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Consumer Biz Buzz

News That Makes Teeth Whiter, Clothes Brighter, and Life Just Plain Better

LOOKING BACK

Biz Buzz is 20 years old. A few things have changed.

- Kraft, Jarden, Sara Lee, Gillette, Anheuser-Busch, Wrigley, Molson, Coors, Allied-Domecq, Heinz, Jim Beam, and Remington were standalone companies in 2003. All have been acquired or merged since then.
- The **Dow Jones Index** was a little over 13,000 in early 2003. Despite recent dips, it is above 34,000 now.
- The **Rolling Stones** completed a successful tour in 2003, featuring 60-year-old **Mick Jagger**. You can see them this year too, when Mick will turn (gulp!) 80.
- **George W. Bush** was two years into his presidency in 2003. A few things have happened since then.
- **Amazon** entered 2003 with revenue of \$4 billion. That sounds big, but fast forward and the company was expected to do \$746 billion in 2022.
- LinkedIn did not exist until May 2003. Now it has over
 830 million members from over 200 countries.
- Meanwhile, Biz Buzz is older than both Facebook (2004) and Instagram (2010).

- **Finding Nemo** was the #1 movie of 2003, with the #2 spot held by the first (of five!) versions of **Pirates of the Caribbean**.
- **USC** had just won a football national championship in 2003, and **Tampa Bay** won the Super Bowl ... without **Tom Brady.**
- The search process has changed dramatically, thanks largely to technology. The aforementioned Linkedin was a game changer, as was Zoom. And who texted candidates and clients back in 2003?
- Titles that have emerged since 2003 include Chief Growth Officer, Chief Customer Officer, Chief Experience Officer, Chief People Officer, Chief Diversity Officer, Chief Security Officer, Chief Digital Officer, and Chief Sustainability Officer. Among other things, some acronyms have gotten way more confusing.
- But some things have not changed. In 2003,
 Herbert Mines Associates was the top search firm focused exclusively on consumer-facing businesses. That's even more true now.



TRANSACTION NEWS

Everything looks fresh in the new year.

 Grupo Bimbo bought St. Pierre Groupe, a UK-based baker of premium brioche-products. The brand is growing in the US.



- Tilray, a Canadian cannabis company, bought Montauk Brewing Company. They want to be ready to introduce THC-infused beverages when cannabis is legalized.
- Perrigo is buying the Good Start infant formula brand from Nestlé. The main attraction is the plant, as Perrigo needs added capacity for store brand formula.
- B&G Foods sold the Back to Nature brand of plantbased snacks to Barilla. It helps B&G narrow their focus, while helping the pasta company broaden theirs.
- Hain Celestial sold the Westbrae Natural brand to Bush Brothers, the baked beans people. It helps streamline Hain's portfolio.
- Mars is buying Trü Frü, the fast growing chocolatecovered fruit brand.
- Mars is also buying Champion Petfoods, the Canada-based maker of the Acana and Orijen brands.
- P&G is buying Mielle Organics, makers of a leading haircare brand for Black women. Berkshire Partners was an investor.



■ Perfetti Van Melle is paying Mondelez \$1.4 billion for their gum business. The brands include Trident, Dentyne, Chiclets, Bubbaloo and Bubbalicious.

- Diageo is paying \$281 million for Don Papa, a high-end dark rum from the Philippines. Distillers are working to move the rum category more upscale.
- JUON PAR BARONO
- Diageo also bought Balcones Distilling, a Texas-based maker of super premium single malt whiskey.
- John B. Sanfilippo & Son bought the Just the Cheese brand of baked cheese snacks from Specialty Cheese Company.
- Carlsberg Group is buying Waterloo Brewing, the largest Canadian-owned brewer in Ontario. The price is \$106 million.
- Flowers Foods is buying Papa Pita Bakery, a baker of flat breads, tortillas, bagels, buns and English muffins.
- **Ferrero** is buying **Wells Enterprises**, the ice cream company with brands such as *Blue Bunny* and *Halo Top*.
- **Keurig Dr Pepper** paid \$863 million for a 30% stake in **Nutrabolt**, maker of energy drinks such as *C4* and *Xtend*, The soda company will also distribute the brands.
- Meanwhile, Keurig Dr Pepper paid \$50 million for a minority stake in Athletic Brewing, a non-alcoholic craft beer company.

