

Network Connections

A Quarterly Newsletter
of the FPSA Networks

WINTER 2023

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Message from Networks
Leadership Chair 1

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Join FPSA Networks Today!

Are you looking for a way to contribute to the food and beverage industry? Are you looking for ways to cultivate your employees' leadership abilities? Are you looking for professional and personal growth? Are you looking to connect with like-minded peers? Then, join FPSA's Networks. The Network allows for cross-collaboration on crucial topics critical to FPSA's Councils (Bakery, Beverage, Dairy, Meat, Prepared Foods, and Pet Food) that are technically (food safety, packaging, technology, design-build) and socially (gender balance, future workforce development) based issues.

[CLICK HERE](https://www.fpsa.org/networks) to sign up for one of the FPSA Networks



A Message from the Networks Leadership Chairperson, Brian Krumsee

Dear FPSA Members,

I'm honored to step into the FPSA Networks' Chair role, aiming to infuse fresh perspectives and dynamic leadership into our community. I'm excitedly anticipating a new era unfolding for our Networks and FPSA.

Exciting shifts are underway in our FPSA Networks, promising a more cohesive future for our association and its members. These changes, discussed during our recent Networks Leadership Team Meetings, set the stage for a streamlined path forward.

In June, a pivotal decision reshaped our Networks. Effective June 1, 2023, FPSA membership became a prerequisite for Network membership, reinforcing deeper integration within our community. While emphasizing this integration, we acknowledge the importance of external expertise, allowing exceptions when specialized advice is needed.

The Design-Build Network's kick-off breakfast during Process Expo showcased a promising start in the food-focused industry. Enthusiastic participation and discussions on mission statements, goals, and leadership set the stage for remarkable progress. Their recent election of new leadership during the November 30th conference call set the tone for their upcoming bi-monthly calls starting in January 2024.

Throughout this transformative year, collaboration between FPSA Networks and Councils has undergone a significant overhaul. Council Vice



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A Message from the Networks Leadership Chairperson, Brian Krumsee

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Chairs now present network reports and "Asks" during Council Conference calls, fostering seamless integration and idea exchange. Inviting all Vice Chairs to join the Networks Leadership Team's monthly conference calls ensures a fusion of ideas and strategies for mutual growth.

Concurrently, each FPSA Network has redefined their mission statement, aligning aspirations with the evolving landscape of our food-focused industry. This wave of change marks a pivotal moment, shaping an era defined by collaboration, innovation, and shared success. Let's embrace these transformations, charting a brighter, inter-connected future for FPSA and its Networks.

Warm regards,

Brian Krumsee, FPSA Networks Chair

Networks Updates

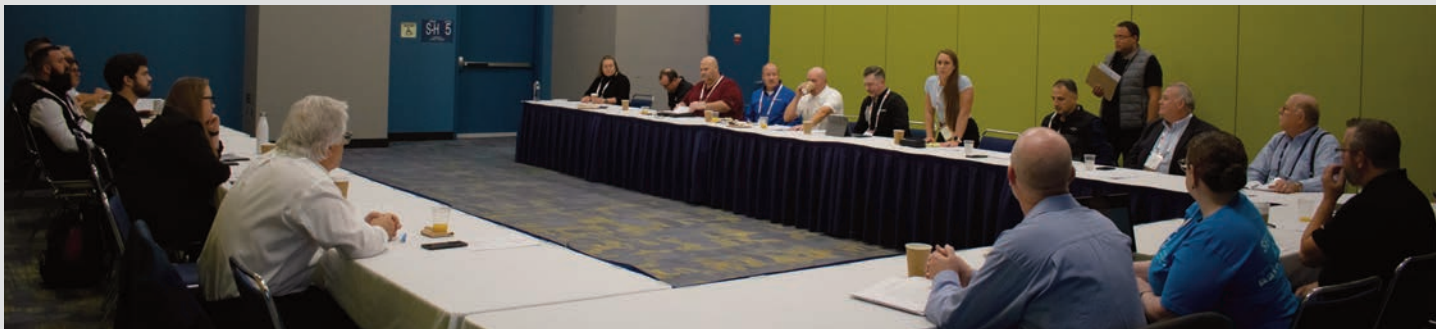
Design-Build Network—Progress and Perspectives

Chair: Randy Tharp, EPSTEIN

Vice-Chair: Ben Reeder, The Webber/Smith Group

As we enter a new phase of collaborative excellence, we are pleased to share our vibrant community's latest insights and updates.

