RANDY PHARES

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EXECUTIVE PROFILE

Leading Subject Matter Expert in Packaging, Procurement, Shipping, Lean Manufacturing, Quality, Safety, Productivity, and Business Improvement, leveraging over 30 years of progressive leadership experience.

Relied upon as a professional **Expert Witness** for experience, knowledge, and in-depth understanding of packaging, logistics, manufacturing, distribution, freight, and intellectual property.

Leverage an extensive career as a **General Manager, Quality Assurance Manager, Subject Matter Expert, Plant Manager, Production Supervisor, and Founder, CEO, and President** of a successful consulting company.

SELECT CAREER HIGHLIGHTS:

- ✓ **Perform extensive forensic analysis and Expert Witness work in packaging, logistics, manufacturing, warehousing, distribution, freight, and intellectual property.**
- ✓ Saved over $15M across 3 procurement projects related to packaging as a Subject Matter Expert for Maine Pointe a Division of SGS, a global testing and certification company, (Supply Chain Analysis and Engagement).
- ✓ Packaging Expert for USAID. Created the Box Manufacturers Certificate and set international corrugated packaging standards for the country of Georgia. Trained the top box plants in Afghanistan and demonstrated how to manufacture corrugated boxes to meet the export standards into Iran, Iraq, Pakistan, and India.
- ✓ Subject Matter Expert: Worked on many consulting projects in India, Jamaica, Afghanistan, Latin America, Eastern and Western Europe, USA, and Canada. Performed multiple Market Feasibility Studies to determine whether the largest box manufacturer in Latin America should build new plants in several different markets.
- ✓ Grew and supported over $60 Million in Sales as General Manager for a Fortune 1000 corporation.
- ✓ Fiscal Control management with multi-plant full P&L and budgeting Responsibility for Fortune 1000 company.
- ✓ Author, Keynote Speaker, and Executive Coach, helping senior managers, executives and entrepreneurs.
- ✓ Winner of the Global “Best Achievement in Organizational Business Improvement in Manufacturing Award” in 2009 given by the Global Six-Sigma and Business Improvement Awards for a Plant Turnaround for Temple-Inland (now International Paper), and Best Performing Plant Award four consecutive years (26 plants) – Gaylord Container.

PROFESSIONAL EXPERIENCE & SELECT ACHIEVEMENTS

Dr. Box Consulting, Inc., | Surprise, AZ | Jan 2010 to Present

PRESIDENT | OWNER

Dr. Box Consulting, Inc., *(Name and location changed in 2015)* — Jan 2015 to Present
Formerly, Paperboard Packaging Group (PPG) | Carson City, NV — Nov 2010 to Dec 2014

Direct operations for Dr. Box Consulting, Inc., a top Packaging Consulting resource. Subject Matter Expert for Maine Pointe, USAID, Industry Intelligence, Beroe, ABADE, CHAMP, ACAT, EPI-Georgia, and more.

- ✓ TAPPI Consultant on TAPPI Consulting Council
- ✓ Vice Chair of Packaging Consultants Council for IOPP

I Founded the Paperboard Packaging Group a 58,000+ member LinkedIn group dedicated to paper-based packaging.

Key Results:

- Pulp, Paper, Packaging and Supply Chain Subject Matter Expert for Maine Pointe for Due Diligence, Analysis and Engagement projects in both Procurement and Operations.
- Bought and managed a Bread Distributorship for Holsum/Flowers from 5/10/2021 to 9/18/2023
- Set Packaging Standards for the Country of Georgia in Eastern Europe and improved the nation’s economy.
- Assisted in the creation of the packaging and tissue industries in Afghanistan, improving the entire economy.
- Created a 2-day international Paperboard Packaging Group Expo – Leading World Class Performance in 2010

Temple-Inland (now International Paper) | Edinburg, TX | Dec 2007 to Oct 2010

GENERAL MANAGER

General Manager of Edinburg, Texas; Nuevo Laredo, Mexico; and Reynosa, Mexico Facilities. Directed 200+ geographically dispersed employees. Hired by the Vice President of the International Group to turn around operations in the 3 facilities in South Texas and Northeast Mexico. These operations had declining Sales, Contribution Margin and Profit; operations were near the bottom of the company in Profit, Safety, Cost of Goods Sold, Productivity, Waste, and Quality out of 64 plants. Held full P&L responsibility.

Key Results:

- Led team that choreographed one of the top 5 financial turnarounds in Temple-Inland history, inclusive of ceasing operations in Nuevo Laredo, Mexico and adding manufacturing capabilities to the facility in Reynosa, Mexico. My Business Units earned the only 'Strong' rating ever given by Temple-Inland for Financial Audit results and one of the few Strong ratings ever given for Safety Management System Audit results.
- Orchestrator of the best financial improvement of the year for Temple-Inland (Fortune 1000) in 2009 out of 64 plants (91% ROI Improvement).
- Plant turn around, improved profits year-over-year by $3.2M by improving safety, quality, productivity, turnover, lead times, waste, and plant capabilities.
- Winner of 'Best Achievement of Organizational Business Improvement in Manufacturing' from the Global Six Sigma and Business Improvement Awards in 2009.
- Temple-Inland was the 3rd largest manufacturer of Corrugated Packaging in North America and was voted Most Admired in Fortune Magazine 3 years in a row.

