**Tracy A. Canipe** 1177 Homestead Drive

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**Highlights of Qualifications**

* Over 25 years of practical experience in the field of plant management and facilities engineering
* Persistent and driven, able to multi-task while meeting deadlines
* Dedicated to delighting the customer, while meeting or surpassing company expectations
* Focused and committed to improving process and maintaining standards of excellence

**Employment History**

**2016-Present** Chief of Engineering & Design **80 Acres Farms** Granite Falls, NC

* Designed, built and deployed proprietary grow systems, driving over 4 million dollars in confirmed savings versus outsourced installations in 2016-2018
* Led the value engineering process to evaluate ways to drive down cost, eliminate waste and increase effectiveness
* Negotiated with vendors to achieve the best price; reduced the cost of next generation builds by 15-40%
* Condensed next generation build time by 20%
* Increased automation features to eliminate user errors
* Implemented work order system to track repairs and identify trends; utilized exceptional communication skills and persuasion to convey its benefits to team members and overcome resistance
* Managed the installation of the equipment and the manufacturing process of a proprietary grow zone product
* Directed quality control checks, ensuring the safety and effectiveness or reliability of the system
* Partnered with Organizational Development to deploy TPM to reduce production downtime by over 40%
* Established the short and long-term engineering goals of a multi-location enterprise
* Devised plans for each phase of engineering projects; identifying and procuring the resources needed
* Recruited engineering team of HVAC, Electrical, Plumbing, Fabrication and Construction professionals to build, deploy and maintain proprietary grow systems
	+ Resolved confusion among team members to generate ideas and clarify specifications
* Implemented morning production meetings and a maintenance log, resulted in increase productivity and team cohesion

**2015-2016** Plant Engineer **Del Monte Foods Inc.** Siloam Springs, AR

* Managed capital and repair projects totaling over $6.5M- employing sound financial analysis to ensure all capital projects were approved with an ROI of 18 months or less
* Analyzed process and personnel capabilities and directed and advised the team in designing and implementing new concepts, strategies, and personal behaviors to improve performance
	+ Utilized Lean concepts and critical reasoning to reduce a $2.2 M repair parts inventory by $439,000; a 21% reduction; exceeded annual cost reduction goals by $39K
* Directed overall day to day management and coordination of major plant and facilities construction, installation, upgrades and expansion in various manufacturing and production areas with a focus on safety, quality, maintenance, production and security, captured documented savings of over 2 million dollars by reducing downtime by over 50%
* Established asset based Preventative Maintenance program
* Developed and managed a maintenance action plan to prioritize complex operations which allowed projects to complete on schedule and under budget
* Managed each phase of the engineering/facilities/maintenance projects process—from engineering analysis during the conception phase, to Capital Appropriation Request, to Vendor solicitation and selection, to implementation to project completion
* Directed the reactive, routine and cyclical maintenance work activities for a team of 41 manufacturing maintenance, engineering and facilities associates (3 direct and 38 indirect reports)

**2002-2015** Manufacturing Engineering Manager **Tyson Foods (Formerly AdvancePierre Foods)** Claremont, NC

* Managed each phase of the engineering/facilities/maintenance projects process—from engineering analysis during the conception phase, to Capital Appropriation Request, to vendor solicitation and selection, to implementation to project completion
* Re-designed the production floor process flow which increased daily output from 600,000 to 1.4 million units a day
* Launched “Pay for Skill” initiative; partnered with training to lay out a road map of the performance measures/training support required, resulting in a 50% increase in the work performed, while generating an in-house saving in excess of $125K
* Orchestrated the implementation of TPM, 5S and a plant-wide computerized maintenance management system (MP2), as well as an inventory control program
	+ These efforts led to personnel savings of over $500,000 annually, improved plant output by over 15%, improved equipment up-time by 30%, and reduced over production (give away) by 83%
* Designed and built 18 MFW flow wrappers which provided a customized packaging solution for APF
	+ These wrappers produce over 300 million sandwiches annually while maintaining an uptime rate in excess of 98%
	+ Cutting edge design resulted in MUV savings of over $990,000 annually
* Executed the total roof replacement of the Claremont manufacturing facility while continuing production at normal output and as a result productivity, employee safety, inventory levels, and market share was maintained as well as customer satisfaction and profitability
* Built over 15 control panels which were used facility-wide for the purposes of process/motor control centers
	+ Reduced power consumption and heat generated
	+ Increased efficiency by streamlining the troubleshooting process
* Directed the reactive, routine and cyclical maintenance work activities for a team of 40 manufacturing maintenance, engineering and facilities associates in the Claremont facilities (5 direct and 35 indirect reports)
* Provided leadership guidance to the engineering teams in the Easley and Amherst plants
* Established user-friendly function buttons by programing the underlying logic for the following HMI’s:
	+ Allen Bradley, Siemens, Red Lion

**1987-2001** Plant Superintendent **Deans Foods** Birmingham, AL

* Managed a team of 10 direct reports and 637 indirect reports in an ice cream plant that generated over $140 M in revenues annually
* Tapped for Management Development Program; rotated through Quality, Production Planning, Sanitation, Materials Management, Maintenance and Engineering
* Selected for Plant Turn-Around Team, traveled throughout the system to provide assessment regarding long-term viability of the facility
* Re-engineered the plant process controls and process flow to improve overall facility performance
	+ Reduced labor costs by $2 M, decreased change-over time by 15% and increased MUV savings by $6 M
* Acted as the procurement agent; successfully negotiated advantageous pricing contracts for uniforms, chemicals, commodities and facility lease-Negotiations resulted in annual company savings of over $5.4 M
* Maintained EMS system for Ammonia; ensured proper documentation/inspections to remain in compliance
* Implemented facility-wide maintenance programs (predictive maintenance for oil, infrared, and vibration analysis as well as preventative maintenance on boilers, chillers, cooling towers, water treatment, HVAC, and backflow preventer testing) to increase uptime and reduce downtime
* Actively drove success on the following committees:
	+ Safety Committee-increased use of PPE from 63% to 99%, which in turn reduced injury rates by 22%
	+ EMS Committee-increased process/practice compliance from 88% to 98%
	+ Employee Steering Committee-reduced employee turnover by 32%,

**Certifications**

SQF Certified "Implementing SQF Systems" (Post-Farm Gate) 2014

Lean Six Sigma Yellow Belt 2013