LEADERSHIP AND VISION:



Our journey commenced with an invigorating kick-off breakfast meeting at Process Expo. The discussions resonated deeply, shaping not just our mission and goals but also setting the course for the identity of our Network. November 30th marked a significant milestone as we convened for our inaugural conference call. On that call the Network unanimously elected Randy Tharp from EPSTEIN as the Chair and Ben Reeder from The Webber/Smith Group as the Vice Chair. Their commitment and vast industry experience signify an exciting beginning chapter for our Design-Build Network.

A SHARED MISSION:

Our mission statement encapsulates the essence of our collective aspirations. The FPSA Design-Build Network serves as a nexus, a gathering ground for architects, designers, engineers, constructors, and industry specialists. Together, we unite under the banner of a design-build methodology to drive innovation within the food and beverage industry. Our overarching goal is to cultivate collaboration, share invaluable insights, and forge a robust community that propels the development of food processing facilities, benefiting both the industry and consumers alike.

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Networks Updates

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MEET OUR LEADERS:



Randy Tharp - *Forging Paths Across Continents*

Randy Tharp, Senior Vice President and Director of International Projects at [A. Epstein and Sons International Inc.](#), is a luminary in design-build and construction. With a career of over 37 years, Randy has wielded his expertise to spearhead many groundbreaking projects globally, particularly in Central Europe and various other international locations. His imprint in the industry is evident through his involvement in designing and constructing of over 40 million square feet of facilities for esteemed clients, such as PepsiCo, Smithfield Foods, Seaboard Foods, Triumph Foods, Newly Weds Foods, and many other distinguished names. Randy's areas of expertise extend across project design, design-build delivery, value engineering, and fast-track construction, honed through his illustrious journey. Holding a trifecta of academic achievements - a Bachelor of Science, a Master of Architecture, and a Master of Business Administration from the University of Michigan - Randy embodies a fusion of scholarly depth and practical insight, positioning him as a true trailblazer in our field.



Ben Reeder - *Charting Strategic Growth*

Ben Reeder, the Director of Business Development and Marketing at [The Webber/Smith Group](#), stands tall as a beacon of strategic leadership in marketing and business development. His illustrious career path portrays relentless dedication and a knack for propelling firms toward unparalleled growth. Notably, Ben's tenure as Chief Marketing Officer in a digital marketing agency showcased his prowess in orchestrating national marketing campaigns and elevating the digital footprint of prominent companies. His current role at The Webber/Smith Group, a distinguished engineering firm specializing in food manufacturing and distribution facility design, underscores his ability to navigate and drive business growth in complex industries. Ben's strategic foresight and leadership have significantly expanded the firm's reach across pivotal sectors such as dairy, meat, prepared foods, and bakery. His journey is a testament to his multifaceted expertise, seamlessly transitioning from the digital marketing landscape to becoming a driving force behind strategic growth initiatives. Ben's repertoire encompasses creating impactful digital footprints and pioneering comprehensive marketing strategies that resonate within today's digitally driven market landscape. This solidifies his position as a visionary leader in enhancing large companies' digital visibility and overall growth.

EXPLORING IDEAS:

Our recent call was brimming with ideas and anticipation for future workshops, webinars, and discussions. We charted a roadmap for engaging sessions on topics like the fundamentals of Design-Build, its impact on speed-to-market, the role of equipment suppliers, ROI evaluation, turnkey solutions, and a series of white papers delving into critical facets such as contracts, procurement approaches, team dynamics, and more. As we navigate this exciting trajectory, we invite you to mark your calendars for our bi-monthly conference calls on January 12 at 10 AM ET. FPSA Members interested in joining the Network should fill out the [online join form](#) or you can email Elena Sierra at esierra@fpsa.org. FPSA Members can view all upcoming meetings online at fpsa.org/calendar. These sessions promise enriching dialogues and collaborative ventures within our Design-Build Network.

