

Network Connections

A Quarterly Newsletter
of the FPSA Networks

Inaugural Issue Fall 2019

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A Message from the FPSA Chairman, Jarrod McCarroll

It's been about a year since we officially launched the new structure of membership groups – Networks. We created the Networks not only to provide members a new way to participate in FPSA, but also to help develop content for knowledge exchange in critical areas across the entire food and beverage industry spectrum. While our industry Councils have a vertical focus, the Networks were set up to have a horizontal span across all segments that enables solutions that cross pollinate from one industry segment to another.

I have been impressed with how much these Networks have accomplished in such a short time. The Women's Alliance Network and the Young Professionals Group were already established prior to the official launch of the new structure, and they continue to create new programs such as the Women's Alliance Network's Red Circle Honors and the Young Professionals Group's sponsored activities at PROCESS EXPO (mock interviews, student tours, "Food for Thought" sessions). The newer three Networks—Food Safety, Packaging, and Technology—stepped up by organizing webinars, podcasts, and PROCESS EXPO educational sessions. So much great content!

That's why I'm very excited to welcome this inaugural Network Connections newsletter! Another member benefit, this newsletter will showcase Networks' accomplishments each quarter and what to look forward to in the next quarter. We will be featuring the Networks' membership, their goals, and articles on topics of interest. And, we also want to hear from you – our members. Consider joining a Network and be part of the discussion. Better yet, each Network will be holding a meetup at PROCESS EXPO which we hope you will attend - another great way you can learn more about the Networks and get connected.



• • • I look forward to seeing you soon in Chicago!

Meet the Networks



The Networks were created to integrate key topics that are critical to the FPSA Councils (Bakery, Beverage, Dairy, Meat, Prepared Foods, and Pet Food) to allow for cross industry collaboration and to create new avenues of engagement for FPSA members. The topics are technically (food safety, packaging, technology) and socially (gender balance, future workforce) based issues. Networks are intended to provide an opportunity for food and beverage professionals to learn and share knowledge with not only their peers, but also subject matter experts who would not normally be active in FPSA.

There are two specific actions each Network must do: 1) have Network representation in each of the six Councils and 2) generate substantive content and expertise for FPSA's events and resources. However, each Network determines its own goals, structure, and activities. The following gives a snapshot of each of the Networks.

COUNCILS & NETWORKS						
NETWORKS	BAKERY	BEVERAGES	DAIRY	MISA	PREPARED FOODS	PET FOOD
Young Professionals	✓	✓	✓	✓	✓	✓
Women	✓	✓	✓	✓	✓	✓
Food Safety	✓	✓	✓	✓	✓	✓
Packaging	✓	✓	✓	✓	✓	✓
Technology	✓	✓	✓	✓	✓	✓

FPSA Women's Alliance Network •



Established before the new Networks structure came to fruition, the Women's Alliance Network has been instrumental in establishing a forum to facilitate positive transformation for women in the food and beverage industry. The Network's major goals are to provide knowledge and strategies for women to succeed in their current positions, as well as motivate and inspire them to take their career to the next level and to encourage/ train companies to work toward and achieve gender balance. To help accomplish this, the Women's Alliance Network is structured into four committees: Events, Fundraising, Professional Development, and Membership. The Network has hosted or sponsored the following events and activities since its inception in 2017:

- Webinars and iChats
 - » Mindfulness @Work: From Scattered to Accomplished and Happy (January 25, 2018)
 - » Hiring Rock Stars and Avoiding Zombies: How to Improve Your Company's Interview and Hiring Processes (April 26, 2018)
 - » Closing the Gender Pay Gap - iChat (August 30, 2018)
 - » It's a Man's World: and Other Misconceptions Women Battle (March 28, 2019)
 - » Unconscious Mistakes Women Make That Sabotage Their Careers (July 18, 2019)
 Recordings are available at <https://www.fpsa.org/fpsa-womens-alliance/professionaldevelopment/>.
- Inaugural Women's Alliance Breakfast at PROCESS EXPO 2017
- Meet-ups at various conferences and shows
- Pack It for San Antonio at FPSA Annual Conference 2019
- Inaugural Women's Alliance Network Red Circle Honors Program (Honorees to be announced at PROCESS EXPO 2019!)

