

# Diego Montemayor

---

<https://www.linkedin.com/in/diego-montemayor>

[dmontemayorc@gmail.com](mailto:dmontemayorc@gmail.com)

Mobile phone: 610-806-6079

Highly proactive leader with proven track record. Comprehensive experience in Global Trade Compliance, Logistics and Supply Chain strategy for multi-national corporations. Proven ability to define Global Trade strategy, develop and manage Compliance programs, implement auditing and continuous improvement processes, meeting demanding government regulations.

## PROFESSIONAL EXPERIENCE

### **THERMOFISHER SCIENTIFIC**

**November 2023- To date**

**Director, Global Trade Compliance -Pharma Services Group** Pennsylvania, U.S.A.

Thermo Fisher is the world leader in serving life science companies. Annual revenue of \$44.92 B USD and Market cap \$214.57 B USD in 2022.

Responsible for the Trade Compliance program for the entire Pharma Services Group. The Pharma Services Group at Thermo Fisher consists of 90+ sites in 27 countries, having commercial drug, active substance, viral vector and biologic therapies manufacturing, clinical trial and commercial packaging, labeling, storage, warehousing and distribution (freight forwarding business).

- Restructured the Global Trade Compliance team to better support the business and enable growth. Set up new department areas such as targeted auditing and special projects.
- Elevated Trade (Imp/Exp) visibility and awareness to the leadership team.
- Streamlined the number of approved customs brokers and obtained Trade data reporting.

**October 2022- November 2023**

**Director, Global Trade Compliance -Clinical Trial Division** Pennsylvania, U.S.A.

The Clinical Trial Division at Thermo Fisher consists of 40+ sites in more than 21 countries, having clinical trial packaging, labeling, storage and warehousing activities. Additionally, this division has biorepositories and a freight forwarding business unit.

Built upon the existing Global Trade Compliance program for the division. Led a team of 5 GTC global professionals and indirect reporting lines to 50 Import/Export Coordinators. Launched a Global Trade Management software to generate export documentation and automated the restricted party screening process.

- Provided Trade Compliance support to the business, resolved risks and disclosures.
- Designed a career development plan for the Trade Compliance team and launched a cross-training program to grow the team's knowledge and exposure.
- Served as escalation point for Financial and Economic sanctions from different government agencies in multiple jurisdictions (OFAC, BIS, SECO, BAFA etc)
- Expanded Importer of record Services in 3 additional countries and added products to the Importer of record service offer.
- Set up FTZ facilities in the United States and developed work procedures to operate them.
- Partnered with Internal Stakeholders to obtain other government agency permits and licenses. (Fish and Wildlife, CDC, FDA, CITES, USDA)
- Designed controls and developed instructions to handle customer's dual-use and ITAR products.
- Responsible for obtaining and managing export licenses for dual-use products in the UK, US, Germany, Switzerland and restricted destination-based items for Russia and Belarus.
- Streamlined third-party Global Trade Management software providers, customs brokers and consultants. Set-up contracts and SLAs and conducted business performance reviews.

### **CSL BEHRING**

**March 2020- October 2022**

**Senior Manager, Global Trade Compliance** King of Prussia, PA, U.S.A.

CSL is the third biggest global pharma-biotech company by market cap according to Genetic Engineering and Biotechnology News' list in 2019. Market cap \$121.92B USD in 2021.

Managed and expanded the scope of the Global Trade Compliance program for the company. Supported a global staff of 3 regional-continent managers.

- Integrated Trade Compliance into the End-to-End Supply Chain. Identified gaps and implemented corrective actions, policies and procedures related to Import/Export controls. Developed export control program framework.
- Led multiple Trade Compliance automation initiatives (Project Management in Global Trade Management GTM solution)

such as Preferential Origin determination process and transactional-based Restricted Party Screening.

- Provided Trade Compliance intelligence, structures and import/export processes to facilitate clinical trial and R&D material across global third-party or internal sites.
- Created a customs valuation risk assessment, implemented processes with customs authorities to report customs value changes, specially related to Transfer Price Adjustments. Collaborated with Global Tax to implement long-term strategies and processes for each country to minimize Tax and Customs risks.
- Developed AEO strategy for global sites (affiliates) (e.g. CTPAT) and provided subject matter expertise on global trade aspects during acquisitions and expansion of Trade Compliance program across new businesses.
- Oversaw department global annual consulting budget of + \$250K USD.

**November 2018- March 2020**

**Manager, Global Trade Compliance** King of Prussia, PA, U.S.A.

Created and implemented a Global Free Trade Agreement/Duty Management program.

- Spearheaded the Global Customs/Duty savings program (13+ countries): Special Trade Programs, Free Trade Agreements, Duty Reduction Programs, Generalized System of Preferences and country specific Tariff Concessions. Estimated savings per year \$3.5 M USD.
- Import Compliance: Set up new affiliates in Asia-Pacific and America as Importer of Record into multiple countries, created and implemented Import SOPs. Streamlined PGA customs reporting data (Health Agency customs related information). Oversaw special Import/Export schemes: third party FTZ, TIB-Temporary Importation under Bond.
- Restricted Party Screening and Global Sanctions escalation point. (e.g. OFAC-United States and other jurisdictions)
- Collaborated on development of the export control (dual-use) framework.
- Provided Trade Compliance training and awareness to various departments (Tax, Legal, Operations, Engineering and Production).
- Established processes for obtaining animal and infectious goods permits (e.g. Fish and Wildlife and Center for Disease Control import permits).

### **TELEDYNE TECHNOLOGIES**

**October 2017-November 2018**

**Trade Compliance Manager –Export Controls** Lincoln, NE, U.S.A.

Teledyne Technologies is a global leading provider of sophisticated electronic components, instruments & communications products, including defense electronics, data acquisition & communications equipment for aircraft, environmental or industrial use. Market cap \$15B USD in 2021.

