

Edward Paul Kagan, LCB

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(303) 945-0224

Implus Footcare, LLC

Trade Compliance Associate

June 2021 –Current

Durham, NC

- Serving as a primary technical resource for Microsoft Power BI and Excel on import compliance issues including HTS classification, valuation, marking, preferential trade programs, country of origin, AD/CV, and PGA.
- Sitting on strategic sourcing committee with senior leadership aimed at identifying cost saving supply chain opportunities.
- Primary resource for broker interface systems with Customs, drawback software, and internal data management teams.
- Classifying U.S. & Canadian products with proper HTS classification and country of origin against CROSS rulings within Dynamics 365.
- Maintaining import and export records within the textile, footwear, and sport accessory industry within the Legal department.
- Communicating with vendors, suppliers, customers, brokers, logistics partners, and internal departments to ensure accurate data.
- Supporting CF28/CF29 investigations and external audits, and other compliance matters as requested by senior leadership.

Crocs Inc.

Global Trade Compliance Specialist

January 2020 – May 2021

Broomfield, CO

- Developed unique automated tools in Excel for analyzing large amounts data to maintain customs compliance across a global footprint.
- Built internal relationships to provide better strategic sourcing and product development, while aligning with industry standards.
- Audited and mapped out complex supply chain relationships to identify new opportunities and implement duty mitigation programs.
- Evaluated global customs information to identify regional specific issues and advised senior leadership with complex nuanced solutions.
- Oversaw the post import audit process and built a dashboard for tracking multiple regions while working with a global team.
- Spearheaded the optimization of workflow in a fast-moving environment which resulted in over an 80% reduction in departmental hours needed to classify new products with over 99% accuracy through the leveraging of existing data.
- Championed fixing \$1.6m in variances in SAP monthly with FP&A department which resulted in significantly more accurate global projections while accounting for regional differences in duty valuation and adhering to accounting standards.

Trade Compliance Support (Contractor)

September 2019 -December 2019

- Designed and maintained a process to speed up manual Commercial Invoicing for both exporting and importing office shipments.
- Classified products under appropriate Harmonized System (HTS) codes based on materiality and ERP data.
- Updated senior leadership on new global Trade changes and possible issues effecting our supply chain.

EDUCATION & CERTIFICATIONS

U.S. Customs Broker License

Active Broker: 40765

October 2021

Hazmat Training

LATA/IMDG

August 2021

Scrum Master Certification

International Scrum Institute

August 2018

University of Colorado

B.S. International Business

May 2018

Denver, CO

Volunteer

Leeds School of Business, University of Colorado – Masters of Supply Chain Management

Guest Lecturer

2020 - Current

Boulder, CO

Designed the coursework on Global Trade Compliance, Brokerage, and Security in Supply Chain for the Masters Program with Professor Gregg Macaluso which remains part of the curriculum.

Crocs C.A.Y.A Council

Helped create a "Come As You Are" work environment by touching on sensitive issues that help Crocs keep maintain their brand identity.