- Increased Value-Added Sales by 232%
- Improved Profits by over $3.2 Million in 2009
- Highest Productivity in the History of the Plant
- Improved OSHA Recordable Rate from 8.4 to 0.75
- Reduced Lead Times by 85%
- Expanded sales into Central America
- Improved On-Time Delivery from 92% to 99.3%
- Implemented Lean Six Sigma
- Increased Selling Margins 34%
- Improved Net ROI by 91%
- Reduced Tooling Cost by 40%
- Reduced Labor by over $1M

Marfred Industries | Lakeview Terrace, CA | Aug 1999 to Nov 2007

Marfred Industries was a $75M independent family-owned corporation that manufactured Corrugated Boxes, Folding Cartons, Litho Labels, Ink, Printing Plates, cutting dies, and had in-house graphic design, structural design, branding, and marketing. Distributed thousands of packaging and janitorial supplies through the Distribution Division.

GENERAL MANAGER of MANUFACTURING

Sep 2004 to Nov 2007

Chosen by the CEO, in 2004, to assume leadership and turn around the performance of the financially struggling Folding Carton Division – had been losing money for consecutive years. Challenged by the CEO to assume control of the Distribution Division Inside Sales Group in Sep 2006 to improve sales and customer focus and turn declining annual sales into sales growth.

Key Results:

- Led Folding Carton Division to profitability within the 1st year and beat industry averages in sales growth in distributed products. Directed operations across Corrugated Division locations; oversaw full P&L and budgeting for both Divisions. Led Distribution Center and ran own fleet of trucks.
- Installed In-House Graphic Design and Computer to Plate Systems to reduce lead times and improve margins. Utilized vital statistics to create teams that improved performance in weak areas.

- Saved over $750K in Net Purchases Per Year
- Saved over $400K in Labor Per Year
- Led Folding Carton Division to Profitability
- Created a World Class Corrugated Operation
- Reduced Folding Carton Lead Times by Over 60%
- Improved Productivity in Corrugated by 18%
- Increased Productivity in Folding Cartons by 26%
- Implemented Kaizen, Kanban, 5S, SMED and TOC
- Formed Comprehensive Vendor Management System
- Improved Vendor On-Time Delivery from 93% to 99%
- Reduced Folding Carton WIP by 77%
- Led $12 Million Company Expansion

GENERAL MANAGER - Corrugated Division Jan 2003 to Sep 2004

Promoted to the position of General Manager by the CEO, charged with leading the $30M Corrugated Division to "World Class" status. Held full Divisional P&L and budgeting responsibility.

Key Results:

- Doubled the size of the operation and created one of the newest state-of-the-art facilities in North America making strong profits in a down economy.
- Increased Value-Added Sales by $2.1M.

Exceeded TAPPI Excellence Goals for Productivity and Waste.

CORRUGATED PLANT MANAGER Aug 1999 to Jan 2003
CORPORATE MANUFACTURING COMMITTEE CHAIRMAN

Managed 3 Locations (over 275,000 feet) with multi-divisional strategic planning responsibility.

Key Results:

- Led consolidation of the Corrugated Container Plant and Folding Carton Plant into one synergistic manufacturing operation.
- Implemented Lean Manufacturing Cell/Time systems for a large customer reducing labor by over 20% and landing a long-term $12M dollar contract.
- Created a detailed 5-year Sales Plan and Financial Analysis to benchmark and direct future sales growth and the expansion to support additional sales.
- Consolidated Multi-Divisional Operations; improved On-Time Delivery from 80% to 98%.
- Documented all Plant Processes for reference.

Stone Container Corporation (now WestRock) | Glendale, AZ | Mar 1996 to Aug 1999

QUALITY ASSURANCE MANAGER | ACCOUNT EXECUTIVE for MEXICO Sep 1996 to Aug 1999
Stone Container Corporation (Smurfit-Stone Corporation) | Glendale, AZ

Promoted from within to QA Manager, Account Executive for Mexico and Acting Plant Superintendent. Integral member of the Smurfit-Stone Merger Mobilization team challenged with consolidating operations to save over $50M per year.

Key Results:

- Led operations and team to achieve savings of nearly $100M. Implemented the first Stone Container JIT II (Cooperative Alliance) system with a $6.5M account in Mexico.
- Account Manager for $7.5M in Sales.
- Reduced the number of quality errors at the Glendale Plant by over 30%.

- Nominated for Corporate Chairman's Award 1998
- Nominated for Project XV Sales Award 1998
- Employee of the Year 1998
- Co-Wrote ISO 9001 Procedures
- Achieved ISO 9001 Registration for multiple Plants
- Lead ISO 9001 Quality Auditor for the Pacific Region
- Ran the Corrugated Testing Lab (Mullen, ECT, etc.)
- Improved Safety Incident Rate From 8.6 to 3.2
- Achieved and Maintained AIB – Superior Rating
- Trained by Bain Capital on Merger Integration
- Safety Champion for the Southwest Region

PRODUCTION SUPERVISOR Mar 1996 to Sep 1996

Supervised the Flexo Department consisting of 17 people for the world's largest box manufacturer and a Fortune 250 corporation. (Union facility). Smurfit-Stone was bought by Rock-Tenn which is now WestRock.

