

# Network Connections

A Quarterly Newsletter  
of the FPSA Networks



## Winter 2019

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## Networks Add to Success of PROCESS EXPO 2019

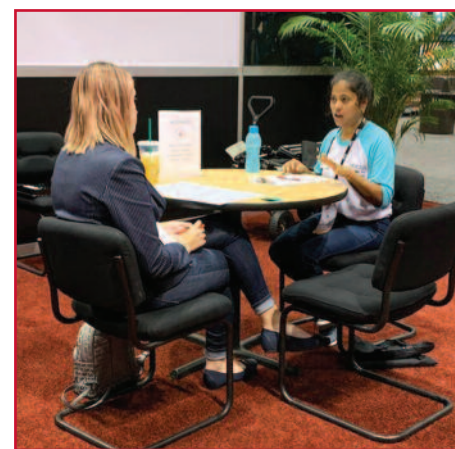
Thousands of food and beverage processing and packaging professionals from around the world attended PROCESS EXPO 2019 in Chicago in October. There were lots to see and do, ranging from the five live demonstrations of full production lines (sliced cheese, pet food kibble, sliced salami, ground beef, and frozen pizza) to witnessing Team USA members show off their skills as they prepare for next year's World Butcher's Challenge. The Food Processing Suppliers Association's (FPSA's) Networks added value to the EXPO's programming by providing meaningful experiences for the attendees.

### Programs for Students

Following the success of their Career Roundtables at PROCESS EXPO 2017, the Young Professionals Group (YPG) stepped up and organized new activities geared for students and new professionals.

#### Mock Interviews

YPG volunteer members Nichole Knighton of *Provisur*, Len Roche of *Seiberling (A Haskell Company)* and YPG Vice-Chair, Nehemiah White of *Deville Technologies*, and Carrie Zillman of *Whiting-Turner* conducted 30-minute mock interviews with twelve students. Often interviews lasted longer than the allotted time because the students were eager to receive resume writing and interviewing advice. The interviewers used a rubric to help rate the "candidates" interview performance and to provide constructive comments. Several students said the mock interviews were the highlight of their PROCESS EXPO experience and appreciated the candid feedback from actual professionals in the field.



Carrie Zillman interviews student from Illinois Institute of Technology's Institute for Food Safety and Health.



**JOIN. CONNECT. GROW.**  
Visit [www.fpsa.org/networks](http://www.fpsa.org/networks) to join and volunteer for a Network.

# [Networks Add to Success of PROCESS EXPO 2019]

## Student Tours

Different from the regular orientation tours, the student tours were designed for the students to learn about different technologies and career avenues in the sector. For a majority of the students, this was their first time attending an exhibition/conference so being able to walk with YPG volunteers around the show floor was beneficial... and less overwhelming! YPG members Nicole Chestnut of *Rome Grinding Solutions*, Len Roche of *Seiberling (A Haskell Company)*, and Nehemiah White of *Deville Technologies* welcomed the students to their respective booths to answer any questions and to share what their company does and how their roles fit into the greater food and beverage industry. Nichole Knighton of *Provisur*, Parker Reusch of *Pacproinc*, and YPG Chair Alicia Shoulders of *Harpak-ULMA* volunteered to lead the tours. Other stops on the tour included the FPSA Job Board, the butchering demonstration, and the production lines.



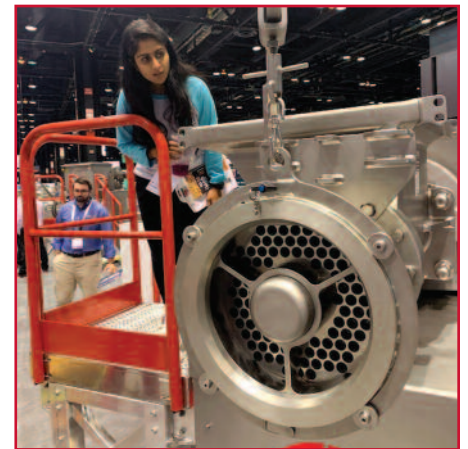
Alicia Shoulders and Parker Reusch lead students to the next stop of the tour.



