

# NATHAN ERDMAN

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## Global Logistics and Trade Compliance Leader

Accomplished international logistics and trade compliance professional with a Master's degree in Supply Chain and Logistics Management, APICS CLTD certification, and 10+ years of professional experience planning, developing, and directing the transformation of strategic initiatives in logistics, operations, and trade processes. Demonstrated success leading cross-cultural teams to scale global distribution networks and compliance programs in manufacturing, technology, and transportation industries. Experienced leading cost-effective projects that improve service, mitigate risk, and successfully navigate complex logistics and compliance landscapes through data-driven analysis.

- Extensive experience building and managing complex trade compliance, supply chain, and transportation security programs through engagements with U.S. Trade Representatives (USTR), Customs and Border Protection (CBP), and collaborating with cross-functional partners such as C-TPAT and TAPA leaders for enhanced supply chain security and asset protection.
- Proven ability to build a first-class global logistics network that optimizes inventory, speed, accuracy, capacity, and cost containment through analytical operations planning, procurement, contract negotiations, performance (KPI) development, and driving continuous improvements.

### AREAS OF EXPERTISE

- International Shipping
- Air / Ocean / Parcel / Intermodal
- Warehousing / Distribution
- RFQ / RFP / Vendor Management
- Third-Party Logistics (3PL)
- INCOTERMS
- International Trade Regulations
- Import / Export Compliance
- Section 301 / Duty Drawback
- Customs Bonded Warehouse
- C-TPAT / TAPA Programs
- HTS / ECCN Classifications
- FTZ / FTA / GSP / COO
- International Tax / VAT
- SOP / Policy Development

### PROFESSIONAL EXPERIENCE

**LYNX Logistics | Fremont, CA (Remote)**

**06/2022 - Present**

**Operations and Compliance Manager**

**Reason for leaving: relocation requirement due to acquisition**

Manage key partnerships with industry and government agencies while developing quality management systems, security policies, and procedures that promote operational best practices (GMP) and regulatory compliance, focusing on continuously improving processes, service quality, customer experience, physical security, loss prevention, and asset protection in a third-party warehouse environment.

- Successfully trained, motivated, and audited internal teams to achieve ISO 9001, ISO 13485, AIB, C-TPAT, and TAPA certifications, including conducting risk assessments, identifying vulnerabilities, SOP/SOW creation, deployment, monitoring, and reporting.
- Championed the RFQ/RFP project for vendor selection and implementation of new ERP and WMS systems to automate and optimize critical financial, inventory, and operational processes.
- Liaised with US Customs and Border Protection (CBP) officials to implement necessary procedures to achieve customs-bonded warehouse facility authorization.
- Drive Corrective Action / Preventive Action (CAPA) and Root Cause Analysis (RCCA) processes.

**Superpedestrian Inc. | Boston, MA (Remote)**

**01/2021 - 06/2022**

**International Logistics and Trade Compliance Manager**

**Reason for leaving: reduction in force and ultimate company closure**

Developed and scaled the organization's global logistics network and trade compliance program. Led cross-functional collaboration across internal teams in finance, operations, sales and marketing, and external vendor teams to drive rapid expansion into 14 countries across North America, APAC, and EMEA regions.

- Utilized knowledge of China 301 tariff exclusions to recover \$1.5M in duties paid and secured a USTR binding ruling on Country of Origin (COO), resulting in a 25% reduction in future duties.
- Built strong 3PL vendor relationships focused on improving Key Performance Indicators (KPIs) to effectively balance inventory, costs, speed, accuracy, and capacity.

- Led innovative global distribution operations to support product launch and market entry projects across NA, EMEA, and APAC regions through carrier selection, route optimization, and warehousing strategies.
- Achieved a 30% reduction in landed costs through 3PL pricing negotiations, inventory audits, and establishing new supplier packaging requirements for improved logistics, warehouse operations, and distribution efficiency.
- SME for import and export regulations and dangerous goods / lithium-ion battery shipping.

**Daikin Applied | Minneapolis, MN / San Luis Potosi, Mexico****07/2019 - 01/2021****Logistics and Trade Compliance Manager****Reason for leaving: COVID-19 related reduction in force**

Managed annual logistics project budget of \$20M for distribution from Daikin's Mexico manufacturing site to customers in the US and Canada, focusing on increasing transportation efficiency and cost reduction. Managed government and industry partnerships in support of regulatory requirements and corporate compliance.

- Recovered \$500K in costs by identifying Section 301 tariff exclusions through the development of a duty drawback program for imported materials from China.
- Completed C-TPAT certification projects for all international and domestic manufacturing sites and suppliers, ensuring best-in-class global supply chain security standards.
- Reduced FTL and LTL transportation costs by 10% and achieved a 60% reduction in claims through route planning, load optimization, and cross-border trade compliance strategies.

**Decor Apparel | Minneapolis, MN****01/2017 - 07/2019****International Logistics and Trade Compliance Manager**

Led inbound ocean and air logistics, inventory management, warehousing, and outbound distribution operations for a \$50M North American B2B and D2C apparel manufacturing and fulfillment operations business. Identified opportunities and presented Free Trade Agreement (FTA) and Generalized System of Preferences (GSP) research aimed at launching production operations in low-cost countries (LCCs).

- Achieved a 20% reduction in landed costs through targeted logistics, trade, and warehouse operations strategies, including consolidation, Country of Origin (COO) initiatives, duty drawback programs, HTS audits, and 3PL selection.
- Researched and presented analysis on FTA and GSP opportunities for establishing new global supplier relationships in North Africa and Southeast Asia, enabling a strategic shift in production to countries with favorable trade agreements.
- Applied advanced MS Excel skills to develop and implement an in-house TMS and WMS, leading to optimized shipment and inventory management, reporting, and budgeting.
- Launched a zero-waste corporate sustainability program that achieved a \$400K cost avoidance.

**Robert Half International | Dubai, U.A.E / Basra, Iraq / Minneapolis, MN****07/2013 - 12/2016****Logistics & Operations Consultant**

Planned, coordinated, and managed client logistics operations in the US, EMEA, and APAC regions, focusing on optimizing networks and implementing effective supply and distribution strategies.

- NAWAH: Established regional warehousing and transportation operations in Iraq, including securing trucking assets and government permits for warehousing and distribution operations while providing critical operational analysis and reporting to senior leadership.
- Schwan's Food Company: Led a route re-engineering project, achieving \$10M in annual cost savings by reducing trucking routes, miles driven, and driver turnover through SQL data and GIS modeling.
- Caribou Coffee: Developed global compliance, logistics, and distribution strategies to support the opening of international franchise locations in APAC and EMEA regions, leading to additional product offerings and improved profit margins for franchise owners.

**EDUCATION & CERTIFICATIONS**

Master of Science in Supply Chain Management | Vienna University of Business & Economics | Vienna Austria (2013)

Bachelor of Arts in International Business, Minor in German | University of St. Thomas | St. Paul, MN (2006)

APICS Certification in Logistics, Transportation & Distribution (CLTD) | ASCM ID 2076046

Graduate Supply Chain Program | Bosch | Stuttgart, Germany (2012-2013)

**Systems & Tools**

SAP | Netsuite | ERP | WMS | TMS | EDI | GTM | Google Docs | Microsoft Excel | Adobe | JIRA | Slack