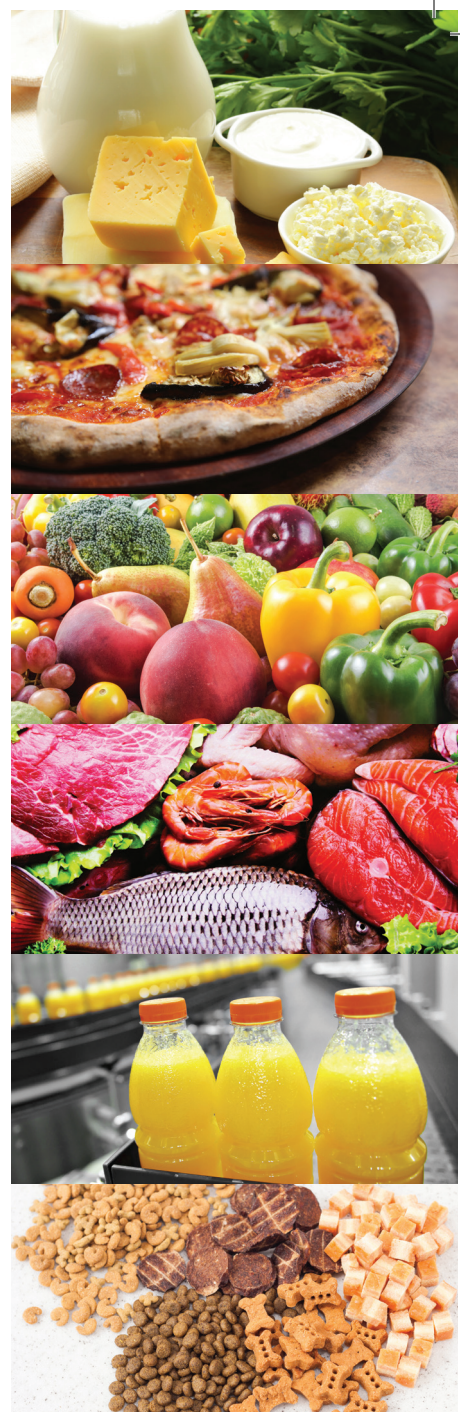




2022 YEAR IN REVIEW

NEW RESOURCES

NEW OPPORTUNITIES



www.FPSA.org

NEW RESOURCES. NEW OPPORTUNITIES.

As we bring this year to a close, I would like to not only thank the many volunteers of our great Association but also call attention to their extraordinary efforts this year in helping us launch a number of valuable **new** programs, while also contributing to the development of exceptional educational programs at FPSA Conferences. As the Chairman of your Association, I am proud to work with such an effective group of professionals who help to advance this industry for the betterment of its suppliers and clients.

2022 featured new programs designed to save members significant money and create new avenues for hiring and professional development. The first of these is Transparent Energy, FPSA's energy savings partner. In this year of inflation and wild energy price fluctuations, Transparent provides members with a tremendous opportunity to take advantage of deregulation in their states by pitting suppliers against each other and auctioning the most favorable deals to lock in stable rates despite market volatility. Members who participate in this program can secure significant cost savings.

The second of these new programs is P3 Cost Analysts. P3 and its team of forensic accountants tackle major expenses, identifying overcharges and errors in a number of areas and helping the member in recovering these funds that most of us aren't even aware we are entitled to. Also on the cost-savings front, no program in office supplies comes close to Staples Advantage, which was launched at the start of the year. Not only do members receive the guaranteed best price compared to top competitors for purchases, but members also receive significant discounts for car rentals and hotels, which truly comes in handy for our road warriors in sales.

This year also saw the introduction of the FPSA Financial Wellness Program in response to a request from the Young Professionals Group. This partnership with Truist Momentum provides an online platform for your employees to learn about and engage in the core pillars of financial success, which leads to a more confident, and productive, employee. Also recommended by the YPG this year, FPSA held its first Career Fair at the Illinois Institute of Technology. Addressing the acute need for young, new talent, this is but our first step in introducing young engineers, food scientists, and other future professionals to a promising career path in the food and beverage industry. I encourage you to be on the lookout for additional hiring events in the coming months at a variety of excellent schools around the nation.