Key Results:

- Involved in SMED, Lean Manufacturing and TOC.
- Involved in Zero Discharge and Wash Saver

Gaylord Container Corporation (Temple-Inland) | Glendale AZ | Dec 1990 to Mar 1996

HEAD PRODUCTION SUPERVISOR

Head production Supervisor, Assistant Design Engineer, and Process and Procedure Training Manager. Supervised 3 Foremen and 60+ employees while directing all plant training. Started up a new Specialty Sheet Plant for a $1B corporation (now International Paper). Ran Corrugator, Flexo, Die cutting, Finishing, Shipping, Sheet Plant and Maintenance Departments simultaneously across 2 manufacturing and distribution facilities.

Key Results:

- Best Performing Plant Awards 1992 through 1995 (out of 26 Plants).
- Finalist for the Governor's "Pioneer Award" for Quality.
- Improved Safety Incident Rate from 15.7 to 4.8.
- Received Outstanding Employee Award

EDUCATION | PROFESSIONAL CERTIFICATIONS

- Certified Professional Resume Writer – National Association for Professional Resume Writers (2011)
- Management Action Plan (MAP) Course – MAP (2001)
- Merger Integration – Bain Capital and SSCC (1999)
- Certified Quality Manager (CQMgr.) – American Society for Quality (1998)
- Certified Quality Auditor (CQA) – American Society for Quality (1998)
- Invented a Recyclable Corrugated Pallet – US Patent #5672412 (issued on September 30, 1997)
- Certified Packaging Lean Practitioner – CPLP – Paperboard Packaging Group, Inc.
- Bachelor of Science in Business Administration – University of Phoenix (3.95 GPA) (Not Completed)
- Certified Quality Engineer (CQE) – American Society for Quality (1997)
- Quality Engineering Certificate – University of Phoenix (1997)
- ISO 9001 Lead Auditing Course – John Burr, Rochester Institute of Technology (1997)
- Dale Carnegie Course – Dale Carnegie Institute (1992)
- SEC, Sarbanes-Oxley Antitrust and Financial Reporting
- Extensive Training List Available Upon Request

PROFESSIONAL AFFILIATIONS

- Technical Voting Team Member from (2019-2021) of the Packaging Division of ASTM American Society for Testing and Materials and current member (www.astm.org)
- TAPPI Member – Technical Association for the Pulp & Paper Industry (1998 – Present) (www.tappi.org)
- IOPP Member – Institute of Packaging Professionals (2011 – Present) (www.iopp.org)
- TAPPI Consultant – Member of the Packaging Consulting Council for TAPPI (2011-2014)
- IOPP Consultant – Member and Vice Chair of the Packaging Consultants Council of the IOPP (2011-2014)
- Member of the Professional Association of Resume Writers and Career Coaches PARWCC (2011)
- Appointed to the "Advisory Board" of Paperboard Packaging Magazine in 2010
- Founded the Paperboard Packaging Group in Nov 2008 - recruited 58,000+ members in over 30 countries
- Director – Paperboard Packaging Group Expo 2010 "Leading World Class Performance"
- 2009 – 2010 President of the Board of Directors, South Texas Manufacturers Association (www.stma-tx.org)
- STMA - Leader of the 2010 Strategic Planning Committee to Create the new Vision, Mission and 5 Year Plan
- Packaging, branding & manufacturing expert for worldwide www.packaginglaunch.com Website (2009 - 2010)
- 2008 - 2010 Member of the Board of Directors of the United Way of South Texas (www.unitedwayofsotx.org).
- Member of the ASQ-Customer Supplier Division Strategic Planning Committee (2000)
- Vice-Chairman of Membership for ASQ-Customer Supplier Division (Fiscal 2000)
- 1999-2000 Member of the Board of Directors for Tucson Transatlantic Trade Holding Group (www.ttthg.com).
- Senior Member of the American Society for Quality (ASQ) – Customer Supplier Division (www.asqcsd.org)
- Vice-Chairman of Administration for the ASQ Customer-Supplier Division (Fiscal 1999)
- Track Manager – ASQ-Customer Supplier Division Annual Conference, October 1999
- Oversaw the Bylaws Committee, Examining Committee, and the Financial Auditing Committee

PUBLICATIONS | PROFESSIONAL PRESENTATIONS

Appeared in *Board Converting News, Paperboard Packaging Magazine, Official Board Markets, Packaging Connections, Society for Human Resource Managers, and Packaging Today.* See Below:

