business partnering, change management, category management, contract manufacturing, supplier diversity, supplier relationship management, strategic sourcing, contract management, and manufacturing and distribution operations.

JOHNSON & JOHNSON – NeoStrata Co. Princeton NJ. ▪ 2016 to 2019

Director of Operations and Supply Chain Planning

Overall responsibility for business activities related to external manufacturing, supply and demand planning, and packaging development. This includes the negotiation of contracts, pricing and service terms. Allocate resources to support and align to company objectives in the most cost efficient and effective manner. Supervise and coach 6 operation managers driving \$62 million annual revenue. Responsible for updating systems and planning processes to scale for a 52% YOY growth in 2018. Transform S&OP process to reflect a maturing channel and commercial strategy.

- Integrated supply and demand planning into Canada after acquisition of brand, NTS of ~\$22 million.
- Identified and deployed SDP (smart demand planner) as a transition of excel planning platform
- Developed, and established business metrics in a dashboard format to improve analytical insight to business performance and decisions.
- Developed and deployed first network capacity analytical tool to assess external manufacturer's forward capacity and to improve reliable supply.

ESTEE LAUDER COMPANIES, Bristol PA ▪ 2011 – 2016

Director, External Manufacturing,

Responsible for network of external manufactures impacting over \$1.3B in annual sales. Lead supply and demand related projects and initiatives that enable increased value across supply chain functions. Deploy standard planning processes, metrics and communication tools that align resources to growth objectives. Leverage continuous improvement and process excellence methodologies to drive bottom-line improvements. Mature supplier network to improve responsiveness, flexibility and cost savings. Collaborate closely with functional partners to promote balanced business decisions. Develop eight planning managers to enable business results and build a talent pipeline.

- Regional lead for NA External Manufacturing revamp of Sales and Operation Planning process with consultant group Accenture (FY 2016).
- Developed, executed and managed new launch planning model focused on execution at manufacture and a single voice to brand partners, driving 5% service level improvement (~\$39MM lost sales avoidance FY 2015).
- Developed and deployed successful rollout of (CSI&OP), Contract Sales Inventory and Operation Planning to 19 top tier external manufactures.
- Developed and deployed first global capacity analytical tool to assess external manufacturer's forward capacity and to improve reliable supply (FY 2015).
- Developed ERG's mission statement, strategy and presented business impact of inaugural year to Estee Lauder's Chairman, CEO and senior leadership team.

JOHNSON & JOHNSON COMPANY — Skillman, NJ ▪ 2003 to 2010

Contract Account Manager, External Manufacturing, 2009-2010

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Responsible for implementing best in class supplier management practices at several external manufacturers boasting \$65MM in production. Enable supplier to deliver service goals, while controlling cost to meet *growth profit targets*. *Manage supply chain agreements, negotiate contracts, facilitate audits (GMP, AH&S, Micro)*, perform financial reviews, and risk assessments. Reconcile PPV and inventory discrepancies to align planning requirements in SAP.

- Secured \$100K+ in annual savings after renegotiating a supply agreement, 1.5% reduction in administrative fees; contract impacting \$25MM in acquisition cost.
- Developed the first supplier capacity modeling tool to increase visibility to service risk, developed alternative capacity that avoided \$800K in lost sales.

Franchise Supply Chain Manager, 2007-2009

Deploy demand-supply strategies impacting \$572MM in sales. Represent planning on new product launches and sourcing projects. Facilitate S&OP process to ensure balanced decision making across supply chain for GBU. Responsible for managing and driving improvements in Days of Supply (DOS), MAPE, UFR, OTIF, SLOB, MDAs and airfreight for Baby Brand. Led and standardize first NWI cross functional resolution process. Manage and develop six supply/demand planners according to the "Standards of Leadership".

- Led the revision and standardizing of the S&OP process impacting the consumer sector.
- Supply chain lead for SAP integration and consolidation of North America distribution network supporting ~\$500MM worth of inventory.
- Received "*Standards of Leadership*" awards; GBU highest service level in 2007 and 2008

Senior Business Leader of Distribution Logistics, 2005-2007

Lead distribution operations and management activities impacting a 270,000 sq. ft. facility contributing more than \$8B in annual revenue. Accountable for a \$6MM budget, Manage Performance Development Plans (PDP) for 30 warehouse associates, cGMP compliance, and maintenance projects for facility.

- Led Value Stream Mapping project for Bridgewater Distribution Center, identified \$215K in budget savings.

Order to Cash Business Leader, 2003-2004; and Reverse Distribution Team Leader, 2004-2005

Oversaw the order management process of \$1.3B in annual sales while achieving customer service and cost metrics for the sales and logistics division. Developed 14 customer specialists to drive business results and support talent readiness at J&J's SLC division.

- Led a Black Belt Project that achieved \$1.5MM in annual savings after improving reverse distribution processes; *obtained Green Belt Certification*.
- Served an instrumental role in "Go to Market 3" initiative for the SLC; received 2003 Vision Award

** Prior Career History with MARCAL Paper Co. and SGS US Testing Co. Available Upon Request **

Education/ Certifications/ Professional Development:

RUTGERS UNIVERSITY — New Brunswick, NJ ▪ **B.S. in Mechanical Engineering**

NEW YORK INSTITUTE OF TECHNOLOGY — Old Westbury, NY ▪ **M.B.A.**

Black Belt ▪ Green Belt Certified/ Lean Manufacturing ▪ cGMP, SAP R3/R4/APO