In addition to these new programs, FPSA also successfully returned to face-to-face events with the ever-popular Annual Conference and Fall Sales Conference. Attendees at these conferences walked away with new contacts, market information, and strategies for more effective sales results. Following two years of limited gatherings, I think all our guests would agree it was great to get back together again.

Finally, I would be remiss in recapping 2022 without mentioning the tremendous success of FPSA's *Giving Back* programs. Thanks to extremely generous donations on the part of our members and Councils, FPSA continues to grow its philanthropic efforts to support our industry and people in need. From scholarships to support of veterans with PTSD, delivering clean water to American homes in underserved communities, assistance in food processing research, and support of workforce development efforts, FPSA and its members made an impressive mark on the industry in 2022.

In closing, I wish you and your families and colleagues a wonderful holiday season and am looking forward to seeing you at our 2023 Annual Conference.



BRIAN PERKINS

Chairman, FPSA
President, Provisur Technologies

MAXIMIZING YOUR NETWORK

FACE-TO-FACE



FALL SALES CONFERENCE

Better understanding how to get the customer to “yes,” new strategies on how to sell even more effectively in a period of high economic volatility, and tools on how best to focus one’s energies in ways that maximize revenue. These are just some of the takeaways that attendees brought home from the 2022 FPSA Fall Sales Conference. This event brought together sales professionals from across the membership to network, and learn from excellent speakers on how to continue improving their sales results.

FPSA ANNUAL CONFERENCE

In 2022, members were once again able to come together at FPSA’s most popular networking event, the Annual Conference in San Antonio, TX. Popular keynote speaker, Brian Beaulieu, walked attendees through a rapidly changing economic environment and highlighted projections based on hard data of what we can expect in the coming years, both personally and professionally.

As always, the Annual Conference program featured excellent breakout sessions for each industry segment and top-notch social events to network with peers, customers, and competitors.



NEW PROGRAMS

2022 saw more new programs and member benefits introduced than any previous year. With the goal of creating new opportunities for business and saving significant money for operational expenses, these programs are available only to FPSA members.



TRANSPARENT ENERGY

FPSA's energy partner, Transparent Energy, helps members in states that have deregulated the energy sector to stabilize their lowest possible rates by forcing energy suppliers to compete for the customer's business by way of its online reverse energy auction. Not only does this save members significant amounts but also locks in these rates, giving members full confidence in their energy spend over the life of the contract.



P3 COST ANALYSTS

P3 Cost Analysts is a nationwide cost reduction firm providing FPSA members with forensic accounting services looking for errors, overcharges, and refunds in key areas such as utilities, telecom, waste and recycling, merchant processing, shipping, vendor payments, and property taxes. When P3 saves clients money, they simply split the savings with them each month. If there are no savings identified, there is no fee. To date, P3 has saved hundreds of millions for tens of thousands of client locations around the country.



STAPLES ADVANTAGE

In 2022, FPSA added the Staples Advantage discount program to its collection of member benefits. Far more than just a program for office supplies, the Staples Advantage program offers members guaranteed lower prices compared to Amazon Prime, Office Depot, and WB Mason; 3% additional discount on all orders greater than \$250; professional printing services (forms, signs, posters, stationery, etc.); free next-day shipping; a 30% discount at Avis and Budget on car rentals; and up to 70% off discounts at over 400,000 hotels, including access to unpublished member rates and discounts at brand-name boutique hotels and resorts.

NEW MEMBER OPPORTUNITIES



FPSA FINANCIAL WELLNESS PROGRAM

This exclusive program, developed by Truist Momentum, offers employees of FPSA member companies the tools and education to build confidence in their financial future. Studies show that employees spend an average of 28 hours per month worrying about their finances — a cost of over \$5,000 per employee, per year, in lost productivity. This confidential program helps employees at all levels focus on critical aspects of their personal finances and instills confidence to help them to spend more time doing what they love and less time worrying about money.



