

# DAVID P. LUCKOW

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## BACKGROUND SUMMARY

Results-oriented **Manufacturing Leader** with expertise in plant operations, supply chain, project management, engineering and finance. Demonstrated record of excellence in directing ongoing operations using analytical, negotiation, planning and organizational skills. Effective and respected leader within unionized work environment. Strong communicator recognized for effective team-building skills. In-depth knowledge of federal and state regulations impacting the food and beverage industry. Customer-focused process improvement champion with commitment to quality, safety and environmental systems management.

## AREAS OF EXPERTISE

- Operations Management
- Staff Development
- Budgeting
- Regulatory Compliance
- Strategic Planning
- Business Analytics
- Leadership
- Customer Relations
- Labor Relations
- Process Improvement
- Capital Projects
- Resource Planning

## PROFESSIONAL EXPERIENCE

### **Briess Malt & Ingredients Inc, - Manitowoc, WI**

Producer and processor of malted barley. (Briess purchased Riverland Ag in 2014)

#### **Plant Manager - Malting Operations (2014 to Present)**

- Manage malting facility producing 4MM bushels per year of high quality brewers malt for Brewing Customers and Food Industry
- Provide leadership to team members from all departments; including safety, quality, production, and maintenance.
- Develop operating budget, monitor and manage expenses within annual budget parameters.
- Assist Plant Engineer with management of capital projects to enhance plant efficiencies and staffing levels.

### **RIVERLAND AG CORP - Manitowoc, WI**

Agricultural grain storage and supply chain management business with a total aggregate storage Capacity of approximately 55MM bushels at 15 locations. (Riverland purchased Busch in 2011.)

#### **Plant Manager - Grain Storage Operations (2011 to 2014)**

- Managed grain storage facility with a capacity of 4.3MM bushels worth \$31MM.
- Provided daily leadership to team including safety programs, quality assurance, and environmental reporting. Record of zero safety incidents for over 2 years.
- Managed capital projects for plant upgrades. Prepare scope, justification, cost estimates, contractor selection, timelines, and expected ROI.
- Led maintenance activities including procurement of materials, scheduling, coordination with production, and contractor bidding/oversight.

- Developed and managed budget for facility.

### **BUSCH AGRICULTURAL RESOURCES, LLC - Manitowoc, WI**

Producer and processor of malted barley, hops, and rice and offers agricultural research services.

#### **Plant Manager - Malting Operations (2002 to 2011)**

- Managed malting facility producing 13MM bushels per year of high quality brewers malt for A-B breweries.
- Provided leadership to team members from all departments; including safety, quality, production, maintenance, and accounting.
- Negotiated labor contracts with Teamsters Local 665 and administered collective bargaining agreements.
- Developed total operating budget of \$23MM. Monitored and managed expenses within annual budget parameters.
- Managed capital projects to enhance plant efficiencies and staffing levels.
  
- Developed major workforce changes to drive efficiencies. Reduced workforce by 24% with no automation changes or capital investment.
- Secured and oversaw capital funding from A-B Corporate for upgrade projects.
- Communicated with city leadership the challenges and needs of the operation.
- Maintained all required city, state, and federal reporting requirements.
- Secured plant certification in 2010 for Voyager Plant Optimization (VPO) management system.

#### **Senior Maltster (1999 to 2002)**

- Reviewed incoming barley quality, malting of barley, off kiln results and malt shipments which requires a review of process data to assure adherence to processing specifications.
- Directed and coordinated in-house plant safety programs; monitored plant sanitation levels and processing procedures.
- Supervised positions of Maltster, Laboratory, and Barley/Malt Quality Analyst. Provided internal and external training opportunities to develop employees' management skills and malt processing skills.
- Accompanied plant visitors during plant tours, e.g., A-B brewing, OSHA, Silliker and FDA inspectors; followed up on recommendations
- Coordinated development of special tests for different malting varieties and reporting of test results.
- Assumed Plant Manager duties when Plant Manager was absent.

#### **General Foreman / Malt & Elevator (1993 to 1999)**

- Oversaw malt production process, including steeping, germination and kilning; supervised two malt supervisors and elevator supervisor, as well as indirect supervision of 69 operators in three departments.
- Monitored malting process by touring malt houses daily; made recommendations for quality improvements; advised on temperature and water adjustments for germination in order to obtain optimum. modification; and followed up to ensure desired quality was attained
- Oversaw barley and malt quality in relation to the Elevator processes.
- Scheduled malt production to meet A-B blend specifications.
- Participated in the process of grievance resolution and arbitration hearings.

**Supervisor / Malt & Elevator (Prior to 1993)**

- Supervised process and control of malt barley in all stages of production.
- Developed sanitation programs that were incorporated into the operator work force to upgrade the overall sanitation level of the plant.

**EDUCATION**

M.A. - Management and Organizational Behavior; Silver Lake College - Manitowoc, WI  
B.B.A. - Business Administration - Management; Silver Lake College - Manitowoc, WI

**COMMUNITY ACTIVITIES**

Manitowoc Public Utilities Board - Commission Member  
Manitowoc Waste Water Treatment Facility Board - Commission Member