

SSWA FUTURE LEADERS SPONSORSHIP APPLICATION

Personal Information:

Name: Zackary Davis Date: 05/19/2026

Contact Information - Email: zdavis@sprich.com Phone: (678)-480-0765

Date of Birth: 11/14/1991 Years Employed in Sanitary Supply Industry: 7 years_

Company: SP Richards

Position: Merchandising Manager – Towel, Tissue, and Skincare

Company Mentor/Sponsor: Adam Fox – Vice President of Marketing

In addition to submitting your resumé, introductory video, and letter of nomination/recommendation, please complete the following information as applicable:

Volunteer Activity:

Please list the name of institution, dates of volunteer work, description of volunteer work, and why it is important to you.

Emmanuel Community Church – Food Pantry, Every other Saturday – 10:00 AM – 11:00 AM ET. This is an outreach through my local church that allows us to partner with the Atlanta Food Bank to provide food for families in our community experiencing hardship. It's an important cause to me because everybody deserves to have food to eat.

Work Activity:

Please list all current and past employment (include dates). For each job describe the nature of your position and any management positions held.

SP Richards (March 2025 – Present) – Responsible for assortment planning and inventory optimization. Partnering with cross functional teams such as supply chain and marketing to support product transitions and new item launches. Align with other internal teams like sales and transportation to ensure timely delivery to our customers. Regularly review competitors' activity to ensure SPR maintains a competitive edge in the market. Negotiate with vendors on pricing, volume rebates and marketing spend to achieve targeted company goals. Responsible for 15 vendors that make up \$98 million in cost of goods across 1,500 SKUs.

Ingevity (2022-2024) -Indirect Category Manager - Managed indirect procurement categories such as maintenance, MRO, earth moving equipment, and capex, developing and executing sourcing strategies to optimize cost, quality, and supplier performance. Led contract negotiations and vendor selection processes, ensuring alignment with business objectives and safety compliance requirements.

UniPro Foodservice (2015-2022) – Category Manager, Disposables – Developed and executed category strategies that drove sales growth and provided significant member value through strong vendor negotiated programs and also product specific cost negotiations within the towel, tissue, disposable

cups, can liners, food trays, to go packaging categories. Played a key role in building and expanding a competitive private label brand, enabling members to effectively compete with national broadline distributors. Focused on delivering high-quality, cost-effective alternatives that strengthened market positioning and increased adoption across the membership.

Personal Accomplishments:

Include any accomplishments that you would like to be considered in evaluating your application.

Achieved 51% growth in private label towel and tissue assortment at SPR by executing SKU rationalization strategies, improving cross-references to competitive brands, and negotiating lower cost of goods.

Strengthened vendor partnerships to successfully negotiate extended payment terms, contributing to improved working capital and overall financial flexibility for the organization.

Recognized as a go-to resource for onboarding and training, supporting new employees with system navigation, reporting tools, and data extraction for leadership requests.

Consistently acknowledged by leadership and peers for maintaining a positive attitude and team-first mindset, while effectively contributing to cross-functional projects and organizational initiatives.

ZACKARY DAVIS
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PROFESSIONAL EXPERIENCE

S.P. Richards, Atlanta, GA

March 2025 – Present

Merchandising Manager

- Support executive leadership with insights and reporting to guide strategic decisions and business planning.
- Implement process improvements to streamline merchandising operations and increase overall efficiency.
- Collaborate with cross-functional teams including marketing, sales, and supply chain to ensure alignment and timely product launches.
- Analyze sales trends, inventory levels, and market data to make informed decisions that improve category performance and margin growth.
- Manage vendor relationships to optimize cost, service levels, and profitability while identifying new opportunities to enhance the supply base.
- Lead the strategic planning and execution of product assortment, pricing, and promotional strategies across multiple categories.

Ingevity., Charleston, SC

June 2022 – Dec 2024

Category Manager - Plant Services

- Solely responsible for the plant services categories globally including leading large cross-functional project teams through the sourcing and procurement process.
- Perform procurement functions; including bidder pre-qualification, form of contract selection, bid solicitation, and evaluation, contract negotiation, contract award, contract administration and close out.
- Maintain a largely strategic role with plant services and support sourcing activities for critical services such as general contractors, electrical contractors, civil contractors, maintenance contractors, equipment maintenance services, facility services, and grounds services.
- Leverage internal networks including outage optimization to deliver best in class performance, total cost-effectiveness, value creation and delivery.
- Collaborate effectively internally and with suppliers. Develop effective multi-year strategies with an effective understanding of market dynamics and internal demand. Responsible for the end-to-end cycle of category strategy, sourcing contracting, P2P, Supplier Management and Supplier Quality Management including the development of Supplier Scorecards and KPIs.
- Develop negotiation strategies aligned with the business strategies and lead those negotiations to completion while pursuing full value and mitigating risk.
- Analyze financials, market risk, and supply risk for each project and be able to mitigate risk while bringing the best value.
- 2023 highlight: Top savings obtained within procurement organization with \$3.8 million saved with responsibility for a \$76 million spend.

UniPro Foodservice, Inc., Atlanta, GA

April 2021 - June 2022

Category Manager - Disposables

- Assist in the development of budgets, strategies, and tactical plans in accordance with company corporate goals and objectives.

