

**Gladys M. Carroll-Weathersby**  
**2429 North 16<sup>th</sup> Street**  
**Milwaukee, Wisconsin 53206**

(414) 795-5833 (cellular)

(414) 763-0384 (home)

[gmweathersby@hotmail.com](mailto:gmweathersby@hotmail.com) (personal email)

**Special Expertise in:**

- Global Physical Inventory Management
- Global Inventory Reconciliation Management
- Global Import/Export Compliance
- Global Transportation Management
- Global Systems/Analysis Compliance Leader
- Process and Procedural Leader
- Budget Management
- Global Compliance Trainer
- Policy/Procedure Compliance Auditing
- Project Management

**STRENGTHS:**

- Able to Drive Global Teams, Processes, & Results
- Ability to Plan & Drive to Meet High Pressure Business Deadlines
- Commitment to Financial & Compliance Results
- Strong Focus on Simplification
- Excellent Understanding of Logistical Flows, Associated Financial Flows, & Transportation Compliances and Reconciliation
- Attention to Details, & Listening to User/Constituent Needs

**EMPLOYMENT HISTORY**

MillerCoors

**Rates & Compliance Senior Analyst**

6/8/2015 to present

**Responsibilities/Accomplishments:**

- Audit Freight Forwarders, LTL, TL, Small Parcel Carriers Rates
- Audit Freight Invoices, Billing

Case New Holland (CNH)

**North Americas Inbound Logistics Specialist (USA, Canada, Mexico, & Latin America) (Ship Direct/Direct Ship/Inbound/Outbound/Exports/Reman) (4/30/2012 to 5/26/2015)**

**Responsibilities/Accomplishments:**

- Black Belt Project Leader: Inbound Logistics Ocean Container Detention Project
  - Drove process improvements and efficiencies through optimization and standardization of Importation Policies
  - Worked closely with cross-functional teams internally and externally to reduce cycle times and fees associated with inbound to North America's Ocean containers (from Port of Entry to Unload and return to Ocean Container Owners).
  - Reduced Inbound Container Detentions, Demurrage, Per Diem, Storage, and other avoidable fees from \$900K to 20K in eight months.
  - Lead the implementation of CNH's Importation Policy Revision and Audits
- Created and manage the Current Inbound Logistics Freight Payment Database that audits all transportation freight costs. Database is used to audit and correct incorrect freight charges, and freight systemic coding to the Inbound General Ledger Accounts.
  - Re-classed \$875K in 2012 which was reduced to \$300K in reclassification requirements in 2013.
- Created the pilot and currently used Freight Payment Audit database for the plants Team.
- Created and manage the RMC Shipping Schedule Form and Database which is also used to monitor Carrier KPI's for late pick-ups and deliveries.
- Generate Weekly/Monthly Inbound Freight Budget Forecast to Budget & Budget Actual Reports, Present to Senior Management, Displays VCP opportunity projects based on carrier lanes and Routing Compliance Guidelines
  - FedEx Air to Ground
  - FedEx Ground to LTL
  - International Air to Ocean
- Work closely with Materials Team Members, Dealer Support Teams, and some Commercial Team Members on Track and Trace of Inbound to Lebanon, Direct Ships to Dealers, and Ship Direct shipments lost in transit, held in US Customs/FTN, and lost in transit shipments.

**Gladys M. Carroll-Weathersby**  
**2429 North 16<sup>th</sup> Street**  
**Milwaukee, Wisconsin 53206**

(414) 795-5833 (cellular)

(414) 763-0384 (home)

[gmweathersby@hotmail.com](mailto:gmweathersby@hotmail.com) (personal email)

- Work closely with the OTM, Iron Data Liaison, and Freight Payment Teams to identify, correct, re-code, or re-class invoicing errors.
- Created Standard Operational Procedures (SOP) for the Materials Team's Track and Trace Program, RMC Shipping Schedule, and Freight Charges Auditing.
- Trained Teams on the usage of the SOP and procedures for the Track and Trace Program and RMC Shipping Schedule.
- Created and manage SharePoint Site
- Assist various team members on building Access, writing VBA Code, and extracting systemic data (received recognition awards for support).
- Generate weekly and monthly reports/KPI's for management
- Back-up support of Inbound Logistics Manager

**P&H Mining Equipment**

**Inventory Control Manager** (10/2011 – 4/2012)

**Responsibilities/Accomplishments:**

- Conducted the first physical inventory for the company in 15 years.
- Implemented stringent operational procedures requiring cycle counts to become part of the each warehouse shipping clerks goals and objectives/performance requirements.
- Created standard operational procedures for cycle counts, bin-denials, systemic adjustments, and financial write-off procedures.
- Introduced Random Cycle Count Audits.
- Partnered with Finance to streamline approval processes for financial write-offs for lost/missing inventory.

