

# CARLOS M. LLANES, JR., MBA

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## CEO, LANEY DUKE

### BUILDING TOP-PERFORMING LOGISTICS TEAMS THAT RAISE THE BAR ON SUPPLY CHAIN EXCELLENCE

Strategic bilingual business leader, leveraging extensive background in reshaping supply chains for Fortune 500, Global 500, and other prestigious companies. A master process improver, with reputation for transforming businesses through Lean Six Sigma, 6S, and kaizen methodologies. Excellence in developing and mentoring top-performing logistics and supply chain leaders and teams that continuously improve supply chain operations.

#### CAREER HIGHLIGHTS:

- ✓ **Created, built, and launched conglomerate** of 10 Spartan companies.
- ✓ **Provide logistics consulting expertise to Fortune 500 accounts** The Home Depot (\$40M account) and Entergy, generating over \$1M monthly.
- ✓ **Managed 18+ Landstar P&Ls, exceeding \$238M. Transformed Toyota account** into the #1 profit generator.
- ✓ **Increased productivity 200% within 90 days** at The Home Depot's largest distribution center. **Designed and built 2 Clarks distribution centers.**
- ✓ **Built US Army logistics function**, managing 15K+ SKUs worth \$820M.

#### AREAS OF EXPERTISE

Operations Strategy & Leadership  
Supply Chain Optimization  
JIT Inventory Management  
P&L Management  
Infrastructure Planning  
Transportation & Fleet Management  
Safety | Risk Mitigation | Compliance  
Business Development

## PROFESSIONAL EXPERIENCE

LANEY DUKE – Jacksonville, FL

2021 – Present

### CHIEF EXECUTIVE OFFICER (CEO) | 7/2021 – Present

Ideated, launched, and scaled Lean Six Sigma consulting conglomerate, comprised of diverse senior leaders with laser-focus on strategic, methodical execution. Centered team of supply chain, logistics, and transportation experts around shared vision. Sourced and aligned resources to provide logistics consulting and solutions.

- **Recruited high-performing team with expertise in 12+ industries** to design customized logistics solutions for clients.
- **Built world-class culture of continuous improvement** – boosting performance, increasing profitability, minimizing costs, and maximizing efficiencies for clients of all sizes, ranging from mom-and-pop shops to large corporations.
- **Revitalize Fortune 500 client accounts that generate \$1M+ in volume monthly**, including The Home Depot (\$40M contract) and Entergy, by providing value stream mapping, design optimization, analytics, and lean methodologies.

LANDSTAR CHAIN SOLUTIONS – Jacksonville, FL

2017 – 2021

### SENIOR DIRECTOR OF CUSTOMER LOGISTICS | 1/2019 – 7/2021

### DIRECTOR, CUSTOMER LOGISTICS | 1/2019 to 10/2019

### GROUP LOGISTICS MANAGER | 5/2017 – 1/2019

Recruited by former employer to lead major overhaul of just-in-time (JIT) supply chain with 36 sites in 9 states, overseeing teams of up to 500 other high-profile OEMs & Tier 1 suppliers. Led strategic redesigns, negotiated contracts, and managed 18 P&Ls, valued at \$238M+. Oversaw multistate operations for 42 terminals spread across the southern US and provided cross-border logistics at US-Mexico border.

- **Built and implemented COVID-19 strategy**, navigating team through large-scale shutdowns, driver furloughs, ever-changing regulatory compliance, and periods of unprecedented, pent-up demand coupled with staff shortages.
- **Maintained #1 rank in profitability after reversing account underperformance** and transforming into Landstar – Toyota's top generator (66%) of total profits.
- **Secured \$66M in new annual revenue to launch operations in Mexico** by negotiating contracts up to \$53M.
- **Achieved resounding growth in equipment and staff** – 757%+ increase in both trailers, 225% increase in trailers, and 100%+ growth in drivers and staff.
- **Negotiated real estate for 7 new terminals.** Served as the real estate manager for the business, developed real estate strategy for new terminals and lease renegotiations.
- **Eliminated 4th-party support accounts**, recognizing zero operational-induced expedites in Q1 & Q2 of 2019.
- **Restructured underperforming leadership** by revamping Development Program and building robust talent pipeline.
- **Rebuilt business to #1 rank in profitability, reversing account underperformance in just 6 months** (goal was 2 years) and generating 66% of Landstar – Toyota's total profits while only representing 33% of the organization.
- **Optimized equipment and labor utilization** for 200 tractors, 350 trailers, 400 drivers, and 48 staff.
- **Secured ~\$9M in new revenue** through business development and contract negotiation.

- **Achieved zero shutdowns** in a JIT environment.
- **Drove operational transformation.** Prioritized efficiency, safety, and SOP compliance. Introduced strategic changes and radical efficiency improvements via route design initiatives.

#### **XPO LOGISTICS – Jacksonville, FL**

2015 – 2017

##### **GENERAL MANAGER | 2/2016 – 5/2017**

##### **ASSISTANT GENERAL MANAGER | 10/2015 – 2/2016**

Revitalized company's most profitable site in North America, encompassing 765+ sites. Designed and executed operational turnaround and cultural transformation, using analytics to optimize efficiencies, drive revenue, and expand customer base. Streamlined processes and improved productivity by leading adoption of lean 5S and kanban initiatives.