Networks Updates



Chair: Brian Shoop, *Gray Solutions*
Vice-Chair: Jon Miller, *A M King*

Food Safety Network—*Navigating a Path of Vigilance*

As the Network delve into the critical aspects of food safety, we are committed to sharing the latest advancements and progress within FPSA. The Food Safety Network has worked towards fortifying critical areas of concern that resonate deeply within our scope:

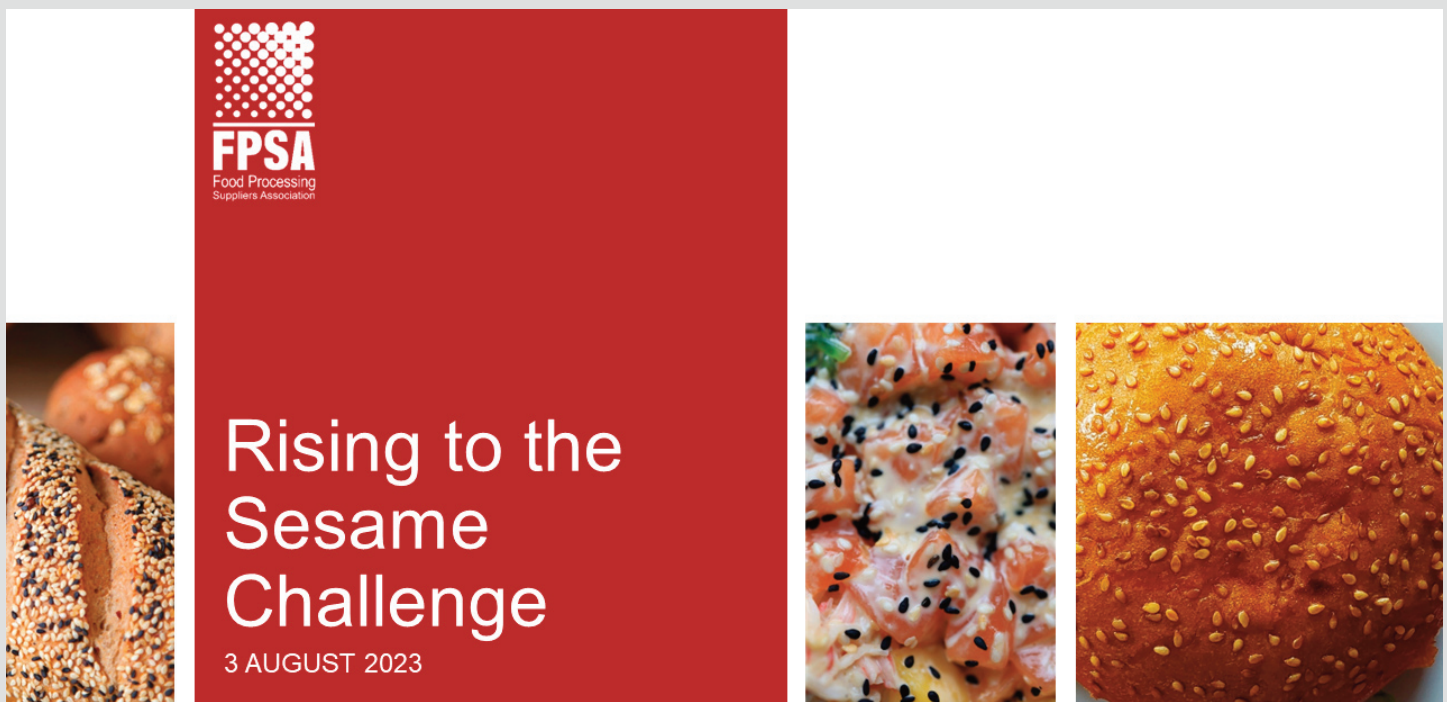
FOCUSED COMMITMENTS

- Hygienic Design Standards for Plant-Based Foods - Envisioning and implementing robust hygiene measures within the burgeoning realm of plant-based foods.
- Reviewing FSMA & USDA Updates: Delving into the latest developments and revisions within FSMA (Food Safety Modernization Act) and USDA regulations to ensure alignment with evolving industry standards.
- Guiding Others Through Regulations and Standards: A concerted effort to aid industry peers in comprehending and navigating the labyrinth of regulations and standards, creating a roadmap for compliance and excellence.

REJUVENATED MISSION:

In the transformative landscape of 2023, the FPSA Food Safety Network underwent a recalibration of its mission. Today, it is an inclusive platform for food safety education across all facets of our industries. Our mission is two-fold: first, to foster collaboration among food safety experts, and second to serve as fertile ground for the exchange of knowledge and discussions on challenges faced by the food and beverage processing and packaging industry. Our prime areas of focus remain Regulatory and Hygienic Design.

A YEAR OF SUSTAINED PROGRESS:



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Networks Updates

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Throughout 2023, the Network enjoyed continuous engagement through a series of bi-monthly meetings. These sessions, taking place the first Thursday at 3 PM ET/2 PM CT, are the centerpiece of collective wisdom, nurturing dialogue, and fostering solutions.

A major highlight of our 2023 results includes the Network's revamped Food Safety Resource Library, a comprehensive directory of common food safety acronyms, organizations, and standards. This initiative seamlessly integrated into our existing Food Safety Library webpage, enhancing accessibility and knowledge dissemination. In addition to this, the Network addressed a critical issue in allergens by collaborating with FPSA's Bakery and Prepared Foods Council with its August webinar, "[Rising to the Sesame Challenge](#)".