The Network, which has over 140 members, has also embraced social media by having its own channels on LinkedIn and Facebook. Learn more about the Women's Alliance Network at <https://www.fpsa.org/fpsa-womens-alliance/>.

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FPSA Young Professionals Group •

The second oldest Network is the Young Professionals Group. It was created to support FPSA's mission to advance the industry by providing young professionals with opportunities for development and networking. Its mission has been to increase awareness and attractiveness of the industry as well as to help create the next wave of industry leadership. It hosted its first Career Roundtables discussions at PROCESS EXPO 2017, and has been instrumental in spreading the word of FPSA's Job Board (<https://jobs.fpsa.org/>). The Group is organized into three committees: Professional Development, Events, and Mentorship. To learn more about the Young Professionals Committee, go to <https://www.fpsa.org/youngprofessionals/>.

FPSA Food Safety Network •

The Food Safety Network had its first official meeting at FPSA's 2019 Annual Conference. This Network serves as a framework for food safety education affecting all segments of FPSA membership. For the first meeting, the Network decided its initial primary focus would be on regulatory and hygienic design. The Network is currently in the process of producing a series of podcasts discussing these issues, as well as working with the Packaging Network on joint events at PROCESS EXPO. Learn more about the Food Safety Network at <https://www.fpsa.org/foodsafety/>.

FPSA Packaging Network •

The Packaging Network was created to provide a forum for packaging professionals to exchange information on trends and issues that are of interest and value to the FPSA membership-at-large. At its first official meeting at the 2019 Annual Conference, the Network identified the following topics as top priorities for the year: sustainability, traceability, and barriers to packaging. Together with the Food Safety Network, the Packaging Network organized an educational forum session for PROCESS EXPO looking at the challenges in improving cleanability and hygienic design in today's food packaging equipment. Learn more about the Packaging Network at <https://www.fpsa.org/packaging/>.

FPSA Technology Network •

The Technology Network also met for the first time at the 2019 Annual Conference and was created to keep the FPSA Board and Councils apprised of important developments in technology impacting the industry. Its goal is to bridge the gap of awareness, skills, and understanding of technology integration of the food processing environment. Its primary focus for 2019 has been on implementing the industrial internet of things (IIOT), and have organized the following webinars (recordings can be accessed by logging into <https://mx.fpsa.org/>):

- Opportunities Surrounding IIOT for Food Manufacturers (March 6, 2019)
- Industrial Cybersecurity: How to Get Started and Why It Matters to Food and Beverage Producers (June 20, 2019)

The members plan to hold more webinars in 2019 (see Upcoming Events and Activities for details), as well as an educational forum at PROCESS EXPO 2019. To learn more about the Technology Network, go to <https://www.fpsa.org/technology/>.

Ready to Join a Network?

If you want to grow professionally, develop your leadership skills, or contribute to the industry, consider joining one (or more!) of the Networks. By joining a Network you have the opportunity to meet with like-kind personnel from other companies to discuss relevant issues that impact your day-to-day job, and you can bring knowledge gained and solutions back to your company. If you're interested in joining a Network, visit www.fpsa.org/networks or contact FPSA Director of Networks and Special Projects Christine Radke at cradke@fpsa.org or 703-663-1220.

INTRODUCING the Networks' Leaders

The success of the Networks is thanks to strong leadership. We asked each Network Chair and Vice-Chair to share how they got into the food and beverage industry and why they volunteer for FPSA. Get to know the Networks' leaders!



Chair • Darin Zehr
Commercial Food Sanitation

How did you get into the industry?

I started with Kraft Foods in the Quality Department in 1990 coming out of college. However, I grew up on a dairy farm, so you could say I was born into the industry!

Why do you volunteer for FPSA?

I volunteer because the effort of Commercial Food Sanitation is to positively impact the food industry globally in regards to sanitation and hygienic design. Many of the FPSA members are at the core in helping drive improvements in equipment hygienic design. FPSA and its members are true enablers to improved food safety in the world.



Vice-Chair • Nehemiah White
Deville Technologies

How did you get into the industry?

I was introduced to the food industry when I worked at my last company, AirPro Fan & Blower Company. Dairy was my first real exposure to a strong food industry segment and it was at a dairy show where I met my current colleagues. The incredible team at Deville gave me my first inside look at the amazing people behind the food we eat. The once-in-a-lifetime experience of supporting the fruits and vegetables industry has convinced me that some of the best people in the whole world are the champions behind the equipment, systems, and processes that cut, dry, and pack the fresh food that hits our families' tables every day.

