

Robert R. Tiernan

EXECUTIVE SUMMARY

President/COO with strong operational, marketing, and people management skills. Leader, team builder, innovator, and problem solver. Specialize in quickly building top performing teams to achieve goals while solving difficult problems. Skilled in cost cutting, identifying critical issues and challenges, resolving personnel problems, selecting, and hiring talented personnel, building, and training teams and motivating and leading teams to achieve the difficult. Out-of-the-box thinker, planner with an innovative mind. Leads by example and doing.

PROFESSIONAL EXPERIENCE

TIERNAN AND ASSOCIATES

Lake Oswego, Oregon 1983 to Present

Business “turn-a-round” consultant and personnel relations advisor to small and large businesses. Practice specializes in optimizing profits and efficiencies through Executive and management team analysis, mission and team focus: drafting action plans, executing and implementing strategic plans; implementing efficiencies by streamlining work processes and management teams; expense reduction, departmental mergers, mergers and acquisitions; and resolving other difficult personnel. Also experienced in leadership training, work flow analysis, legal and regulatory compliance, and legal problem avoidance.

RALEY’s FAMILY OF FINE STORES

Sacramento, California 2011-2014

Special Assistant to the CEO and President of Food Source. Assist the CEO in managing the day-to-day operations of a 3-billion-dollar grocery store chain. Duties included hiring Senior Executives, sitting on the Executive Committee, resolving day- to-day problems, directing the Company labor relations, President of Food Source, and various special projects. Assisted in reorganizing the executive team, establishing company goals and objectives, setting priorities, and driving profitable sales. Initiative and leadership helped turn around company sales, customer count while achieving profitability.

GROCERY OUTLET INC.

Berkeley, California 2003-2007

President and Chief Operating Officer for 120 stores privately held Grocery Store Chain.

Managed all aspects of an extremely successful Grocery Store chain. Led the company to 14 straight quarters of positive comp sales, 12 quarters of average ring increases and 10 quarters of positive customer count increases. Hired key executives and management team members, establishing aggressive goals, while implementing successful bonus programs, cost cutting, re-organizing, refocusing and challenging key departments, improved training systems and implemented innovative store support and incentives systems. Specifically:

- Re-organized and streamlined the Operations department
- Redirected marketing and other funds to increase sales through better customer contact and targeted advertising
- Re-focused recruiting, training and real estate selection process, goals, and objectives.
- Reduced transportation and distribution costs through innovation, consolidation and refining of existing practices.
- Established a new construction department to lead new store construction and a 12-million-dollar 50 store remodeling project to update store equipment and appearance.
- Opened 24 high performing stores new stores in three years.

PAYLESS DRUG STORES

Tualatin, Oregon 2000 - 2012

Founder and Board Member of the *NEW* PayLess Drug stores, an Institutional drug company with 50 million in annual sales.

Re-launched Payless Drug as a premier “Institutional Drug company” which provides prescription drugs to seniors who are residing in senior care facilities, rest homes, skilled nursing facilities and adult foster care. Retained a super-talented key executive to run and grow the company. Became the largest institutional Drug company in Oregon. Specific responsibilities and accomplishments included: Drafting and implementing company business plans; raising the initial capital; recruiting board members and hiring key executives and operational personnel. Established and implemented all initial plans, goals, timetables, incentives, objectives, infrastructure, leases, and other legal requirements necessary to successfully launch the company.

ATTORNEY

Lake Oswego, Oregon 1981-Present

Counsel to/for a variety of employers, including Federal Government; large Portland area law firm, large Oregon Corporation, and a small private Oregon law firm. Reagan Administration Political appointee as Special Assistant to Board Member Hunter, National Labor Relations Board (NLRB), Washington DC. Experienced in all areas of Labor Law and Employer/Union relations. Law firm experience includes representing “management” in all aspects of resolving work force problems, challenges, and regulatory compliance. Specialized in maintaining a right to work “non-union” work force and dealing effectively with Union work organizations. Specialized in all aspects of Human Resource and personnel management. Represented multiple industries, including, hotel, retail food, retail drug, distribution, transportation, and construction.

UNITED STATES NAVY

Dallas, Texas 1983 – 2013

Commander, United States Navy Reserve, Intelligence officer, retired. Last assigned to Reserve Intelligence Command, Dallas, Texas. Top Secret Security Clearance. Last assignment: Operations Officer for 6 special Intelligence Units that support active-duty US Operational Intelligence commands around the world. Specialties included Soviet Military, Counterterrorism, and Targeting. Retired after 28 years of service in November of 2013. Active duty included tours aboard ship and Special Operational Intelligence Centers around the world.

EDUCATION

Georgetown University Law School - (1981-1983) LLM (Master’s degree).

Seattle University School of Law - (1977-1980) JD

Oregon State University - (1973-1977) BS

Bellarmino College Prep - (1969-1973)

PERSONAL

Health – Excellent

Family – Married. Parent to (3) adult children. Grandfather to seven children

Hobbies - Running, Rowing, hiking, traveling and Building/Construction.