

Report: Company/Position Summary
Company: Advanced Food Products, LLC
(A division of Bongrain, SA)
Position Title: Director of Quality
Reports To: Sr VP of Operations
Location: New Holland, PA
Date: January 2009

CLIENT COMPANY

AFP, Advanced Food Products, was established in 2001 as a joint venture with Land O' Lakes, USA, holding 1/3 of the share and Bongrain SA, France, holding 2/3 of the share. As a majority shareholder, Bongrain SA leads the joint venture management.

With corporate offices in New Holland, PA, and over 500 employees, AFP is a leading co-pack manufacturer of aseptically packaged cheese sauce, puddings and beverages in North America. With approximately \$220 million annual revenue, the company manufactures and markets to Commercial (Foodservice and Industrial) and Retail sectors. AFP is an autonomous business of Groupe Soparind Bongrain, the global leader of specialty cheese. AFP promises unsurpassed quality, providing the most consistent and reliable products in innovative packaging.

In 2004 and 2005, AFP initiated a strategic "redirection" of the company with the vision of transforming a price driven business model based on private label and co-packed products, to a customer centric model delivering product innovation with superior quality, service and technology. The company's go-to-market strategy is evolving to reflect the organizational changes with a focus on value-added solutions delivered to customers and prospects by the sales and marketing teams in a timely, proactive manner.

In 2006, Miroslav Hosek was appointed CEO of AFP from a Bongrain subsidiary. His mission is to guide and deliver the new vision/transformation of AFP. Miroslav brings a wealth of Foodservice and Consumer sales/marketing experience from his tenure with several international divisions of Bongrain and Best Foods. Despite a tough economy, the opportunity to realize the transformation of AFP is attainable. Operating in the growing aseptic industry provides AFP with multiple opportunities to achieve their vision while growing revenues and profits.

AFP is customer focused, driving value-added solutions through quality, innovation and efficiency. To meet the customers' ever changing needs and realize their vision AFP has established several key strategies that include; ongoing investment in state-of-the art manufacturing facilities, creating customized products to meet customer needs, continually seek new methods to improve quality throughout the organization, and utilize standardized programs such as ISO-9000, HACCP and customer specific programs.

By design, AFP has three manufacturing facilities located close to key customers in Pennsylvania, Wisconsin and California.

AFP is driving aggressive growth through the creation of new products, new segments and new markets in the USA and internationally. The current product portfolio includes cheese sauce, puddings, nutritional beverages and culinary mixes sold through broad line distribution customers such as Sysco, GFS, and PFG; retail customers such as Kroger, Safeway, Aldi, and Topco; Foodservice national accounts such as Starbucks, Taco Bel, and Arby's; and industrial customers such as Frito-Lay, Nestle and Land O' Lakes.

POSITION DESCRIPTION

The Director of Quality position is located in New Holland, PA and reports to Gregg Kenitz, Sr. VP of Operations, with a dotted-line reporting structure to the President/CEO. This position is responsible for managing the development, implementation, performance, and continuous improvement of Quality Assurance systems and Quality Control activities across the entire AFP organization. This position will play an integral role in transforming the structure of the QA/QC organization along with the programs and processes that drive quality initiatives. The focus of this position will be to spearhead the creation, communication, and evaluation of "Best Practices" throughout the QA/QC organization. The successful candidate will utilize a combination of defined protocols with creative, interactive solutions that will promote and maintain AFP's vision of leading in innovation, quality and value-added solutions to their customers.

Gregg Kenitz brings over 20 years of experience working in a variety of positions through the evolution of previous companies into AFP. Gregg is responsible for operations at all facilities and plays a critical role in the interaction between R&D, QA/QC, Manufacturing, Purchasing and Distribution. The Director of Quality will work closely with Gregg in developing and ensuring that all relevant internal and external quality and regulatory requirements are met for products and processes. The position is responsible for developing and managing the QA/QC staff, while implementing and instilling the "Quality First" culture throughout the AFP organization.

The Director of Quality role offers an exceptional opportunity for an experienced QA/QC executive who aspires to participate in a team environment, while assuming the accountability and responsibility for the quality organization. He or she will have experience creating organizational structures, processes and systems that have led to consistently meeting short and long-term growth and performance goals. This executive must bring a "best-in-class" background that is consistent with AFP's vision and values.

The candidate we seek must bring critical requisites that include an innovative vision paired with a demonstrated track record of managing a quality organization across multiple plants. It is critical that this individual be a dynamic team player with solid business acumen, yet can also engage with passion and creativity as he or she interacts both internally and externally. He or she will be relentless in meeting timelines, budgets, and communicating effectively as part of the team toward meeting the company's aggressive growth objectives. He or she must be a strategic thinker, able to envision the direction of the company, customers and market.

We seek a change agent who is able to work with a diverse set of business associates and is capable of communicating, interacting and influencing cross-functional teams. AFP is well positioned to address today's challenging economic environment and is taking the necessary steps to establish and differentiate their market position as it relates to efficiency, quality and innovation.

RESPONSIBILITIES and DUTIES

- Ensure the Quality Management System (QMS) is established, implemented, and maintains its effectiveness in accordance with overall company business goals
- Direct the Quality function to assure that all products manufactured meet customer, corporate, and regulatory (FDA, USDA, State and Local) requirements
- Work cross-functionally with Marketing, Sales, Operations, and R&D to establish Quality specifications for products including organoleptic, physical, chemical, and microbiological attributes. Coordinate sensory evaluations as directed
- Responsible for ensuring internal and external audits (including suppliers) are scheduled, performed, and followed up with the appropriate departments
- Responsible for assuring that corrective and preventative actions are established, tracked, and trended and that root cause elimination is complete for issues identified in manufacturing
- Responsible for the complaints database, complaints handling, tracking, and trending; respond to consumer/customer inquiries about products such as ingredient sources, organic questions, kosher status, gluten-free status, allergen information, etc.
- Responsible for reporting Quality metrics including corrective/preventative action status, internal and external audit results, return goods activities, customer/consumer complaints, and Corporate or Customer mandated reports
- Develop and implement training programs to achieve and maintain the QMS and regulatory awareness
- Responsible for ensuring that non-conforming and internal production materials are processed in a manner consistent with the QMS or customer requirements
- Communicate updates on relevant legislation; food safety issues; legislative, scientific and technical developments; and industry code of practice to others in the AFP organization.
- Develop and maintain the budget for the Quality Department and a Quality organizational structure that is efficient in supporting all of the above activities
- Responsible for ensuring ingredient and packaging materials meet all AFP quality requirements

CANDIDATE PROFILE

The ideal candidate is a Quality Assurance/Quality Control professional who possesses:

- Bachelor's degree in Food Science, Dairy Science, or other food science related field.
- Minimum 10 years and optimally 15+ years of progressive experience in the QA/QC functions in the Food Manufacturing Industry; Aseptic processing and packaging experience a plus
- Demonstrate the ability to organize, lead, and motivate cross-functional and multi-facility teams to meet Corporate Quality objectives
- Excellent written and oral communication skills and experience with establishing and communicating Quality metrics and directives to senior management and plant staff
- Training and experience in developing, managing, and auditing quality systems in a food manufacturing environment
- Demonstrated knowledge and understanding of regulatory requirements (FDA, USDA, OSHA, ISO)
- Proficiency in Microsoft Office is required; Genesis and ICIX experience a plus
- Willingness to travel as required (25 %)
- Located at the AFP corporate headquarters in New Holland, PA
- Strong-will personality, excellent execution skills, and a self-starter

www.afpllc.com

www.bongrain.com

www.landolakesinc.com