Nehemiah White shows students the various technologies Deville has to offer.



Len Roche explains the various jobs available in the food and beverage industry.



Students take a moment to check out one of the Rome grinders.

## Career Roundtables

For its second year, the YPG hosted their Career Roundtables event which allowed an opportunity for students and professionals with less than five years experience to talk candidly and ask questions about careers in the food processing and packaging industry. Those who participated found the discussions to be helpful and walked away with great advice on how to start their career in the industry. The volunteers and attendees also had time to discuss activities and priorities the YPG should consider for 2020 and beyond such as continuing the mock interviews year-round, learning how best to use LinkedIn, and developing guidance on preparing resumes and cover letters.



Volunteers Alicia Shoulders (Harpak-ULMA and YPG Chair); Jose Ibanez (Stober Drives); Nicole Chestnut, Cara Godack, and Tyler Jones (Rome Grinding Solutions); Luke Chesnut (Haskell/Seiberling); and Carrie Zillman (Whiting-Turner) led discussions with students and new YPG members.



# [Networks Add to Success of PROCESS EXPO 2019]

## Educational Sessions

The newest Networks – Food Safety, Packaging, and Technology – contributed greatly to the educational sessions under PROCESS EXPO University by organizing discussion forums.

The Food Safety Network and Packaging Network joined forces for a forum on Tuesday at PROCESS EXPO. Their session's panel included Dan Schmitz, Director of Operations for *Commercial Food Sanitation*; Christian Uebele, Engineering Manager for *Multivac, Inc.*; and Katie Walker, Food Safety Technical Director for *QSI (a Member of the Vincit Group)*. The panel was moderated by Kristin Joker, Editorial Director for *BNP Media Packaging Group*. The panel discussed advances in packaging equipment that meet food safety standards as well as ensuring the equipment is sanitary and easy to clean. They shared how equipment manufacturers, materials suppliers, and food manufacturers are working together to ensure food safety. How to justify costs for hygienic design was also debated.



Kristin Joker moderates with panel (L-R) Dan Schmitz, Katie Walker, and Chris Uebele.



Full house for Technology Network's IIoT Forum.

On Wednesday, the Technology Network's forum focused on the industrial internet of things (IIoT), their primary topic of interest for 2019. The panel included Dan Stauft, Director of Operational Technology for *SugarCreek*; Brent Wassell, Lead Engineer-Industrial IT for *Cybertrol Engineering*; Keith Weerts, Chief Digital Officer for *Blentech Corp.*; and Ola Wesstrom, Senior Industry Manager of Food & Beverage for *Endress+Hauser USA*. Moderated by the Technology Network Chair, Matthew Hartman of *Blentech Corp.*, the panel discussed the importance of implementing IIoT and how it helps a company's entire enterprise – from the production floor to the boardroom and from technology to overall company culture.

## Network Meet-Ups and Food for Thought Sessions

PROCESS EXPO offered a great opportunity for Network members to meet face-to-face with other members. The Networks interact mostly via web/tele-conference throughout the year, therefore having a chance for face-time with peers is a way to build relationships and create a better sense of community amongst the groups in a casual atmosphere. The meet-ups are also a way to garner new members and to discuss the various activities the Networks have and will do for the year.



(From left to right) YPG member Owen Lenander (eShipping) moderates the Tuesday YPG Food for Thought session/meet-up; Ken Hagedorn of Naegele, Inc. and FPSA Board Director-at-Large shares his story for Tuesday's Food for Thought; WAN member Diane Wolf introduces Jean Moran, former CEO of LMI Packaging Solutions, Inc. and the only female FPSA Board Chair, for the WAN Food for Thought session/meet-up on Tuesday of PROCESS EXPO.



