



BATORY FOODS®



OPPORTUNITY MARKETING PIECE

CHIEF INFORMATION TECHNOLOGY OFFICER

LOCATION | **Chicago, IL or Home Office**

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ABOUT **BATORY FOODS**

Founded in 1979, Batory Foods is a leading national food ingredients distributor, offering manufacturers the largest portfolio of high-quality food ingredients. With sales professionals covering every major market in every state across the U.S., the family owned and operated business "thinks national" and "acts local," serving national, regional and local manufacturers with an abiding commitment to excellent customer service. Batory Foods' network of distribution facilities services more than 6,000 customers, spanning the full food industry spectrum.

In January 2012, Batory Foods acquired Mac & Massey and continued to expand the sales and distribution coverage in the country. With this largest acquisition in Batory Foods' history, we now offer manufacturers the largest portfolio of high quality food and fine ingredients in the U.S.

SWEET BEGINNINGS

It all began with sugar—Batory Foods' primary ingredient when they were founded in 1979. Through mergers and partnerships, Batory transformed itself into the broad-line national distributor it is today. Although they're still known for their impressive selection of sweeteners, they've expanded to carry everything from dairy powders and proteins to fibers, oils and shortenings, starches and grains to fruit concentrates and savory sauces. They offer organic and non-GMO ingredients in various categories for clients catering to those market segments. Whether they're manufacturing foods or beverages, co-packing or revitalizing a brand, Batory offers the ingredient selection customers need.

Batory continues to look for the best ingredient sources to keep that selection vital and robust. Customers can rest on the promise

that the ingredients Batory carries come from thoroughly vetted suppliers. Their supplier approval and streamlined documentation processes are second to none, and have been designed to ensure product quality, integrity and safety. Thousands of customers nationwide rely on Batory as the preferred source of their ingredients for food, beverage and nutraceutical needs.

Batory couldn't shape their future without a nod to the past that brought them to where they are today. Abel Friedman, their company founder, started his journey to the land of freedom and opportunity in 1938. On the eve of WWII he and his family arrived on these shores courtesy of the MS Batory, our company namesake. The same energy and drive that fueled Abel Friedman to build this business still drives Batory's values and outlook today.

QUICK FACTS



1979
FOUNDED



RON FRIEDMAN
CEO



ROSEMONT, IL
HEADQUARTERS



350+
EMPLOYEES



MARKETS, PRODUCTS AND LOCATIONS

MARKETS

- Bakery
- Dairy
- Candy & Confectionery
- Beverages
- Health & Nutrition
- Meats
- Dressings, Sauces & Condiments
- Pet Food

PRODUCT CATEGORIES

- Dairy Ingredients
- Fibers
- Fine Ingredients
- Non-GMO Ingredients
- Oil and Shortening Ingredients
- Organic Ingredients
- Protein Ingredients
- Specialty Ingredients
- Starches & Grain Ingredients
- Sweet Ingredients

FACILITIES OWNED

- Rosemont, IL
- Chicago, IL
- Wilmington, IL
- Elk Grove, IL
- Lithia Springs, GA
- Union City, CA
- Commerce, CA
- Garland, TX
- Shakopee, MN
- Matamoros, MX

THIRD PARTY FACILITIES

- Milwaukee, WI
- South Plainfield, NJ
- Salt Lake City, UT
- Portland, OR
- Salt Lake City, UT
- Hayward, CA
- Erie, PA
- San Leandro, CA
- Vernon, CA
- Dallas, TX
- University Park, IL



BATORY FOODS IN THE COMMUNITY



Batory Foods is proud to be a part of the communities we serve. Through involvement in local charitable and community organizations, giving back is simply an essential part of the way we operate every day.

As a food ingredient distributor, we recognize the need to fight hunger. The Greater Chicago Food Depository, Chicago's food bank, is a nonprofit food distribution and training center providing food for hungry people while striving to end hunger in our community. The Food Depository distributes donated and purchased food through a network of 650 pantries, soup kitchens and shelters to 678,000 adults and children in Cook County every year.



BATORY FOODS

CULTURE

A strong, positive culture is at the heart of Batory's success. There are 32 behaviors that define their culture and make them unique in the food industry. They call these behaviors

THE BATORY BASICS.