CHARTING NEW HORIZONS:



In 2024, the Food Safety Network is poised to roll out a series of Food Safety 101 modules exclusively for the FPSA Membership, serving as a beacon of education and enlightenment.

Our commitment to fostering dialogue and action remains steadfast. We invite you to mark your calendars for our upcoming bi-monthly meetings, starting on January 18th at 3 PM ET, marking the third Thursday of the month, as we delve deeper into the labyrinth of food safety challenges and solutions. Join us as we navigate the terrain of vigilance and stewardship, united in our pursuit of a safer and more resilient industry. If FPSA Members are interested in joining the Network, please fill out the [online join form](#) or you can email Elena Sierra at esierra@fpsa.org. FPSA Members can view all up-coming meetings online at fpsa.org/calendar.

Networks Updates



Chair: Denise Klaren, *Glen Dimplex Thermal Solutions*
Vice-Chair: Kelvin Binns, *WIPOTEC*

Packaging Network—Unveiling Sustainable Frontiers

As the Packaging Network addresses our industry's key concerns, we're pleased to share the latest progress and initiatives from our active community. The has committed itself steadfastly to addressing critical areas of concern that align with widespread considerations:

FOCUSED COMMITMENTS



- **#UnpackSustainability Campaign:** A clarion call to action, rallying our collective efforts toward sustainable packaging practices.
- **Calculation of Carbon Footprint:** Delving deep into the metrics and methodologies to measure our environmental impact accurately.
- **Defining Recyclable Packages:** Exploring what constitutes a recyclable package in today's evolving landscape.

MISSION REINVENTED:

In 2023, the Packaging Network underwent a transformative shift in its mission. Today, it stands tall with a reinvigorated purpose:

"The mission of the FPSA Packaging Network is to serve as the beacon of expertise, furnishing solutions and guidance for FPSA member companies. Our mission extends beyond as we endeavor to spotlight emerging trends within the packaging industry."

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A YEAR IN REVIEW:



The pulse of our activities resonated through a series of bi-monthly meetings held on the third Tuesday at 1 PM ET. These sessions became the crucible of our collective wisdom, sparking discussions and forging pathways toward sustainability.