## [Networks Add to Success of PROCESS EXPO 2019]

While the Food Safety, Packaging, and Technology Networks organized their meet-ups around happy hour, the Women's Alliance Network (WAN) and Young Professionals Group held a meet-up every day during PROCESS EXPO exchanging some to be a "Food for Thought" session instead. For these informal sessions, the Networks invited respected food and beverage professionals to share how they got into the industry and why they remain, why they volunteer for FPSA, and any words of advice, in particular for someone starting off or fairly new in their career.



*FPSA Staff Alaina Herrera kicks off the Wednesday YPG Food for Thought session/meet-up.*



*Patrick McGady of Handtmann, Inc. and Vice-Chair of the FPSA Pet Food Council gives students some "food for thought" of how best to use their time Wednesday at PROCESS EXPO.*



*YPG member Polina Zonin (Provisur) moderates the Thursday Food for Thought session with guest Steve Radke of JBT Corp. and Vice-Chair of the FPSA Prepared Foods Council.*



*Food Safety Network, Packaging Network, and Technology Network members and friends catch up during happy hour meet-ups.*



*The Women's Alliance Network had multiple meet-ups during PROCESS EXPO allowing for more one-on-one conversations.*



*Because they had the Food for Thought sessions and Career Roundtables, the Young Professionals Group dedicated one meet-up to talk about their activities, learn from one another, and recruit new members.*



## [Networks Add to Success of PROCESS EXPO 2019]

### Women's Alliance Network's Biennial Breakfast

The second biennial Women's Alliance Network Breakfast was a huge success bringing together more than 190 people! WAN Co-Chairs Mary George and Kate Rome of *Rome Grinding Solutions* emceed the event. Colleagues and family members attended to support the Red Circle Honorees who were recognized (see *Women's Alliance Network's Red Circle Honorees for more information*). Several FPSA Board of Directors members also attended to support the Network and to hear the keynote speaker, Suzanne Strassburger, CEO of *Strassburger Steaks* and President of *Suzy Sirloin*. Just like she runs her businesses, Suzanne presented from her heart, sharing parts of her life story that she never before shared publicly. Attendees walked away inspired by her message. The breakfast was open to all PROCESS EXPO attendees at no cost thanks to the following sponsors: Barnes & Thornburg, Blentech Corp., Dairy Foods Magazine, Poly-clip Systems, Provisur, Rome Grinding Solutions, Weber, and Woodard & Curran.



Suzanne Strassburger gives keynote address.



# Women's Alliance Network Red Circle Honorees

This year the Women's Alliance Network launched a new honors program – the Red Circle Honors. “Women have contributed so much to FPSA and the food and beverage industry,” said Mary George, WAN Co-Chair. “It is time to recognize their achievements, as well as an FPSA member company for its role in promoting workplace gender balance.”

## CAREER EXCELLENCE



**Nancy Corriveau**  
*Blentech Corp.*

The Career Excellence Honor recognizes a woman who is dedicated to the food and beverage industry and has taken a proactive approach to both personal and professional development. Immediately after graduating from high school, Corriveau started working in the manufacturing business that evolved into Blentech Corp. Established in 1986, the company had eight employees and now with 90 employees, Corriveau is the Director of Operations. She climbed through the ranks from parts sales to accounting, and into operations management and service oversight. Although her accomplishments are numerous, her highest impact accomplishment was developing the infrastructure needed to help Blentech scale its operations. During her continuing career, Blentech's sales climbed from around \$1 million annually to in excess of \$22 million. Corriveau is a role model to young women in the food processing industry and she advises that it can be an exciting and rewarding career. She reminds her colleagues that everyone can make a global impact to bring process and equipment solutions that deliver safe, economical, nutritious, and good-tasting foods to the world. She encourages and mentors the young professionals at Blentech with her motto, “If it's not right for you, it's what's right for all 89 other people at Blentech.” Corriveau was selected for the 2018 Influential Women in Manufacturing by Food Processing Magazine and its parent company, Putnam Media, and was awarded the 2018 North Bay Women in Business by the *North Bay Business Journal*.