Why do you volunteer for FPSA?

FPSA supplies a platform for new and veteran members of the food industry to make a real, tangible contribution to the entire food industry. As a freshman to the industry, FPSA introduced me to the foremost leaders in food processing technology and handed me the opportunity to personally contribute to the future growth and development of the food industry. My choice to volunteer was simply a response to and realization of this incredible opportunity.



Chair • Tom Imbordino
Dairy Foods Magazine

How did you get into the industry?

I've worked my entire career in the publishing business in industries such as industrial safety, automotive, and culinary. I joined Dairy Foods as Publisher in 2002.

Why do you volunteer for FPSA?

It's a great organization that has been good for me both professionally and personally. Volunteering gives me a chance to contribute while building even stronger relationships with members.



Networks' Leaders [continued]



Chair • Matt Hartman
Blentech Corporation

How did you get into the industry?

I got into food when Blentech reached out to me to help augment the automation sales effort. I saw this as an exciting opportunity to use my background in solution sales, special equipment, and electrical system integration in a unique way.

Why do you volunteer for FPSA?

I volunteer for FPSA to associate with like minded professionals in the industry. As a community of professionals, willing to connect and share best practices makes the entire industry stronger.



Vice-Chair • Tim Barthel
Cybertrol Engineering

How did you get into the industry?

I got into the industry basically by being involved with automation, and going to work for an integration company that had a broad skillset. Previously I worked in the printing industry, but the technology was becoming a bit stagnant. Once I was with Cybertrol, we really started to grow the business in the Food and Beverage business, and started developing more capabilities in the large manufacturing plant automation systems.

Why do you volunteer for FPSA?

FPSA gives content back to the members – actively seeking out topics for additional learning, and does a good job of coordinating the various members for valuable networking.



Co-Chair • Kate Rome
Rome Grinding Solutions

How did you get into the industry?

I started in my family's manufacturing company in 1995 at the age of 16. First part-time and then in 1997, I joined the company full-time. I worked alongside my father in various roles including purchasing, accounting, and general management. In 2002, I bought my first piece of the company, and in doing so joined my mother and grandmother to build on the fact that since 1990 the business is majority women owned. In 2008, I was promoted to Vice-President, and in 2014, became President taking full control of the day-to-day operations. It is important to note that working in my family's business wasn't a given or an open door for me. Actually, my dad didn't want me to work for Rome because we are in a male-dominated industry. He kept trying to fire me, but I wouldn't leave!

Why do you volunteer for FPSA?

I originally got involved with FPSA through MISA, of which I still am a council member, because I can see the importance of connecting with other suppliers and end users, while being an active industry advocate. My involvement with FPSA ramped up when we formed the Women's Alliance Network two years ago. I saw a great need for this in the FPSA structure to support women's careers in the food and beverage industry. Each one of us needs to constantly be advocating for the profession and the Women's Alliance Network is the perfect platform to make this happen.



Co-Chair • Mary George
Rome Grinding Solutions

How did you get into the industry?

I fell into the food and beverage industry about 14 years ago when I took the role of Marketing Manager for an industry equipment supplier. At that time, it was a small company and I worked closely with sales, engineering, and our customers, which taught me a lot about the dairy, beverage, brewing, and related industries. I like technology and, though I am not an engineer, I am good at understanding both equipment and process, which makes the food and beverage industry fun, challenging, and rewarding for me.

Why do you volunteer for FPSA?

I became involved with FPSA when I was first asked to sit on the Dairy Council and then to be Vice-Chair of the Beverage Council. I was very honored to be one of the first women on the Board of Directors (and currently the only female member). I was involved with the creation of the Women's Alliance Network because I could see the need for it within the FPSA organization. More women were and are needed in the organization and industry for better gender balance. Also, this network provides an enhanced experience for FPSA through our webinars, meet-ups, Book Club, Red Circle Honors, Process Expo Breakfast, Annual Conference activities, and more.

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Networks' Leaders [cont]



Chair • Alicia Shoulders
Harpak-Ulma

How did you get into the industry?

