

Network Connections

A Quarterly Newsletter
of the FPSA Networks

Spring 2021

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A Message from Networks Leadership Chairperson, Matt Hartman

Moving the train forward right now might seem impossible to you. Life has two tracks—the good, what is going as planned, and the bad, what is going wrong. Embracing both the good and the bad is how we can move forward. Things might not be 100% perfect or in the right place, or there might be someone or something that you feel you must wait for before you can move forward. Until you accept an imperfect situation, you cannot move the train forward.

As the FPSA Networks move forward in 2021, it reminds me of a quote by Will Rogers, "If you're on the right track, you'll get run over if you just sit there." Just like this industry, the Networks are not sitting on their laurels but working hard to start the year off on both tracks and moving forward into 2021 with hard work and determination.

Usually, the Networks get energized and motivated by their spring meetings at the FPSA Annual Conference. Unfortunately, due to the pandemic and the recent cancellation of the FPSA Annual Conference, these in-person meetings will not occur. However, each Network is in the process of planning virtual meetings to replace these lost opportunities. Enclosed you will find out more about each network meeting, plans, and activities for 2021.



Matt Hartman

Mentoring Coming Full Circle

Launched last September, the Women's Alliance **Mentor Circles'** first phase has been a big success. The Mentor Circle provides ALL FPSA members the opportunity to become a mentor or work with a mentor to nurture personal and professional growth. There was a total of nine circles during this first round of the Mentor Circle Program, two of which were made up entirely of working professionals. Both student and professional circles covered a wide range of topics:

- Attributes of success in starting a new job / First 90 days of a virtual work environment
- Product development as a career
- What to look for in company culture
- Virtual Interviewing / Resumes / Job Hunting / How to answer the tough interview questions
- Networking / Career Development
- Life Events / Emotional Intelligence
- Time Management
- Work/Life Balance
- Conflict Resolution
- Succession Planning
- How to ask for a raise or promotion.
- Healthy Lifestyle / Positive Outlook / Forming Good Habits
- Navigating being a female in a male-dominated industry

Many of the circles also had guest speakers such as Dr. Sarah Wood from Wornick Foods, Jacob Deehr from JBT Corporation, Michelle Donnelly, Corporate Recruiter from Laitram LLC, Eleanore Eckstrom, Director of Product Development at Nature's Fynd, Jeremiah Tilghman, General Manager from Canyon Bakehouse (Flowers Bakeries), and David Bryant, Recruiting Specialist from Foodrecruiting.com. Mentees were not the only beneficiaries of this program. Mentors also reported a high degree of satisfaction with the Mentor Circle experience.

"...Being a part of this program allows me to give back in ways I wished others had when I was preparing for the workforce... I hope to continue with this program and find even more growth within myself. "

- Carrie Zillman (The Whiting-Turner Contracting Company)

" What I have learned is more than I can actually articulate here... What I value is the individuality and intelligence of each of the circle members... our meetings provide a relief, and some solace as well as discovery and guidance. "

- DeEtta Derby (Eclipse Innovative)

" Fun and energizing to form a relationship with very talented students who are some of the future leaders in the food industry. "

- Darin Zehr (Commercial Food Sanitation)

"...Everyone has a different story, but we all have one common goal... to succeed and live a great life. I was able to learn from the mentees as much as they were learning from me. "

- Andrew "Atch" Atchison (Miller Resource Group)

The second round of the Mentor Circle Program will launch with the next school year in September. If you would like to participate in the second round as a mentor or mentee, please sign-up [online](#).





Chair: Darin Zehr, *Commercial Food Sanitation*
Vice-Chair: Nehemiah White, *Deville Technologies, Inc.*

Food Safety Network Update

Back in 2020, the Network added numerous items to their **Food Safety Resource Library**. You can find these resources in the FPSA library under four categories: *Equipment Design, Facilities Design, Sanitation Best Practices, and News and Publications*. Some resources listed include 3-A Standards (which FPSA members already enjoy a 50% discount!) and training events hosted by Commercial Food Sanitation (an Intralox company). In 2021, this list will grow as the Network continues to curate more Food Safety Resources for the Association and the public. As of today, over 400 people have utilized the Food Safety Resource Library since these resources were posted to the library.

On April 21st at 2pm EDT, the Network will hold a webinar on food safety documentation by Nexcor. If you would like to attend the webinar, please **register here**. Our moderator will be Food Safety Network member Chuck Sena (Axis Automation), and Randy Kohal (Nexcor) is the presenter.

The Food Safety Network will hold a Teams Conference Call on April 27th at 3 PM EDT / 2 PM CDT.