## RISING STAR



**Nicole Chestnut**  
*Rome Grinding Solutions*

The Rising Star Honor recognizes a woman with less than five years of industry experience who has made a noticeable impact via professional achievements and personal influence in the food and beverage industry. In 2015, with degrees in sociology and psychology, Chestnut began working at Rome Grinding Solutions as a receptionist. After several months, she was promoted to an Inside Sales Customer Service Representative. She quickly made her ascension to her current roles as Customer Service Manager and Safety Director, due in part to her eagerness to be knowledgeable about the products and processes that Rome offers. She built a rapport with both clients and team members as someone they can count on and trust. Chestnut is an active volunteer for the FPSA Women's Alliance Network and started its Book Club that focuses on topics that empower and help women with their careers.



## INNOVATION AND INSPIRATION



**Carole Tonello**  
Samson, Hiperbaric

The Innovation and Inspiration Honor recognizes a woman who has brought “game changing” innovation or an inspiring idea in the last 18 months to her company and/or industry. Tonello-Samson is the Commercial and Applications Director for Hiperbaric. With more than 25 years in the business, she oversees Hiperbaric’s global scientific and technological support for high pressure processing (HPP) users and leads the business development and marketing departments. She was a key leader in the design and development of Hiperbaric’s new in-Bulk technology and new 525 in-Bulk HPP machine. The product met an unmet need because it enables a leaner approach to HPP processing, while broadening the variety of final packaging. High pressure processing ensures food safety, extends shelf life, and enables food to maintain its nutritional value and taste without preservatives. The in-bulk technology allows more juice to be processed and a variety of packaging options regardless of the material, design, or size. Tonello-Samson is a member of the Executive Committee of the Nonthermal Processing Division (NPD) of the Institute of Food Technology (IFT) and has served as a Member-at-Large, Secretary, and Chair. She received the NPD Outstanding Service Award in 2019 and the Outstanding Volunteer Award in 2016.

## ACHIEVEMENT IN DEVELOPING AND PROMOTING WOMEN



*Representatives of the Haskell Company (L-R): Len Roche, Shannon O'Neil, Marie Stalewski, and Jamie Bailey*

### The Haskell Company

This honor recognizes an FPSA member company that actively supports and develops the careers of women and works toward professional gender balance in their organization. Building toward the future for the organization and the industry, in 2017 the Haskell Company announced an effort to engage diverse perspectives and build an inclusive culture as a key pillar in its organizational vision. To support and advance that commitment, the Haskell Women’s Network (HWN) was created for the purpose of developing, advancing and retaining women as leaders across the organization. The network, guided by fourteen female advisory board members, has developed initiatives to expand opportunities, create awareness and design programs to educate employees and support the growth of female leaders.

Key initiatives have included:

- Developing interoffice mentoring opportunities (Sponsor/Protégé program which pairs an executive “Sponsor” with a future female leader)
- Recommending and promoting policies and guidelines to enhance work-life balance
- Encouraging participation in external women’s networking events such as at conferences, industry meetings, and training/leadership development programs
- Initiating enterprise wide dialogue in creating a healthy, inclusive, performance-oriented culture that values difference
- Participation as a proud member of Catalyst, a global non-profit organization that focuses on building better workplaces
- Providing a resource site for men (MARC — Men Advocating Real Change) to help women advance and gain success
- Annual International Women’s Day Event — This past March, HWN and the Executive Leadership Team of Haskell hosted a live panel conversation called “Discussing Things That Matter with Women Leaders in Haskell’s Core Markets”
- HWN round table idea sessions to garner feedback from female professionals company-wide
- Educational networking circles to provide peer-mentorship, and content to support growth and development

Haskell continues to develop and implement new objectives to build upon this foundation and towards the vision of creating the “Best Job of Your Life” for all team members.