A pivotal milestone was achieved as the Network launched the impactful [**#UnpackSustainability Campaign**](#) in 2023. We unraveled the complexities of calculating a company's carbon footprint through dedicated research, shedding light on various facets of intertwining packaging and sustainability. Our efforts culminated in a successful meet-up at Process Expo on Day two, spreading our message to an even broader audience.

CHARTING THE PATH AHEAD:

In 2024, the Packaging Network is poised to amplify its impact further. An upcoming webinar on February 28th, in collaboration with H.B. Fuller, will spearhead our #UnpackSustainability Campaign, heralding a new wave of awareness and actionable insights.

Our commitment to fostering dialogue and action remains unwavering. We will resume our bi-monthly meetings on January 9th at 1 PM ET, marking the second Tuesday of the month as a beacon for collaboration and progress. As we navigate the landscape of sustainable packaging, we invite you to join us in this transformative journey marked by purpose and collective action. If FPSA Members are interested in joining the Network, please fill out the [online join form](#) or you can email Elena Sierra at esierra@fpsa.org. FPSA Members can view all upcoming meetings online at fpsa.org/calendar.

Networks Updates



Chair: Tim Barthel, *Cybertrol*
Vice-Chair: Brian Krumsee, *Handtmann*

Technology Network—*Tech Insight: Navigating the Frontier of Innovation*

As we journey through the ever-evolving landscape of technology, it's with great enthusiasm that we share the highlights and achievements of our collaborative endeavors.

EXPLORING VARIED HORIZONS:

Over this year, the Technology Network delved into diverse areas, curating invaluable content to empower our industry. These include:

- Cross-Training Technical Staff on Sales: Bridging the gap between technical prowess and sales acumen for a more holistic approach.
- IT/OT Convergence: Embracing the convergence of Information Technology and Operational Technology for enhanced operational efficiency.
- Industry 4.0: Navigating the landscape of the fourth industrial revolution, a realm defined by technological advancement.
- Tech Talks: Engaging sessions offering insights into cutting-edge technological trends and success stories.

A REDEFINED MISSION:

During our productive 2023 campaign, the FPSA Technology Network realigned its mission, now standing as the repository of expertise, solutions, and guidance for FPSA member companies. Our commitment extends beyond as we endeavor to shed light on emerging trends within technology and shape the future of the food and beverage industries.

A YEAR OF COLLABORATIVE PROGRESS:



The Network was extremely active with its bi-monthly meetings, scheduled for the first Tuesday at 2 PM ET. These sessions are an engaging platform of collective wisdom, where dialogue is fostered, and insights are shared and nurtured.

The collaborative spirit of the Technology Network was clear during a successful meet-up at Process Expo on Day two, echoing our dedication to fostering tangible progress and shared learning.

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Another notable initiative was the launch of succinct "[Tech Talks](#)," short conversations addressing technical needs and showcasing success stories. These engaging sessions covered various topics such as Artificial Intelligence and Machine Learning, Labor Savings with Labeling Management, IP69K Relevance, Refrigeration Regulations Update, and insights into 21 CFR Part 11 Validated Electronic Reports.

CHARTING A COURSE AHEAD:

In 2024, the Technology Network is poised to continue its successful Tech Talk Series, providing insightful dialogues. It will also embark on the ambitious endeavor of Cross-Training technical staff in the sales process.

Our commitment to fostering collaboration and knowledge-sharing remains unwavering. Stay tuned for the upcoming bi-monthly meetings starting on February 13th at 2 PM ET. Join us as we navigate the frontiers of innovation, driven by our collective vision and commitment to technological excellence. FPSA Members interested in joining the Network can fill out the [online join form](#) or email Elena Sierra at esierra@fpsa.org. FPSA Members can view all upcoming meetings online at fpsa.org/calendar.



Chair: Kendra Consiglio, *Weber*
Vice-Chair: Morgan Larson, *Handtmann Inc.*

Women's Alliance Network—*Women in Focus: Celebrating Industry Leaders*

We bring forth the remarkable achievements and extraordinary talents within our FPSA Women's Alliance Network with great pride and celebration. Throughout this year, our collective endeavors have shone brightly, illuminating the path toward equity, innovation, and empowerment.

