

**Application Form****Profile**

Prefix	Anthony	Middle Initial	Hayes	Suffix
	First Name		Last Name	

hayes.d.anthony@gmail.com  
Email Address

1484 Miller Spring Court  
Home Address

Suite or Apt

Harrisonburg  
City

VA  
State

22801  
Postal Code

**How many years have you been a resident of Harrisonburg?**

35

Home: (540) 705-7101  
Primary Phone

Alternate Phone

United States Cold Storage  
Employer

Warehouse Superintendent  
Job Title

**Demographics** - (Submission of this information is voluntary and will not subject you to any adverse treatment should you choose to not complete)

**Ethnicity**

African American

**Gender**

Male

**What is your age?**

30-40 years old

**Are you reapplying for a current position you hold? \***

No

**Which Boards would you like to apply for?**

Harrisonburg Redevelopment and Housing Authority (HRHA): On Agenda

**Interests & Experiences**

Anthony Hayes

Please tell us about yourself and why you want to serve.

### **Why are you interested in serving on a board or commission?**

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I am interested in serving on a board or commission because I have a strong desire to give back to the community that has shaped me both personally and professionally. I was born and raised in Harrisonburg, and I have a deep understanding of the city's neighborhoods, its growth, and the challenges and opportunities facing residents. Serving on a board or commission would allow me to contribute meaningfully to decisions that impact housing stability, economic opportunity, and the overall quality of life in our community. I am particularly interested in supporting efforts that promote fair, affordable housing and responsible redevelopment, as these initiatives directly affect families, workforce retention, and long-term community vitality. I believe that local governance is strongest when it reflects the voices of those who live and work in the community, and I would be honored to apply my experience, perspective, and commitment to public service in a way that helps Harrisonburg continue to grow in an inclusive and sustainable manner.

### **What other interests or concerns do you have regarding the community?**

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I am particularly interested in issues related to affordable housing availability, neighborhood stability, and responsible redevelopment that preserves the character of Harrisonburg while supporting growth. I am also concerned with ensuring equitable access to housing opportunities for working families, seniors, and individuals who are economically vulnerable. Beyond housing, I care deeply about economic development, workforce retention, and the availability of services and infrastructure that allow residents to live, work, and thrive locally. I believe strong communities are built through thoughtful planning, collaboration, and policies that balance development with inclusivity, and I am committed to supporting initiatives that strengthen Harrisonburg's long term social and economic vitality.

### **What relevant experience or education do you have to this board or commission?**

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I hold a Bachelor of Arts in Business Administration, Management & Operations, and an Associate of Arts in Business Administration & Management. Professionally, I have extensive experience in operations management, workforce supervision, budgeting, and compliance within highly regulated environments. In my current role as a Warehouse Superintendent, I am responsible for overseeing daily operations, managing staff, ensuring regulatory compliance, and supporting efficient use of resources. This background has provided me with a strong understanding of organizational governance, policy implementation, fiscal responsibility, and data-driven decision-making. I also bring experience collaborating with diverse stakeholders and balancing operational needs with long term strategic objectives. These skills are directly applicable to board service, where oversight, accountability, and thoughtful planning are essential to advancing the Authority's mission of affordable housing and community redevelopment.

### **Please list any past or present community involvement e.g. City Council, Boards and Commissions, Citizen Academy, etc. in Harrisonburg or elsewhere:**

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Juneteenth, African American Festival, NAACP, Bridge of Hope.

[Anthony Hayes Resume 2025.pdf](#)

Upload a Resume

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### **EPSAC Applicants only**

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### **Bike/Pedestrian Subcommittee Applicants only**

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Anthony Hayes

Anthony Hayes

# **Anthony D. Hayes**

1484 Miller Spring Ct. • Harrisonburg, VA 22801  
(540) 705-7101 • [hayes.d.anthony@gmail.com](mailto:hayes.d.anthony@gmail.com)

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## **PROFESSIONAL SUMMARY**

Public-service oriented operations leader with 10+ years of progressive responsibility across transportation, logistics, warehousing, and regulated environments. Extensive experience in supervising staff, managing budgets and payroll, overseeing compliance with federal and state regulations, coordinating transportation and fleet operations, and supporting executive leadership with data-driven decision-making. Proven ability to manage complex operations, prepare reports and analyses, enforce safety and compliance standards, and serve the public with professionalism and accountability. U.S. Army Veteran with deep local roots in Harrisonburg and a strong commitment to community service and effective municipal operations.