## FPSA Networks – A Year in Review and What’s to Come in 2020

The Networks had a busy 2019 and their momentum isn’t slowing down leading into 2020. Though they have their own mission and goals, the Networks have a common aspiration to create a space for the different employees of FPSA member companies to network and learn from one another. In the coming months FPSA staff will work with the Networks’ leaders to share experiences thus far running their respective Networks, to discuss the “fundamentals” and similarities of the Networks, and to lay the “structural” foundation for future FPSA leaders to ensure the longevity of the Networks and the membership they serve.

In the meantime, the Networks continue to provide substantive content and avenues for knowledge exchange. Here are highlights of their work in 2019 and plans leading into 2020:



Organizing the joint educational forum at PROCESS EXPO with the Packaging Network was one major task the **Food Safety Network** accomplished this year. However, their greatest achievement was launching the Food Safety Podcast Channel (*see Food Safety Podcast Channel for more information*). Not everyone can attend a live webinar or travel to conferences. Now with the Podcast Channel, FPSA members can get free, on-demand learning through the channel. This opens a door for the other Networks and Councils to provide content. With four episodes completed in 2019, the Network plans to record new episodes in 2020. The Network is also playing a role in planning the Food Safety and Sanitary Design Forum and have already started discussing topics of interest to prioritize at their meeting at the 2020 Annual Conference.



The **Packaging Network**, like the Food Safety Network, spent a lot of energy planning and finding panelists for the joint forum at PROCESS EXPO this year. The Network representatives are working with the Councils to find speakers for the Council Breakout Sessions at the 2020 Annual Conference. The Network is currently seeking a Vice-Chair in time for the Conference. If you are interested in this position, please contact Christine Radke, Director of Networks & Special Projects, at [cradke@fpsa.org](mailto:cradke@fpsa.org).



When you hear IIoT, it’s hard not to think of the **Technology Network**. IIoT has been the Network’s primary topic of interest in 2019. Aside from organizing the educational forum at PROCESS EXPO, the Network also organized four webinars: 1) *Opportunities Surrounding IIoT for Food Manufacturers* (March 6th); 2) *Industrial Cybersecurity: How to Get Started and Why It Matters to Food and Beverage Producers* (June 20th); 3) *Better Data = Better Process Operations* (September 12th); and 4) *Creating a Sustainable Performance System Utilizing IIoT* (November 21st). The Network representatives are also working with the Councils to identify topics of interest and speakers for the 2020 Annual Conference. They are discussing other deliverables that can be generated such as fact sheets, podcasts, and i-Chats for 2020. Stay tuned for details on their January 23, 2020, webinar *Innovation and Inspiration: High Pressure Processing* as Technology Network Chair, Matthew Hartman, interviews guest speaker Carole Tonello-Samson, Hiperbaric’s Commercial & Applications Director and recipient of the WAN Red Circle’s Innovation & Inspiration Honor.