Developed the existing Trade Compliance program. Oversaw Trade Compliance activities for 3 different Business Units (ISCO, CETAC and SSI). Managed a team 2 personnel for each company with a dotted line to Trade Compliance, a total of 6 people partially dedicated to Trade Compliance activities.

- Reviewed and updated SOPs, work instructions and templates for Import and Export activities as well as classification of raw materials and finished goods (commodity jurisdiction-EAR/ITAR, ECCN, USML, HTS codes and country of origin).
- Bureau of Industry and Security (BIS) point of contact: Handled SNAP-R for Commodity classification requests and Export license requests. Applied for ATA carnet for Trade Shows and Exhibitions and Drafted/Prepared a Technology control plan for access restriction to certain control items/technologies.
- Implemented an automated reporting to have better visibility about unclassified items on the pipeline and export license determination.
- Served as the escalation point for Restricted Party Screening, OFAC Sanctions and End use-End user certifications.
- Customs and Border Protection point of contact: Responded to CF28s, mitigated penalties and implemented corrective actions.
- Provided Trade Compliance training to key staff (Accounting, Customer service, Logistics and Engineering)

### **CROCS**

**January 2014-October 2017**

**Manager, Global Trade Compliance** Niwot, CO, U.S.A.

Crocs is a global footwear/apparel retailer with a multinational footprint. Market cap \$5.56B USD in 2021.

Implemented Global Corporate Policies and Procedures relating to import and export processes with annual revenue of \$1.3B USD. Led a global team of 4 direct reports (regional-continent staff).

- Performed customs broker on-site audits for the US, Mexico, and Brazil as well as post-entry audits to ensure upstream compliance that reduced overall error rate from over 15% to 5%. Managed Customs Value Reconciliation Programs in multiple countries (U.S, Japan, South Korea and the Netherlands.)
- Launched and maintained Global Trade Compliance software for classification, binding rulings, FTA product

identification and linked it to the company's ERP system (SAP). Filed classification ruling requests in the Netherlands, Mexico and United States. Claimed \$2.5M in duty drawback, \$700K in protests and \$250K NAFTA retroactive privileges. Launched a duty-engineering program with the design team. Managed the Global Free Trade Agreement program with external and internal manufacturing sites.

- Consolidated and led successful transition to one global customs broker in 14 countries, achieving strict compliance guidelines, recordkeeping, and metrics. (Through bidding process).
- Collaborated with outside legal counsel in identifying and successfully resolving prior disclosures, litigations and focused assessments audits in the USA, Mexico and Brazil.
- Built a strong performance and result-driven team. Oversaw department budget and team performance reviews.

#### **September 2011- January 2014**

**Logistics Coordinator** Leon, Gto. México.

Created Logistics and Trade Compliance procedures related to import / export for the Mexico production plant. Managed Freight budget of \$800K and led a staff of 4 direct and 3 indirect reports.

- Oversaw shipping and cross-dock operation, managing different modes of transportation: Air, Ocean, FTL, LTL, Parcel and Inter-modal.
- Managed the 3PL Distribution Center relationship: metrics, service level, instructions, billing review.
- Participated in freight forwarders QBRs and corrective action implementation. Met and exceeded department KPIs: On Time Delivery and Freight Cost. Annual shipment volume: 1200 exports, 300 Imports. Improved logistics processes by redesigning and implementing SOPs (import and export).
- Reduced cost of company's vehicle insurance (annual savings \$5K), implemented shipment inspection at origin (annual savings \$40K) and reduced freight expenses (annual savings \$39K).
- Oversaw compliance of the IMMEX/MAQUILADORA program (annex 24 and 31), filed for certified program to achieve a 16% VAT avoidance among other benefits.

#### **FedEx**

**May 2006- September 2011**

**Operations Manager** Leon, Gto. México.

3PL Bonded warehouse.

Managed the Leon city Distribution Center (DC), a total of 50 people (4 direct reports). Oversaw customs entry filings, duty payments, warehouse and distribution operation. Opened new distribution lanes and implemented an efficient milk run delivery method for shared customers.

- Processed an average of 50 customs entries per day, 15 NOMs (Normas Oficiales Mexicanas) verification orders per month.
- Managed warehouse operation: Budget, people, workload capacity planning. (pick and pack, order release), Increased activity year-over-year in 12%. Reduced damaged/lost incidence from 5% to 3%. Oversaw a fleet of 5 own vehicles and third-party delivery workforce. 15 Average daily deliveries (regional and local). Cold chain operation.

### **EDUCATION AND CERTIFICATION**

**Master of Business Administration (MBA)**, Management/ Strategic Planning, Universidad de Guanajuato. (Finished in 2011)

**Bachelor of Science (BS)**, Foreign Trade and Customs, Universidad Iberoamericana. (Graduated with Honors, Best GPA Summa Cum Laude) (Graduated in 2008)

**Post Graduate Diploma**, Management Skills, Tecnológico de Monterrey. (Graduated in 2012)

**Post Graduate Diploma**, Logistics and Supply Chain course, Canacintra. (2011)

**Diploma**, Complying with Export Controls, Bureau of Industry and Security (BIS). (2019)

**Language Certificate DELF B2** (Intermediate) French Language, Alliance Française –No expiration date

### **PROFESSIONAL MEMBERSHIPS**

International Compliance Professionals Association (ICPA)

American Association of Exporters and Importers: AAEI

International Sanctions and Export Control Society

### **LANGUAGES**

**Spanish** –Native

**French** – Basic/Intermediate

**English** – Fluent/Native