**Returned home to take care of Father After Stroke for a Year**

**10/09/2015 to 10/08/11**

**General Electric**

**Global Diagnostic Imaging – Logistics, Logistics Operations Leader** (4/2008 – 10/2010)

**Responsibilities/Accomplishments:**

**Global EZ-Claims**

- Drove Americas Transportation Claims processes resulting in a 98% decrease in aged claims, number of claims open, and claim turn-around time (from \$4.9MM claims aged reduced to \$44K).
- Supported Global Supply Chain Strategy Leader/ Program Manager (David Martin) on EZ-Claims Database Roll-out globally.
  - Trained all Regional Teams and managed all regional damaged in transit claim processes, escalations, and closures (total recovery in 2009 \$789K, total recovery in 2008 \$508K).
- Documented and revised all Logistics Operations processes, created SOP's, and trained teams on new processes and procedures.

**AIMS Freight Bill Resolution**

- Supported GPC Operations Finance Analyst (Jeremy Duncan) in efforts to align accurate costs to P&L.
- Drove Un-coded Freight Billings to Reduce "Default" coding, reduced monthly default amounts by \$213K, or 77% in 9 months. This drives modality/P&L accountability and more accurate financial reporting, ultimately leading to increased visibility for VCP.

**TMS**

- Supported the Go-Live process for DAA Organization
- Generate internal reports/metrics for Weights & Dims, Fuel SurCharges, and DAA Outbound Transportation Costs
- Reduced Incorrect billing in AIMS (F39200, Invalid F39, No F39) by 50% vs 25% goal.
- Supported Seamless integration to new Freight Payment System (IPS) by root cause analysis, systemic hard coding of accounts, and invoice audits.
- Drove process improvements and efficiencies through optimization and standardization
- Drove warehousing through optimization/Lean projects
- Manage the Transportation Management System (TMS) trouble-shooting processes as it relates to the warehouse issues/concerns
- Drove un-coded Freight Billings to Reduce "Default" coding, reduce monthly default \$\$ to improve modality/P&L accountability and more accurate financial reporting, ultimately leading to increased visibility for VCP.
- Manage Global Transportation Damaged/Lost Claims against Freight Forwarders/Carriers
- Operate within security programs such as CTPAT, AEO, and ISA to ensure that warehousing, packaging, and transportation requirements are met.

**Gladys M. Carroll-Weathersby**  
2429 North 16<sup>th</sup> Street  
Milwaukee, Wisconsin 53206

(414) 795-5833 (cellular)

(414) 763-0384 (home)

[gmweathersby@hotmail.com](mailto:gmweathersby@hotmail.com) (personal email)

General Electric

**Headquarters Waukesha – Inventory Control, Global Inventory Process Leader** (3/2007 to 3/2008)

**Responsibilities/Accomplishments:**

**Lead GEHC Global Annual Physical Inventory**

- Drove Global PI Across Mfg, Distribution, Global Parts, & Field Service Teams resulting in 0.83% variation, beating the <1% GEHC goal
- 
- Expanded PI Scope from 2006 (\$1.3B) to include Clinical Systems, Global Parts, & IITS to encompass entire \$5.5B of inventory globally.
- Simplified & Revised Global PI Handbooks that were greater than 10 yrs old from > 750 pages to 50 pages
- Simplified Support Central Site layout & added user- friendly guides.
- Supported & Expedited 1st Global Audit of Field Engineers (15,000 Field Engineers) & Repair Vendors
- Improved PI T-Con effectiveness by increasing number of 1 on 1 site calls & decreasing number of less effective global calls
- Piloted new Physical Inventory tags at 400 Sites in the Americas Pole, reducing inventory time by 40% & supply costs by 80% & improving audit capability (per KPMG/Corporate Auditors)

**Inventory Process & Accuracy**

- Developed & published first ever Monthly Global Inventory Scorecard which identifies problem/risk sites by looking at Cycle Count Completion, Financial Adjustments, & Adjustment Root Cause
- Increased PI Exemptions through dashboard implementation to \$586M inventory, from \$76M in 2006, based on demonstrated site consistency & performance
- Implemented new Internal Auditing program that focuses on Cycle Count compliance.
- Implemented the first ever Global Inventory Challenge with recognition luncheon for winners globally.
- Lead & Drive GE Healthcare's global Physical Inventory activities \$5.5B of Global Inventory.
- Design and initiate Inventory processes and SOP's, to standardize and align transactional compliant processes globally. This includes managing Physical Inventory CAPA to successfully engage, globalize and sustain change.
- Lead development efforts on global predictability tools and dashboards to improve visibility and consistency.
- Drive reduction of excess and obsolete inventories.
- Drive global process design and standardization
- Support monthly operating reviews.
- Lead development efforts on global predictability tools and dashboards to improve visibility and consistently drive reduction of excess/obsolete inventories.
- Lead and drive inventory balance estimation, including obsolescence, Operational Profits, & Gap Analysis.
- Accelerate global process improvements, best practice sharing, and liaison across GE Healthcare legal entities and the following functions: Commercial Marketing & Finance, Engineering, Inventory Finance, IT, Materials, Manufacturing, OTR, Service and Sourcing.
- Drive the operating mechanisms & process changes for the 5 key inventory initiatives: Obsolescence reduction, Slow Moving & Excess Reduction, Input control, and Lean.

