*Tracy Eugene Starks*

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***Profile***

• Hands-on, flexible, industrious, tenacious, entrepreneurial-type statistical manager and multi-skilled technician. • Strong promoter of safety and quality, reviewing processes that improve throughput performance. • Personal attributes include a results-oriented performer with scope and vision, sense of urgency, integrity, and a powerful sense of personal principles with a history of working concurrent jobs. • Tireless professional constantly seeking ways to improve processes and optimize efficiencies while exceeding expectations with strengths as a:

• Plant Manager/Operations Manager • Lean Manufacturing Manager • Production Supervisor/Scheduler

• Facilities Maintenance Coordinator • Property Project Manager • Maintenance Manager/Supervisor

• Licensed General Contractor • Materials (MRO) Manager • Sr Maintenance Technician/Labor

• General Manager of Plant Managers • Microsoft, Excel, PPT, Word • 5S Leader & Coordinator

• President/CEO/Founder • Auto Mechanic-Tech/Farmer • Radio Personality/WQSW 100.5FM

# Professional Experience

08/19 – Present Stellantis ITP1 (FCA-Fiat Chrysler Automotive) – Kokomo, Indiana

Indiana Transmission Plant #1 –*Automobile Manufacturing Company* – Unit Leader/Launch Unit Leader

Kokomo Engine Plant - *Automotive Manufacturing Company –* LaunchCoordinator

***Machining Department - Production Unit Leader 5495/ Launch Program Unit Lead (EDM & Gen4) Engine Block Machine Installation Coordinator.***

***Responsibilities:*** Supervise Floor Operations

***Launch Program Unit Leader:*** Work closely with Pillar Leads and support personnel to sustain, create, establish, and implement process standards governing new launch programs in; Safety, Health and Wellness, Environmental, Process Work Instructions & Standard Operating Procedure, Quality, Material Logistics, and People Development Training.

***Installation Coordinator Unit Leader:*** Onsite management of machine installations contractors, and operators working in a team setting to reach automatic operation deadline and production demand. • Generating regular reports on the status of project tasks, managing milestones, and completed task projections. Passover communication and daily morning staff meetings reports.

***(Supervisor) Unit Leader:*** Maintain documentation as required regarding process and machine operational capability (KPI’s). Assist and update job instructions, one-point lessons, pre-flight checklists • Monitor production losses and work to identify, implement and train corrective actions • Monitor corrective and remedial actions towards centering production processes • Analyze process parameters, influence product variation, and assist production teams, (engineers, team leaders, operators) in identifying root cause, and coordinate process improvement, and record savings • Participate in PFMEA (process failure model effects analysis) activities • Implement AM (autonomous maintenance), PM (professional maintenance), QC (quality control), FI (focused improvement), PD (people development) and TWTTP (the way to train people) pillar standards in machining lines using WCM (World Class Manufacturing) methodology • Analyze equipment performance measured in O.E.E. (overall equipment effectiveness). Identify and, address reasons for loss. Order on hand stock, spare parts to ensure continuous quality output • Define/update Job Element Sheets for changes and improvements in the What, How, and Why format and assist production teams in tracking KPI's (key performance indicators) including, FIS (factory information systems), MPTS, QDAS, TMS (total maintenance systems) • Step in as the Production Business Unit Leader as required. Support all activities required by the Business Unit Leader to improve safety, quality, delivery, and cost.

06/17 – Present Safe Social Online Inc. – Indianapolis, Indiana

***President/CEO/Founder*** - *Technology Company, Social Media Networking Platforms, Internet Service & Innovations,*

***Responsibilities:*** Manage Organize Company Startup

Manage a $3.2M budget and all areas of startup planning & development to launch safer social media platforms for children, adults, and organizations • Work closely with domestic and foreign developers to clearly present vision of safety where development, coding, and feature are process tested, and validated to be safe and acceptable for the general public. Facilitate start and completion of the Domain Name Systems (DNS) final project for global launch. • Solicit and retain developer teams within USA, and Australia, India, and Other • Finalize, approve all completed development task • Manage and signoff on all legal activities, Domestic & Foreign) among two domestic and one international law firm. • Finance and Fund Raising to include travel, and pitch deck, presentation, user forecast, future revenue projections, marketing strategy, user acquisition cost I relation to activation and marketing cost. • Angel Investors, and Venture Capital Investors • Manage operations, planning & development strategy • Personnel (New Hires and Terminations) • Benefits • Payroll • Accounts Payable & Receivables • Office Management • Solicit, interview, and contract "Advertising Agencies • Branding Agency • Marketing Agencies (digital, radio, and television) • Publicist for Press Release planning • Service Providers (Identity Verification, Facial Scan, Sex Offender Registry Check, Pedophile Registry Check, Email & Phone Validation). • Registered Agent for 48 states.