# FPSA Networks – A Year in Review and What’s to Come in 2020

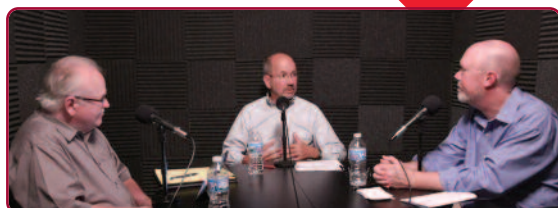


The **Women's Alliance Network** was very active in 2019. With over 150 members they were able to organize the various PROCESS EXPO events and deliver four webinars: 1) *It's a Man's World – and Other Misconceptions Women Battle* (March 28th); 2) *Unconscious Mistakes Women Make That Sabotage Their Careers* (July 18th); 3) *Planning for the Unplanned: Making the Most of Career Defining Moments* (October 24th); and 4) *Your Attention – the Secret Ingredient of Successful Leaders* (December 12th). The Network also created two new programs – the Red Circle Honors and the Book Club. The Book Club have discussed two books via i-Chat: 1) “Nice Girls Still Don’t Get the Corner Office: Unconscious Mistakes Women Make That Sabotage Their Careers” by Dr. Lois Frankel (August 23rd), and 2) “The Male Factor: The Unwritten Rules, Misperceptions, and Secret Beliefs of Men in the Workplace” by Shaunti Feldhahn (November 8th). Inspired by the first Book Club i-Chat, the Network is exploring creating a mentoring program to begin in 2020. The Network already has ideas for new books to read and webinars to host in 2020. For Annual Conference, they will again host a volunteer event for the local food bank in San Diego.



With the baby boomers retiring, it is essential to start bringing in and prepping new talent into the industry. That's what the **Young Professionals Group** has embraced as seen by the student programming they organized for PROCESS EXPO. At EXPO, they started identifying topics and activities for 2020: resources to help with resume and cover letter writing; conducting mock interviews throughout the year via web/tele-conference; and tips on work etiquette (emails, dress, etc.), getting new employees in the industry, career changes, and bridging the age gap. The YPG continues to interview their own members so they can get to know their peers and share thoughts on challenges and opportunities they see in the industry today and in the future. Together with FPSA staff, the YPG will also try different platforms (e.g. Slack, Microsoft Teams) so members can communicate on a regular basis, as well as house documents such as minutes and agendas. The communication platform will be essential for all Networks moving forward.

## Food Safety Podcast Channel



The Food Safety Podcast Channel was the initiated by FPSA's Food Safety Network. The first series features four episodes with food safety experts John Butts (Founder and President of Food Safety by Design and Advisor to the CEO of Land O'Frost) and Joe Stout (President of Commercial Food Sanitation, LLC) discussing food safety and hygienic design with Andy Drennan, FPSA's Senior Vice President. The Channel is available on Apple Podcasts, GooglePlay, Spotify, and Stitcher. Visit [www.fpsa.org/podcasts](http://www.fpsa.org/podcasts) for more information.

# FPSA 2020 Annual Conference Program • • • Where Leaders Meet

On March 4th through 6th, the food and beverage industry's top equipment suppliers, distributors, and processors will gather to connect and learn about driving business growth. This is an event not to be missed as participants will expand their knowledge through roundtable discussions, educational business sessions, and networking interactions with hundreds of C-level colleagues. The conference keynote speaker is Jim Donald, Chairman of Albertson's and former CEO of Starbucks, Extended Stay Hotels, and Pathmark Supermarkets. Sessions speakers include representatives from the J.M. Smucker Company, Nestle, and Coca-Cola.

The Networks will have their annual meetings and events as listed in the following schedule of events: (visit <https://www.fpsa.org/annual-conference/> for an updated schedule, to register, and for more information)

## WEDNESDAY, MARCH 4, 2020

7:30 AM - 9:00 AM	Foundation Board Meeting (closed meeting)
9:00 AM - 11:30 AM	Board of Directors Meeting (closed meeting)
11:00 AM - 3:00 PM	<b>Pack It for San Diego!</b> (volunteer event organized by the Women's Alliance Network)
12:00 PM - 5:00 PM	<b>President's Cup Golf Tournament</b>
5:15 PM - 5:30 PM	President's Cup Golf Tournament Awards
6:00 PM - 7:00 PM	New Member, First Timer, and Sponsor Reception (by invitation only)
7:00 PM - 8:00 PM	<b>Welcome Reception</b>