- "The Ultimate Interview Guide – Out Interview Everyone and Get the Job of Your Dreams", July 2026
- "Top 10 Leading Speakers to Follow in 2025", MSN, May 1st, 2025
- "From Mailroom to Corner Office: Achieving Your Career Goals With Randy Phares", MOJO: The Meaning of Life and Business Podcast with Jennifer Glass, April 29th, 2025
- "Industry Champions", The Daily News Network, Industry Champions TV Show with Chris Budihas, April 24th, 2025
- "Safety Talk Podcast Episode #71", March 18th, 2025
- "Skip the Stairs, Take the C-Suite Express With Randy Phares", Financial Freedom and Wealth Trailblazers Podcast with Alicia Hill, March 11th, 2025
- "Unbox Me Today Show", Victory Mindset Academy Podcast with Raja Vaidya, February 19th, 2025
- "On A Mission", The Daily News Network, On a Mission TV Show with Jack Sears, January 29, 2025
- "Randy Phares: Shaping the Future of Supply Chains and Operations", All Around Worlds, January 26, 2025
- "Top 10 Most Influential Business Leaders to Watch in 2024", Cover and article, CIO Views Magazine Oct 2024
- "Keynote Speakers to Follow in 2024", USA Today, August 22nd, 2024
- "*Building an Agile World Class Manufacturing Plant*", PackImpressions Virtual Packaging and Printing Expo (2020)
- *"A Paper Based Packaging Design Guide",* CNS Media (Innova), (Online Book) 2019
- *"Olympics and Packaging Innovation",* BeroeInc.com, Jun 23rd, 2016
- *"Vendor Performance Metrics for Paper Based Packaging",* BeroeInc.com, Mar 1st, 2016
- *"The Box Report",* Segment on Pulp and Paper Radio International on the following dates: 2015: January 26th, July 25th | 2014: May 2nd | 2013: Mar 8th, Apr 13th, Sep 28th, Nov 21st
- 2012: May 10th, May 30th, Jun 27th, Jul 6th, Aug 29th, Sep 23rd, Oct 3rd, Nov 30th, Dec 2nd, 19th & 31st
- "*i2 LiveReport: Packaging Supply Chain & Purchasing Management – Building a World Class Operation"*, i2Live.net, Mar 13th, 2013
- *"Inside the Box Video Magazine – The 2013 Price Increase"*, Mar 11th, 2013
- *"Packaging Supply Chain & Purchasing Management – Build Your Operation",* PR.com, Mar 1st, 2013
- *"Inside the Box Video Magazine*", Dec 18th, 2012
- *"Corrugated Packaging Innovation*", MyPurchasingCenter.com, Dec 17th, 2012
- "*Corrugated Prices: Hike Unlikely",* MyPurchasingCenter.com, Dec 17th, 2012
- *"Dr. Box Interview (Video)",* TAPPI.org, Oct 3rd, 2012
- *"Inside the Box Video Magazine – SuperCorr Expo Day 4",* Oct 19th, 2012
- *"Inside the Box Video Magazine – SuperCorr Expo Day 3",* Oct 9th, 2012
- *"Inside the Box Video Magazine – SuperCorr Expo Day 2",* Oct 3rd, 2012
- *"Inside the Box Video Magazine – SuperCorr Expo Day 1",* Oct 1st, 2012
- *"Lean Manufacturing for Packaging Professionals Video Magazine",* Aug 15th, 2012
- *"Lean Manufacturing for Packaging Operations – The Key to Breakthrough Performance?",* IndustryIntel.com, Aug 7th, 2012
- *"LinkedIn Hacked – 6.5 million Passwords Posted Online",* Video Magazine, Jun 8th, 2012
- *"Inside the Box Video Magazine",* Video Magazine, June 8th, 2012
- *"Inside the Box – Packaging News from Around the World",* Video Magazine, May 12th, 2012
- *"Top Packaging News from Around the World – Lorax Approved",* Video Magazine, May 1st, 2012
- *"Lean Manufacturing for Packaging Professionals Course",* PPG Inc., 2012
- DOT/UN - Packaging Hazardous Materials Training, NorthPak, 2012
- *"Should Consultants Give Away Intellectual Capital?",* SHRM, Jul 20th, 2011
- *"Heat and Mavs Make Marketing Magic: Did Dirk's Performance Save the NBA Finals as a Brand?",* Jun 8th, 2011
- *"Maximizing Profitability at the Converting Level",* Session Manager, RISI International Containerboard Conference, Nov 5, 2010
- *"Strategies for Improving Box Plant Profitability",* International Containerboard Conference, Nov 5, 2010
- *"Leading World Class Performance"* (Keynote), Paperboard Packaging Group Expo 2010, Oct 11, 2010
- *"Hiring the Best",* Paperboard Packaging Group Expo 2010, Oct 11, 2010

- *"Applied Lean Manufacturing*", Paperboard Packaging Group Expo 2010, Oct 12, 2010

- *"High School Students Experience Manufacturing",* Manufacts, Jul-Aug 2010
- *"Ideas to Reality Summer Camp: How Engineering Can Change Your Lives!",* TMAC.org, Jul 12th, 2010
- *"Lean Manufacturing Stressed at Luncheon",* Valley Business Report, Apr 2010
- *"Lean Six Sigma",* South Texas Manufacturers Association Meeting, Mar 2010
- *"Local Business Needs, training programs discussed at Summit",* South Texas College News, Mar 2010
- *"Manufacturing Best Practices",* Manufacturing Summit 2010, South Texas College, Feb 2010
- *"Strategic Planning",* South Texas Manufacturers Association, Jan 10th, 2010
- *"Six Sigma Best in Class Award Goes to Temple-Inland",* Manufacts of South Texas, Nov-Dec 2009

