

**Committee on Energy and Commerce**  
**U.S. House of Representatives**  
Witness Disclosure Requirement - "Truth in Testimony"  
Required by House Rule XI, Clause 2(g)(5)

|   |     |                |
|---|-----|----------------|
| 1. Your Name: <u>Eric LeBeau</u>  |     |                |
| 2. Your Title: <u>General Manager of Dakin Farm</u>   |     |                |
| 3. The Entity(ies) You are Representing:  |     |                |
| 4. Are you testifying on behalf of the Federal, or a State or local government entity?  | Yes | No<br><u>X</u> |
| 5. Please list any Federal grants or contracts, or contracts or payments originating with a foreign government, that you or the entity(ies) you represent have received on or after January 1, 2013. Only grants, contracts, or payments related to the subject matter of the hearing must be listed.<br><br><u>N/A</u> |     |                |
| 6. Please attach your curriculum vitae to your completed disclosure form.   |     |                |

Signature: \_\_\_\_\_

Date: 9/6/2016

**QUALIFICATIONS SUMMARY**

Manager with a proven track record of maximizing resources and streamlining budgets while increasing margins and profits. Skillful at empowering employees to work as individuals and at the same time collaborate as a unit. Combine skills in facility management, inventory management and employee management to maximize output. Reputation for a strong work ethic, high energy level, approachability and a commitment to success.

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Call Center Management • Employee Relations • Budget Management • Facility Management • Partnership Building • Inventory Management • Vendor Relations • Technology Implementations

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**PROFESSIONAL EXPERIENCE**

**Dakin Farm, Ferrisburgh, VT**  
General Manager

2003 – Present

- Accountable for oversight of sales, order processing, customer service, and operations for successful Vermont products retailer.
- Responsible for annual budgeting, cost savings initiatives, and forecasting of all operational and retail segments of the organization.
- Manage intake and delivery for over \$7 million in sales generated from [www.dakinfarm.com](http://www.dakinfarm.com), two retail stores, and a mail order catalogue.
- Oversee staff of up to 175 employees; responsible for all hiring and performance management.
- Assist in all web-based and social media marketing efforts; coordinated efforts in redesign of the e-commerce website.
- Ensure best-in-class customer service and loyalty programs; including answering all customer service emails and development of our holiday re-ordering program.
- Led transition and partnership of two Vermont mail order companies: Dakin Farm and Cabot Cheese.
- Implement inventory control and purchase order system using current backend system.
- Performed many of the small IT requirements: network updates, system back up, new user creation, hardware and software purchases and upgrades.
- Worked with both UPS and FedEx in regards to pricing and peak season logistics. Integral in the development of a program that allowed us to ship 5000 additional packages during 4<sup>th</sup> quarter peak.
- Negotiated pricing agreement with carriers to decrease shipping costs by 10% for 2012.

**SPORT MANAGEMENT EXPERIENCE**

**Middlebury Union High School, Middlebury, VT**  
Athletic/Activities Director

2001 – 2003

- Managed one of the largest sport and activities departments in the state of Vermont with an annual budget of \$750,000 including all logistics and scheduling for 20 Varsity sports.
- Supervised over 30 athletic coaches; hired/fired, conducted performance reviews, and navigated any personnel issues.
- Spearheaded an overhaul of all athletic policies, including recalibrating academic standards and creating a Middlebury Athlete Code of Conduct.
- As third highest ranking school administrator, responsible for scheduling any athletic or non-athletic events, editing the monthly newsletter, and coordinating two large scale annual events: Middlebury Community Graduation Breakfast and year end All-School assembly.

## ERIC D. LEBEAU

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- Performed substitute Administrator duties, Class Advisor, and TA duties.
- Active in membership of both the Vermont State Athletics Directors Associations and Vermont Principals Association.

**Indiana State University Athletic Dept., Terre Haute, IN** 1996 – 1998

Assistant Resource Manager

- Managed logistics and operations for 90 acre outdoor recreation facility.
- Procured and maintained all recreational equipment; responsible for inventory management of all equipment.
- Managed student workforce and maintenance employees; provided creative management techniques centered on team building.
- Designed recreation programs and monthly calendar of activities for students and faculty.
- Minimized risk and liabilities by ensuring the upkeep of all infrastructures.
- Published in *Journal of Legal Aspects of Sport, Winter 2000*.

**Vergennes Union High School, Vergennes VT** 1994 – 1996

Athletic Director

- Shaped dynamic athletic program for thriving regional high school.
- Supervised and evaluated 16 coaches and staff as part of 21 high school teams.
- Created and established schedules and procedures for interscholastic athletics.
- Prepared and administered athletic budget of \$100,000.
- Oversaw all home athletic competitions; served as event manager.
- Responsible for all athletic equipment: purchase, issue, inventory, and control.
- Developed, implemented, and enforced student-athletic policies.
- Supervised and edited quarterly school newsletter.
- Supported academic programs by occasionally substituting and assisting with projects; overall, served as a highly visible and accountable leader and mentor.

### EDUCATION

**Indiana State University, Terre Haute, IN**

Masters of Science; Sport Management

1999

**Colby-Sawyer College, New London, NH**

Bachelor of Science; Sport Management

1994

### MEMBERSHIPS AND INTERESTS

Addison County Chamber of Commerce, VT/NH Marketing Group, volunteer for youth sport programs, avid golfer, former basketball player, and runner.