Private equity firms continue to be active buyers and sellers:

- **BDT Capital** took grill maker **Weber** private in a \$3.7 billion deal. It was a 60% premium over the going-in share price.
- **North Castle** bought **Nest**, the fragrance company, from **Eurazeo**. The deal values the company at \$200 million.
- **Littlejohn** bought **Lipari Foods**, a distributor of refrigerated specialty foods. **HIG Capital** was the prior owner.
- Encore Consumer sold Brownie Brittle to Second Nature Brands. That company is owned by CapVest Partners.
- Frontenac sold Spice Chain, a private label and ingredient spice company, to iSpice Foods.



Paine Schwartz Partners bought Vive Organic, a juice shots brand. It will be combined with Suja Life.



- Trilantic bought Sunfed Ranch to combine it with Teton Waters Ranch. The resulting beef company is called Grass Fed Foods.
- Bansk Group acquired Red's All Natural, a maker of frozen burritos and breakfast sandwiches.
- Ironbridge bought King's Pastry, a sweet goods baker in Ontario.
- Spell Capital sold Pearson's Candy to family-owned Annabelle Candy. Pearson's makes Salted Nut Roll and Bit-O-Honey.
- VMG sold Velocity Snack Brands to Real Food From The Ground Up. The primary brand is Popchips.
- Meanwhile, Real Food From The Ground Up also bought Food Should Taste Good. The business was owned by General Mills.
- L Catterton is combining the Freshly meal delivery business with Kettle Cuisine. Nestlé will own 41% of the new company.



- Mill Point Capital bought Seviroli Foods, a maker of chef-inspired frozen pasta.
- Golden Grail bought Sway Energy, a zero-sugar energy drink.
- Riverside bought Canuti, an Italian maker of frozen pasta.

- Ironbridge bought King's Pastry, a Canada-based maker of baked goods.
- Brynwood bought the Birch Benders brand from Sovos Foods. It will be added to their Hometown Foods portfolio company.
- Tenex Capital Management bought Cookies-n-Milk, a bakery and frozen dessert manufacturer. It will be added to their JTM Foods portfolio company.
- Astara Capital invested in Wyandot Snacks, a contract manufacturer of snacks and cereals.
- LaSalle Capital and Lightspring Capital bought Great Lakes Potato Chips, a maker of kettle chips.

Among earlier stage companies:

Poppi, the fast-growing prebiotic soda brand, raised \$25 million from CAVU.



- Good Worldwide, a social impact company, acquired This Saves Lives. The grain-based snack brand donates a food packet to a needy child for every purchase. Actress Kristen Bell is a co-founder.
- Clio Snacks, makers of Greek yogurt wrapped in chocolate, raised a round of growth capital. Investors included Alliance Consumer Growth, Maria Sharapova, and NBA star Jayson Tatum.
- Speaking of Alliance Consumer Growth, they led the \$12 million series A round for skincare brand iNNBeauty.
- Canada-based No Meat Factory, a maker of plantbased protein, raised a \$42 million series B round. It was led by Tengelmann Growth Partners.







TRANSACTION NEWS...continued

- Drink Monday, a maker of no-alcohol spirits alternatives, received a growth investment from Decathlon Capital.
- Distill Ventures, the accelerator backed by Diageo, bought a minority stake in an English whisky producer called The Oxford Artisan Distillery.
- Arey raised \$4 million in seed funding, led by Female Founders Fund. The functional beauty brand is focused on aging hair.
- Huel raised \$24 million in a round that will help the plant-based nutrition brand expand in the US. Highland Europe led the round, with actor Idris Elba participating.



