

Curriculum Vitae

Doug Newcomer, M.B.A.

CAREER

Principal LED June 2019 - Present

- Acting ERP Administrator for system conversion, training, adaptation, and implementation for the newly acquired company.
- Assisted in Quality of Earnings reporting for the acquisition of a competitor, as well as strategic integration planning to maximize EBITDA and cash flow synergies.
- Developed portfolio based commission structure for sales representatives according to estimates for shifting and growing territories.
- Strategically redesigned the layout and flow of warehousing operations, including developing system reporting, employee training procedures, and inventory management standards with the warehouse and operations teams.
- Point of contact for Principal LED Operations Scholarship with Angelo State University; responsible for developing semester-long simulations project and coaching an undergraduate student through the research processes of gathering information, determining target metrics and system limitations, and presenting findings to primary stakeholders.
- Tracked, discussed with managers, re-evaluated, and restructured KPIs with the Executive Manager to display key metrics at the departmental level that speak to significant components of the organizational mission statement.
- Provide system-administrator level support for the creation of data fields on records within the NetSuite ERP system and on printouts to send to customers.
- Utilizing and teaching the use of logarithmic projections to estimate natural growth of sales (in units and dollars) in key product mixes to then determine reasonable estimates for gross revenue figures over the next two years, factoring in percentages of sales by each mix according to average and logarithmic growth functions.
- Tracking and presenting inventory profitability by product types and customer according to projected pricing and actual pricing adhering to various agreements across accounting periods. This included cleaning, restructuring, and conjoining data from three different softwares used over six years.
- Providing technical support for sales team pipeline and forecasting activities, including generating reports for the sales team to analyze their client base over time and product mix.
- Assisted sales management team with sales territory realignment and compensation system to ensure equitable compensation for equal effort.
- Created and learned to edit KPI dashboards within NetSuite ERP system.

- Self-taught SQL while compiling reports to categorize the type of items on open orders between those in the fulfillment process, needing to be assembled, available to be filled, and on blanket sales orders using multiple criteria fields.
- Built reports to substantiate 1099 Tax filings for the company according to corporate tax laws.
- Part of the SteriLED project development team selling UV-C sterilization devices. Compiled and presented advertising and sales results throughout the project.
- Built a reorder schedule with the purchasing department for key products based on historical consumption and projected needs from the sales team.
- Assisted in the implementation of a new payroll software in conjunction with the HR director, training employees on the new interface for mobile and web access.
- Created transfer report templates and formulas that cut time required for calculation of commissions for sales representatives down by 50%.
- Created employee evaluation form in Excel which calculated a weighted score based on performance level in each of ten categories.
- Created a simplified format and process for merging Excel tables with a PowerPoint file to use in creating Board Meeting presentations in conjunction with the CFO, including simplified P&L information, pro-forma P&Ls, ranking customers by YTD sales and comparing current year figures to prior year, and analyzing distributor performance to goals and projections.
- Formulated a Storm Plan with variable response tiers to calculate minimum and maximum achievable recuperations in event of specific events that would have adverse effects on revenue.
- Worked with the HR director on writing a regional grant for funds to train employees in courses relevant to their positions, determining total financial needs for courses available through accepted training centers.

EDUCATION

Angelo State University August 2017 - May 2021

- Graduated with both an undergraduate degree in Business Management and Masters of Business Administration in May 2021 through the Integrated MBA program in the Norris-Vincent College of Business.
- Presented undergraduate research in the Spring semester of 2021 pertaining to the conceptual framework of an optimization model detailing the transfer of costs and revenue generation through the agri-food supply chain with the goal of optimizing profits at each of five critical work stages.
- Performed in the Angelo State Ram Band in the 2017 and 2018 seasons, including marching in the London New Years Day Parade on January 1, 2019.