- **DO THE RIGHT THING, ALWAYS.**
- **NEVER COMPROMISE ON FOOD SAFETY.**
- **HONOR COMMITMENTS.**
- **TAKE PRIDE IN YOUR WORK.**
- **BE POSITIVE.**
- **MAKE HEALTHY CHOICES.**
- **FIND A WAY TO MAKE IT WORK.**
- **DELIVER AMAZING RESPONSE TIME.**
- **THINK TEAM FIRST.**
- **PRACTICE BLAMELESS PROBLEM SOLVING.**
- **GET CLEAR ON EXPECTATIONS.**
- **"BRING IT" EVERY DAY.**
- **GO THE EXTRA MILE.**
- **ADD VALUE.**
- **CHECK YOUR EGO AT THE DOOR.**
- **LISTEN GENEROUSLY.**
- **SPEAK STRAIGHT.**
- **BE RELENTLESS ABOUT IMPROVEMENT.**
- **PAY ATTENTION TO THE DETAILS.**
- **INVEST IN RELATIONSHIPS.**
- **WALK IN OTHERS' SHOES.**
- **EMBRACE CHANGE.**
- **THINK AND ACT LIKE AN OWNER.**
- **COMMUNICATE TO BE UNDERSTOOD.**
- **TREASURE, PROTECT, AND PROMOTE OUR REPUTATION.**
- **ASSUME POSITIVE INTENT.**
- **DELIVER RESULTS.**
- **CELEBRATE SUCCESS.**
- **WORK SMART.**
- **SEIZE THE OPPORTUNITY TO SHINE.**
- **COMMUNICATE PERSONALLY.**
- **KEEP THINGS FUN.**

EMPLOYEE REVIEW FROM GLASSDOOR.COM

"BATORY FOODS IS A GREAT FAMILY OWNED COMPANY AND WONDERFUL PLACE TO WORK."

I have been working at Batory Foods full-time for more than 8 years.

PROS

Batory continues to grow each year I have been with the company and continues to invest back in its company and it's employees. They listen to their employees and are committed to continuous improvement in all aspects of the company.

CONS

Honestly a good company to work for and it's growth over the years proves its success.

ADVICE TO MANAGEMENT

Keep listening to employees and respect their ideas and suggestions.

-MANAGER (CURRENT EMPLOYEE)





VINCENT PINNERI



Executive Vice President Strategy & Specialty Business

Vincent is currently serving as the Executive Vice President of Strategy & Specialty Business and is set to take on the role of President at Batory Foods with total operating responsibility of the US & Mexico business effective August 31, 2020. He has 20+ years' experience in business management in the food and beverage industry in roles such as General Sales & Marketing Manager, Global Account Director, and General Manager at Coca-Cola Company, SPC Adorama, and Beverage Partners Worldwide.

Before coming onboard at Batory in 2019, Vincent was SVP and General Manager of Specialty Food Ingredients at Tate & Lyle where his actions as a disruptive leader cut a new path in the marketplace for their organization. Vincent's key deliverable was to transform the organization into a customer led business by redefining their strategy, purpose, vision and culture — all of which was driven by a team transformation. With his leadership, the business was transformed and returned to sustainable growth.

At the core of Vincent's management style is good communication. He is very direct, while making sure he is also constructive. He wants his employees to be able to say that they are better for having worked for him: he challenges them and pushes them to grow and gives them the space to do so. At the same time, he has the utmost respect in, and trust for his employees and he welcomes them to challenge him the same way he does them. He has a curious mind and loves to learn and push the status quo. Vincent has been described as "one of the most astute leaders I have had the pleasure of working for and with. He has a wealth of knowledge from experiences across the globe and has the ability to read people and situations in a way that results in a calm and measured response to even the most difficult situations."

Over the course of his lifetime, Vincent has lived in five of the seven continents – in the United States in North America, Brazil in South America, Germany in Europe, Hong Kong in Asia, and in Australia. Not surprisingly, travel is one of his passions. He has visited 57 countries around the world, including Marakesh and the Republic of Maldives. He speaks a number of languages; his native tongue is Italian, he learned English before starting school, and he learned Portuguese in about 6 months when he lived in Rio de Janeiro. His other interests include food, movies, and reading. He is a self-described sports fanatic who will talk about any sport and any team. His strong number-memory means that no matter what sports team you follow, he probably knows an interesting statistic about them.

He holds a bachelor's degree in Economics from Flinders University and a Graduate Diploma in Accounting from the University of Adelaide.

POSITION OVERVIEW

CHIEF INFORMATION TECHNOLOGY OFFICER

BATORY FOODS

The Chief Information Technology Officer (CITO) is responsible for the strategic and executional leadership and oversight of all technology and technological resources. The CITO will report to the President and assist in establishing and driving company technology vision, strategies, and plans for growth. The CITO will work closely with leadership team in ensuring the resources are aligned to the projects and deliverables in support of Batory Foods goals and objectives and focus on aligning and advancing our technology platform.