- Black Sheep Foods raised a \$12 million series
 A round. They make plant-based meat alternatives, starting with lamb.
- Snack It Forward closed a funding round to continue expanding *PeaTos*, the snack brand made from peas.
 Post Holdings led the round.
- MALK Organics, a plant-based milk company, raised a \$9 million series B round. It was led by Benvolio Group and early investor Rotor Capital.
- Dae Hair, a clean haircare brand, raised \$8 million in a series A round. It was led by Verity Venture Partners.
- Rivalz raised angel funding, led by The March Group. Their snacks are made with pea protein and are positioned as a healthier version of Combos.
- Ranch Rider raised \$11 million of crowdsourced funding. They make canned cocktails.

- Slate Milk raised \$10 million in a series A round. It will help expand their high protein, lactose free chocolate milk nationally.
- **The RYL Company** raised \$7 million to launch their four ready-to-drink tea flavors in the Northeast.



Clean skincare brand Peace Out received a \$20 million investment from 5th Century Partners.

Appearing on a stock exchange near you:

- Heritage Distilling will go public in a SPAC deal. They are one of the largest craft distillers on the West Coast.
- **Johnson & Johnson** filed IPO paperwork to spin off their consumer business as **Kenvue**. The idea is to focus on faster-growing pharma and med-tech, but in fact the consumer business provided the only growth in Q4.



If you missed the "For Sale" signs:



- Juul is reportedly talking with Philip Morris, Altria, and Japan Tobacco about a sale or partnership.
- **Danone** reportedly wants to sell their *Horizon Organic* and *Wallaby* organic dairy businesses.



COURTROOMS AND BUREAUCRACY

We resolved to be nicer to lawyers this year, but that did not last long.

- As another nuisance suit, someone has sued **Nestlé** over packaging claims for *Ovaltine*. The plaintiff says "a good source of 12 vitamins and minerals" and "no artificials" are misleading statements.
 - Even worse, a Florida woman wants \$5 million from **Kraft Heinz**. Their issue: making *Velveeta Shells & Cheese* take longer than 3-1/2 minutes.
- Another suit says Barilla's claim to be "Italy's #1 pasta" is misleading. The products sold in the US are made in Iowa or New York ... so perhaps they have a point.
- As a final note about nuisance suits, a federal judge dismissed one against **Mondelez**. A consumer expected *Green & Black* chocolate to contain unprocessed cacao, rather than cocoa. As a news flash, cocoa comes from cacao.
- Mattel agreed to pay \$3.5 million to settle SEC charges about misstating quarterly earnings in 2017. A \$109 million tax expense was reported in the wrong quarter.

- New Zealand passed the world's toughest tobacco laws. You cannot buy cigarettes if born after 2008
 - cannot buy cigarettes if born after 2008, nicotine levels will be cut dramatically, and the number of retail outlets will be cut by 90%.
- Flo Rida won an \$82 million judgment against energy drink maker Celsius Holdings. The rapper was a brand ambassador from 2014 to 2018, and he sued over stock options and bonuses he did not receive.
- The FDA released draft rules regulating the amount of lead allowed in baby foods. Uh, how about none?
- The FTC is investigating beverage pricing practices by **Coca-Cola** and **PepsiCo**.
- Meanwhile, the FTC has proposed a ban on nearly all noncompete agreements. Consider us 100% in favor.

EXPANDING AND CONTRACTING

CPG companies are not immune to economic uncertainty.

- Bimbo is building a new bakery in Ohio and a second one in Georgia. Together they will add over 600 jobs.
- PepsiCo will cut "hundreds" of jobs at their headquarters in Plano and Purchase.
- **3M** is cutting 2,500 manufacturing jobs globally. They blame slowing demand.
- Newell Brands will cut 13% of their office positions, saving over \$220 million.
- **Hasbro** plans to cut 15% of their workforce, or 1,000 jobs.
- **Tyson** is closing their offices in Chicago and South Dakota, consolidating everyone into Northwest Arkansas.

- Likewise, Campbell Soup is closing their snack offices in North Carolina and Connecticut, bringing everyone to Camden.
- Small businesses are driving the labor market. Companies under 250 employees added 3.7 million jobs since early 2020, while larger companies cut 800,000 jobs.
- As more good news, January's unemployment rate of 3.4% was the **lowest in 53 years**. Every state added jobs in 2022, ranging from 500 in Mississippi to over 28,000 in Florida.