- *"Temple-Inlands Dedication to Service and a Community",* Depot Express, Aug/Sep/Oct Edition 2009
- *"Business Success Using Interns",* University of South Texas Pan American, Nov 2009
- *"Thinking Out of the Box",* The Business Journal of the Rio Grande Valley, Jun 2008
- *"Ready for Packaging",* The Business Times of the Rio Grande Valley, May 8th, 2008
- *"What's Wrong with this Picture",* Paperboard Packaging, Dec 2005
- *"Jobs: Manufacturers Slog on in Face of Challenges",* San Fernando Business Journal, Oct 27, 2003
- *"Litho Laminating Gives Toner Cartridges a New Image",* Packaging Digest, Feb 2002
- *"Boxmaking: By the Numbers",* Converting Magazine, May 2001
- *"Career Management",* Partnership News, Jun 2000
- *"Quality Core Values",* Annual Quality Congress, May 2000
- *"Applying the Malcolm Baldrige National Quality Award Criteria",* Annual Quality Congress, May 1999
- *"The Cooperative Alliance – The Next Step in Partnering",* Partnership News, Mar 1999
- *"Quality Professionals Go Cross Functional",* Quality Magazine, Mar 1999
- *"The Future of Quality in the Corrugated Industry",* Institute of Packaging Professionals, Feb 1999
- *"The Cooperative Alliance – The Next Step in Partnering",* ASQ-CSD Annual Conference, Nov 1998

CONSULTING PROJECTS

(Select Packaging, Supply Chain, Recruiting, Marketing, Research, Quality and Productivity Improvement Projects)

Supply Chain—Helping Polaris Packaging, Union Capital, Bazzini Nuts, and Palmer Candies save hundreds of thousands of dollars on the purchasing of packaging and labeling materials. (2024-2025)

Supply Chain and Operations—Retained to Help Rauch North America, the world's largest canning plant, improve its paper-based packaging machinery and corrugated box supplier performance. (2024–2025)

Supply Chain, to reduce costs on the procurement of paper and PET release liners and base papers for tape manufacturing – SGS Maine Pointe Consulting (Duraco) (2024)

Supply Chain, Operations, Logistics, Chemicals, Pulp, Paper, and Packaging: 8-month Analysis and Engagement to save the client $45 million USD annually – SGS-Maine Pointe Consulting (Loparex), with $6.4 million attributed to my categories. (2024)

Supply Chain, Logistics, Chemicals Pulp, Paper, and Packaging 10-month Analysis and Engagement to save the client $15 million annualized per year – SGS-Maine Pointe Consulting (BiOrigin Specialty Products-Dunn Paper) – Saved over $6M in my categories. (2023-2024)

Supply Chain 5-month Engagement saving client over $7 million USD annualized per year of which I saved $3.7 million – SGS-Maine Pointe Consulting (MAC Papers and Packaging) (2021-2022)

Assisting the agricultural industry in the country of Tajikistan in a joint venture between Tajikistan and the United States of America (USAID) by assessing requirements and helping source machinery to greenfield the first plants in the country to build wooden crates and corrugated boxes for the transport of agricultural products.

Supply Chain Analysis identifying over $12 million in savings opportunity for medical manufacturer/distributor, Engagement for implementation to follow – SGS-Maine Pointe Consulting (Performance Health) (2020)

CONSULTING PROJECTS CONTINUED

Supply Chain 8-month Analysis and Engagement saving client over $10 million USD annualized per year of which I saved $6 million – SGS-Maine Pointe Consulting (SupplyOne Packaging) (2019)

Country of Afghanistan: Train manufacturing personnel on how to meet the Export Packaging Standards on their machinery – Roots of Peace – Commercial Horticulture and Agricultural Marketing Program (CHAMP) (2019)

Country of Afghanistan: Determine why Afghan boxes are failing for produce shipments and develop a long-term solution – Roots of Peace – Commercial Horticulture and Agricultural Marketing Program (CHAMP) (2018)

Packaging Pricing Model Development Assistance – Beroe, Inc. India (2017)

Website Development and Marketing Plan Development – Command Coating Services (2016)

Filling Equipment and Substrates – Paper Based Packaging – Arcana (2016)

Market Feasibility Study – Determine the viability of building a greenfield corrugated manufacturing plant in three different markets – Potential Customer List, Market Analysis, Economic Analysis, Competitor Analysis, Pricing Analysis – BioPAPPEL Mexico the largest box producer in Latin America (2016 - 2017)

Chemical Barrier Coatings for Packaging - Paragon Think Tank – Honeywell (2015)

Full-Time Process Improvement and Supply Chain Consulting – FibreCorr Container Corp. (2015)

Supply Chain Metrics – Beroe, Inc. India (2014)

Waste Analysis, Productivity and Quality Improvement – AMG Packaging Jamaica (2014)

Website Development and Marketing Collateral – Exquisite Landscaping (2014)

Corrugated Temporary Display Market Analysis – The Smart Cube (2014)

North American Packaging Industry Research Project – The Smart Cube (2014)

Paper Packaging Procurement Project – The Smart Cube (2014)

Costing Model Verification and Validation – Resin Technology (2014)

Operations, Packaging Design and Supply Chain Improvement $4 Million Improvement – M S International (2014)

Profit Improvement, STRYKER Medical Audit Management, Manufacturing and Supply Chain Consulting – FibreCorr Container Corporation (2014)

Postcard Design and Direct Mailing Campaigns – Champs Family Automotive (2014-2018)

Folding Carton Cigarette Boxes Project – Beroe, Inc. India (2014)