I started in the industry with packaging equipment as a temporary job while waiting for another job, but I liked the pace and daily challenges so I stayed in the industry!

Why do you volunteer for FPSA?

I volunteer for FPSA to help grow a great association, meet new people, and share ideas.



Vice-Chair • Len Roche
Seiberling, a Haskell Company

How did you get into the industry?

I decided on the food industry as a career path when I interviewed with my current company after a university career fair. Immediately, I loved the company culture and variety within the industry. It resonated with me, and I felt like I would be able to make an impact and learn so much. I also love that the company is young. I was hired at the same time as three other engineers who are all about my age. It's great being with young professionals, as you are all growing at the same time. It's a good support network.

Why do you volunteer for FPSA?

There was need within FPSA to create a young professionals group, so I volunteered with the intention to help make that happen. I've benefited greatly from being in the food industry and would like other young professionals to have the opportunities that I have had.

UPCOMING EVENTS and ACTIVITIES



▲ PROCESS EXPO EVENTS

• Educational Forum Session

Challenges in Improving Cleanability and Hygienic Design in Today's Food Packaging Equipment

Tuesday, October 8

3:00pm - 3:30pm

Theater I, Booth #1677

When it comes to the cleanability of packaging equipment and meeting hygienic standards, there are often questions of who's responsible for ensuring these standards are met. Has the packaging equipment manufacturer designed their equipment to effectively and efficiently handle this rigorous process? What responsibilities lie with the cleaning company and how well must they understand the equipment in order to do their job adeptly? This session explores how the manufacturer, third party cleaning company, and food processors can all work together to create an environment for success.

• Joint Happy Hour Meetup

Thursday, October 10

4:00pm - 4:30 pm

Innovation Showcase, FPSA Booth #2848

Join members of the Food Safety Network and Packaging Network for a drink! This is a great opportunity to learn about the Networks' activities and to share knowledge on trends and issues dealing with food safety and packaging criteria.



▲ PODCASTS

In the first series of podcasts, John Butts (founder and President of Food Safety by Design and advisor to Land O'Frost) and Joe Stout (President of Commercial Food Sanitation, LLC) talk with Andy Drennan (Senior Vice-President of Marketing for FPSA) about the importance of food safety and the driving forces for good hygienic design in the food industry. The first episode will air in September. Stay tuned for more details!

Upcoming Events and Activities [continued]



WEBINARS

- **Better Process Data = Better Process Operations**
Thursday, September 12
2:00pm – 3:00pm US-EDT

Data driven operations lead to better design, business plans, and products. But where do you start to get the right process data? Join this interactive web-conversation as Technology Network Chair Matt Hartman talks with Ola Westrom, Senior Industry Manager of Food & Beverage for Endress+Hauser USA, on how to get data from your processes needed for improved operations. Visit <https://www.fpsa.org/events/webinars/> to register.

- **SAVE THE DATE**

Stay tuned for more information on the November webinar!

PROCESS EXPO EVENTS

- **Happy Hour Meetup**
Tuesday, October 8
4:00pm – 4:30pm
FPSA Booth #2848

Grab a drink and meet with Technology Network peers to compare notes on the health of the industry and trends you are seeing, and to learn of Network activities.

- **Educational Forum Session**

Implementing the Industrial Internet of Things
Wednesday, October 9
11:00am – 11:30am
Theater I, Booth #1677

Implementing the Industrial Internet of Things (IIoT) is not for the faint of heart. From technology to culture, implementing technology that spans the enterprise is a journey not a destination. IIoT requires bridging the silos from production to the boardroom. This forum will include leading industry professionals from technology providers, system integrators, machine builders, and food manufacturers. Panelists include Keith Weerts (Blentech), Brent Wassell (Cybertrol), Ola Westrom (Endress+Hauser) and Dan Stauff (SugarCreek).



i-CHAT AND WEBINARS

- **Book Club i-Chat**
Friday, August 23
2:00pm – 3:00pm US-EDT

Join Women's Alliance Network members to continue the conversation from the July 18 webinar as they discuss Dr. Lois P. Frankel's book *Nice Girls Still Don't Get the Corner Office: Unconscious Mistakes Women Make That Sabotage Their Careers*. To listen to the July 18 recording, visit <https://www.fpsa.org/fpsa-womens-alliance/professional-development/webinars/>. If interested in joining the i-Chat, contact Nicole Chestnut at Nicole@romegrindingsolutions.com.