PEOPLE NEWS

A new year means a new adventure.

CEOs

- Wendy Davidson joined Hain Celestial as CEO. She was at Glanbia Nutrition, Kellogg, McCormick, and Tyson.
- Gina Boswell joined Bath & Body Works as CEO. We care because she was at Unilever.
- David Chavern is joining Consumer Brands Association, the trade group formerly known as the GMA, as CEO. He was at News/Media Alliance.
- Val Oswalt joined Kodiak Cakes as CEO. She was at Campbell Soup, Century Snacks, Mondelez, and Kraft.
- Carla Vernón joined Honest Company as CEO. She was at Amazon and General Mills.
- Um Jae-woong joined Starkist as CEO. He does not have CPG experience, coming from LG Electronics most recently.
- Monty Sharma joined Therabody, the massage gun company, as CEO. He has run CPG companies such as EAS, Naked Juice, and Atkins.
- Lori Gonzalez joined Luminex Home Décor & Fragrance as CEO. She was at Twin-Star Home, Newell, and Jarden.
- Tony Hair joined Bradshaw Home as CEO. He was at Hunter Fan and Newell.
- Kai Bockmann joined Blue Diamond Growers as CEO. He was at Saputo and McCain Foods.
- Mike Murray joined Good Karma Foods, the plant-based dairy alternative company, as CEO. He was at Teton Waters Ranch, Whitewave, and General Mills.

- Tony Muscato joined Country Pure Foods, a plant-based beverage company, as CEO. He was at Diamond Crystal, Harry's Fresh Foods, and H.J. Heinz.
- Lewis Goldstein moved from the board to CEO at Maine Crisp, a gluten-free snack company. He was at Organic Valley, Kiss My Face, and Dr Pepper Snapple Group.
- Jeff Frank joined Organic Valley, a co-op owned by 1,700 organic family farms, as CEO. He was at Hormel for 25 years.
- Greg Pearson joined Compana Pet Brands (formerly Mana Products) as CEO. His career includes Pretzels Inc., Conagra. and General Mills.
- Geoff Tanner is joining Simply Good Foods, the Atkins and Quest company, as CEO. He was at Smucker and Del Monte.

A number of moves failed to utilize a highly-skilled executive recruiter. Or our competitors.

- Sartori Cheese named Bert Sartori as CEO. He is the fourth generation of his family to lead the company.
- Keurig Dr Pepper called Bob Gamgort back into the CEO role. His successor resigned over conduct-code violations.
- Super Coffee promoted Tyler Ricks to CEO. He joined as president in early 2022.
- Gemline, a promotional products company, promoted Frank Carpenito to CEO. His career includes roles at Big Mouth, Dancing Deer, Pepsi, and P&G.









































PRESIDENTS AND GMs



















- Brady Stewart joined Tyson as group president of their beef and pork business. He was at Smithfield Foods.
- Jeffrey Rothman joined Colgate-Palmolive as GM of North America oral care. He was at Walgreens Boots, Danone, and Unilever.
- Andrea DiNunzio joined Coty as GM of luxury skincare. Most recently she was at Lashify, Dermaflash, and Unilever.
- **Ty Gilmore** joined **Tilray**, the cannabis company, to run their US beer portfolio. He was at Glazer's and **Diageo**.
- Steve Loftus joined Sun-Maid Growers, the raisin co-op, as president and COO. He was at TreeHouse Foods and Kraft.
- Tara Murphy joined Bentkey Ventures as president of consumer products. She was at Bee's Wrap, Vermont Smoke & Cure, Keurig Green Mountain, RB, and P&G.

Other moves failed to support the vital headhunter sector of our economy:

- Campbell Soup named Mick Beekhuizen as president of meals and beverages, He succeeds Chris Foley, who became president of snacks. Mick was the CFO.
- Sargento Cheese named Erin Price as president of their consumer products division and Chris McCarthy as president of food service and ingredients.
- Hershey added Canada to Herjit Bhalla's scope, joining Asia, Middle East and Africa. They also made Europe a standalone business, led by Jackson Hitchon.
- Also, Hershey promoted Kristen Riggs to president of their salty snacks business. She has been at the company 17 years.