LEADERSHIP UNVEILED:

On August 2nd, the Women's Alliance Executive Committee welcomed new leadership, electing Kendra Consiglio as Chair and Morgan Larson as Vice Chair. Today, we introduce you to our Vice Chair:



Meet Morgan Larson - *Empowering Through Expertise*

Morgan Larson, an Application Specialist at [Handtmann Inc.](#), embodies a spirit of dedication and expertise. Her journey began after graduating from the University of Wisconsin-Madison, majoring in Dairy Science. At the campus Meat Science and Muscle Biology Laboratory, Morgan honed her skills, eventually serving as the interim manager of the Meat Lab. Here, she forged connections with industry players through tradeshow and conferences, becoming acquainted with Handtmann equipment. Her role as an Application Specialist involves internal and customer training presentations, machine testing, technical report generation, and field-testing support for the Technical Department. Morgan's journey epitomizes dedication, learning, and a commitment to excellence, inspiring fellow professionals.

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A REDEFINED MISSION:

Our FPSA Women's Alliance Network underwent a significant evolution in 2023. Our mission statement is now a testament to our commitment to fostering careers and creating an inclusive atmosphere within the food and beverage industry. Our purpose extends beyond gender lines, offering knowledge, strategies, and motivation to elevate careers and drive personal and professional growth. Our core values aim to build awareness, promote employment, and foster an inclusive environment within FPSA and the broader industry.

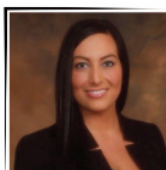
CELEBRATING EXCELLENCE:

RED CIRCLE HONORS RECIPIENTS 2023

The FPSA's Women's Alliance Network is proud to recognize outstanding individuals and companies for their achievements and contributions to the inclusive, innovative, and inspiring future of the food and beverage industry.



Rising Star
Alidea Boerhave
Rome Grinding Solutions



Career Excellence
Kohl Schrader, Ph.D.
Poly-Clip System



Innovation & Inspiration
Nicole Cammarata
Commercial Food Sanitation, LLC



Labeled With Integrity

**Achievement in Developing &
Promoting Women**



Male Ally
Daniel Voit
Blentech

2023 Nominees

Amber Horton	Brian Perkins	Chanya Shove	Chelsey Green
Crystal Dinh	Dana Summerour	Devon Nixon	Erika Gayhart
Heather Radcliffe	Jarrold McCarroll	Kendra Consiglio	Lindsay Distel
Marie Stalewski	Rhonda Ashby	Sarah Zouzalik	Senay Simsek
Tricia Harlan	Nelson-Jameson	Rodem	Weber, Inc



FPSA
WOMEN'S
ALLIANCE
NETWORK

The year 2023 has been a testament to our dedication to recognition and celebration. The Red Circle Honors spotlighted exceptional achievers, presenting each award during Process Expo's Women's Alliance Breakfast.

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- Rising Star - Alidea Boerhave, Rome Grinding Solutions: Recognizing exceptional talent and dedication in the food and beverage industry.



- Innovation and Inspiration - Nicole Cammarata, Commercial Food Sanitation: Honoring transformative ideas and inspirational leadership in the face of industry challenges.



- Male Ally - Daniel Voit, Blentech Corporation: Recognizing advocacy and support for the advancement of women in the workforce.

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- Career Excellence - Dr. Kohl Schrader, Poly-clip System: Acknowledging dedicated service and impactful contributions to industry.



- Achievement in Developing and Promoting Women - Bollin Label: Celebrating an organizational commitment to gender equality and development.

EMBRACING EMPOWERMENT AND GROWTH:

Our events and subcommittees have been bustling with initiative throughout the year. From successful meetups and award ceremonies to nurturing professional development programs like the Book Club and Mentor Circle, our collective efforts have been marked by inclusivity, learning, and growth.