- **Gained 18% in product & delivery reliability**, saving \$992K in <6 months.
- **Maintained an on-time rating of 96%, securing a 23% reduction in empty miles** and increasing below-the-line earnings by \$22K+ per month.
- **Secured a 99% safety audit rating** – the highest distribution center score in the network.
- **Built engaged workforce of 300+;** prevented unionization by addressing employee needs.

#### **FIDELITONE – Jacksonville, FL**

2014 – 2015

##### **SENIOR LOGISTICS MANAGER | 7/2015 – 10/2015**

Tapped to join prestigious startup team in developing lean processes, SOPs, and training programs that improved safety and productivity across the supply chain. Built, led, and motivated cross-functional team of ~475.

- **Designed and built 2 distribution centers.** Planning elements included product velocity and drop-ship needs.
- **Increased product flow 24%** by transforming inventory, warehouse, and operational strategies and processes.

##### **INVENTORY CONTROL MANAGER | 11/2014 – 7/2015**

Joined high-profile account as logistics manager; elevated to inventory control manager within 4 months. Led team of 600 in enhancing quality, profitability, and efficiencies at largest (1.2M SF) distribution center. Leveraged lean methodologies across all operations, including warehouse, transportation, and office.

- **Distributed \$70M in 3K+ merchandise SKUs** to 294 stores weekly.
- **Drove 200% productivity increase within 90 days** by transforming culture to focus on performance excellence.
- **Decreased avoidable accidents 220%** by fostering a culture of safety and compliance. Reinvested production cost-saving dollars into high-tech equipment safety modifications on all MHE.
- **Improved operations and productivity** by leading workforce reorganization and facility restructure.

#### **SOURCEAMERICA – Jacksonville, FL**

2013 – 2014

##### **SENIOR VICE PRESIDENT OF LOGISTICS | 8/2013 – 10/2014**

Directed global team, leading logistics vision and strategic planning while driving company profitability, productivity, and stability. Designed solutions for government and civilian customers; directed global supply chain logistics network, leading procurement, warehouse, and transportation. Managed complex procurement programs, including mission-critical products for the US Department of Defense. Built and launched 10 cross-dock hubs across the Middle East.

- **Created and led shift from civilian- to government-based contracts**, resulting in 120+ new contracts in <1 year.
- **Increased profitability 12% with zero losses** by overhauling logistics, instituting standardized warehouse and supply chain best practices, and eliminating underperforming positions and policies.
- **Established company's first multinational product line**, consisting of 1,600+ products.

#### **US AIR FORCE – Afghanistan, Iraq, Kuwait, Pakistan, UAE, US**

2000 – 2013

##### **SENIOR INVENTORY CONTROL MANAGER | 1/2010 – 4/2013**

Earned consistent promotions and recognition for expertise, loyalty, and tenacity in supply chain management and strategic logistics planning for domestic and international programs. Developed, executed, and oversaw inventory control plans and logistics to support the needs of 14 global companies. Managed and tracked 15K+ line items valued over \$820M. Recruited, mentored, and directed 48 senior-level managers.

- **Achieved 100% inventory accountability** (zero losses confirmed by 3rd-party audit) through effective cataloguing.
- **Secured \$270K cost savings and a reduction of over 920 labor hours** by conducting comprehensive data analysis, streamlining workflow, and implementing cost-saving measures throughout the supply chain.
- **Helped create consistency and restructure multinational workforces** by developing 13 SOP manuals.

- **Earned multiple awards** including Excellence in Logistics Management, Excellence in Supply Chain Operations, Bronze Star Medal for Leadership in Combat, Defense Meritorious Service Medal, and Meritorious Service Medal.

**SENIOR LOGISTICS MANAGER / PROGRAM MANAGER** | 1/2005 – 12/2009

**SUPPLY CHAIN MANAGER / WAREHOUSE SUPERVISOR** | 4/2000 – 12/2004

Directed complex logistics and mission-essential infrastructure development supporting 10K+ staff during wartime. Provided robust infrastructures, living facilities, and import of supplies (food, water, fuel, sanitation, laundry, security, cable, internet, etc.). Tracked inventory for 22 companies. Assembled and managed 84 employees. Controlled an \$85M budget. Fully built the logistics organization from the ground up. Established all supply channels and transportation plans.

- **Decreased budget costs 15%** by formulating a supply discipline program that eliminated underperforming partners.
- **Drove 24% increase in productivity** by cross-training supply clerks to perform in warehouse positions.
- **Achieved an impressive 87% success rate** for recouping government funds.
- **Oversaw complex construction, including a \$22M security facility in Kabul** that is still operating today.

## EDUCATION & CERTIFICATIONS

American Military University  
Boston State University

**Master of Business Administration (MBA)**  
**Bachelor of Arts (BA)**

**LEAN Six Sigma Certified, US Army | LEAP Training Certified | Situational Leadership Certified Trainer**