




City of Seattle Boards & Commissions Notice of Appointment

Appointee Name: <i>Nicole Callais</i>		
Board/Commission Name: <i>Seattle Freight Advisory Board</i>		Position Title: <i>Member</i>
<input checked="" type="checkbox"/> Appointment OR <input type="checkbox"/> Reappointment		City Council Confirmation required? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Appointing Authority: <input type="checkbox"/> City Council <input checked="" type="checkbox"/> Mayor <input type="checkbox"/> Other: <i>Fill in appointing authority</i>		Term of Position: * 6/1/2024 to 5/31/2026 <input type="checkbox"/> <i>Serving remaining term of a vacant position</i>
Residential Neighborhood: <i>Central District</i>	Zip Code: <i>98122</i>	Contact Phone No.: [REDACTED]
Background: <i>Nicole is a supply chain leader and military veteran with over 10 years of experience in strategic, data-driven supply chain roles. She has expertise in warehousing, distribution, demand planning, inventory management, and logistics.</i>		
Authorizing Signature (original signature):  Date Signed (appointed): July 30 th , 2024		Appointing Signatory: <i>Bruce A. Harrell</i> <i>Mayor of Seattle</i>

*Term begin and end date is fixed and tied to the position and not the appointment date.

Nicole Callais

PROFESSIONAL SUMMARY

Supply chain leader and military veteran with nearly 14 years' experience in strategic, data-driven supply chain roles. Proven track record of leading teams of up to 42 people and managing annual budgets of over \$35 million. Expertise in warehousing, distribution, demand planning, inventory management, and logistics (including domestic, import, and export operations). Experience in government, startups, e-commerce retail, and freight forwarding.

PROFESSIONAL EXPERIENCE

Evolve Supply Chain Solutions

January 2023 – April 2024

Director of Global Logistics

- Led the logistics team of a technology-forward, data-driven, global freight forwarding startup. Included management and pricing of all import, export, and domestic shipments across all shipment modes including ocean, airfreight, FTL/LTL, drayage, small parcel, and airline recoveries.
- Oversaw dozens of customer pricing bids to include purchasing, contract and pricing negotiations.
- Implemented 15 new logistics customers and their operations within a year, including transportation operations for hazardous and refrigerated cargo.
- Partnered with vendors and suppliers overseas to ensure shipment bookings aligned with production schedules and estimated cargo ready dates.
- Partnered with Evolve's software engineering team to build 4 new modules (shipment management, brokerage, pricing, and reporting) into Evolve's proprietary software to enable quick scaling of the business, and ensure customer KPI reporting, and end-to-end shipment tracking requirements were met.

Cap Hill Brands

January 2022 – December 2022

Senior Operations Manager

- Managed demand planning and inventory distribution for Cap Hill Brands' Fulfilled by Amazon (FBA) channel for the U.S. and Canada, resulting in an out-of-stock rate reduction from 33% to 10% during my time in the role.
- Developed an Access database within the first 6 weeks in the role to support scalable inventory management and improve overall efficiency across the organization's 25+ brands.
- Supported inventory consolidation operations across more than 10 3PL warehouses and established the company's Amazon Warehousing and Distribution (AWD) program to prepare for restock constraints during the Q4 peak season.
- Worked with a network of 20+ 3PL warehouses and absorbed all U.S. and Canada FBA inventory operations for 5 brands acquired over one year.
- Managed a team of 11 contractors and 2 full-time employees based in India.
- Reported to the Head of Distribution and played a key role in driving the company's growth and success in the e-commerce space.

Zulily

Senior Manager, Transportation Operations (B2B)
Manager, Transportation Operations (B2B)

September 2016 – December 2021

June 2019 – December 2021
January 2018 – June 2019

- Managed the B2B transportation team and EDI team, consisting of 4 Transportation Analysts and 4 EDI Analysts. Oversaw an annual budget of \$35 million and reported directly to the Vice President of Operations.
- Managed a network of 18 carriers to include project management, contract negotiations, and implementation with EDI, Accounts Payable, and Zulily's homegrown TMS.
- Oversaw the development of an at-risk Tableau dashboard that contributed to a cross-functional initiative to improve the Net Promoter Score (NPS), contributing to a 15-point increase in NPS.
- Key participant and decision-maker for Qurate Retail Group's RFP for a common TMS across QVC, HSN, Cornerstone Brands, and Zulily.