Corrugated Business and Cost Structures – Beroe, Inc. India (2014)

Country of Afghanistan: Packaging Machinery Sourcing and Grant review – International Executive Service Corps (Assistance in Building Afghanistan by Developing Enterprises – ABADE) (2013 - 2014) – Folding Carton Industry, Corrugated Packaging Industry, Tissue Industry, Paper Mill Industry

Supply Chain Consulting – Stephen Gould (2013)

Create Proposal to Provide Exclusive Landscaping Services to 6 Banner Health Hospitals – Action Lawn (2012)

CONSULTING PROJECTS CONTINUED

Country of Georgia: Improve the country's box industry quality, productivity, and safety while allowing them to enter new markets and reduce agricultural spoilage by being able to use corrugated packaging for domestic and export fresh fruits and vegetables - J E Austin & Deloitte – USAID - Georgia Economic Prosperity Initiative (Georgian Papermaking, Georgian Cardboard, Legi Group, Milangi) (2012)

Market and Competitor Assessment – NSC USA - Monomatic (2012)

Best Practices in Sourcing Raw Materials (Carton and Corrugated Box) – Beroe, Inc India (2011)

Lacy Act Compliance Project -Beroe, Inc. India (2011)

Russia and Ukraine Market Beer Packaging Assessment – Beroe, Inc. India (2011)

Market Feasibility Study and Greenfield Plant Viability Assessment - BioPAPPEL Mexico (2011)

ISO 9001 Audit and Recommendations – Pioneer Packaging (2011)

5 Executive Recruiting Placements (PCA, THARCO and Robert Mann Packaging) (2011 – 2012)

LEGAL EXPERT WITNESS ACTIVITIES

Depositions (Deposed 8 Times):

State of Michigan in the Circuit Court for the County of Kalamazoo, Allmerica Financial Benefit, et al v. Thomas Spitters, Docket Numbers: 2009-0205-NZ-B, 09-0225-CK-B, 2009-0289-NZ-B, Deposed January 20th, 2011.

In the Circuit Court of the Ninth Judicial Circuit in and for Orange County, Florida, Civil Action, Complex Business Litigation, Docket Number 2015-CA-7137, Deposed January 25th, 2017.

In the District Court 355th Judicial District Hood County, Texas, Docket Number: C2020149, Deposed April 23, 2021.

United States District Court, Eastern Division of Tennessee at Knoxville, Case No: 3.22-CV-149-KAC-JEM, Deposed June 12, 2023.

United States District Court, Western District of Louisiana, Lake Charles Division, Civil Action No. 2:19-cv-1478, Deposed June 30, 2023.

In the Circuit Court of the 11th Judicial Circuit in and for Miami-Dade County, Florida, Case # 2022-010504-CA-01, Deposed September 28th, 2023.

United States District Court Western District of North Carolina Charlotte Division Docket No. 3:23-cv-00646-FDW-SCR, Deposed June 3rd, 2024

State of Wisconsin Circuit Court, Fond Du Lac County, Case No. 24-CV-26, Deposed October 7th, 2025

LEGAL EXPERT WITNESS ACTIVITIES – Continued

Live Court Testimony (Two Times):

In the Circuit Court of the Ninth Judicial Circuit in and for Orange County, Florida, Civil Action, Complex Business Litigation, Docket Number 2015-CA-7137, Testified in Court March 14th, 2017

In the United States District Court for the Eastern District of Virginia – *Norfolk Division*, Civil Action, Docket Number 2:23-cv-00512, Testified in Court December 10th 2024

Expert Witness Cases (57 Total Cases – 41 Cases for Plaintiff and 16 Cases for Defendant):

Allmerica Financial Benefit, et al v. Thomas Spitters, et al; Expert for the Defense in a case where a corrugated box Wax Cascading machine with an original design burned in a fire. Provided an Expert Report and testified in Deposition.

Design Pallets and Green Ox v. Lifdek; Expert for the Plaintiff in a Trade Secret Misappropriation Case involving proprietary designs of a corrugated pallet, Testified in Court and in Deposition.

Joseph Ingram v. Liberty Property: Expert for the Plaintiff in a case where a crate of curtainwall panels failed injuring the Plaintiff. Expert Report and Expert Report Addendum.

Cody Ball v. H.J. Heinz, Grand Prairie Logistics, LLC, Steve Garza and ES3, LLC; Expert for the Defense boxes of product collapsed injuring the Plaintiff, Forensic Analysis required determining the causes of the incident, engineering specifications and requirements, Expert Report Provided.

Michael Fergin and Ace America v. Westrock, Magnum and XPO; Expert for the Plaintiff in a Personal Injury Case where product was loaded and shipped, and product fell from the trailer when the doors were opened injuring the Plaintiff. This case involved Load Securement, pallets and proper loading processes. Expert Report provided.

Bedal et al v. Ariens Company, Case No. 17-CV-1704; Expert for the Plaintiff in a Lean Manufacturing and Labor Law case. This case involves Labor Laws and a Lean Manufacturing Analysis, Expert Report provided.

Simon & Schuster, Inc., et al v. Packaging Consultants Associated, Inc.; Expert for the Defendant in a case in which a fire occurred at a subcontractor for Simon & Schuster and a significant amount of packaging was destroyed. Expert Report provided.