- Increase Member revenue in accordance with Disposables and Procurement department budgetary guidelines.
- Develop, manage and enhance procurement, sales and promotional programs within Disposable Categories that will enhance Member's growth and profitability. Programs to include, but not limited to: EDA, SPA, net price programs, Committed Volume Opportunities, Growth Programs, Block Buys, show specials and promotion activities.
- Analyze potential new product categories and new Suppliers and develop applicable programs to facilitate sales and revenue growth for the Membership.
- Support and assist Quality Assurance and Branding Teams to develop programs, packaging and products in support of UniPro branded initiatives for applicable categories. The development to include product specification, packaging, and label/graphics/design.
- Proactively work with sales department to ensure coordination of activities between the departments to target and grow member purchases, earned income, and top line sales of Disposables.

DS Smith, Atlanta, GA

Dec 2019 - March 2021

Revenue Analyst

- Focuses on all aspects of the billing process to ensure accountability for revenue recognition, controls and governance of the revenue cycle for assigned locations.
- Ensure proper matching of revenues to expenses for various business segments, field locations and plants
- Work closely with cross-functional teams including, local finance, field operations and sales / customer service to effectively address and resolve issues.
- Reviews the issue invoicing and customer adjustments for assigned field locations
- Review monthly customer statements for assigned field locations
- Responsible for the reconciliation of about \$400K of unapplied cash that improved aged receivable reports and working capital across our plant locations

UniPro Foodservice, Inc., Atlanta, GA

Aug 2016 – Dec 2019

Program Coordinator for Supply Chain/Operations

- Perform tracking of Member participation and supplier income for all approved operation programs; analyze results to measure program success and recommend future program enhancements
- Process and track operations programs to ensure reporting and payments are received per individual agreements
- Responsible for managing 50+ national account partnerships that represent over \$500,000 in yearly spend
- Handle sourcing and contract negotiations for all new supplier partners
- Successfully establish partnerships to provide members yearly savings ranging from \$3,500 - \$28,000
- Create marketing material for weekly newsletter releases to the membership by using Photoshop CC and Adobe Acrobat

UniPro Foodservice, Inc., Atlanta, GA

May 2015 – Aug 2016

Billing Representative/Finance

- Reconciled supplier invoices received from Accounts Payable to the appropriate sales order and issued UniPro invoices to Members
- Researched, processed, and resolved billing resolutions and cost corrections; followed through by ensuring documents were forwarded internally to AR and AP personnel
- Received confirmed orders from members via AS400 and reconciled the sales order and the packer invoice; billed Members and forwarded packer invoices to AP for payment
- Processed 200 invoices on a daily basis

EDUCATION, CERTIFICATIONS & MEMBERSHIPS

Huntingdon College, Montgomery, AL
Bachelor of Arts, Accounting – 2014
Preventive Controls Qualified Individual (PCQI) Certified

COMPUTER SKILLS

MS Office Suite (Excel – pivot tables, vlookups, graphs, charts), Coupa, SAP, Peachtree SAGE, Qlikview, Voltax Prep, MAS90; XBLR coding and taxonomies

SSWA Future Leaders Selection Committee,

It is my pleasure to recommend Zack Davis for the SSWA Future Leaders Program.

Throughout my tenure in the JanSan industry, I have had the opportunity to work alongside many talented professionals. Zack stands out as someone who combines strong business acumen, leadership potential, and genuine care for others in a way that leaves a lasting impression.

Since joining SPR, Zack has quickly become a trusted and respected leader. As Merchandising Manager for our towel, tissue, and skincare categories, he has made a meaningful impact through his strategic thinking, collaborative approach, and commitment to results. He approaches every challenge with curiosity, humility, and a willingness to learn while always keeping the needs of our customers, supplier partners, and colleagues at the forefront.

What sets Zack apart is his ability to build relationships and bring people together. Whether working with supplier partners, collaborating across departments, or supporting a teammate, he consistently demonstrates a team-first mindset. He is the kind of person every organization hopes to have on its team; someone who makes those around him better and contributes positively to the culture every day.

His accomplishments are impressive, Zack has helped expand SPR's private label towel and tissue business, strengthened supplier partnerships, improved financial performance through strategic negotiations, and become a trusted resource for colleagues across the organization. More importantly, he has earned the respect of his peers through his integrity, work ethic, and willingness to step up whenever needed.

Beyond his professional achievements, Zack embodies the character that defines future leaders. He is dedicated to his family, actively gives back to his community, and genuinely cares about helping others succeed. Those who know him personally know that he enjoys bringing people together around a meal, often cooking for friends and loved ones as a way of showing appreciation and support. That same generosity, authenticity, and care are reflected in how he leads and builds relationships professionally.

The SSWA Future Leaders Program recognizes individuals who will help shape the future of our industry, and Zack is exactly that kind of leader. He possesses the passion, character, and potential to make a meaningful impact not only within this organization, but across the JanSan community for years to come.

I am proud to recommend Zack for this recognition and fully support his selection for the SSWA Future Leaders Program.

Sincerely,



Adam J. Fox
Vice President of Marketing