Chair: Christine Hines, *WestRock*
Vice-Chair: Denise Klaren, *Glen Dimplex Thermal Solutions*

Packaging Network Update

During 2020, the Network focused its energies on **Traceability** and was meeting in a tiger team format to plan several presentations around the subject in various forms. The Network decided on holding a two-day panel on the topic during FPSA Annual Conference. Due to the event cancellation, the Network has decided to keep the panel and offer it to the membership as an upcoming webinar.

The Packaging Network conducts monthly calls on the third Tuesday of the month. **April's Teams Conference Call will be held on Tuesday, 20th at 1 PM EDT.** Every call starts with a "get to know your fellow member," which allows each member to share a little about themselves and their company. So far, Christine Hines (WestRock), John Fletcher (Mettler Toledo), and Andrew Atchison (Miller Resource Group), Glen Gudino (BNP Media), Troy Manley (Festo), Michael Ryan (Burns McDonnell), and Denise Klaren (Dimplex Thermal) have done presentations for the group.

RESOURCE LIBRARY

See a resource missing from our library? Please contact Elena Sierra at esierra@fpsa.org.

Webinars:

Food Safety, COVID-19, and Pet Food – Hear from the Food Safety experts about what changed in Pet Food processing plants in light of COVID-19 and how the crisis has redefined the future of food and operator safety for the broader food processing world.

Speakers: Mitch Felderhoff, Owner and President of Sales & Marketing for Muenster Milling, Billie Johnson, Ph.D., Food Safety/Regulatory Compliance Manager for BJ North America, Robert Long, Pet Food Safety Expert

Moderators: Darin Zehr, FPSA Food Safety Chair and General Manager, Commercial Food Sanitation, Nehemiah White, FPSA Food Safety Network Vice-Chair, Market Manager, Deville Technologies. **Replay webinar**

Podcast:

Organized by the Food Safety Network, FPSA's first Podcast Channel features discussions with food safety experts who share knowledge on challenges facing the food and beverage processing and packing industry. Topics range from regulatory issues to hygienic design to technological advances.

- **Episode 1** | The Importance of Good Hygienic Design for Food Safety (aired September 20, 2019)
FPSA's Senior Vice-President of Marketing, Andy Drennan, invites industry 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) to discuss food safety and hygienic design in the food industry in the first of this podcast series.
- **Episode 2** | Regulations, Standards, and Principles (aired Oct 17, 2019)
John Butts and Joe Stout discuss the various state and federal regulation agencies, the 10 primary principles of sanitary design, and comparisons between US and European stds.

Networks Updates



Chair: Tim Barthel, *Cybertrol Engineering*
Vice-Chair: Matt Hartman, *Blentech*, and John Tertin, *Cybertrol Engineering*

Technology Network Update

The Technology Network held its first meeting of 2021 on January 28th, where the group discussed top tech challenges. Common themes from the discussion were remote access challenges for data sharing and maintenance purposes while maintaining a secure operation. These conversations initiated a recent FPSA Article titled **“Food Industry 4.0.”** The article discusses why more food plants are not engaged in Industry 4.0, and it concludes with a food manufacturers’ survey on when they choose to engage their IT Departments during the buying process of new equipment for their food plants.

Moving forward into 2021, the Technology Network hopes to establish a Food Manufacturers Taskforce and produce a white paper on this topic and some podcasts related to this vital topic.

The Technology Network will hold a Teams Conference Call on April 29th at 11 AM EDT / 10 AM CDT.

Food Industry 4.0

February 16, 2021 | Articles, FPSA News, Industry News, Member News



Have you wondered why more food plants aren't engaged in Industry 4.0?

When the FPSA **Technology Network** came into being two years ago, the very first issue that the group started to address was the Industrial Internet of Things (IIOT) or what we are now referring to as Industry 4.0. While no one would ever accuse me of being technical, I became fascinated as I listened to our members over the next two years and started to understand the potential of this next generation technology for not just OEMs but especially for the food manufacturers where their equipment is in action.

As I have researched Industry 4.0, the first thing that becomes apparent is that different industries are utilizing it to much varied degrees. Some are all in while others are slow to adopt this technology. I'm afraid that the food and beverage industry, for the most part, falls into this latter category. In fact, having sat in on some of the Technology Networks calls, I knew that many of them were seeing much resistance to getting the remote access that they would need to generate the benefits of Industry 4.0.