Desert Palm Surgical Group, PLC. v. Camelback Moving, Inc.; Expert for the Plaintiff hired to assess proper loading, securement, transportation, and packing of medical equipment that was damaged during a move from one facility to another. Consulted.

Shawn Caravelli v. Bent Glass Design, Inc.; Expert for the Plaintiff to assess the manufacturer's design and process for manufacturing, crating, and transporting glass panels and the process for unloading and removing the glass panels. Expert Report provided.

Christopher Jefcoat and Federated Service Insurance Company v. Jimmy Avett, Jimmy Avett Enterprises d/b/a Diverse Transportation and Crisp Industries, Inc. Expert for the Plaintiff regarding standards and best practices for properly and safely securing and shipping large poly piping. Expert Report and Deposition provided.

Ben Edwards v. Cascade Windows et al.; Expert for the Plaintiff regarding transportation and securement of windows that resulted in damage and injury. Expert Report provided.

Kevin Cato v. Gundlach; Expert for the Plaintiff assessing the product and packaging of a scraper and blade that caused injury. Expert Report provided.

Maria Juanita Garcia v. Wal-Mart, Inc. et al; Expert for the Plaintiff regarding the proper use and best practices in the use of pallet jacks that injured Plaintiff. Expert Report provided.

LEGAL EXPERT WITNESS ACTIVITIES – Continued

West Bend v. Coakley Brothers Company, et al. Expert for the Defendant in a case where a million dollars worth of server racks were damaged in transit. I consulted for the Defendant.

Justin Guerra v. Home Depot, et al. Expert for the Plaintiff in a case where a bag of compost contained a syringe in it injuring the Plaintiff. Initial Opinion Report provided.

WestRock Services, LLC v. Interstate Resources, Inc.; Expert for the Defendant in a Trade Secret Misappropriation Case regarding an employee's alleged use of proprietary information after leaving their previous company. Expert Report provided.

Berube v. SSA Gulf and SRS. Expert for the Plaintiff who was injured unloading a rail car when the load of products inside fell on him. Expert Report provided.

United Visual Branding v. Atlantic Freight. Expert for the Defendant in a case where a large sign was packaged, crated, and damaged in transit. I consulted for the Defendant.

Sowards v. United Fibers. Expert for the Plaintiff who was injured when he opened the rear doors of a trailer of baled waste product which fell on him. Expert Report provided.

Tabish Shaikh v. McGrory Glass, Inc. Expert for the Plaintiff in a case where crated glass product was the cause of injury. Required design analysis. Expert Report Provided.

Brey C. Rasco v. American Outdoor Brands, Inc. et al. Expert for the Plaintiff in a case regarding packaging for a hatchet that failed and caused injury. Expert Report provided and was Deposed.

Lauren Bertram et al. v. Progressive Southeastern Insurance Company et al. Expert for the Plaintiff in a case where jumbo paper rolls were not loaded properly or secured properly in the semi-trailer prior to shipment and was a factor in a commercial vehicle accident with a fatality. Provided Expert Report, Addendum to Expert Report, and was Deposed.

Angel Gutierrez et al v. Wal-Mart Stores East et al, Expert for the Plaintiff in a case where boat fenders fell from a top shelf causing serious injuries. Expert Report Provided and was Deposed.

Carlos Flores Quezada, et al. v. Constellation Brands, Inc, et al., Expert for the Plaintiff in a case where a beer carrier failed causing glass to shatter into Plaintiffs eye causing permanent damage. Consulted regarding beer case design, manufacturing, distribution, specifications, strength, several types of testing and analysis were reviewed. I consulted for the Plaintiff.

Agiy et al. v. Amazon et al. Expert for the Plaintiff in a case where packaging failed, causing the injury of the Plaintiff. Expert Report provided.

Camalleres et al v. Mattress Firm et al. Expert for the Defendant in a case where an employee fell to his death utilizing a specialized lift truck removing mattresses from industrial racking. Initial Opinions provided.

Nolan Gause et al v. Red-D-Arc, Inc., et al. Expert for the Defendant in a case where a truck driver was assisting in unloading a flatbed trailer, and a piece of cargo rolled onto him. Expert Report provided, and was Deposed.

Rosario-Pena, Salvador, et al v. JA Solar USA, Inc., et al. I am an expert for the Defendant in a case involving palletized products, warehousing, and shipping. Expert Report provided.

Royal Tyler, Jr. v. GroGreen Solutions Georgia, LLC, et al. Expert for the Plaintiff in a case where a pallet of product collapsed, causing injury. Expert Report provided.

LEGAL EXPERT WITNESS ACTIVITIES – Continued

***Thomas Enoch v. Jerich USA*, Inc**. I am the Expert for the Plaintiff in a case where a bathtub in a corrugated box was delivered in a commercial truck with a lift gate. The Plaintiff, who was assisting in the unloading, pulled on the handholds, and they gave way, resulting in the Plaintiff falling from the truck and getting injured. Expert Report provided.

Rae Ann Sions v. Exactech, et al., Expert for Defendant Hillman Supply Company regarding industry standard practices and responsibilities as a broker of material between a manufacturer and the customer regarding product testing and engineering compliance on coated polybags. Expert Report provided.