Transportation Analyst II

September 2016 – January 2018

- Conducted analysis for and implemented small parcel consolidation for 3 consolidation centers, resulting in approximately \$750k in annualized savings, decreasing transit time for consolidated parcel shipments by 2 days, and decreasing zone 8 inbound parcel shipments by 50%.
- Planned and implemented a third consolidation point in Nashville, TN for inbound LTL and parcel shipments originating in the Southeast and Midwest regions of the U.S., saving approximately \$300k annually and reducing transit time for these shipments by 1 day.
- Implemented a regional asset-LTL carrier in the Northwest, resulting in \$500k in annualized savings and a transit time decrease of 2 days.
- Implemented a temporary consolidation point in Carlisle, PA within two weeks to provide a solution to LTL carrier constraints in the Northeast during the Q4 peak season.

A-America

Operations Manager

November 2015 – September 2016

- Managed warehousing, distribution, facilities, and contracts for a furniture wholesale company consisting of 50 employees. Responsible for developing and executing strategic plans to accomplish the operational goals established by the Executive team.

EDUCATION

Master of Business Administration (MBA), *City University of Seattle*

Bachelor of Science in Interdisciplinary Studies, *Central Washington University*

TECHNICAL SKILLS

Microsoft Office Suite (including Excel and Access), SQL (intermediate), Tableau (intermediate), ERPs, Transportation Management Systems (TMS), Warehouse Management Systems (WMS)

COMMUNITY

City of Auburn Police Advisory Committee (PAC)

March 2021 – February 2024

Seattle Freight Advisory Board

12 Members: Pursuant to Resolution 31243, 11 members subject to City Council confirmation, 2-year terms:

- 6 Mayor- appointed
- 5 City Council- appointed
- 1 Other Appointing Authority: Port of Seattle

Roster:

*D	**G	RD	Position No.	Position Title	Name	Term Begin Date	Term End Date	Term #	Appointed By
		-	1.	Member	Marc Hoecker	6/1/2024	5/31/2026	1	City Council
		1	2.	Member	Dan McKisson	6/1/2024	5/31/2026	2	City Council
6	M	3	3.	Member	Erik Nielsen	6/1/2023	5/31/2025	1	Mayor
6	M	7	4.	Member	Dan Gatchet	6/1/2024	5/31/2026	2	Mayor
6	F	3	5.	Member	Nicole Callais	6/1/2024	5/31/2026	1	Mayor
6	M	2	6.	Member	Nigel Barron	6/1/2024	5/31/2026	2	Mayor
		-	7.	Member	Eric Wright	6/1/2023	5/31/2025	2	City Council
6	M	4	8.	Member	Herb Krohn	6/1/2023	5/31/2025	1	City Council
		-	9.	Member	Dan Kelly	6/1/2023	5/31/2025	2	Mayor
6	M	6	10.	Member	Zachary Robert	6/1/2023	5/31/2025	1	City Council
6	M	6	11.	Member	Stanley W. Ryter	6/1/2024	5/31/2026	2	Mayor
6	F		12.	Member	Geri Poor	N/A	N/A	N/A	Port of Seattle

SELF-IDENTIFIED DIVERSITY CHART

	SELF-IDENTIFIED DIVERSITY CHART				(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
	Male	Female	Transgender	NB/ O/ U	Asian	Black/ African American	Hispanic/ Latino	American Indian/ Alaska Native	Other	Caucasian/ Non-Hispanic	Pacific Islander	Middle Eastern	Multiracial
Mayor	4	1								5			
Council	2									2			
Other		1								1			
Total	6	2								8			

Key:

- *D List the corresponding *Diversity Chart* number (1 through 9)
 - **G List *gender*, M= Male, F= Female, T= Transgender, NB= Non-Binary, O= Other, U= Unknown
 - RD Residential Council District number 1 through 7 or N/A
- Diversity information is self-identified and is voluntary.*