SALES AND MARKETING

- Sherene Jagla joined Impossible Foods as chief demand officer. She brings a sales background from Newell, Kellogg, Kimberly-Clark, MillerCoors, and Altria.
- Ellen Forsyth joined Kradle, a maker of calming supplements for dogs, as chief customer officer. She was at Smucker, Blue Buffalo, and General Mills.
- Melanie Boulden is joining Tyson Foods as chief growth officer. She was at Coca-Cola, with earlier roles at Crayola, Kraft, and Henkel.
- Ipek Erdogan-Trinkaus rejoined Milkadamia as chief commercial officer. She has been at Ameda, Mead Johnson, and Abbott Nutrition.
- Chris Burleson joined soda company Reed's as chief commercial officer. His experience includes Fever-Tree, Voss, and Jones Soda.

- Melanie Domer joined Daiya Foods as CMO. She was at SCJ, Mars Wrigley, General Mills, Kraft, and P&G.
- Lana Buchanan joined Poppi, the prebiotic soda brand, as CMO. Her experience includes Anheuser-Busch.
- Arielle Knutson joined Good Culture, the cottage cheese brand, as SVP of marketing. She was at Nuun Hydration.
- Tom Smallhorn became a marketing professor at Clemson.
 He was at Foster Farms, Mighty Leaf Tea, Treasury Wine Estates, Popchips, PepsiCo, and Gallo.

Among those moving up without changing companies:

- Tupperware named Hector Lezama as chief commercial officer. He joined the company in 2020.
- Aspire Bakeries promoted Christine Prociv to chief commercial officer. She joined the company in 2019.



OTHER FUNCTIONS

- Shari Eton and Marjorie De La Cruz joined Chobani as chief people officer and chief legal officer, respectively. Shari was at Pelaton; Marjorie was at PepsiCo.
- Eric Munoz joined Good Foods as CHRO. His background includes Kellogg, Mondelez, and Kraft.
- Yun Lee joined Harvest Hill Beverage Company as CHRO. Her CPG work was at Harman.
- Mark Erceg joined Newell Brands as CFO. He started his career at P&G.
- Matthew Garth joined Scotts Miracle-Gro as CFO. This is his first role in CPG.
- Jeremiah Ashukian joined Krispy Kreme as CFO. We care because he spent the past 20 years at Mars.
- Patrick Hallinan is joining Stanley Black & Decker as CFO. He spent 17 years at Fortune Brands, where David Barry will be his successor.
- Neil Beaumont is joining Fonterra, the New Zealand dairy co-op, as CFO. It will be his first CPG role.
- Carrie Anderson is joining Campbell Soup as CFO. It is her first role in CPG.
- Chris Caswell joined snack company Second Nature Brands as CFO. He was at Welch's and Keurig Green Mountain.

- Janelle Orozco joined Kraft Heinz as chief procurement officer. She was at Diageo for 20 years.
- Ahmet Hepdogan joined Dawn Foods as VP of procurement for North America. He was at Ferrara, Aryzta, and US Foods.
- Karin Rotem-Wildeman is joining Keurig Dr Pepper as chief R&D officer. She was at LiveKindly, Godiva, and PepsiCo.
- Oksana Woloszczuk joined Amy's Kitchen as chief supply chain officer, and Goretti Hamlin rejoined as VP of HR.

Yada yada yada about internal moves:

- Dawn Foods promoted Josh Bruketta to VP of people for North America. He joined the company in 2021.
- Daiya Foods named Erin Legge as CFO. She joined the company in 2021.
- Smithfield Foods promoted Mark Hall to CFO. He joined the company in 2019.
- Simply Good Foods named Shaun Mara as CFO. He joined the company in 2019.



