06/05 – Present Starks Property Improvements & Management (SPIM) – Indianapolis, Indiana

***General Contractor*** - *Construction Technology Company.*

***Responsibilities:*** Commercial & Residential New and Restoration Construction

Twenty-four (24) years’ experience formally known as D.T, Construction & Maintenance LLC (2005-2020) • Oversee all operations associated to ownership • Establish scope of work • Contract Approval • Contract Compliance and Resolution • Safety Training • Code Regulations • Permits and Inspection oversite • Personnel (Sub-Contractors, Hire, Termination) • Work closely with Structural Engineers, • Mechanical Drawing and Print Reading and Approvals. Accounts payable, receivables, and payroll • Bid Proposals and acceptance •, Planning and development of all projects from start to completion. Project and Property Management of existing rental commercial and residential structures not acquired by SPIM.

01/19 – 08/19 FCC Clutch Technologies – Berne, Indiana

***Assistant Production Assembly Manager:*** *Automotive Transmission Manufacturing Company (Ford & GM)*

***Responsibilities: Assembly Line Production Manager***

Manage three assembly lines over three shift to meet the demand in Ford and General Motors automotive production schedule. 8 direct, 123 indirect personnel over 3 shifts • Work to increase production output 100% over 6 months • Improve OEE 11%, Assist production manager in daily operations on all assembly production of FORD and GM transmission clutch assemblies over 4 assemble lines • KPI’s • Scheduling • Training • Safety Committee • Lean Manufacturing • Process Control • Implement One Piece Flow • MRB • Create/Update Work Standards • Establish PM program and W/O priorities • Continuous Improvement • SCAR’s • Quarterly Cost Reduction • Manning • Discipline • Interviews • Performance Evaluations • Purchasing & Requisitions.

06/18 – 01/19 Dana Spicer Axle – Lima, Ohio

***Lead Manufacturing Supervisor:*** *Drive Shaft & Axle Manufacturing Assembly Company of Lite Vehicle,*

*Commercial Vehicle and Off Road/Highway Vehicle drive train parts*

***Responsibilities*** Supervise 104 personnel over 3 shift operations to meet customer demand over nine axle assembly welding group cells. • Statistical Analysis and Planning with a “Lean Manufacturing (JIT) approach! • Create work SOP's (standard operation procedures) with instruction to ergonomically improve production processes to reduce injury, scrap, over production, waste and enhance time management • Tube Cutting, Assemble Press, Rotation Balancer, Welding, Final Weight Balance. • Training (safety, quality, and process control standards) to empower work force in standardized work practices • Daily Shift reports, Audits! Assign overtime, First Responder, Discipline when needed.

06/17 – 01/18 Kloeckner Metals Corp. – Tucson, Arizona

***General Manager of Plant Managers: Steel Supply Manufacturer****,* ISO 2001-2015 *Braner High Speed Slitter (75” width - .011 to .187” thick), Blanking/ROWE Cut-to-length line (12” – 60” width to .030 - .125” thick) steel.*

***Accomplishments:*** Resolve critical customer issues with current Domestic and Foreign customers to continue supplier relationship. • Assist sales team to increased production (New Business) 1083 tons per month.

***Responsibilities:*** Daily Toolbox meetings to discuss Safety, Quality, Production, Efficiency, and Maintenance concerns. •Resolve CAR’s (corrective action reports) • Maintain All facility related databases. • Daily Reports to Regional Manager • IOS Audits • Environmental Audits • Quality Audits • New Customer Audits • Customer Relations [visit customers facilities (domestic and foreign) to resolve issues] • Maintain Operations within budget • 98% on time delivery rate • Approve all facility & operations expenses • Purchase Ordre Approval • Monthly Corporate Financial Meetings • Monthly safety meetings • PowerPoint Training Presentations • Kaizen Workshops - Lean Manufacturing & 6S Techniques • Continuous Improvement. • Total Team Involvement Culture Established. • Updates SOP’s and create new procedures to shape a growing and changing manufacturing environment. Discipline (New Hire • Termination) • Training a & Record Keeping • HR Support Responsibilities • Final Product Quality Decisions • Vendor/Supplier Audits • Write Production Vouchers • Assign Maintenance Tasks • Maintain Keep Trak Maintenance Program • Statistically Monitor Production • Create and Implement Corrective Actions •

04/17 – 06/17 Indiana Bridge Inc. – Muncie, Indiana ASIC Structural Steel *Manufacturer*

***Maintenance Manager:*** Maintained all equipment and facilities, and maintenance department personnel to meet customer demand thru preventative, proactive maintenance techniques and procedures***.***

09/16 – 04/17 Heidtman Steel Products Inc. – Butler, Indiana - *Steel* *Manufacturer* ISO/TS 16949, *Slit Steel, Pickle Steel, & Temper Mill Steel Sheeting Coils.*

***Manufacturing Slitter Supervisor (5 Slitter Lines):*** Supervise production slitter teams under the direct report of the Plant Manager to maintain quality TS, ISO standards to meet customer needs.