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## **CORE COMPETENCIES**

- Transportation, Logistics, Warehousing & Fleet Operations
- DOT, OSHA, FDA, USDA Regulatory Compliance
- Budgeting, Payroll & Cost Control
- Policy Development & Procedure Implementation
- Contract Review, Procurement & Vendor Oversight
- Data Analysis, KPI Reporting & Forecasting
- Staff Supervision, Training & Performance Evaluation
- Safety, Drug & Alcohol Compliance Oversight
- Cross-Departmental & Public Communication
- Emergency Response & On-Call Leadership

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## **PROFESSIONAL EXPERIENCE**

### **Warehouse Superintendent**

**United States Cold Storage (USCS) – Harrisonburg, VA***January 2020 – Present*

- Serve as a senior operations leader overseeing daily warehouse and transportation-related activities in a highly regulated, safety-critical environment, supporting facility-wide planning, budgeting, and performance objectives.
- Supervise supervisors and frontline staff; lead hiring, onboarding, training, performance management, and corrective action while maintaining a positive, accountable workplace culture.
- Manage payroll inputs, staffing levels, overtime controls, and labor planning to align operational demand with financial targets.
- Develop, implement, and enforce operating procedures related to safety, sanitation, equipment usage, vehicle traffic, and material handling in compliance with OSHA and federal regulations.
- Oversee logistics, transportation coordination, inventory control, and carrier interactions to ensure on-time, cost-effective service delivery.
- Monitor KPIs, prepare operational reports, analyze trends, and recommend process improvements to senior leadership.
- Ensure compliance with HACCP, FDA, USDA, and SQF standards; maintain audit readiness and accurate documentation.
- Respond to operational disruptions and after-hours issues, providing decisive leadership to maintain service continuity.
- Collaborate with management, customers, and cross-functional teams to address service issues, contractual requirements, and continuous improvement initiatives.

**Operations Supervisor****Marshalls Distribution Center – Bridgewater, VA***October 2018 – December 2019*

- Directed day-to-day logistics operations, balancing workload, staffing, and equipment to meet productivity, accuracy, and safety goals.
- Analyzed workflow data and adjusted staffing plans to improve efficiency and control costs.
- Supervised, coached, and evaluated employees; implemented performance plans and professional development strategies.
- Enforced safety policies and training programs, contributing to a safe and compliant operating environment.
- Partnered with peers and senior managers to implement operational changes and resolve escalated issues.

**Operations Supervisor****J.B. Hunt Transportation – Harrisonburg, VA***February 2017 – October 2018*

- Managed transportation and fleet operations, ensuring safe, compliant, and on-time service in accordance with DOT regulations.
- Oversaw driver supervision, training, safety briefings, accident reviews, and compliance documentation.
- Managed routing, load assignments, yard operations, equipment inspections, and preventative maintenance coordination.
- Performed administrative and financial duties including payroll, budget tracking, net-revenue analysis, invoicing, and operational reporting.
- Conducted KPI analysis and profitability reviews; prepared customer-specific reports and recommendations.
- Served as a primary point of contact for customers, drivers, and internal stakeholders to resolve service and operational issues.

## **Intake & Admissions Specialist**

**Commonwealth Center for Children & Adolescents – Staunton, VA**

*March 2012 – August 2014*

- Collected, verified, and analyzed client and insurance data to ensure compliance with state, federal, and organizational requirements.
- Prepared reports and maintained accurate records supporting audits and regulatory reviews.
- Coordinated with local, state, and private hospitals, building strong professional relationships to support effective service delivery.
- Provided clear communication and guidance to families, agencies, and partner organizations.

## **Petroleum Supply Specialist / Squad Leader**

**United States Army – Fort Bragg, NC**

*October 2008 – November 2010*

- Supervised fuel distribution and transportation operations for ground and aviation units, ensuring strict adherence to safety and regulatory standards.
- Managed personnel scheduling, training records, and performance oversight as a squad leader.
- Maintained detailed operational documentation and compliance records in a high-risk, mission-critical environment.
- Recognized for leadership, accountability, and operational excellence.

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## **EDUCATION**

- **Bachelor of Arts, Business Administration** – University of Maryland Global Campus (Currently Enrolled)
- **Bachelor of Arts, Business Administration** – Liberty University
- **Associate of Arts, Business Administration** – Blue Ridge Community College

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## **CERTIFICATIONS & SYSTEMS**

- HACCP • OSHA Safety & Risk Management • Lean Six Sigma Foundations
- Systems: Salesforce, SAP, Microsoft Dynamics, Microsoft Office Suite

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## **References**

Available upon request.