

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, distribution, freight, and intellectual property.**
- ✓ Saved over \$10M across 2 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).
- ✓ Created the Box Manufacturers Certificate and set international corrugated packaging standards for the entire 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.
- ✓ Fiscal Control management with multi-plant full P&L and budgeting Responsibility for Fortune 1000 company.
- ✓ Former President of the South Texas Manufacturing Association; led development of the 5-year strategic plan.
- ✓ Winner of the Global "Best Achievement in Organizational Business Improvement 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

Paperboard Packaging Group is a free 39,000+ member LinkedIn group dedicated to paper-based packaging.

Key Results:

- Packaging and Supply Chain Subject Matter Expert for Maine Pointe for Due Diligence, Analysis and Engagement projects in both Procurement and Operations.
- International operations; worked on projects for Latin America, Europe, and Asia.
- Set Packaging Standards for the Country of Georgia in Eastern Europe and improved the nation's economy.
- Assisted in the creation of the packaging industry in Afghanistan, improving the entire economy.
- Developed and taught the Lean Manufacturing for Packaging Professionals Curriculum and Course.
- 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. Asked 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. Business Unite 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).
 - Completed a plant turnaround, improving profits year-over-year by \$3.2M by increasing 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.
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| ▪ Increased Value-Added Sales by 232% | ▪ Improved On-Time Delivery from 92% to 99.3% |
| ▪ Improved Profits by over \$3.2 Million in 2009 | ▪ Implemented Lean Six Sigma |
| ▪ Highest Productivity in the History of the Plant | ▪ Increased Selling Margins 34% |
| ▪ Improved OSHA Recordable Rate from 8.4 to 0.75 | ▪ Improved Net ROI by 91% |
| ▪ Reduced Lead Times by 85% | ▪ Reduced Tooling Cost by 40% |
| ▪ Expanded sales into Central America | ▪ 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.
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|---|--|
| ▪ Saved over \$750K in Net Purchases Per Year | ▪ Increased Productivity in Folding Cartons by 26% |
| ▪ Saved over \$400K in Labor Per Year | ▪ Implemented Kaizen, Kanban, 5S, SMED and TOC |
| ▪ Led Folding Carton Division to Profitability | ▪ Formed Comprehensive Vendor Management System |
| ▪ Created a World Class Corrugated Operation | ▪ Improved Vendor On-Time Delivery from 93% to 99% |
| ▪ Reduced Folding Carton Lead Times by Over 60% | ▪ Reduced Folding Carton WIP by 77% |
| ▪ Improved Productivity in Corrugated by 18% | ▪ Formed Comprehensive Vendor Management System |
| ▪ Implemented Kaizen, Kanban, 5S, SMED & TOC | ▪ Led \$12 Million Company Expansion |

GENERAL MANAGER - Corrugated Division

Jan 2003 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. Controlled

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 and Account Executive for Mexico. 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 of the Packaging Division of ASTM American Society for Testing and Materials (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 30,000+ 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)
- Leader of the 2010 Strategic Planning Committee to Create the new Vision, Mission and 3 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:

- *"Building an Agile World Class Manufacturing Plant"*, PackImpressions Virtual Packaging a 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 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)

Supply Chain 7-month Engagement saving client over \$10 million USD annualized per year of which I saved \$6 million – SGS-Maine Pointe Consulting (SupplyOne Packaging) (2019)

Supply Chain Analysis – Maine Pointe Consulting an SGS Company (SupplyOne Packaging) (2019) – Identified \$10 million savings opportunity

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)

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)

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

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)

Country of Georgia: Improve the countries 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)

SGS-Maine Pointe Consulting



LEGAL EXPERT WITNESS ACTIVITIES

Depositions (Deposed 3 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.

Live Court Testimony (One Time):

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

Expert Witness Cases (23 Total Cases – 17 Cases for Plaintiff and 6 Cases for Defendant):

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

Design Pallets and Green Ox v. Lifdek; Expert for the Prosecution in a Trade Secret Misappropriation Case, Testified in Court and in Deposition.

Joseph Ingram v. Liberty Property: Expert for the Defense 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.

Shawn Caravelli v. Bent Glass Design, Inc.; Expert for the Plaintiff to assess the manufacturers 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 Prosecution regarding standards and best practices for properly and safely securing and shipping large poly piping. Retained and currently working on this Case. Expert Report and Deposition provided.

LEGAL EXPERT WITNESS ACTIVITIES – Continued

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, currently working on this matter.

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.

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.

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

WestRock Services, LLC v. Interstate Resources, Inc.; Expert for the Defendant in a Trade Secret Misappropriation Case regarding the alleged use of proprietary information by an employee 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. I am currently working on this matter.

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

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. I am currently working on this matter.

Tabish Shaikh v. McGrory Glass, Inc. Expert for the Plaintiff in a case where crated glass product was the cause of injury. Expert Report Provided. Currently working on this matter.

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. Currently Retained and working on this matter.

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. Retained and currently working on this matter.

Carlos Flores Quezada, et al. v. Constellation Brands, Inc, et al., Plaintiff for the Plaintiff in a case where a beer carrier failed causing glass to shatter into Plaintiffs eye causing permanent damage. Retained and currently working on this matter.

Testified twice for Temple-Inland at trial in business matters when I was a General Manager running a business unit with operations in the US and Mexico.