***Responsibilities:*** Daily Pre-shift production meetings daily to discuss safety, quality, production process concerns. • Weekly SCAR’s meetings • Weekly safety meetings • Generate Excel Spreadsheets, PowerPoint Presentations • Kaizen Daily Worksheets • Introduce Lean Manufacturing & 5S Techniques • Continuous Improvement. • Write & update procedures/forms to shape a growing and changing manufacturing environment. Discipline • Product Quality Decisions • Review and approve Production Orders, Generate Production Orders • Assign Maintenance Personnel • Contact customers on quality issues • Maintains total safety, high quality, and stable a production process • Statistically monitor production in spread sheets, graphs, forms, to expose repeated problems and create correction action items with total team involvement.

05/13 – 04/2016 Calico Precision Molding LLC – Fort Wayne, Indiana

***Plant Manager / Production Manager / Lean Manufacturing Manager*** *Plastic Injection Molding* *Manufacturer* ISO/TS 16949, *Conventional precision molding, insert molding, (shoot-and-ship) and assembly.*

***Responsibilities:*** Manages manufacturing operations with 6 direct and 47 indirect personnel in accordance to projected budget, safety, quality standard, protocols, priorities, and TS standards to meet customer needs • Prioritizes production schedule by evaluating ERP system to achieve customer satisfaction • Writes and updates procedures to shape a growing and changing manufacturing environment to a modern manufacturing world • Establishes and maintains efficient product and process flow with 5S methodologies.

01/12 – 06/13 Nick Tominac (KWR) *Property management company* – Chicago, Illinois

***Property Project Manager:*** *Privately Owned Apartment Complex Rental Units*

***Responsibilities:*** Maintained property and building to meet state building code requirements and permits; projected budgets for future projects; performed routine and pre-purchase inspections • Resolved personnel and tenant issues as member of Homeowners Association Board.

11/08 – 01/13 Home Products International Inc. – Chicago, Illinois

***Shift Maintenance/Production Supervisor:***  *Design, market and manufacture high quality, innovative housewares.*

***Responsibilities:*** Supervised six maintenance technicians in troubleshooting and repair of facilities and machinery • Implemented steps to minimize or eliminate machine preventive maintenance, trained technicians and fill in production supervisor over sixty-eight production personnel.

01/09 – 01/12 Quasi Inc. (WOSW 100.5 FM Radio) – Fort Wayne, Indiana

***Facilities Maintenance Coordinator / Planner / Scheduler, Radio Personality:***

***Responsibilities:*** Analyzed and resolved maintenance problems; consulted with contractors; received quotes; planned, scheduled, and oversaw operation of radio station facilities and structure • Met with owner to discuss course of action to improve outcomes and eliminate reoccurrences.• Interview in real-time guest speakers at various public events and venues.

### Other Concurrent Employment & Services

04/07 – 11/08 Advanced Technology Services Inc. (Factory maintenance services) – Peoria, Illinois

***Team Leader Technician II***

• Led thirteen maintenance technicians in troubleshooting and repair of hydraulic, electrical, pneumatic, and mechanical production equipment.

• Assigned to O'Neal Steel–Ambridge, PA; CAT–Lafayette, IN; Briggs Industries–Knoxville, TN

11/04 – 05/06 Challenge Tool & Manufacturing Inc. – New Haven, Indiana

***Senior Maintenance Technician:*** Performed troubleshooting and repair of CNC machines (**Amada, Mori-Seiki, Hitachi Seiki, Monarch, Burgomaster, Shizuoka, and Panasonic**).

• Performed PM, electrical, hydraulic, pneumatic, welding, fabrication, and building maintenance.

07/04 – 11/04 Lincoln Foodservice Products, Inc. – Fort Wayne, Indiana

***Industrial Maintenance Technician:*** Performed electro-mechanical troubleshooting and repair of press brake, shear, and CNC equipment, **Bliss & Niagara** single and double acting punch presses.

• Worked with AC/DC 480 v. 3-phase electricity, pneumatics, hydraulics, fabrication, welding, & PLC.