## THURSDAY, MARCH 5, 2020

8:00 AM - 9:15 AM	<b>Orientation Breakfast</b>
8:15 AM - 9:15 AM	<b>Women's Alliance Network Meeting</b>
9:30 AM - 11:00 AM	<b>Food Safety &amp; Sanitary Design Forum</b>
11:15 AM - 12:30 PM	Networking Lunch
12:45 PM - 1:30 PM	FPSA Annual Business Meeting
1:40 PM - 2:50 PM	<b>Council Sessions #1</b> <i>Bakery:</i> Ellen Drewett, Senior Specialist Processing Engineer at Nestle Product Technology Center <i>Beverage, Dairy, Meat/MISA, Pet Food, Prepared Foods:</i> Speakers TBC
3:00 PM - 4:10 PM	<b>Council Sessions #2</b> <i>Bakery:</i> Joe Hildebrand, Manager, TSO & Engineering - Frozen Handheld at The J.M. Smucker Company <i>Beverage:</i> Susan Brady, Director of Sales & Marketing at Templar Food Products Dairy, Meat/MISA, Pet Food, Prepared Foods: Speakers TBC
4:20 PM - 5:30 PM	<b>Council Sessions #3</b> <i>Bakery:</i> Ronnie Elrod, Director of Operations at Base Culture <i>Beverage:</i> Paul Bowen, Water & Wastewater Technology Manager, CCNA Supply Chain at Coca-Cola <i>Prepared Foods:</i> Sabrina HoSang, Chief Operating Office at Caribbean Food Delights <i>Dairy, Meat/MISA, Pet Food:</i> Speakers TBC
6:00 PM - 6:45 PM	<b>Richard L. Knowlton Innovation Award Reception</b>
6:45 PM - 7:45 PM	Auction Cocktail Reception
7:45 PM - 10:30 PM	<b>FPSA Banquet &amp; Auction</b>

(continued on pg 11)



# FPSA 2020 Annual Conference Program ••• Where Leaders Meet



FRIDAY, MARCH 6, 2020

7:30 AM - 9:00 AM	<b>Council Breakfast &amp; Annual Meetings</b> <i>(Bakery, Beverage, Dairy, MISA/Meat, Pet Food, Prepared Foods)</i>
9:10 AM - 9:40 AM	<b>Foundation Report</b>
9:45 AM - 11:45 AM	<b>Networks Annual Meeting</b> 10:15 AM - 11:15 AM Breakout Meetings for Food Safety Network, Packaging Network, and Technology Network
11:45 AM - 1:15 PM	Networking Lunch
1:15 PM - 2:15 PM	<b>Attendee / Speaker Networking Roundtables</b>
2:30 PM - 4:00 PM	<b>Keynote Address</b> Jim Donald, <i>Chairman of Albertson's; former CEO of Starbucks; former CEO of Extended Stay Hotels; and former CEO of Pathmark Supermarkets</i>
4:15 PM - 5:15 PM	<b>Young Professionals Group Meeting</b>
4:15 PM - 5:00 PM	<b>Councils Leadership Meeting</b>
6:00 PM - 7:00 PM	Gala Cocktail Reception
7:00 PM - 11:00 PM	<b>FPSA Gala Dinner &amp; Dance</b>

## Registration Rates:

Member .....	\$1,055
Non-member .....	\$1,300
Young Professionals Network Member .....	\$595
1st time Annual Conference attendee (Women's Alliance, Food Safety, Packaging, Technology Network members only) .....	\$595

# WHERE LEADERS MEET!



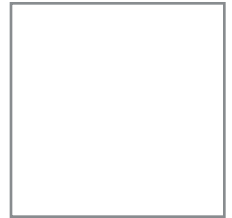
# 2020 FPSA ANNUAL CONFERENCE

# SAVE THE DATE

MARCH 4 – 6, 2020 • PARK HYATT AVIARA • CARLSBAD, CA



**Food Processing Suppliers Association**  
**PROCESS EXPO**  
1451 Dolley Madison Blvd., Suite 101  
McLean, VA 22101



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