

Curriculum Vitae - Alistair W Johnston

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Personal Skills & Attributes:

- Extensive national and international dairy experience.
- Canadian Supply Management Specialist (Dairy and Eggs)
- Strong government /regulatory knowledge and experience
- Strong communications and professional presentational skills
- Collective agreement negotiator
- Functional Spanish language competency
- Certified Adult Educator (Class Room Instruction & Curriculum Development)

International Work Experience

- Canada, United Kingdom, Middle East, Republic of Ireland, United States, Australia, New Zealand, Russian Federation, Mexico.

Product Category Experience

- Dairy Products (Milk, Cheese, Powders, Milk Protein Concentrates, Cultured Products, Infant Formula, Butter and Dairy Spreads // Processed Egg Products // Snack Foods // Beverages // Bakery Ingredients (Fillings, Sauces, Fondants, Glace Fruits).

Business Experience:

February 2013- Present

Synertik Strategies & Solutions Inc., Pitt Meadows, BC

Principal: Returned to private consulting after I retired from my leadership with the Vanderpol Food Group. This enables me to re-engage in project and strategic work and give back to the industry I have been engaged in for 40+ years. My focus is to assist food manufacturing organizations improve the effectiveness of their Operations', train their management and measure their progress.

July 2011 – February 2013

Sandel Foods Inc. (A Division of the Vanderpol Food Group)

President: Responsible for leading the first phase of the turnaround of this 30+ year old, 40 employee business that faltered due to recessionary times and the relocation into a new 70,000 sq ft facility in Chilliwack. Charged with driving sales up and changing the culture to a more open environment where employees and customers are more greatly valued.

- Transitioned out the previous ownership and problematic staff.
- Increased sales by >40% year over year (2013 v 2012)
- Resolved significant quality issues
- Re-built management team
- Achieved Tim Horton's Supplier Achievement Award for 2012
- Secured Happy Planet exclusive Soup Co Packing Agreement

March 2007 – June 2011

Vanderpol Food Group Ltd., Abbotsford, B.C.

Director of Operations: Reporting jointly to the Presidents of this ~ \$50 million p.a. diverse and innovative food group, responsible for the strategic direction and execution of the operations plan of the Group's business enterprises: Vitalus Nutrition Inc. and Vanderpol's Eggs Ltd. Supervised and led ~140 employees, comprising Production, Technical and Continuous Improvement specialists. Additionally shared responsible for Corporate/Governmental relations (Municipal, Provincial, Federal) and took the lead on industry association representation activities.

- Championed and delivered a Continuous Improvement environment
- Oversees operational recapitalization initiatives. ~\$2million projects annually

- Ensures achievement of annual expense budget
- Prepared organization for success with key Japanese customer (comprising 20% of total volume)
- Chair, Corporate Senior Management Team
- Member of Group Executive Committee
- Performs mentorship role to young management team

Jan 1999 – March 2007

Synertik Strategies & Solutions Inc., White Rock, B.C.

Principal: Successful consulting firm specializing in the delivery of services and solutions to the Manufacturing and Distribution industries in North America and overseas. Activity is conducted with a diverse group of client companies, dealing with challenges presented by manufacturing, distribution and logistics issues, interim General Management and the development of organizational and personnel training initiatives. Co-founder and former owner of the Lean Manufacturing Consultancy, *LeanEdge LLC* with offices in White Rock and Savannah, GA.

- Operational rescue: Savannah Manufacturing, Savannah, GA
- Logistics & Distribution assessment: Parmalat, Toronto, ON & Farmers Dairy Co-op, Sydney, Australia
- HACCP plan preparation; Happy Planet Foods, Vancouver, BC

Jan 1992 - Jan 1999

Dairyworld Foods, Burnaby, B.C.

Feb 1998 - Feb 1999 Team Leader Project Millennium. Lead the team charged with conceptualizing and justifying, a ~ Cdn \$34 million Capital re-engineering plan for the B.C. business unit.

Jan 1996 – Jan 1998 Corporate Director, Operations and Technical Services Group reporting to the Chief Operating Officer of this \$1.3 billion p.a. Canadian Dairy Co-operative

1995-1996 Director, Special Projects, reporting to the Senior V.P. Operations responsible for the creation and successful implementation of key strategic re-engineering initiatives.

1992-95 Director, Armstrong Cheese, reporting to the V.P. Industrial Operations and accountable for the profit and quality performance of this \$100 million strategic business unit

Jan 1988 - July 1992

Northern Alberta Dairy Pool, Edmonton, AB.

Director, Operations reporting to the C.E.O. of this \$250 million p.a. Dairy Co-operative.

Professional Activities:

- Board Member BC Chicken Marketing Board
- Board Member, BC Food Processors Association
- Board Member, Investment Agriculture Foundation of BC
- Board Member, Chilliwack Agriculture Commission
- Past Member Dairy Processors of Canada, Technical Committee
- Board Member, BC Dairy Council 2007 - 2011
- Member, Milk Industry Advisory Committee 2009 -2011
- Instructor in Operations Management at UBC Sauder Business School 2007 -2010
- Instructor, U of Calgary, Faculty of Extension, Business Certificate Programs
- Past Instructor, U of Alberta, Faculty of Extension, Business Certificate Programs
- Keynote speaker at Industry Association Conferences 2000 - 2013.

Awards:

- Recipient, Greater Vancouver YMCA President's Award of Excellence 2011
- Bank of Ireland Small Businessman of the Year 1982

Education & Training:

- Dairy Science, West of Scotland Agricultural College 1969 -1970
- Certificate in Adult Education and Development, University of Alberta 2003

Volunteer Community Service Activities:

- Past Member, YMCA Advisory Board 2006 -2011
- Team Leader, YMCA Humanitarian Project for Ecuador 2006-2011
- Past Member, White Rock Economic Committee 2007 - 2010
- Past Chair, Semiahmoo Volunteer Community Policing Society 2004 - 2007
- Past Member, Translink Advisory Board (South of Fraser) 2008 - 2010
- Past Member, City of White Rock Transportation and 2010 Committees 2006 -2010