• Initiated preventative maintenance program, roofing, lawn upkeep and snow removal.

06/01 – 07/04 Meridian Automotive Systems (Manufacturer of automotive components) – Huntington, Indiana

***Industrial Maintenance Technician:*** Similar- to above, plus **Aida, Bliss, Brown & Niagara 100 to 800 Ton Punch Presses**, maintained SMC, German **Dieffenbacher** injection molding presses and **ISO/Poly** chemical supply systems. • Opened facility and powered-up plant for first shift production Sunday nights. Plant Startup, Mexico! • ABB, Fanuc, Water Jet, and Cutting Laser setup and programming. • Hydraulic, Pneumatic, Electrical, Mechanical, & Welding system troubleshooting and repair.

09/99 – 08/01 Fort Wayne Foundry Machining Division (Manufacturer of engine blocks, intake manifolds, water pumps housing for GM & Saturn Vehicles) – Fort Wayne, Indiana

***Industrial Maintenance Technician:***  Maintenance Department (7,000 hours)

• Similar functions as Lincoln except for repair of milling equipment with multi-spindle heads.

• Performed troubleshooting on PLC system with laptop; achieved *Skill Level 4* out of five skill levels.

• Setup skill trades apprenticeship training program and classes with IV Tech campus.

2005 – 12/2020 D.T. Construction & Maintenance LLC – Fort Wayne, Indiana and Chicago, Illinois

*New construction, building/property maintenance management, remodeling, and rehabilitation of residential and commercial property,* ***NOW “Starks Property Improvements & Management LLC.”***

08/96 – 11/99 Phelps Dodge Magnet Wire – Fort Wayne, Indiana

***Flat Wire Machine Operator / Annealing Machine Operator / Forklift Operator:*** Selected orders, set up and operated machines, and prepared product for shipping.

04/96 – 05/98 Hot Crews Inc. (Bricklayers for foundry furnaces) – Fort Wayne, Indiana

***Timekeeper / Laborer / Bricklayer Apprentice:***  Assisted superintendent in recording employee’s time and department code for payroll. • Operated forklift and jack hammers (35 lb., 60 lb., and 90 lb.); ramming plastics (concrete) to rebuild melters, holders wet cap • assisted bricklayers. • Setup and issue employee Per-Diem allowances for all workers • Assign work assignments to meet schedule work tasks.

10/94 – 08/96 CBT (Fort Wayne Credit Bureau) – Fort Wayne, IN & Frank Webster Law Offices, Fort Wayne, IN

***Collector/Collections Account Manager (FDCPA Certification)***

1970 – Present Starks & Sons Salvage and Farming: Churubusco, Indiana

Farm alternating crops, soybean, corn and raising livestock, family-owned automobile junkyard!

***Education / Professional Development***

Pursued **B.S. in Business Management**, Indiana • Purdue University – Fort Wayne, Indiana (Jr. Status)

Pursued **Industrial Maintenance Technology** (lacking 9 cr. hrs.) Ivy Tech College – Fort Wayne, Indiana

Pursued **Industrial Engineering/Marketing** (3 years) Alabama State University – Montgomery, Alabama

**Licensed General Contractor** (A6 General Construction License / USA)

***Hold Numerous Certifications:*** First Responder (AED, CPR), Fork Truck Trainer Certification, ABB/Fanuc Programming, Forklift Training, Section 3 Business, Emerging Business Enterprise Ft Wayne Indiana, FDCPA, Black Mold Remediation Ind., Ill, Mich. Penn.), Lead Paint Removal, WEISE Aerial Equipment, Haz-Mat, Paulson Process Certifications, Fred Pryor Seminar Certifications (Interpersonal Communication, Dealing with Difficult People, Effective Communication),

***References Available Upon Request!***

**Personality Test Results:**

***Commander ENTJ***: People with the ENTJ personality type (Commanders) are natural-born leaders. Embodying the gifts of charisma and confidence, ENTJs project authority in a way that draws crowds together behind a common goal. However, these personalities are also characterized by an often-ruthless level of rationality, using their drive, determination, and sharp mind to achieve whatever objectives they’ve set for themselves. Their intensity might sometimes rub people the wrong way, but ultimately, ENTJs take pride in both their work ethic and their impressive level of self-discipline.

***Red (Color Code):*** Red is a personality color that is characterized by high energy, passion, and dynamism. People with red personalities tend to be vivacious, confident, and driven in pursuit of their goals and interest. They are generally responsible, decisive, proactive, and assertive. Reds are natural leaders and have strong positive or negative emotions. They are quick to express their feelings in words or actions and have a strong sense of self-confidence that allows them to embrace risks without worrying about failure or rejection.