- **Webinar**
Defining Career Moments
Thursday, October 24
2:00pm – 3:00pm US-EDT

Details coming soon!

- **Webinar**
Work-Life Balance: Elusive Dream or Achievable Goal?
Thursday, December 12
2:00pm – 3:00pm US-EDT

Details coming soon!

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Upcoming Events and Activities [continued]



▲ PROCESS EXPO EVENTS

- **Meetups**

- » **Tuesday, October 8**
12:30pm – 1:00 pm
FPSA Booth #2848

This special “Food for Thought” session invites past Board of Directors Chair, Jean Moran (former CEO of LMI Packaging Solutions, Inc.) to talk about her experience working in the industry and volunteering for FPSA.

- » **Wednesday, October 9**
3:30pm – 4:00pm
Theater II, Booth #4568

Stay a little longer immediately following Educational Session *Cargill's Leadership Brand: Lessons from a General Manager and Soldier* to meet with featured speaker Traci Earls and fellow women professionals.

- » **Friday, October 11**
10:30am – 11:00am
Theater II, Booth #4568

Join the Women's Alliance Network immediately following the Young Professionals Group's Career Roundtables for one last meet up until we see each other again at the FPSA Annual Conference in 2020.

- **Women's Alliance Network Breakfast**

- Thursday, October 10**
7:30am – 9:30am
Room N427

The breakfast, which is free and open to all, is an opportunity to network with professionals in the food and beverage industry. This year's keynote speaker is Suzanne Strassburger, the “First Lady of Meat” and CEO of Strassburger Steaks. Suzanne is also the President of Suzy Sirloin and an advocate for the American farmers and ranchers who feed the world. The first Women's Alliance Network Red Circle Honors will also be announced at the breakfast. Reserve your seat at <https://fpsawomensalliancebreakfast.eventbrite.com>.



▲ PROCESS EXPO EVENTS

- **Mock Interviews**

The FPSA Young Professionals Group are offering 30-minute slots for students and new professionals to practice interviewing for their next job. Gain insights on commonly asked interview questions, receive feedback on your strengths and weaknesses, and boost your confidence for your future career in the food and beverage industry.

- » **Tuesday, October 8**
10:00am – 11:30am
Meeting rooms
(rear of South Hall)
- » **Wednesday, October 9**
10:00am – 11:30am
Meeting rooms
(rear of South Hall)



Upcoming Events and Activities [continued]



▲ PROCESS EXPO EVENTS

• Food for Thought Sessions

Come hear inspirational talks from elite food and beverage professionals as they share their story of various aspects of the industry. The 15-minute talk will follow with an informal meetup where you can continue discussions with the speaker and other food and beverage professionals.

» Tuesday, October 8

11:30am – 12:00pm

The QUAD Booth #1377

Featuring Ken Hagedorn, Vice-President of Sales and Marketing at Naegele, Inc.

Joint meetup with the Young Professionals Group

» Wednesday, October 9

11:30am – 12:00pm

The QUAD Booth #1377

Featuring Patrick McGady, National Sales Manager at Handtmann, Inc.

Joint meetup with the Young Professionals Group

» Thursday, October 10

11:30am – 12:00pm

The QUAD Booth #1377

Featuring Steve Radke, Director of Sales at JBT, Corp.

• Student Tours

Navigating the show floor can be overwhelming, especially if you're a student just learning about the industry. With the help of FPSCA's Young Professionals Group, these tours are designed for students to learn about different technologies and career avenues in the food and beverage sector. The tour begins at the QUAD (#1377). Stops include Deville Technologies (#1248), Rome Grinding Solutions (#1624), and Seiberling Associates, Inc. (#2212).

» Tuesday, October 8

2:30pm – 3:30pm

» Wednesday, October 9

2:30pm – 3:30pm

» Thursday, October 10

2:30pm – 3:30pm

• Meetups

Meet up with fellow young professionals in the industry for a casual get together to learn more about the Young Professional Group and to make new friends!

