Renee Dubois

Operations Manager · Distribution Center Operations

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SUMMARY

Operations manager with 10 years in third-party distribution, the last 5 running a two-shift, 190-person consumer goods site on Manhattan WMS. Strongest at labor planning and slotting, with a recordable rate that has come down every year I have run the building.

EXPERIENCE

Operations Manager · DHL Supply Chain — Apr 2021 – Present
Plainfield, IN

- Ran a 540,000 sq ft consumer goods site shipping about 38,000 cartons a day on two shifts, with 5 supervisors and 190 associates.
- Raised units per labor hour from 112 to 131 in 14 months by re-slotting 2,300 fast movers and rebalancing pick zones in Manhattan WMS.
- Cut the OSHA recordable rate from 4.1 to 1.9 over two years with daily safety huddles, PIT refreshers and a near-miss reporting board.
- Held on-time shipping at 99.2% through the 2023 and 2024 peaks while onboarding 140 seasonal associates from two staffing agencies.
- Finished FY2025 six cents per unit under budget on a $9.4M labor plan by moving to weekly UKG labor forecasts tied to client order projections.

Operations Supervisor, Inbound · Kenco Logistics — Jun 2016 – Mar 2021
Indianapolis, IN

- Supervised 45 associates on second shift receiving and putaway, unloading 60 to 75 trailers a week.
- Shortened dock-to-stock time from 31 hours to 18 by adding a live-unload lane and checking ASNs at the door.
- Trained 11 leads on 5S and standard work; four of them were later promoted to supervisor.
- Passed three straight client quality audits with no major findings after rebuilding the receiving discrepancy process.

EDUCATION

B.S. Business Administration, Operations and Logistics Management · The Ohio State University, Fisher College of Business — May 2016

SKILLS

Operations: Labor planning, Slotting, Peak planning, Lean and 5S, Site P&L, Client QBRs

Systems: Manhattan WMS, SAP, UKG Workforce Management, Power BI, Excel

Safety: OSHA recordkeeping, PIT program, Incident investigation, Root cause analysis

CERTIFICATIONS

ASCM Certified in Logistics, Transportation and Distribution (CLTD) · Lean Six Sigma Green Belt · OSHA 30-Hour General Industry