

OHIO SENATE

STATE OF OHIO 2023 FEB -2 PM 2:03

Executive Department

OFFICE OF THE GOVERNOR

Columbus

I, Mike DeWine, Governor of the State of Ohio, do hereby appoint Robert J. Hedger, Independent, from Pickerington, Fairfield County, Ohio, as a Member of the Ohio Athletic Commission for a term beginning January 6, 2023 and ending at the close of business September 2, 2024, replacing Raymond Michael Mancino, who resigned.



IN WITNESS WHEREOF, I have hereunto subscribed my name and caused the Great Seal of the State of Ohio to be affixed, at Columbus, this 6th day of January in the year of our Lord, Two Thousand and Twenty Three.

A handwritten signature in black ink that reads "Mike DeWine". The signature is written in a cursive style with a horizontal line underneath it.

Mike DeWine
Governor

ROBERT HEDGER

8128 Roseland Terrace NW; Pickerington, Ohio 43147

Mobile – (740)–526–6381 – BJHedger@gmail.com

EXPERIENCE

May 2020 – Present

G&J Pepsi Bottlers

Senior Market Director

- o Leading all sales and sales operations for 220 employees in the central Ohio market
- o Successfully managing \$125MM P&L including \$15MM labor budget
- o Effectively managing 2020 labor budget and saving nearly \$1MM by reducing shipping and delivery costs while overdelivering revenue target by 7%
- o Collaborating with Retail Team to build Annual Operating Plan
- o Working with finance/revenue management team to build analytical tools for reporting and to provide insights into business trends. Examples include Syndicated Data scorecards, Cause of Change reporting and price elasticity models
- o Negotiating partnership agreements with “Prestige Partners” (Columbus Blue Jackets, Columbus Crew, Columbus Zoo, etc.)
- o Collaborating with our Digital Technology/Business Transformation team to build tools for front line employees
- o Senior sponsor of “Order Assist” project that will impact efficiency and accuracy of core business. Upon completion, project will be commercialized to sell to other beverage companies

March 2018 – May 2020

Columbus Brewing Company:

Director of Business Development

- o Member of Executive Team along with company owners and CFO which guides organizational development, builds strategic goals and develops performance management metrics
- o Building annual financial plans with CFO to deliver yearly EBITDA goals by maximizing revenue and optimizing operational efficiencies
- o Negotiating distribution and investment agreements with current and prospective clients
- o Responsible for \$3.4MM of incremental investment into brewery for capital projects
- o Enhancing margin and profit for company and partners through strategic pricing initiatives focused on efficient product mix and maximizing up-sell opportunities
- o Leading organizational restructure, new sales compensation model and performance management/review system to better serve company needs and future growth
- o Managing client relationships to align on key initiatives, ensure execution and profitability
- o Initiating and building relationships with national account partners
- o Successfully growing sales department from three employees to seven and two interns including addition of a National Account Director
- o Selected by Ohio State University as a case study on organizational growth and development highlighting brewery growth and reorganization

October 2016 – March 2018

Southeast Beverage Company:

Sales Director

- o Strategic sales and organizational leadership targeting aggressive growth in revenue and building infrastructure to support it
- o Leading sales team of eight managers and 30+ sales representatives to achieve yearly volume and revenue goals
- o Implementing pricing strategy to enhance company margin while maintaining product velocity
- o Leading company reorganization to four day pre-selling structure
- o Implementing new compensation and performance review model
- o Developing management leadership training programs for personnel including cross-functional departments
- o Identifying development opportunities for employees by building relationships and understanding skillsets and career goals

GOVERNOR'S APPOINTMENTS TO BOARDS AND COMMISSIONS

Appointment Date: 1/6/2023

Name of Appointee: Robert J. Hedger
Address: 8128 Roseland Terrace NW
Pickerington, OH 43147
Fairfield County
(H) –
(W) –
(M) – 7405266381
(E) – bjhedger@gmail.com

Name of Commission: Ohio Athletic Commission
Bernie Profato
Judy McCarty
242 Federal Plaza, Suite 405
Youngstown
(330) 797-2556

Term Begins: 9/3/2021
Term Ends: 9/2/2024
Party Affiliation: Independent
Senate Confirmation: Appointed by the Governor, confirmed by the Senate
Financial Disclosure: Public disclosure required
Vice: Raymond Michael Mancino