

# VIPON KUMAR

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**SOURCING & SUPPLY CHAIN EXECUTIVE** with expertise in global commerce of both raw materials (food Ingredients and chemicals) for manufacturing and finished products (food and general merchandise categories) for distribution to retail channels across Americas, Asia Pacific and EMEA.

Vipon Kumar is results-driven executive with extensive experience across the end-to-end value chain: business strategy, product development, manufacturing, technology adoption for sourcing, buying, selling, quality assurance, global supply chain management, distribution, risk management, and P&L operations. Vipon has a proven track record of leading business process improvement, technology adoption and organization design. He is skilled negotiator, change agent, consensus builder, and ethical and empathetic leader. His career achievements demonstrate his sharp focus on effective change management in fast-moving and time-pressed situations to deliver high impact outcomes.

Most recently, Vipon served as Chief Sourcing & Trading Officer at Daymon Worldwide and was recruited by Daymon's CEO at the time for his second stint at the company following his early career from 2000-2007. He was tasked with turning around and integrating two acquisitions with annual revenue of +\$100M and setting up a global vertical of Global Sourcing & QA to effectively manage the +\$10B spend of Daymon retail partners in North America, Europe and APAC. Within 90 days he re-designed the new organization, set up stretch goals and delivered on both key strategic objectives in 2016 as Daymon was embarking upon its sale to Private Equity. Vipon supported the Daymon Chairman & CEO in presentations to the PE firms, and in 2017, Daymon was acquired for +\$400M by Bain Capital Private Equity. In 2018, Daymon merged with Leonard Green Partners owned Advantage Solutions.

Previously, from 2010-2014, Vipon led the re-structuring of the sourcing & trading platform of Acme-Hardesty/Jacob Stern & Sons, a Philadelphia-based, family-owned business established in 1857. At the time, Acme's business was stagnant due to its over-reliance on a limited number of suppliers and a narrow product line of chemical molecules derived from palm oil and castor oil. At one time, 80% of Acme's profit came from just two or three suppliers in Asia. Upon joining Acme-Hardesty in March 2010, Vipon took charge of diversifying the supplier base and product portfolio without disturbing the then existing relationships in Malaysia and India and changed the company's buying practices to align with crop cycles, which boosted profits. Within two years, Acme's dependence on two large suppliers was reduced from 80% to 35%. Three years into Vipon's tenure, 80% of Acme's profit was being generated from 10 suppliers in Asia and United States.

Prior to taking on his role at Acme, in 2007, Vipon was recruited to turnaround the North American business of Tradin Organic, a Dutch global organic commodities sourcing company. He set up a new team focused on new business development to supply organic food ingredients in categories such as sweeteners, tree nuts, cocoa, grains and frozen fruits positioning the business to take advantage of positive trend of organic food. Within a year the company had successfully turnaround and sold to SunOpta in 2009.

Vipon's passion for global sourcing and trade began during his time as MBA student in 1999 at the Thunderbird School of Global Management in Arizona. While working towards his MBA he met a few Daymon Worldwide executives, and after finishing his degree, Vipon joined Daymon in 2000 as a Senior Business Analyst in Phoenix, AZ. He was later promoted to International Business Planning Manager, and Global Trade Manager in 2003 to set up a new department of. In 2004 he was promoted again to Director of Global Sourcing & Trading of this new business. Under his leadership, the sourcing team acquired multiple large clients including Ahold, Kroger, Sainsbury's and Topco.

Prior to his arrival to the United States, Vipon was based in Bangkok, Thailand as General Manager of Unigloves-Ansell venture from 1993-1998, and in India as Senior Export Manager of Hero Cycles from 1990-1993 and Assistant Export Manager of Thapar-VeeTee JV for Basmati Rice export from 1987-1990. As a young man in India, he earned an MBA in Marketing and Operations from Kurukshetra University, as well as a Bachelor of Science in Honors Botany with a minor in Agriculture Sciences from Punjab Agriculture University.

Vipon's servant-leadership style combined with his tenacious "roll-up-your-sleeves" attitude and continuous quest for new information are core to his success across seven different industries, where he led teams around the world in developing successful lines of business. His leadership style brought the cohesion and sense of purpose needed in his direct reports to drive the performance and turnaround of struggling businesses, and to boost the growth of stagnating businesses. Vipon's peers regard him as a highly dependable partner, and his managers fully trust him as a person of high integrity, who will deliver the budget and take full accountability for his actions.

Vipon and his family became United States citizens in 2010. Vipon and his wife (a Cancer Geneticist) live near Philadelphia. Their two grown children live in the San Francisco Bay area. In his spare time, Vipon rides his bike around the Philadelphia suburbs. Both he and his wife explore Philadelphia's local culinary scene on the weekends.

Vipon will be happy to provide you his in-depth chronological resume.

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