FPSA CAREER FAIR

In October of this year, FPSA held its first Career Fair at the Illinois Institute of Technology. Seeking to help members address the shrinking workforce, FPSA partnered with IIT in working with talented students to recognize the tremendous career opportunities in the food and beverage industry.

Drawing impressive undergraduate and graduate students to this event is just FPSA's first step in filling the workforce gaps among both food manufacturers and equipment suppliers. Looking ahead to 2023, FPSA will expand these hiring events to a number of prominent schools in engineering and food science.



TRAINING,

HIRING, AND RETAINING

THE NEXT GENERATION



FIT CERTIFICATION PROGRAM

The FIT Program was expanded this year in response to the critical need for service technicians in the food and beverage processing, packaging, and equipment industry. This expansion increased the footprint of the FIT classrooms at the Indianapolis campus of Lincoln Tech, added new instructors to the program, and essentially doubled the size of the student body to generate new technicians for processor and OEM members.

In addition to hands-on learning with equipment donated by FPSA member companies, FIT students regularly meet with member CEOs and other professionals to learn more about working in this field, and have visited plants, including West Liberty, Schwan's, Perdue, and Provisur Technologies, to see operations firsthand.

Given the success of this program, plans are already underway for additional expansion with the creation of classrooms in campuses located in different areas of the country. FPSA Members interested in supporting the FIT Program with donations of equipment, and/or hiring FIT graduates in the future should contact **FPSA CEO David Seckman at dseckman@fpsa.org**.



PROFESSIONAL DEVELOPMENT RESOURCES

CONTINUE TO GROW



VALOR/180 SKILLS

2022 saw an expansion of this important online training resource for FPSA members with the addition of over 100 new courses to the library, including new training paths in Food Safety and Pet Food Production. Additionally, many of these important modules are now being provided in both English and Spanish for members with a diverse workforce in the plant.

The Valor/180 Skills program was created specifically for manufacturers, featuring over 800 courses to help employees master both technical and soft skills at the low cost of \$349/year, regardless of the number of courses the employee takes. The program requires no travel, is easy to use, and allows learners to go at their own pace, while also allowing their supervisor to track progress.

FPSA members have utilized the Valor/180 Skills program to replace costly and time-consuming courses off site, or to supplement existing training programs that may have gaps in content.

The extensive list of courses for FPSA members can be found [online](#).

FPSA NETWORKS

In their fourth year, the FPSA Networks continue to work hard to position themselves as the leadership incubators for member companies. Each Network group addresses critical topics that generate important content for the Association and create new opportunities for participants to learn more about these topics from colleagues and customers and deliver these benefits to their employer.



The Women's Alliance Network continues to evolve by providing programs that facilitate positive transformation for women in the industry. In 2022, the Women's Alliance held another successful PACK IT Event in San Antonio, as well as holding an event at Pete's Piano Bar during the FPSA Sales Conference. Launching a new [LinkedIn page for the group](#), WAN ran a "Meet the Executive Committee Member" series that was highly successful. This year, the WAN also held webinars and hosted multiple book clubs to discuss critical topics in business and leadership.



The Young Professionals Group aims to engage with students and new professionals in the food and beverage industry. The Group has held a variety of events this year, including virtual happy hours, open houses, and a speed networking session during the FPSA Sales Conference. In addition, two YPG initiatives were launched in 2022: the [FPSA Financial Wellness Program](#) and the first-ever Food Industry Career Fair at Illinois Institute of Technology. These programs are designed to help young professionals gain more confidence in their own personal finances, and to help promising students take their first steps toward a successful career in the food and beverage industry.



The Food Safety Network's goal is to provide an opportunity for collaboration among food safety experts to share knowledge and discuss challenges facing the food and beverage processing industry. This year, the Network focused on providing food safety resources and a webinar to benefit the baking industry titled, "[Bakery Food Safety Innovations: Where We've Been & Where We Need to Go](#)," led by General Mills' Karl Thorson. This informative session covered sanitary design simplification and automation of equipment, cleaning/changeover optimization, and training and education of personnel performing critical tasks and those leading those tasks. Additionally, the Network released a [podcast on sesame seed allergen regulations](#) impacting the baking industry.



