Renee Dubois

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September 15, 2026

Mr. Delgado
Harmon Home Goods, Whitestown Distribution Center
Whitestown, IN

Re: Operations Manager, Second Shift

Dear Mr. Delgado,

Your posting says the Whitestown building moves to Manhattan Active WM next spring and that the new operations manager will own peak readiness during the cutover. Holding rate through a system change is the part of this job I most want, and it is work I have done.

At DHL Supply Chain in Plainfield I run a 540,000 square foot consumer goods site that ships about 38,000 cartons a day, with five supervisors and 190 associates on two shifts. In 2023 I led a re-slot of 2,300 fast-moving SKUs and rebalanced our pick zones in Manhattan, and units per labor hour went from 112 to 131 over the next 14 months. We held on-time shipping at 99.2% through the last two peaks while bringing in 140 seasonal associates from two agencies.

Safety is the other number I would bring with me. Our recordable rate was 4.1 when I took the building and 1.9 two years later, mostly from daily huddles, forklift refreshers and a near-miss board that supervisors review every shift. Before DHL, I spent five years supervising inbound at Kenco, where I cut dock-to-stock time from 31 hours to 18.

I live twenty minutes from Whitestown and could walk your floor any weekday. I'd be glad to bring my last two peak labor plans so we can talk through how they would apply to your cutover.

Sincerely,

Renee Dubois