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### **Chief Operating Officer | Scale, Value Creation & Board-Level Leadership**

Executive leader with 20+ years in private equity-backed distribution and manufacturing businesses, delivering measurable EBITDA growth through operational excellence, technology-driven pricing, and high-velocity supply chain execution. Proven in scaling national platforms, optimizing cost structures, and preparing companies for successful exits.

### **Summary of Qualifications**

- **Operations Management:** Proven track record of optimizing operational processes, efficiency and driving productivity including automation while fostering a culture of performance and accountability.
- **P&L Responsibility:** Successfully managed full P&L for multi-million-dollar operations, achieving profitability and growth targets.
- **Strategic Planning:** Proficient in developing and executing operational strategic plans, aligned with organizational goals.
- **Strategic Acquisitions:** Targeting, assessing, and evaluating potential acquisitions, contributing to strategic growth and ensuring the viability of expansion initiatives.
- **Lean Manufacturing:** Expertise in implementing Lean principles and methodologies, embedding a culture of continuous improvement delivering productivity gains and waste reduction.
- **Pricing Strategy and Modeling:** Developed and executed dynamic pricing models integrating Artificial Intelligence (AI), real-time data, achieving substantial gross margin optimization.
- **Supply Chain Management:** Strategic approach to supply chain management, driving efficient inventory management using data automation and vendor collaboration.

### **Professional Experience**

#### **KSI Corporation, New York Metropolitan Area**

**A Kinderhook Portfolio Company** (*Private Equity*) *Leading Automotive Aftermarket and OE Distributor*

#### **Chief Operating Officer**

**2021 – Present**

Senior Executive Team Member reporting to the CEO. Responsible for developing and executing our Operational Plan for the distribution of aftermarket and OE products, including our B2B, B2C and E-Commerce distribution and shipping centers. Full P&L Responsibility.

#### ***Key Responsibilities and Selected Achievements:***

- Engage with Board and C-Suite on M&A, strategy, and investment vision; present monthly/quarterly to Board.
- Scaled the platform rapidly: tripled employee base, expanded to 50+ distribution centers, and managed a 400-truck delivery fleet servicing multiple body shops and retailers.
- Optimized labor efficiency: reduced costs by 7.5% through deployment of advanced analytics, workflow redesign and KPI-driven accountability across DCs.
- Delivered margin lift: achieved 250 bps gross margin improvement by designing and executing an AI-powered dynamic pricing model leveraging ERP data and competitive intelligence.
- Improved service performance: raised First-Time Delivery from 81% to 98%, unlocking ~\$4M EBITDA impact by digitizing returns and streamlining handoffs between Operations and Logistics.
- Strengthened supply chain resilience: lifted in-stock rate from 60% to 95% by deploying data analytics on regional sales, profitability (CAPA), and warehouse layouts, driving a 15% sales increase.

**LKQ Corporation, Dallas, TX**

NASDAQ 14B | *Aftermarket, OE and Recycled Replacement Automotive Products Manufacturer and Distributor.*

**AVP Operations and Operational Excellence****2015 – 2021**

Operated inside a \$14B region scale enterprise; reporting to CEO driving synergies and integrations across multi-billion-dollar platforms. Developed Operational Plan for the manufacturing and distribution of aftermarket and recycled/remanufactured automotive replacement parts for multiple B2B/B2C distribution centers. Full P&L Responsibility.

***Key Responsibilities and Selected Achievements:***

- Synergies and Integration: Identified and executed enterprise-wide synergies, consolidating operations across divisions and seamlessly integrating acquisitions to improve efficiency and alignment.
- M&A Leadership: Led operational due diligence for 20+ acquisitions, providing Board-level insights on integration opportunities and scalability to support aggressive growth.
- Scaled e-commerce fulfillment (Amazon, Walmart, eBay, AutoZone) by 40% through packaging and shipping automation and robotics, increasing throughput by 35% and successfully integrating digital channels into a legacy distribution model.
- Cost Optimization: Achieved 20% reduction in transportation and overhead costs by consolidating aftermarket and recycled product operations across 30 DCs and 80 recycling facilities, while improving on-time delivery performance.
- Supplier Negotiations: Negotiated 3% supplier discounts and packaging improvements across 220 DCs, protecting margins and improving product quality.