The Packaging Network's mission is to provide a forum for packaging professionals to exchange information on food and beverage industry trends and issues of interest and value to the membership. In 2022, the Packaging Network focused its energies on sustainability. The Network also developed its #UnPack social media campaign while highlighting its members' sustainability efforts.



The Technology Network aims to bridge the gap in awareness, skills, and understanding of technology integration in the food processing environment, focusing on implementing the Industrial Internet of Things (IIOT). This year, the Network continued to tackle bridging the information gap with secure remote access by publishing two technotes, titled "**Bridging the Information Gap – Utilizing a DMZ**" and "**Top Recommendations for Secure Remote Access to Industrial Control Systems**."

RESOURCES

FOR MEMBER BUSINESSES

ITR ECONOMICS NEWSLETTER

In 2022, FPSA members continued to receive valuable insight into current and future economic trends, helping to navigate an uncertain environment as we have now moved past the COVID pandemic. Facing a volatile marketplace with inflation, stock market jitters, and supply chain shortages, the ITR Economics Quarterly Newsletter continues to provide data-based guidance for business strategy and investments to benefit both member companies and their staff.

FPSA JOB BOARD

Finding and recruiting good talent has never been more of a challenge in this tight labor market. As such, the FPSA Job Board is a free and highly valuable resource for member companies. From Field Service Technicians to Sales Reps, Customer Care Managers, and internships, it provides members the opportunity to find new and talented individuals to join their team.

In nearly three years, member companies have already posted over 600 positions, which are also pushed through FPSA's social media channels. Visit the Job Board at jobs.fpsa.org.

AFFINITY PROGRAMS

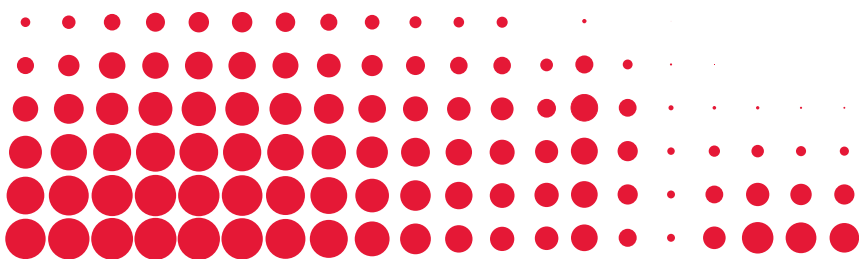
FPSA Member companies continue to enjoy significant cost savings from our members-only Affinity Programs. Whether this be large discounts on shipping with Yellow Freight, legal guidance with Barnes & Thornburg, energy savings with Transparent Energy, discounted office supplies/car rentals/hotel lodging with Staples Advantage, forensic auditing of critical expenses with P3 Cost Analysts, or industry-focused targeted advertising with Multiview, FPSA affinity programs provide an excellent opportunity to cut costs while receiving the same excellent service. These programs are open to all FPSA members looking to save money in their operations. Interested members should contact **Andy Drennan** at adrennan@fpsa.org.

WEBINARS

FPSA Networks and Councils were busy in 2022, hosting 11 informative webinars for the membership. With a curriculum developed by the Networks and Councils, these free webinars help keep members prepared for critical issues in our marketplace.

