

FACES OF FOOD



FOOD
NORTHWEST

We Feed You

Volume 3, Issue 1

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CONTACT US!

**Give us a call at
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**Our contact info is on our
website at
www.foodnorthwest.org**



APPLICATIONS ARE OPEN: ERI SCHOLARSHIPS

Do you have employees with the desire to improve their skills and advance their careers? Do you have team members that you would like to see increase their knowledge and skill sets? If so, Food Northwest can assist.

Food Northwest's Education and Research Institute (ERI) is now accepting applications for scholarships. These scholarships are open to employees and family members of Food Northwest processor members. Applicants must be enrolled at an accredited university, college, vocational, or technical school during 2019 – 2020. They can be a full-time or a part-time student but must be pursuing a career in food processing.

This year, we will be awarding seven \$1,000 scholarships. The application deadline is July 31, 2019. To learn more about the scholarships or to download an application, visit foodnorthwest.org/scholarships. If you have questions, contact scholarships@foodnw.org.

Last year scholarships were awarded to five stellar recipients from the following food companies: Boardman Foods, Del Monte Foods, Lamb Weston, OFD Foods, and Oregon Cherry Growers. Each scholarship winner was unique, but they all shared one important trait: they all wanted to continue working for their current employer after completing their education. They are using the funds to improve at their current job or to step up to a more advanced role. And all were supporting families while going to school, so the scholarship money had an even bigger impact on their ability to pursue an education.

Food Northwest and the ERI Board are excited about the opportunities these scholarships provide food companies and their employees. Labor markets are tight. It's difficult to find employees with the skills you need. Advancing your current employees through training and education can close the talent gap. Talk to your employees and encourage them to apply. If you are an employee, don't miss this opportunity!



LET THE SAVINGS SOAK IN

Energy upgrades to irrigation systems and equipment can yield more than energy savings. They can earn rebates and cash incentives from Energy Trust of Oregon, too.



Talk to your irrigation vendor, or visit www.energytrust.org/ag for more information.

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EXECUTIVES CONNECT & LEARN AT LEADERSHIP SUMMIT



In early May, executives and up and coming leaders from Food Northwest members, a dedicated group of suppliers, and your association staff met in spectacular Sunriver, Oregon for the annual Food Northwest Leadership Summit. This event is the association's premier forum for movers in the industry to explore critical issues and network with peers.

Leadership Summit is sponsored by one company from each sector of business services and products. This year's eight sponsors were International Paper, Ecolab, Toteco, Moss Adams, Apcco, Woodruff Sawyer, Trico, and Cummins Goodman Denley & Vickers.



Topics for the educational sessions at the Summit were selected by the Food Northwest Board of Directors. Dr. Michael Swanson, an agricultural economist at Wells Fargo, discussed economic trends and market forces influencing the food industry. He cautioned about relying on data averages. For example, weather in Fargo, ND averages 46 degrees. If you dress for 46 degrees, you will be uncomfortable in summer and freeze to death in winter. Swanson pointed to three macroeconomic drivers: interest rates/exchange rates, China, and biofuels. He believes that biofuels will ultimately be replaced by energy efficiency and electric vehicles. He also stressed rapidly changing technology and asked executives if their companies have a process to adopt new technologies.

Dr. Meredith Woehler from Portland State University spoke on the importance of job satisfaction in retaining employees and how data can be used to assess employee satisfaction. Surveys of employee happiness, comradery, and engagement can inform managers that their employees may leave the company. Dr. Woehler presented ways employers could intervene to retain employees. One interesting observation was related to turnover among friends. If a few members of a group of workplace friends quit, the action may snowball causing the whole group to leave. However, if one member of that group stays, he or she may have increased satisfaction and commitment in their job.

Cybersecurity is a topic of major interest. With stories of recent attacks in the news and within our industry, food facilities are exploring actions to reduce cyber threats. The Department of Homeland Security identified Food & Agriculture as one of 16 critical infrastructure systems at risk of cybersecurity threats. Three speakers shared their experiences and recommendations on what works in combating cyber threats. The first step is educating your employees to spot dangers such as phishing emails and suspicious activity. Companies must also implement software to help protect IT systems. And in the unfortunate case of cyber infiltrations, companies must be ready to handle the consequences with a mix of insurance and a detailed response plan.