We extend our gratitude to all sponsors and participants who have contributed to the success of these events. We anticipate another PACK IT Event during the FPSA March Conference in Indian Wells, California, and exciting new mentorship and professional development opportunities.

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Join us on this journey of empowerment and growth. Don't miss our upcoming webinars, Book Club sessions, and Mentor Circle opportunities – events open to all FPSA members. As we celebrate the achievements of our network, let's continue to amplify the voices and contributions of women within our industry. If FPSA Members are interested in joining the Network please fill out the [online join form](#) or email Elena Sierra at esierra@fpsa.org. FPSA Members can view all upcoming meetings online at fpsa.org/calendar.



Chair: Len Roche, *The Haskell Company*

Vice-Chair: Nicole Chestnut, *Rome Grinding Solutions*

Young Professionals Group (YPG)—*Cultivating Tomorrow's Leaders*

Amidst the year's endeavors, the FPSA Young Professionals Group embarked on a transformative journey, shaping the future of our industry and fostering growth within our vibrant community.

EVOLVING MISSION:

This year produced a significant shift as the Young Professionals Group removed the age threshold of forty and under, aligning with our newly updated mission:

The Young Professionals Group's mission is to foster the development of the next generation of leaders and mentors in the food and beverage industry through mentorship, professional growth, networking, and outreach.

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EMPOWERING INSIGHTS AND CONNECTIONS:



2023 SUMMER SERIES OF CAREER ROUNDTABLES

Speed Networking for Students with FPSA Young Professionals Group Members in the food industry.



Engineering Degrees



Operations Degrees



Science Degrees



ENGINEERING - JUNE 14TH



2 PM ET / 1 PM CT



ALL DEGREES - JULY 19TH



SCIENCE DEGREES - AUGUST 16TH



REGISTER FOR THESE ONLINE EVENTS

The YPG orchestrated the "Summer Series" of Career Roundtables throughout June, July, and August. These virtual "Speed" networking sessions provided a platform for students to engage with YPG members, exploring career paths and industry concerns.

Networks Updates

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NAVIGATING INDUSTRY SPACES:

At the Process Expo, the YPG orchestrated diverse programs to foster insights and connections for budding talents within our sector.



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- **Process Expo Career Fair:** Students can interact with industry professionals, explore career prospects, and potentially secure employment. Though participation was limited, the YPG aims to enhance future career fairs based on participant feedback.
- **Student Booth Tours:** These tours offered young professionals' valuable insights into industry innovations, machinery, and processes, paving the way for future enhancements in concept and execution.
- **Mock Interviews:** Students engaged in interview sessions guided by seasoned professionals, emphasizing skill improvement and career preparation. The event proved beneficial, fostering confidence and readiness among the students.
- **Career Roundtables:** These roundtable sessions encourage open discussions on career topics for students and industry professionals to give future professionals a better idea of how they can enter this industry and what they can expect.

EMBRACING GROWTH AND COLLABORATION:

The FPSA Young Professionals Group remains steadfast in its commitment to nurturing the next generation of industry talent. While this year's student programs at Process Expo witnessed modest participation, they successfully fostered collaboration, knowledge-sharing, and meaningful connections between emerging professionals and industry leaders. The YPG eagerly anticipates its continued efforts to bolster emerging professionals and champion the industry's growth at EATS 2025. If FPSA Members are interested in joining the Network please fill out the [online join form](#) or email Elena Sierra at esierra@fpsa.org. FPSA Members can view all upcoming meetings online at fpsa.org/calendar.



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



JOIN. CONNECT. GROW.

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[Click here](#) to sign up for one of the FPSCA Networks.

Network Questions? You can email Elena Sierra at esierra@fpsa.org or if you would like to connect to one of the Chairs/Vice Chairs of the Network, she'll put you in touch with them. You can view all up-coming meetings online at fpsa.org/calendar.

SAVE THE DATE

Where leaders meet!

FPSCA EXECUTIVE EXCHANGE & CONFERENCE
MARCH 26-28, 2024 • INDIAN WELLS, CA
RENAISSANCE ESMEALDA RESORT & SPA