**Keystone Automotive Operations (An LKQ company) , Dallas, TX**

1.2B | *Leading Global Distributor of Specialty Automotive Equipment and Accessories.*

**Director Operations and General Manager (Export, Distribution, Sales) 2007 – 2014**

Executive Team member responsible for developing and executing our Sales and Operational Plan for the distribution of Specialty Automotive Equipment including Business Development and International Sales. P&L Responsibility.

***Key Responsibilities and Selected Achievements:***

- Global Expansion: Grew customer base from 30 to 55 countries, expanding presence across Europe, Middle East, Asia, and Latin America; achieved 10% YoY sales growth for 5 consecutive years.
- Operational Excellence: Led Kaizen and Lean initiatives reducing wrong shipments and damaged products by 65%, saving ~\$750K annually, while cutting non-conformities with top 100 global customers by 30%.
- M&A Execution: Led due diligence and integration of a major German distributor, aligning systems, logistics, and commercial operations into U.S. platform.
- Greenfield Distribution: Built startup distribution operation in Mexico, overseeing entity formation, staffing, supply chain, and full P&L ramp-up.
- Global Sales Infrastructure: Opened and scaled sales offices and customer care call centers in the Middle East, China, and Europe, establishing long-term international distribution channels.

**Ingram Micro, Miami, FL****2003 – 2007**

NYSE 42B | *Fortune 100 Global value-added leader in sales, distribution and marketing of IT products and Cloud Services.*

**Director Operational Excellence and Regional Marketing**

Executive Team member, reporting to Regional President, recruited to articulate and execute our Continuous Improvement Vision and Strategy for all Business Functions. Promoted by COO to lead Continuous Improvement Strategy across Europe, Latin American and Asia regions.

**Selected Achievements:**

- Established multi-language Call Center dedicated to supporting marketing campaigns on behalf of key vendors, including Microsoft, Hewlett Packard, and Intel. This initiative contributed to a noteworthy 5% increase in net income.
- Developed and implemented a platform to optimize vendor debit management, reducing cash receipt cycles by 15 days and enhancing financial efficiency.
- Engineered the implementation of a light manufacturing production line specifically tailored for our computer and accessories white box line (V7), strategically aligning with customer equipment requirements and enhancing operational efficiency.

**Nokia Mobile Phones - Dallas, TX****2000 – 2003**

NYSE 15B | *Mobile phones and telecommunications equipment designer, manufacturer and distributor.*

**Quality and Productivity Manager (Master Black Belt):** Reported to Director of Operations, supported all aspects of the Production, Quality Management System ISO 9000 (TL) & Continuous Improvement implementation. Supported multi-site improvements implementation including Manufacturing and Distribution across US, Europe, and Asia.

**Johnson & Johnson – El Paso, TX****1996 – 1999**

NYSE 90B | *Ethicon Endo-Surgery Global Leader in minimal invasive medical devices.*

**Manufacturing Engineer:** Maintained production equipment uptime and throughput while leading line transfers from U.S. to Mexico, ensuring compliance with FDA regulations. Drove process improvement through automation, vision systems, and robotics, enhancing quality and efficiency.

**Supply Chain Engineer (Buyer/Planner):** Managed production scheduling and raw material inventory for a \$1B business unit, balancing demand planning, supplier coordination, and regulatory requirements.

**Education**

MBA, University of Dallas

Bachelor's Degree in Electrical Engineering, UANL

**Certifications**

Harvard Business Analytics Program Certified with Distinction– Harvard University

Six Sigma Master Black Belt Certified & Lean Instructor – Nokia + SixSigma.us

**Board and Advisory Roles****SkySpigot****Member of Board of Advisors****2024 - Present**

Collaborate with the leadership team to guide strategic initiatives in the development of innovative atmospheric water generation (AWG) systems. Provide expertise in operational strategy, market positioning, and commercialization efforts, ensuring alignment with industry standards (ANSI/ASSE 1090-2020).

**Extra-Curricular Activities**

Elected Cohort Representative Class of 2021 – Harvard Business Analytics Program