Jean Back from Schwabe Williamson and Wyatt and Damon Vickers from Cummins, Goodman, Denley & Vickers, PC discussed changes to labor laws, workers compensation, safety and health compliance and the effects on manufacturing environments. Regulations concerning paid family and sick leave, pregnancy accommodations, and “#MeToo bills” bring added responsibility to company executives. The panel shared recommendations and stressed the importance of having these vital discussions at your companies right now.

After a full day of education, attendees donned their Hawaiian shirts and flip flops for the Knock Your Flops Off Salsa and Daiquiri-Making Competition! This crowd-favorite activity is a chance for attendees to use teamwork, taste, and creativity to develop and present their handiwork. After an hour of slicing and mixing, the teams picked their favorite creations, and Mauna Loa Loco was crowned one of the winners!

After the competition, attendees gathered for the Officer’s Dinner and Regalia. Every two years, the current Food Northwest Board Chair hands the reigns to the Chair Elect. Debbie Radie of Boardman Foods led the association with dedication from 2017 to 2019 and presented the Chairmanship to Continental Mills’ Mike Meredith. We anticipate great things from the next two years of Mike’s leadership as well.



The Summit concluded with a federal government update and state legislative reports from our lobbyists. They reviewed the 2019 sessions, 2018 elections, the regulatory and legislative landscape under the Trump administration, and their shared expectations for future legislative efforts by federal and state lawmakers.

We look forward to another successful Summit next year in the Seattle area and continuing to facilitate connections and knowledge in the food industry!



MEET THE NEW BOARD MEMBERS

On April 10, Food Northwest members elected five new directors to three-year Board terms. They will replace retiring Board members: Debbie Radie, Boardman Foods; Evann Remington, Fresh n' Local Foods; John Damon, OFD Foods, Mark Oldenkamp, Valley Fresh Foods; Tom Madden, Rite Stuff Foods; and Larry George, NW Hazelnut Company.

The membership elects the directors from a slate of candidates that have been vetted and nominated by a Board-appointed Nominating Committee. This ensures that candidates have the requisite skills and fairly represent the diversity of the membership. We are pleased to announce our new directors. And we are excited about their passion for Food Northwest's mission and the expertise they will bring in leading the association.



Dirk Davis, *Director of Business Development*, Ever Fresh Fruit Company

Dirk joined Ever Fresh in December of 2017. He began his 34+ year career in the grocery industry in Northern California spending 5 years as both a Retail Sales Representative and an Account Manager for General Mills. During the following ten years, Dirk worked as a Food Broker before taking an opportunity with Fred Meyer as Director of Corporate Brands. In 2000, Dirk began his career with Unified Grocers as Vice President and Oregon Division President. From 2008 to 2011, Dirk served as their Vice President of Marketing. In January of 2013 Dirk joined Sunshine Dairy Foods as Chief Operating Officer in charge of Sales, Marketing and Distribution. In May of 2013 Dirk became the President and Chief Sunshine Officer. Dirk has worked with many new food start-ups in the Northwest, has served on the

Board of Directors for Doernbecher Children's Hospital and Portland State University's Food Leadership Council. He has been active in Food Northwest and previously served on the Board of Directors. Dirk has a Bachelor of Science in Marketing from Oregon State University. When Dirk is not working, he enjoys spending time with his family, golfing and attending Oregon State University Beaver Athletic Events.

Alan Prouty

Vice President of Environmental & Regulatory Affairs, J.R. Simplot Company

Alan has been with J.R. Simplot for over 18 years. He has been in the environmental/natural resource field for over 30 years. Prior to joining Simplot, he worked in various manufacturing industries. Alan is an Idaho native, has a B.Sc. in chemistry from Idaho State University and a M.Sc. from the College of Natural Resources at the University of Idaho. Alan has been extensively involved in Food Northwest. He is currently the Chair of the Food Northwest Environmental Committee and co-chair of the Joint Carbon Committee. He has served as the Chair of the Sustainability Committee and on several task forces and on the Board of Directors.



Eric Schuld, *Director of Operations*, Tree Top, Inc.