Topics for the 2022 program included:

- Energy Market Volatility and Strategies to Manage Risk This Winter
- FPSA Financial Wellness Program
- The Use of Restrictive Covenants in 2022 to Protect Your Trade Secrets, Customer Relationships, and Workforce
- FPSA Sales Management Series: Discovery: The Person with the Best Information Wins
- FPSA Sales Management Series: The Secret to Outselling the Competition: Follow the Science
- FPSA Sales Management Series: Quit Whining & Start SELLING!
- FPSA Members Are Conquering Today's Volatile Energy Markets with Transparent Energy
- What FPSA Members Need to Know About the Employee Retention Credit
- Traceability: Where We Are & What's Next
- Bakery Food Safety Innovations: Where We've Been & Where We Need to Go
- Re-Energizing Your Strategic Planning Process



GIVING BACK

TO MOVE THE INDUSTRY



BAKERY

The Bakery Council continues to address unemployment with its support of Greyston Bakery and its “No Questions Asked” hiring model, which is advocated by the Greyston Foundation. As a result of this year’s contributions, the Council was able to provide Greyston a check of \$5,610 in support of its mission. Greyston provides employment and training opportunities to anyone who is looking for work, regardless of their background, thereby transforming lives and communities.

DAIRY

The Dairy Council’s Tom Imbordino Memorial Dairy Science Scholarship program supports deserving university undergraduate or graduate students, in pursuit of a career in the dairy or food industry. The four recipients of the 2022 Tom Imbordino Memorial Dairy Science Scholarship received \$3,500 in furtherance of their educational goals.

BEVERAGE

The Beverage Council supports DigDeep, a non-profit organization working to bring clean water to American homes in underserved communities located in the Navajo Nation and Appalachia. In 2022, the Council made a donation of \$13,549 to DigDeep in support of this critical need for fellow Americans.



PET FOOD

The Pet Food Council is proud of its support of the American Humane PUPS4PATRIOTS Program and their efforts to help veterans combat PTSD through service and therapy dog programs. This year, the Pet Food Council made a donation of \$15,170 to the American Humane Society in support of this valuable cause.

PREPARED FOODS

The Prepared Foods Council continued its support of university programs, this time selecting Oregon State University’s Department of Food Science and Technology. The department is one of the largest food science programs in the U.S. and offers a wide variety of specialized cutting-edge research programs that focus on areas such as food and health, emerging novel food processing technologies, and food safety and quality programs.



MISA

MISA continues to offer its valuable MISA Scholarship, with the goal of supporting students who are pursuing careers within the meat industry or engineering field. This year, MISA offered five \$10,000 scholarships to very deserving students. Dating back 16 years, the MISA Scholarship has been an invaluable support to the industry.

CK

In 2022, FPSA's Giving Back programs continued to expand their impact beyond previous years! The 2022 FPSA Annual Conference was the focal point for much of this giving, thanks in large part to the FPSA Auction that enabled members to come together once again to support very noble causes selected and supported by FPSA's Industry Councils. Funds raised in 2022 by each Council at the FPSA Auction have been shared with the following groups.

FORWARD



CAREER DEVELOPMENT SCHOLARSHIPS



In 2022, FPSA once again awarded fifteen \$5,000 scholarships to employees or family of FPSA member companies. This extremely competitive scholarship rewards the academic "cream of the crop" of our membership, in support of their efforts to study in preparation for a career.

In 2023, these scholarships will be increased to \$10,000 and the number of scholarships expanded to twenty. For anyone interested in applying in 2023, keep your eye open for the new CDS application period opening in January.

FOUNDATION OF FPSA GIVES BACK



The Foundation of the Food Processing Suppliers Association (FFPSA) once again teamed up with the organization Folds of Honor, to provide scholarships to family members of fallen heroes in the military and first responders. At the 2022 Annual Conference, FPSA held a ceremony with a military Honor Guard at the annual golf tournament, before making a donation of \$5,000 to this solemn cause.



In 2022, the Foundation of the Food Processing Suppliers Association (FFPSA) gave \$5,000 to Bake for Life. The FFPSA has been a proud supporter of Bake for Life since 2012. Based out of the Netherlands, this noble organization provides opportunities to young, handicapped individuals through the construction of bakeries where they are trained for a career as bakers and ultimately given the skills to support themselves.



THANK YOU

**FOR MAKING 2022
A GREAT YEAR!**

WHERE LEADERS MEET

FPSA ANNUAL CONFERENCE
MARCH 7-9, 2023 • TUCSON, AZ
LOEWS VENTANA CANYON RESORT

SAVE THE DATE

