

PAUL A. ELLINGSON, MBA

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Plant Operations Manager

A results-oriented management professional with significant experience impacting performance through professional and organizational development, change management, cultivation and advancement of organizational objectives. Expert in synthesizing administration, management and operations disciplines to meet organizational requirements and in aligning goals with organizational values and visions. Promotes excellence and motivates employees toward top level organizational objectives.

Organizational Development • Change Management • Performance Management • Process Improvements
Strategic / Tactical Planning • Employee Relations / Retention • Relationship Management • Budgeting
Team Leadership • Tactical Recruitment • Training / Development

PROFESSIONAL EXPERIENCE

Campfire Premiums LLC, Lockport, New York • 2004-August 2017

A promotional products printer and producer of high-quality custom-printed drinkware, offering an extensive line of exclusive products with a focus on exceeding customer expectations.

President/Consultant

Key Responsibilities/Accomplishments:

- Founded company, built customer base by daily “cold-call” selling and securing local customers including “Maid of the Mist”, “Buffalo Bisons”, “Niagara Casino”, “Splash Lagoon” to name a few.
- Developed the manufacturing plan and established procedures for maintaining high standards of manufacturing operations to ensure that products conformed to established customer and company quality standards.
- Researched, developed and improved print technologies to address and accommodate marketplace-driven product changes and technology demands.
- Identified capital and consumable needs on an ongoing basis, and coordinated purchases in the most cost-effective way possible.
- Created a company culture of inclusion, mutual respect, and appreciated value between all levels and departments of company.
- Oversaw all departments, mandating a laser focus by all team members on continuous improvement in quality, efficiency, safety, and customer satisfaction.

STARLINE USA, Grand Island, New York • 2001-2003

An international company with \$60 million in annual sales, Starline is a TOP 40 Supplier in the promotional products industry and produces upscale retail-quality gifts and awards. With over 200 employees, Starline is a leader in an industry of nearly \$18 billion in annual sales with 3800 suppliers and over 22,000 distributors.

Vice President, Operations

Key Responsibilities/Accomplishments:

- Managed two production facilities (one domestic, one international) including over 200 employees.
- Assisted company officers and senior staff members in the development and formulation of long and short-range planning, policies, programs and objectives.
- Had a clear understanding of all other facets of business including international sales, marketing, finance, and purchasing.
- Established, directed and controlled the Manufacturing Overhead Budget for all Company manufacturing facilities. Met regularly with Controller and Senior Management to review spending against budget.

- Oversaw monthly shipment goals for all facilities communicating regularly with Senior Management to insure that proper objectives were achieved.
- Established quality standards and monitored Returns and Allowances and reported monthly to Senior Management progress against goals.
- Developed and presented to Senior Management for review an annual Capital Expenditure Budget for all manufacturing facilities. Provided Quarterly updates to Senior Management of actual to forecast.
- Achieved optimum employee levels with least amount of overhead and raw material costs to meet annual budgetary plan.
- Directed and monitored department managers to accomplish goals of the manufacturing plan, consistent with established manufacturing and safety procedures. Acted as liaison between department management/subordinate levels, as well as executive/department manager levels, to inform personnel of communications, decisions, policies and all matters that affected their performance, attitudes and results.
- Hired, trained, developed and evaluated staff. Took corrective action as necessary on a timely basis and in accordance with company policy. Ensured compliance with current federal, state and local regulations. Consulted with Human Resources Department as appropriate.
- Identified, recommended and implemented changes to improve productivity and reduce cost and scrap, monitored scrap and rework data. Directed the establishment, implementation and maintenance of production standards.
- Directed and coordinated various programs essential to manufacturing procedures (e.g., training, safety, housekeeping, cost reduction, worker involvement, security, etc.).
- Initiated and coordinated major projects, (e.g., plant layout changes, installation of capital equipment, major repairs, etc.).

CORSON MANUFACTURING, Lockport, New York • 1994-2001

A producer of printed folding cartons.

Plant Manager

Key Responsibilities/Accomplishments:

- Identified, recommended and implemented changes to improve productivity and reduce cost and scrap, monitored scrap and rework data. Directed the establishment, implementation and maintenance of production standards in accordance with Lean Manufacturing.
- Directed and coordinated various programs essential to manufacturing procedures (e.g., training, safety, housekeeping, cost reduction, worker involvement, security, etc.).
- Kept current on information and technology affecting functional areas to increase innovation and ensure compliance.

JEFFERSON SMURFIT CORPORATION, Cincinnati, Ohio • 1986-1994

A producer of corrugated containers.

Flexo Printing Manager

Key Responsibilities/Accomplishments:

Managed three-shift printing operation of a six-color Conprinta flexo press that produced preprinted linerboard for corrugated containers.

UNITED STATES MARINE CORPS • Veteran

EDUCATION

B. S., Print Production Management

Rochester Institute of Technology, Rochester, New York

M. B. A.

Niagara University, Niagara Falls, New York

View "Linked In" profile at www.linkedin.com/in/paulellingson