Eric has been with Tree Top for over 12 years and assumed his current role in December of 2016. Eric began his career in the manufacturing industry in Western Washington spending six years in production work, from line worker to Production Manager roles for Sportworks NW and Kenworth. In 2007, he transitioned to a career in food manufacturing with Tree Top as Production Supervisor in Prosser, WA. From 2007 to 2016, Eric progressed through multiple roles at the Prosser plant to that of Plant Manager. In his current role Eric oversees operations for six Tree Top facilities: three in Washington, two in Oregon and one in California. Eric has a Bachelor of Arts degree from Western Washington University. When not working, Eric enjoys spending time with his family, boating, golfing and supporting Seahawks football - Go Hawks!



John Blair, Vice President of Manufacturing, Lamb Weston

John has 41 years of experience with Lamb Weston and has responsibility for 18 manufacturing locations across North America, China, and Australia. John began his career at Lamb Weston at its American Falls, Idaho facility where he spent 28 years in quality, production, maintenance, and engineering positions. In 2006, he moved to Kennewick, Washington and served as Plant Manager at three different facilities in the Tri-Cities area. In 2012, John was promoted to Director of Manufacturing, during which time he was involved in the acquisition of Lamb Weston's plant in Shangdu, Inner Mongolia, China. In 2014, John became the Director of LVM (JV between Lamb Weston and the Meijer family) in Europe overseeing five manufacturing facilities in the Netherlands, Austria, UK. In 2017, he returned to the U.S. in his current role as VP of Manufacturing. John is a graduate of Idaho State University with a Bachelor of Science in Mechanical Engineering.

Brian Bookey, President, National Food Corporation

Brian began working at a young age at National Food, his family's fully integrated egg production and processing business, performing all manner of jobs while pursuing his education. Upon graduation from Central Washington University with a business degree, he continued in the family business as a flock manager for a year, before attending law school at Gonzaga University. He practiced law in Spokane for six years before returning to National Food in 1984. As President, Brian oversees all of National's operations, which include pullet and layer farms, feed mills, and egg grading, and further processing plants in Washington, Oregon, Montana and South Dakota. The company sells eggs and egg products throughout the Northwest and in Alaska and Hawaii, and also exports to Hong Kong, Taiwan and Japan. He has been active on behalf of the egg producer members of Food Northwest in accomplishing enactment of legislative solutions in Washington and Oregon for laying hen welfare and in defending against voter initiatives in both states. Brian also serves on the Workforce Snohomish Board and on the Infralign Board which generates revenue to support the workforce development resources of Workforce Snohomish.



DRINKS, SUN AND SOME GOLF? LET'S DO THIS!

**GET YOUR TEAM READY FOR A
FUN-FILLED DAY ON THE GREEN!**

To learn more and register:
bit.ly/FNWGolf2019

GET TO KNOW THE OTA COMMITTEE

The Food Northwest Operations and Technical Affairs (OTA) Committee is responsible for discussing issues related to business operations, food safety, and food regulatory compliance. The group has formal meetings twice a year, one in spring and one in fall. OTA also hosts an annual lunch with regulators, including representatives from State Departments of Agriculture and the US Food and Drug Administration, at Northwest Food and Beverage World.

This year's spring meeting was held on May 22 at the Jupiter Hotel in Portland, Oregon. 13 member companies were present and represented by 17 people, including 4 first-time attendees. Participants had lively discussions on FSMA inspections and Intentional Adulteration implementation followed by a guest speaker on environmental monitoring programs, Dr. Jovana Kovacevic from OSU. Members of the committee also discussed issues with labor recruitment and retention, safe transportation of goods and regulatory concerns, supply chain issues, and education and training needs. The committee discussed probable solutions to issues and identified gaps that may need to be addressed by Food Northwest in the future. We then moved to a networking lunch with Oregon Department of Agriculture's Food Safety Program Director, Isaak Stapleton, who provided updates from ODA.

Members find participation in OTA to be a beneficial use of time for a number of reasons. First time attendee Erika Blickem of J.R. Simplot said "I learn from both group discussions and individual presentations. It helps me identify what topics are relevant to the industry, supports the overall improvement of the food industry,

and meets GFSI requirements to stay updated on industry news." Nadia Bokossa of Beaverton Foods, also a first-time attendee, said, "I am glad I attended the meeting last month. It was very interactive and was a great opportunity for everyone to share knowledge, exchange ideas and, of course, network with peers. I look forward to seeing everyone again at our next OTA meeting."

