

Jon Rocchino

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Engineering Director with 30 years of experience, 21 years with FedEx Ground, in Industrial Engineering, Finance, Operations Planning, Project Management, Transportation and Operations Management.

Core Qualifications

- Ability to envision and implement change Inspirational and engaging leader
- Relentless drive for results Analytical and technical expertise
- Demonstrated business acumen Adept at hiring and developing talent

Bachelor of Science Industrial Engineering, University of Pittsburgh 3.1/4.0

Professional Experience

Rocchino Consulting, September 2014 to Present, Pittsburgh PA

Consultant

Transportation and Logistics consultant specializing in Independent Contractor Models and Settlement Engineering. I am the foremost expert in the engineering of piece rate compensation systems in Transportation. Expert in Pickup and Delivery Planning, Budgeting and Cost Analysis, Small Package cost structures and economics.

- Consulted with multiple carriers regarding their contractor models, and to engineer their Independent Contractor settlement systems and pickup and delivery cost structures: Amazon Logistics, Ontrac, Eastern Connection, Roadrunner Express, LSO.
- Consulted with hundreds of FedEx Ground Independent Service Providers in their negotiations with FXG in ISP transitions, renegotiations and end of term negotiations
- Consulted with a technology company to outline how their innovations could be applied to transportation and logistics. Calculated pay backs and break-even for each use.
- Worked with other consulting firms as a subject matter expert in transportation economics, parcel cost structures, contractor models and contractor settlement, and ground transportation cost reduction projects.

938 Penn Avenue LLC, June 2010 to Present, Pittsburgh PA

President and CEO

Acquisition, development and operation of 938 Penn Avenue, Pittsburgh PA, an eight story, 40,000 square feet multi-tenant office and commercial building in the heart of Pittsburgh's Cultural District.

Rocchino Properties, March 1994 to Present, Pittsburgh PA

President and CEO

Acquisition, development and operation of residential and commercial real estate. Currently operates four multi-use buildings containing 42 residential and retail units.

FedEx Ground, 1993 to 2014 Pittsburgh PA

Managing Director P&D (Pickup and Delivery) Engineering 2008 – 2014, Pittsburgh, PA

Led an Engineering department comprised of five manager areas, responsible for engineering, support, planning, budgeting and analysis of the P&D operation at FXG.

- Implemented a new peak incentive plan to eliminate the need for seasonal drivers. Will save \$25M/yr.
- Recalibrated linehaul fuel settlement and leveraged company owned fuel islands to save \$12M/yr without negative impact to ICs (independent contractors).
- Engineered \$3.5B+ of IC settlement to conform to budget each year.
- Produced company operating budget of approx. \$6.0B.
- Promoted 6 managers to managing directors throughout the company.
- Department engagement scores consistently above company, corporate HQ and VP area scores.
- Implemented the Vision planning system to improve contractor stops/day by 7% for an ROI of 16.1%.

Operations Engineering and Analysis

- Create the company operational budget using models to predict metrics and performance.
- Update budget expectations with monthly forecasts.
- Report actual operational financial performance weekly and explain variances from budget and forecast.
- Maintain the management staffing model. Budget and manage headcounts.

P&D Engineering

- Develop P&D productivity goals for all stations and the company.
- Develop P&D resource plan and support its management during the year.
- Perform costings and analyses for new services and operating scenarios.
- Develop and implement peak incentive programs to incent ICs to expand capacity.

IC Settlement Engineering and ISP (Independent Service Provider) Settlement Engineering

- Evaluate and plan all financial aspects of the contractor models.
- Create and maintain IC/ISP operating cost model (Target Settlement).
- Engineer the settlement system to deliver the Target Settlement when standard performance is attained.
- Maintain the standards and engineering of the variable, piece rate, incentive settlement system.
- Engineer annual settlement enhancements including creating communication material, contract addenda, IT requirements and owning all testing and validation.
- Support the ISP negotiations process by providing values for negotiating strategy