Eagle Paper v. Continental Paper Grading, Expert for the Defendant Continental Paper Grading in a case where there were contractual restrictions. Products where one side felt they were compliant, and the other didn't regarding selling certain materials in certain markets. Expert Report and Court Testimony provided.

Elva Zaldivar Stephanie Zaldivar and Marina Zaldivar v Steven Lee, Tracy Lee and Sean Lee, Expert for the Defendant where a subcontractor to a contractor got hurt in the Defendant's building when the plant was closed. I was to delineate the companies' responsibilities and the General Manager's responsibility in the case. Consulted for the Defendant.

Ann Fleishhacker v. ABF Freight and BSN Sports, Expert for the Plaintiff in a case where a semi-truck driver was delivering a heavy item and asked a passerby to help unload the item, causing injury. Preliminary Report Submitted.

Soung Kim v. Wholesale Signs & Lighting, Architectural Graphics, Inc., et al., Expert for the Plaintiff, where a sign was uncrated on a pallet and while it was being unloaded the sign fell and caused injury. Expert Report provided.

Ivan Stapon v Hampton Fitness, Expert for the Plaintiff, consulting prior to litigation, currently retained and working on this matter.

Lisa Dixon McCalla v U-Haul Co. of Georgia, et al., Expert for the Defense, currently retained and working on this matter.

Byron Jackson v Lowe's, et al., Expert for the Defense, where handholds collapsed, and a product landed on a customer. Consulted for the Defendant.

Willie Craddock v Pilgrims Pride, et al., Expert for the Plaintiff in a case where a pallet jack operator was injured. Consulted for the Plaintiff.

Keith Kelly and Michelle Kelly v Barnes & Noble, Inc., et al., Expert for the Defense in a case where shelving components were unloaded from a commercial vehicle, injuring one of the unloaders. Currently retained and working on this matter.

Victoria Cardenas et al. v Tanner Patrick Cory, et al., Expert for the Plaintiff in a case where an improper trailer was loaded improperly, causing an accident on the freeway, resulting in death. Currently retained and working on this matter.

Deolinda Martinho v Paper Enterprises Inc., et al., Expert for the Plaintiff in a case where product was loaded on pallets in a semi-tractor trailer and the products fell, causing injury during the unloading process. Expert Report Provided. Currently retained and working on this matter.

Derek Young, et al. v Inno-Pak, LLC, et al., Expert for the Plaintiff in a case where product for Sysco was loaded into a trailer by the manufacturer and when the doors were opened to the trailer the product fell out and landed on the Plaintiff. Expert Report Provided. Currently retained and working on this matter.

LEGAL EXPERT WITNESS ACTIVITIES – Continued

S01ve Cyber Solutions, Expert for a potential Plaintiff in a case involving a parcel envelope failure. Expert Report Provided. Currently retained and consulting on this matter.

Jay Wilson v XPO Inc., et al., Expert for the Plaintiff in a case where a skid and packaging failed, causing injury. Expert Witness Report provided. Currently retained and working on this matter.

Lester Bowers v Calgon Carbon Corp, et al., Expert for the Plaintiff in a case where a skid and packaging failed, causing injury. Consulted and provided Expert Opinion. Currently retained and working on this matter.

Tobe A. Martin v Boise Cascade Building Materials, et al., Expert for the Plaintiff in a case where improper unitization of lumber caused injury. Currently retained and working on this matter.

Zaid Shoman v Carlina Logistics and Mezlan Group, Expert for the Plaintiff in a case where a large item fell from a bobtail liftgate, causing injury. Currently retained and working on this matter.

Michael Cain v Edsal Manufacturing, Expert for the Defendant in a case where product fell inside a trailer causing injury. Currently retained and working on this matter.

Peter Hudac v The Sherwin-Williams Company, Expert for the Plaintiff in a case where cargo was improperly loaded and caused the semi-tractor trailer to overturn while going around a corner. Currently retained and working on this matter.

Oscar Fuentes Maso v Global Trade Marketing, Inc., d/b/a Ziglift Material Handling, et al., Expert for the Plaintiff in a case where product was improperly unitized and loaded, causing injury. Currently retained and working on this matter.

Grace Yador v Jetro Holdings, LLC, t/a Jetro & Restaurant Depot; and Gulfstream Produce Inc., et al., Expert for the Plaintiff in a case where failing produce packaging caused injury. Currently retained and working on this matter.

Sherri Lynn Alvarez vs. Blackstone Products, Costco Wholesale Corporation, et al., Expert for the Plaintiff in a case where packaging failed to contain the product in a manner to prevent injury.

Lowel Lide v Sunbelt Modular, Inc., et al., Expert for the Plaintiff in a case where a truck driver, after removing load securement devices, was struck by falling cargo from a flatbed trailer.

Enderson Morillo Valderrama v Shamrock Foods Company, and Shamrock Transportation Leasing Company, et al., Expert for the Plaintiff in a case where an electric pallet jack allegedly malfunctioned, causing injury.

Randy Rackliffe v. Shaw's, et al., Expert for the Plaintiff. Currently retained and working on this matter.

Clarence Hardwick v. Mod-Set, Inc, RKH Transport, and KBS Builders, et al., Expert for the Plaintiff. Currently retained and working on this matter.