This is supported in a piece I found online from Accenture titled, **“Building More Value with Capital Projects”**. While there is excellent data in this report, the results of one survey



Chair: Kate Rome, *Rome Grinding Solutions*
Vice-Chair: Jennifer Fenimore, *Rubber Fab*

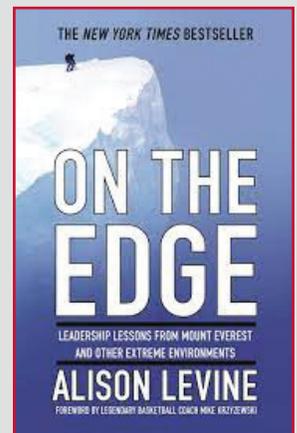
Women's Alliance Network Update

As mentioned earlier, the first phase of the Women's Alliance Network's **Mentor Circle** program is coming to an end soon, and a second-round will kick-off for the upcoming school year in September. If you are interested in joining the Mentor Circle as a mentor or mentee, please **sign-up online**.

In addition to the group's Mentor Circle efforts, the Alliance held, along with the Young Professionals Group, a webinar about **Public Speaking** on January 21st. For the rest of 2021, WAN will continue to work on a podcast series that will soon be announced to the membership. Stay tuned for more updates!

At the start of the new year, WAN announced its scholarships for the 180 Skills Program. **180 Skills** is a training program that features a library of over 700 courses in technical and soft skills explicitly designed for employees at manufacturing companies. The Women's Alliance is still accepting applicants to this new scholarship program. **Apply TODAY online.**

On March 10th, the Events Subcommittee held a virtual wine tasting hosted by ONX Wines in Paso Robles, CA. On March 25th, the WAN Book Club held a meeting to discuss *On the Edge: Leadership Lessons from Mount Everest and Other Extreme Environments* by Alison Levine.



The Women's Alliance Network will hold a Virtual Town Hall in May and all members will be invited to participate.

Networks Updates



Chair: Alicia Shoulders, *Harpak-ULMA*
Vice-Chair: Len Roche, *Seiberling, a Haskell Company*

Young Professionals Group Update

The Young Professionals Group has three subcommittees - Events, Mentorship, and Professional Development. These subcommittees are led by Events - Jonathan Buettner (Deville Technologies) and Maasa Motomaya (Anritsu); Mentorship - Carrie Zillman (Whiting-Turner) and David DeVau (Whiting-Turner); and Professional Development - Caroline Wood (Blentech) and Andrew Merkins (Kiewit). All subcommittees have a common mission: engaging with students and onboarding new professionals to the food and beverage industry.

The Events Subcommittee has held several successful monthly happy hours throughout 2020 and the start of 2021. These events are informal meetups between working professionals and students alike where they network in small groups over Zoom Meetings. Some months have special topics or guest speakers. Please **register to attend** one of the upcoming Happy Hours on the 3rd Friday of the month at 4 PM EDT / 3 PM CDT.

The Mentorship Subcommittee continued its successful **mock interviews** program and held a round of them in February 2021 with students from across the country. The group has also partnered with the Women's Network Alliance in support of the Mentor Circle program, providing co-mentors to help give the mentors context for newly graduated professionals and students alike.

In January, the Professional Development Subcommittee and the Women's Alliance put together a webinar on **Public Speaking and Lessons Learned**. Afterward, the subcommittee developed and released a **document on the takeaways** from the public speaking panel lessons. For the rest of 2021, the Professional Development Subcommittee is looking for feedback on whether to continue the Public Speaking series or pursue other topics related to young working professionals.

The YPG Network will hold a Teams Conference Call on April 28th at 3 PM EDT / 2 PM CDT.

FPSA YOUNG PROFESSIONALS GROUP PRESENTS
MONTHLY HAPPY HOUR
FRIDAY, MARCH 19TH AT 4 PM ET

SPECIAL GUEST SPEAKER
AVI MILMAN
FOUNDER & CEO
SOME KIND OF COFFEE

TAKEAWAYS:
Public speaking: *The act or process of making speeches in public. Considered monodirectional with minimal feedback from an audience.*

There are a lot of activities we prefer over public speaking:

What would you rather do than public speak?

Poll Results (single answer required):

File my tax return	44%
Get a root canal	0%
Run a marathon	22%
Eat a fried tarantula	33%

We all have a unique, primary fear when it comes to public speaking...

What fear do you most identify with when it comes to public speaking?

Poll Results (single answer required):

Fear of tough audiences	24%
Fear of saying something incorrectly	29%
Fear of forgetting what you were going to say	29%
Fear of time	14%
Fear of technology	5%

SAVE THE DATE!
FPSA 2022 ANNUAL CONFERENCE

FPSA
 Food Processing
 Suppliers Association

**FPSA 2022 Annual
 Conference**
MARCH 22-24
 La Cantera Resort & Spa
 San Antonio, TX



Join FPSA Networks Today!

Are you looking for professional and personal growth? Are you looking for a way to contribute to the food and beverage industry? Are you looking to connect with like-minded peers? Then join FPSA's Networks. The Networks 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) and socially (gender balance, future workforce) based issues.

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

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