Of course, veteran members know the value of participation. "OTA allows me to support my company and industry and broaden my network," stated Ken Janes, VP of Quality & Technical Services at Tree Top. And John O'Grady, Corporate QA Manager for Twin City Foods and 10-year committee member, says that participation and leadership in OTA has allowed him "to interact with colleagues, discuss common issues, and work as a group to help all [Food Northwest] members. I can pass on knowledge/expertise from 40+ years in the industry. It's important for our company to be involved in Food Northwest and specifically have representation on OTA."

Recent work that has developed from the OTA committee includes the Listeria Checklist for Frozen Fruits and Vegetables and Sanitary Design Made Simple for the Rest of Us. Both of these publications were developed by Food Northwest members and are available for download at foodnorthwest.org. Committee participation is open to all Food Northwest processor members, and the goal is to have every member company have a representative on the Operations and Technical Affairs committee. If you or someone at your company would like to participate in OTA activities or would like more information, contact us!



CAREER TECHNICAL EDUCATION HELPS STUDENTS AND FOOD PROCESSORS SUCCEED

“Students who take at least one CTE class have a graduation rate of 98%.”

This impressive statistic was shared with us by Aaron Bayer, the Superintendent of the Oregon Trail School District (OTSD). Food Northwest recently visited Mr. Bayer’s office to discuss his district’s success in implementing CTE (Career Technical Education) at Sandy High School, just outside of Portland.

CTE courses provide students with the technical and academic skills, knowledge, and training necessary to succeed in future careers. These hands-on classroom experiences include skillsets such as welding, videography, nursing, forestry, and much more. Simply put, CTE prepares Sandy High School students for lifelong learning in their chosen careers.

CTE gained statewide attention when Oregon voters passed Measure 98, High School Success, in the November 2016 election. This law designates funding for high schools to implement dropout prevention, college-level courses, and career technical education across the state. But while the state began implementing Measure 98, the Sandy High School Pioneers were already engaged in CTE courses.

A decade ago, the OTSD secured funding for CTE in a bond measure to build a new high school in Sandy. “The community has always supported it. This is crucial,” says Julia Monteith, OTSD Communications Director. The community wanted CTE, so the school was built with CTE in mind. Each wing has a set of classrooms physically designed with shelving, ventilation, and space to offer specialized CTE courses. Seven years after opening, the school now offers 9 CTE programs with 50 classes!

Sandy High School students begin taking CTE as Freshman. They are given tours of the facilities during summer orientation and can select CTE as an elective right away. From agriculture to welding to videography, students have the opportunity to match CTE courses with their interests. “We don’t want them to find industry by accident. We want them to be passionate about it,” says Superintendent Bayer.

And they sure are interested! Most CTE classes are full and have associated extracurricular clubs. The ever-popular agriculture program supports the Future Farmers of America (FFA) club. Sandy High’s FFA students’



presentation on the use of human food byproducts in animal feed under the Food Safety Modernization Act earned them 1st place in Oregon and 3rd place nationwide in last year’s FFA competition.

OTSD gives a lot of credit for CTE’s success to the private-public partnerships that have supported it from the very beginning. Each CTE program has an advisory panel that guides and enriches its curriculum. For example, the Business program’s panel consists of industry (Food Northwest member Ever Fresh Fruit Company) and academia (Portland State University and Mt. Hood Community College). The advisors help keep curriculum cutting-edge while ensuring students know enough about industry to help them decide on a career path that’s right for them.

Sandy High School’s “Food and You” course teaches students about the wide range of specialties that bring food from the farm to our plates. Many students don’t know that a food company needs chemists, electricians, food scientists, and more to bring food to market. Students that have taken the class are studying food science at 4-year colleges and have also gone directly into industry careers.

Food Northwest is impressed by OTSD’s success in bringing CTE courses into its curriculum. We plan to help support the program by organizing field trips to member facilities later this summer. Students should see a food production facility in action to truly understand all the different skills necessary and the career opportunities available.

Want to get involved? Reach out to your local school district. Ask them if they have CTE programs and how you, as a member of the food industry, can help. It’s important that we show the future generation that food production is fun, challenging, and rewarding!

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