General Electric

**Global Parts & Service, Goods In-Transit Remediation Leader** (12/2005 to 3/2007)

**Responsibilities/Accomplishments:**

- Created manual Invoices on an as needed basis (FMI Kits ONLY).
- Reconciliation Leader of Governmental Foreign Trade Zone Holds
  - *Beat OP by \$900K; freeing up \$1.5M for the business.*
  - *Maintained Aged In Transit dollars at <14 days, & 0\$ negative financial impact*
  - *Recovered >\$250k of lost parts which were previously written off*
  - *Recognized by Management for the recovery of aged material in transit estimated at 9.5 million dollars each quarter during the 2006 fiscal year.*
  - Received several awards for leadership in Recovery of Goods in Transit for (FE (Field Engineers), Manufacturing, New Buys, Repairable, and Consumable materials) warehouse Quarantine recovery, FTZ recovery, and implementation of global processes on GIT recovery/remediation.
- Provide missing information on commercial invoices exiting USA for Brokers (i.e.: Gross Weight, HTS Codes, correct COO, valuations, & Itemized Invoices)
- Work closely with the Finance, Asset Management, and UPS warehouse Inventory Teams to implement standard processes for elimination of aged Goods in Transit.
- Research and recover aged shipments of GIT for ISOALE.
- Work closely with Asset Management teams in locating lost parts in transit
- Lead the recovery of lost manufacturing shipments in transit

**Gladys M. Carroll-Weathersby**  
**2429 North 16<sup>th</sup> Street**  
**Milwaukee, Wisconsin 53206**

- (414) 795-5833 (cellular)      (414) 763-0384 (home)      [gmweathersby@hotmail.com](mailto:gmweathersby@hotmail.com) (personal email)
- Work closely with Latin American Team to ensure all rebalancing shipment invoices are compliant prior to shipping.
  - Work closely with SOIT Team to ensure FE drop-ships enter the warehouse prior to final destination. (Parts must be visible in the system for tracking purposes)
  - Lead weekly workouts with UPS Team to recover aged GIT
  - Provide daily reports of shipments canceled after systemic ship-confirms to Asset Management, Customer Solutions, Repairables Team, New Buy/Consumables and work with them to correctly close the PO due to financial repercussions.
  - Work closely with IT on GIT reporting errors/glitches

General Electric

**Global Parts & Service, Import/Export Specialist (01/2004-12/2005)**

**Responsibilities/Accomplishments:**

Created a Training manual/SOP for Global Distribution Operations team members.

**Exporting**

Responsible for completing and ensuring quality Export Documentation for daily shipments, including SLI, SED, Commercial Invoice, Letter of Credit Documentation and Country of Origin Certificates.

Complete export documentation, payment of freight bills, auditing files and other daily activities of the team.

Proactively resolve and escalate issues across functions regarding delivery of orders to international customers.

**Importing**

Responsible for helping implement rigorous processes for GEHC IT in the area of import/, which are in scope with GE processes ensuring International Trade Control (ITC) Compliance.

Utilizing existing process improvement techniques as a team to, (1) assist in developing import audits and metrics, and (2) automate and digitize processes.

Ensure broker and freight forwarder performance meets GEHC compliance requirements; resolve issues and search for ways to continuously improve broker and freight forwarder accuracy.

**Other Duties**

Metric reporting

Creating zero valued PO for found inventory/stock adjustments for American Warehouses/Depots

Worked with the STTAS team to classify parts for shipments

Created Itemized invoices for commercial invoices

**EDUCATION**

**APICS - Association for Operations Management Certification**

***Basics of Supply Chain Management***

*Case New Holland (CNH)*

2012

**Bachelor's Global Management**

*University of Phoenix –Online*

2005 to 2011

**Black Belt Certification**

*Ge Healthcare*

2007

**Services Lean Showcase Kaizen Event Certification**

*Consumable Asset Aged Purchase Ordering*

10/23-27/2006

**Green Belt & Lean Green Belt Certification**

*Ge Healthcare*

2005

***Business and Banking Institute***

6/97

**Financial Service Operations**

Graduated top 3 in my class with a grade point average of 3.95%. Received numerous achievement awards and internship at Northwest Bank.

Received extensive computer, sales and marketing, accounting, banking/financial services and customer service training.

**Gladys M. Carroll-Weathersby**

**2429 North 16<sup>th</sup> Street**

**Milwaukee, Wisconsin 53206**

(414) 795-5833 (cellular)

(414) 763-0384 (home)

[gmweathersby@hotmail.com](mailto:gmweathersby@hotmail.com) (personal email)

***Mississippi Valley State University***

***8/89 to 5/92***

**Business Administrations**

Extensive Education and Training in Business management. No Degree.