» Tuesday, October 8

11:30am – 12:00pm

The QUAD Booth #1377

Joint meetup with the Food for Thought Session

» Wednesday, October 9

11:30am – 12:00pm

The QUAD Booth #1377

Joint meetup with the Food for Thought Session

» Thursday, October 10

12:30pm – 1:00pm

FPSCA Booth #2848

• Career Roundtables

Friday, October 11

9:30am – 10:30am

Theater II, Booth #4568

Students and young professionals are invited to attend this "speed networking" career roundtable session to meet with industry professionals who are open to sharing their experiences regarding entering the food and beverage industry including the good, the bad, and the ugly! Come expand your network and see what career opportunities await. Register at: <https://fpsayoung-professionalsroundtables.eventbrite.com>.

Network Hosted Events at PROCESS EXPO At-a-Glance

Going to PROCESS EXPO in October in Chicago? Bring a copy of this page so you can easily locate and attend the Network Meetups and other Network hosted/organized events!

TUESDAY, OCTOBER 8

10:00am – 11:30 am	Mock Interviews <i>hosted by the Young Professionals Group</i>	Meeting rooms (rear of South Hall)
11:30am – 12:00pm	Food for Thought Session and Young Professionals Group Meetup <i>- featuring Ken Hagedorn of Naegele, Inc.</i>	QUAD Booth #1377
12:30pm – 1:00pm	Food for Thought Session and Women's Alliance Network Meetup <i>featuring Jean Moran formerly of LMI Packaging</i>	FPSCA Booth #2848
2:30pm – 3:30pm	Student Tour <i>hosted by the Young Professionals Group</i>	Meet at the QUAD Booth #1377
3:00pm – 3:30pm	"Challenges in Improving Cleanability and Hygienic Design in Today's Food Packaging Equipment" Educational Forum Session <i>organized by the Food Safety Network and Packaging Network</i>	Theater I Booth #1677
4:00pm – 4:30pm	Technology Network Happy Hour Meetup	FPSCA Booth #2848

WEDNESDAY, OCTOBER 9

10:00am – 11:30am	Mock Interviews <i>hosted by the Young Professionals Group</i>	Meeting rooms (rear of South Hall)
11:00am – 11:30am	"Implementing the Industrial Internet of Things" Educational Forum Session <i>organized by the Technology Network</i>	Theater I Booth #1677
11:30am – 12:00pm	Food for Thought Session and Young Professionals Group Meetup <i>- featuring Patrick McGady of Handtmann</i>	QUAD Booth #1377
2:30pm – 3:30pm	Student Tour <i>hosted by the Young Professionals Group</i>	Meet at the QUAD Booth #1377
3:30pm – 4:00pm	Women's Alliance Network Meetup	Theater II Booth #4568

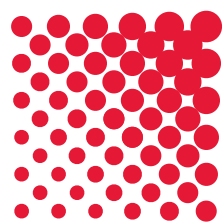
THURSDAY, OCTOBER 10

7:30am – 9:30am	Women's Alliance Network Breakfast	N427
11:30am – 12:00pm	Food for Thought Session - <i>featuring Steve Radke of JBT</i>	QUAD Booth #1377
12:30pm – 1:00pm	Young Professionals Group Meetup	FPSCA Booth #2848
2:30pm – 3:30pm	Student Tour <i>hosted by the Young Professionals Group</i>	Meet at the QUAD Booth #1377
4:00pm – 4:30pm	Food Safety Network & Packaging Network Joint Happy Hour Meetup	FPSCA Booth #2848

FRIDAY, OCTOBER 11

9:30am – 10:30am	Young Professionals Group's Career Roundtable Discussions	Theater II Booth #4568
10:30am – 11:00am	Women's Alliance Network Meetup	Theater II Booth #4568

WHERE LEADERS MEET!



2020 ANNUAL FPSA • CONFERENCE

Conference
Keynote Speaker



Jim Donald

Join Former CEO of Starbucks, Pathmark Supermarkets and Extended Stay Hotels, and currently Co-chairman of the Board of Albertsons for an interactive discussion on leadership in the 21st century.



JIM DONALD

SAVE THE DATE

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

PROCESS
EXPO

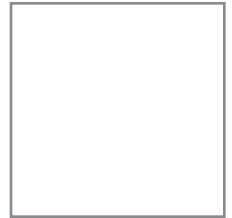
October 8–11, 2019
Chicago, IL USA

PROCESS[it]
PACK[it]
[PROF]it

Register at <https://www.myprocessexpo.com/>



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



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