Gregory Hale

Vice President of Operations

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SKILLS

- Budgeting
- Forecasting
- Capital Planning
- Labor Management
- Project Management
- Production Scheduling
- Lean Manufacturing
- Food Safety
- Microsoft Excel
- Leadership

EDUCATION

Bachelor of Science 05/2012

Tennessee Technological University

Cookeville, TN

Industrial Engineering

CERTIFICATES

SQF Practitioner Certification

03/2019

SQFI

SUMMARY

Vice president of operations with 14 years in food and packaging manufacturing, now running 3 plants and 870 employees for a private-label food maker based in Nashville. Owns budgeting, forecasting and capital planning, and builds plant teams that hit cost and food safety targets. Steady leadership through acquisitions, labor shortages and new product launches.

EXPERIENCE

Vice President of Operations

03/2021 - Present

Cumberland Valley Foods — Nashville, TN

Private-label snack and bakery manufacturer with plants in Tennessee and Kentucky.

- Direct **3** plants and 870 employees, cutting conversion cost per pound 11% since 2021 while volume grew 34%.
- Lead annual budgeting and monthly forecasting for a $205M cost base, presenting variances to the CEO and board.
- Delivered a $42M capital plan for 2 new baking lines on schedule through weekly project management reviews.
- Built a labor management program with shift premiums and cross-training, lowering plant turnover from 58% to 36%.

Plant Manager

06/2016 - 02/2021

Harpeth Packaging Co. — Franklin, TN

Folding carton plant with 260 employees serving food and consumer brands.

- Raised overall equipment effectiveness from 62% to **78%** by setting up lean manufacturing teams on each line.
- Rebuilt production scheduling around customer forecasts, lifting on-time delivery from 88% to 97%.
- Achieved 5 straight customer and SQF food safety audits with no major findings.
- Reduced recordable injuries 60% over 4 years with daily safety walks and machine guarding upgrades.

Production Manager

05/2012 - 05/2016

Volunteer Plastics Inc. — Murfreesboro, TN

Injection molding plant making food containers.

- Supervised 4 shift supervisors and 110 operators running **32** molding presses.
- Cut scrap from 6.5% to 3.1% by standardizing mold changeovers.
- Prepared weekly production, scrap and labor reports in Microsoft Excel for the plant manager and corporate finance.