

# Curtis Greve

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## Career Summary

Over 25 years experience in all aspects of reverse logistics including return center operations, policy management, software & process design, facility design & implementation, disposition management, product liquidation and disposal methods. Experienced in working with logistics service providers, liquidators, manufacturers, retailers and distributors.

In addition to the above, I have lead efforts in acquiring two reverse logistics companies. One acquisition was a PC repair & refurbishment company and the other was a company that specialized in pharmaceutical returns. I have testified as an expert witness, and have global experience that includes working for customers throughout North America, Australia, the UK, France, Germany, Brazil and India.

Extensive knowledge and experience in all aspects of traditional supply chain management including: facility operations; network design; leadership and management; labor relations; process improvement; strategic planning; 3PL contract negotiations; and implementation; human resource management; and all related support activities such as financial planning, budgeting and P&L management.

## Experience

**Current Greve Consulting Pittsburgh PA  
Founder & CEO**

- Specialist in supply chain management and labor relations
- Greve Consulting solutions and services allow customers to leverage my experience and relationships so they can improve their supply chains and resulting profitability
- For more information go to [www.GreveConsulting.com](http://www.GreveConsulting.com)

**1994 – 2008 GENCO Pittsburgh PA**

**President  
Executive Vice President  
Senior Vice President Operations**

- Throughout my tenure at GENCO we averaged 15%+ annual growth. I served in a number of leadership roles and was personally responsible for customer relationships, warehouse operations, facility startups, sales, marketing, systems, human resources and various support departments, as GENCO grew from \$34 million to \$820+ million in annual sales.
- For the last three years I had direct responsibility for three business units with annual revenues of \$180 million, serving over 100 customers in five countries.
- Participated in four acquisitions, including due diligence, negotiations and integration.

- Extensive experience in all aspects of strategic planning and execution.
- Responsible for business development and business start up activities for GENCO Canada, GENCO UK and GENCO India.
- Board Member of Supply Chain Management Board of Directors at the University of Tennessee and the University of Arkansas.
- Driver behind six sigma initiative to double productivity from 2006 thru 2008. In the first two years, the teams have averaged an increase in productivity in excess of 33%.
- Improve productivity 42% in the newest acquisition, the pharmaceutical business unit, in less than 18 months.

**1983–1994                      Wal-Mart Stores                      Bentonville AR**

**VP of Reverse Logistics**

- Responsible for Wal-Mart's entire reverse supply chain with an annual budget of \$1.2 billion.
- Reduced expenses ratios from 4.0 % to 1.6% of sales
- Developed store training materials to improve efficiencies and inventory controls throughout the reverse supply chain.
- Responsible for designing the current reverse logistics network, incentive program, process flow and warehouse software used today.

**Controller for Food Division**

- Developed accounting controls and process for Wal-Mart's food program.
- Managed all aspects of financial reporting, payables and inventory control for the food divisions.
- Worked with merchandising and operations to increase margin.

**Corporate Audit Manager**

- Developed construction audit process
- Achieved \$1 million in annualized recovery from internal audits

**Store Auditor**

- Designed the new store audit program that was recognized as a major financial improvement by the Board of Directors
- Conducted numerous store inventories and audits over three years

**Accomplishments      Significant Career Accomplishments Since 1994**

- One of two members of GENCO's Senior Staff that have lead the company for fourteen years, during which revenues grew from \$34 million in 1994 to \$820 million in 2008.
- Lead GENCO efforts in staying union free, including developing extensive campaign strategies and management training.
- Lead all reverse logistics businesses and was primarily responsible for establishing GENCO as the global leader in reverse logistics.
- Primary designer of R-Log software that is viewed as the best in class reverse logistics software application, worldwide and used in 5 different countries.

- Lead acquisition, integration and management of Pharmaceutical 3PL that increased gross margins 10%, with an increase in profitability of 98% in the first full year after integration.
- Personally recruited eleven executive leaders into GENCO during my first three years with GENCO. These teammates were the leadership foundation that enabled GENCO to achieve much of it's success.
- Lead four union avoidance campaigns, all of which GENCO won.
- Personally closed over 30 multi-million dollar deals worth over \$250 million in revenue to GENCO per year.
- Developed a significant reverse logistics business in the UK, the cornerstone of which is a partnership agreement with Wincanton that has resulted in over \$3 million in profit over the last five years.
- Redesigned the Marketing program that resulted in a growth of over 200% in leads generated over two years. During the three years I was responsible for Marketing, GENCO had record sales every year.

**Professional  
Affiliations &  
Education**

- RLA, CSCMP
- Pittsburgh Cabinet Chair
- NACC Chamber of Commerce
- Harvard Executive School
- Columbia Executive School
- Six Sigma Green Belt

**Education**

**1983**

**Arkansas Tech University**

- BS - Accounting
- CPA