Vision and CPC Engineering

- Business area owner for Vision. Captures street address level information for planning and execution.
- Business area owner for CPC (customer pickup coordination). Coordinates P&D resources to service pickups.
- Work with operations to develop design requirements
- Collaborate with IT to write IT requirements
- Implement systems and train and support field operations
- Manage a remote workforce of 47 Vision Implementation Coordinators and Managers.
- Managed a reduction and consolidation of the VICs as the initial rollout was completed

Senior Manager P&D Engineering 2001 – 2008, Pittsburgh, PA

Managed up to 10 Engineers responsible for the duties listed under Managing Director P&D Engineering with the exception of the Vision and CPC group and the creation of the entire company operational budget listed under Operations Engineering and analysis.

- Dramatically improved the accuracy of the IC model Target Settlement.
- Developed a more statistically sound method to establish economic Settlement Classes for each station.
- Re-engineered the entire IC Settlement planning process.
- Created stop settlement by settlement class to correct disparate attainment of Target in the higher economic classes that had begun to put extreme pressure on contractor retention and the quality of customer service in higher cost markets.

- Simplified Settlement by reducing the total number of components and by redesigning the settlement statements received by contractors.
- Established standardized and documented procedures for all internal processes.
- Increased the degree of engineering rigor and accuracy applied to all work.

Senior Manager ROEM (Regional Operations and Engineering Manager) Support 1998-2001, Pittsburgh, PA
 Performed all of the duties listed under Senior Manager of P&D Engineering plus the duties listed below under ROEM Support.

- Drove attainment of operational goals through planning and accountability.
- Developed the first company P&D operating plan to predict needed P&D Resources.
- Implemented the first monthly operational planning forecast for field operations.
- Developed a new tool for Ops VPs to use to allocate their annual dock wage increase.
- Established the first formalized classroom training for new ROEMs.
- Rewrote the Operations Management Handbook to greatly enhance operational planning.

ROEM Support

- Accountable for company goal attainment for station operations.
- Dotted line management responsibility for 28 ROEMs domiciled in the field.
- Hire, train and develop new ROEMs.
- Travel to train ROEMs and to visit distressed operations.
- Conduct two annual ROEM meetings to share best practices and to recognize performance.
- Controlled the strategic and tactical level planning and management of the number of P&D resources.
- Owned and maintained operations seminars, handbooks and procedures.
- Managed the peak planning process and January cutback process along with Holiday planning.
- Responsible for engineering the station docks by establishing standards and managing compliance.
- Created station and company dock productivity and wage rate budgets.
- Report and analyze station and hub productivity.

ROEM Atlantic Region 1993 – 1998, Harrisburg, PA

Responsible for the engineering, planning and operational performance for all station operations in the Atlantic region comprised of 20 stations in the Mid-Atlantic and approximately 500 contractors and \$120M of annual revenue.

- ROEM of the Year 1997
- ROEM of the Year 1996 Runner Up (first year that the award was created)
- Atlantic Region Staff Member of the Year 1995
- Consistently posted top tier performances in On Time Service, Operating Margin, P&D and satellite Dock Productivity.
- In 1994 reduced P&D routes by 7.2% (from 476 to 441) by re-engineering station route configurations.
- Closed the New Cumberland, MD station by re-aligning service areas to adjacent facilities.
- Extended the longevity of metro stations by reducing space requirements by reducing P&D resources and re-aligning service areas between adjacent stations (Philadelphia, Washington DC).

Yellow Freight Systems, Overland Park, KS 1989 – 1993

Field Industrial Engineer 1992 - 1993 Columbus, OH

Perform and implement projects to reduce cost and improve quality, such as P&D route design, hub load and unload planning and station direct loading.

Industrial Engineer 1990 – 1992 Overland Park, KS

Corporate engineer performing work in the areas of facility layout and design, facility location, work sampling, statistical process control, statistical analysis utilizing SAS, methods analysis, delivery route design, account costing, forecasting and operational planning improvement. Analyzed operational scenarios involving the entry into the regional short haul market.

Operations Supervisor 1989 – 1990 Philadelphia, PA

Front line supervisor managing inbound dock operations and P&D planning in a union environment.