StanleyBlack&Decker















BOARDS OF DIRECTORS



































- Mark Clouse joined Brown-Forman's board. He is the CEO of Campbell Soup.
- Ann Mukherjee joined the Mondelez board. She is the CEO of North America at Pernod Ricard.
- Kevin Cleary joined the board of Grove Collaborative. He is at an advisory firm after being the CEO of Clif Bar.
- Oray Boston joined the board of Keurig Dr Pepper. He has been at J&J for 30 years.
- Diane Gherson joined the board of Kraft Heinz. She was the CHRO at IBM.
- Richard Dickson joined Gap's board. He is president and COO at Mattel.
- Stephanie Stahl joined the board of Newell Brands. She was at Revlon and Coach back in the day.
- Edith Avilés joined the board of Scotts Miracle-Gro. She is an investor relations pro at Clayton Dubilier & Rice, a PE firm.

- Sheila Stanziale joined two boards: Bush Brothers (baked beans) and The Wine Group (Franzia, etc.). She is the CEO of SpudLove.
- Gayle Tait joined the board of e.l.f. Beauty. She is the CEO of Trove, a site for reselling branded goods.
- Chris Whitehair joined the board of Stryve Foods. He is SVP of operations at SunOpta.
- Sheryl O'Loughlin joined the board of Simple Mills. She was the CEO of Clif Bar, Plum Organics, and REBBL.
- Cynthia Burks joined the WD-40 board. She was at Genentech most recently.
- Steve Cahillane joined Colgate-Palmolive's board. He is the CEO of Kellogg.
- **Dawn Willoughby** joined the board of **IFF** (International Flavors & Fragrances). She was the COO of **Clorox**.
- Paul Aronzon joined Revion's board. He is an attorney who will join the restructuring committee.

OBITUARIES



■ Carl Hahn died at 96. Although not a CPG guy, we love his work ("Think small" etc.) to make the VW Beetle successful in the 60s.



■ **Bob Born** died at 98. He ran **Just Born**, his family's candy company, for years. But he is most loved for making *Peeps* the success it is today.



■ **Ginny Redington Dawes** died at 77. She composed iconic jingles for brands such as *Coca-Cola, Tide,* and *Kit Kat*.



■ **Dietrich Mateschitz** died at 78. The Austrian entrepreneur turned a Thai energy tonic into *Red Bull*, a global brand.



MARKETING AND STRATEGY

There's a good idea in here somewhere.

 Anheuser-Busch will own a Major League Pickleball team. Other owners in the league include LeBron James, Kevin Durant, Tom Brady, and Drew Brees.



- PepsiCo has launched Starry, a lemon-lime soda that will compete with Sprite. They hope for more success than with Slice (1984) and Sierra Mist (1999).
 - The *M&M's* ads on the Super Bowl will look different. Comedian **Maya Rudolph** will replace the spokescandies, whose new looks sparked some controversy lately. As a reminder, sign the "Keep the green M&M sexy" online petition.
 - Mattel regained the license to make Disney princess toys. They lost it to Hasbro in 2014.

- Advertisers in Super Bowl LVII are paying \$VI to \$VII million for a 30-second ad. CPG brands stepping up include Doritos, Downy, PopCorners, Heineken, Budweiser, Miller Lite, Coors Light, Sam Adams, Planters, Busch, M&M's, Michelob Ultra, Pringles, Crown Royal, and Bud Light. But the funniest ad we have seen is for HR site Workday.
- LPGA golfer Brooke Pancake is sponsored by Waffle House. Has there ever been a better match of name and sponsor?



IN CLOSING

Here's to the next 20 years!

- It's just a thought, but if you are the new CFO of a multibillion dollar poultry company, try not to get arrested for public intoxication after falling asleep in a stranger's house. Especially if your name is on the company. Email us if you need the details.
- Newsweek published their list of the most responsible companies. CPG honorees in the top 100 included General Mills (#2), Clorox (#5), Estée Lauder (#18), Campbell Soup (#28), Edgewell (#37), Kimberly-Clark (#65), Keurig Dr Pepper (#69), McCormick (#81), Hasbro (#95), and Newell Brands (#98).
- Andrew Towle was the first to answer last issue's trivia question correctly. The five Major League Baseball parks with CPG names are Busch Stadium, Coors Field, Minute Maid Park, Tropicana Field, and Wrigley Field.

CPG TRIVIA CHALLENGE