KEY RESPONSIBILITIES

- Collaborate with leadership in setting the technical vision and leading technological development
- Developing strategic plans, identifying opportunities, and setting timelines for evaluation, development, and deployment of technical, web, and mobile services
- Collaborating with department heads, marketing, and operations as an advisor of all technologies involved with company
- Ensuring technology standards and best practices are met
- Monitoring IT analytics and making recommendations that align to business goals
- Supervising quality assurance processes, integration, and system tests
- Leading, Developing & Mentoring team members
- Reviewing time frames and budgets
- Developing and implementing disaster and emergency recovery plans
- Defining company standards for systems, equipment, and software
- Sharing technological visions, opportunities, and risks company-wide
- Studying current and new industry trends, technologies, and software development
- Other duties as assigned

QUALIFICATIONS AND SKILLS REQUIRED

- Successful candidate will have a minimum of 8-10 years' experience in a software development role, information technology role, or related field; five years in management or leadership role
- Bachelor's degree in information technology, computer science, or related field; Master's degree in information technology or a technology-related discipline preferred
- Experience in the Food Industry / Distribution preferred
- Experience in driving and leading change
- Exhibits a disruptive and growth mindset
- Able to multitask, prioritize, and manage time efficiently
- Able to build strong interpersonal relationships with peers, leaders, and other senior management throughout the company
- Excellent leadership, team building, and management skills; encouraging to team and staff; able to mentor and lead
- Excellent verbal and written communication skills

ABOUT CHICAGO, IL

Chicago's famed restaurants, renowned museums, stunning waterfront, groundbreaking music, award-winning theatres, over 300 parks and green spaces, iconic architecture designed by legendary architects — all within 77 vibrant, ethnically diverse neighborhoods that are the heart and soul of Chicago. These are just some of the reasons why Condé Nast Traveler ranked Chicago the #1 on their list of Best Large Cities in the U.S. for three years in a row.

Chicago is a city with world-class culture — home to comedy star-maker The Second City; electrified blues; championship sports teams; one of the largest collection of Impressionist and Post-impressionist art outside the Louvre, housed within the Art Institute of Chicago, one of the top five museums on the planet (TripAdvisor); the largest collection of Frank Lloyd Wright buildings in the world; the largest science and industry museum in the Western Hemisphere — and that's just the beginning.

The city is home to Tony Award-winning theatres, and Paste Mag-

azine praises Chicago theatre as “one of the most thriving theatre scenes on the planet.” Condé Nast Traveler calls Chicago the “best restaurant city in America.” Bon Appétit magazine agrees, saying Chicago is “America's most exciting city to eat in right now.” Plus, with 25 Michelin-starred restaurants and dozens of Bib Gourmand recipients, you're sure to find a spot for every budget and taste.

Big city culture isn't the only thing you'll find there. You'll also enjoy outdoor escapes and urban adventure, with the stunning city skyline as your backdrop. Go kayaking along the award-winning Riverwalk or venture to the Chicago Architecture Center and board the top architecture cruise in Chicago. Cycle the 18-mile Lakefront Trail, dotted with harbors, beaches, restaurants and bars. Or spend the day at Navy Pier, one of the city's top attractions, and board a cruise ship to set sail on Lake Michigan.

You only have to venture to the Millennium Park Campus to see city and nature side by side, and find the true spirit of Chicago — sum-

mer-long free music festivals and outdoor film screenings beneath the soaring steel canopy of the Jay Pritzker Pavilion; Instagram-worthy public art installations like Crown Fountain and Cloud Gate (aka The Bean); stretches of swaying prairie grasses and native plantings at Lurie Garden; climbing walls, ice skating ribbons, and fantastical playground landscapes at Maggie Daley Park; performing arts on the stage of the Harris Theater; free exhibitions, tours, and live music at the Chicago Cultural Center; and the world-class Art Institute of Chicago beckoning with major art exhibitions throughout the year.

The city isn't just about the arts and culture — the city has a thriving economic community, including 31 Fortune 500 Companies headquartered in the area. Chicago is recognized as one of the country's premier technology hubs and the city's meeting rooms, convention centers, and special event venues are equipped with the industry's latest amenities. This is truly a city with unrivaled economic potential.



CHICAGO, ILLINOIS

LINKS AND HIGHLIGHTS

AREA LINKS

City of Chicago
cityofchicago.org

SHOPPING

The Magnificent Mile
themagnificentmile.com

Water Tower Place
shopwatertower.com

The Shops at North Bridge
theshopsatnorthbridge.com

ARTS & ENTERTAINMENT

Choose Chicago
choosechicago.com

Museum of Science+Industry
msichicago.org

Chicago Theatre
thechicagotheatre.com

SPORTS

Chicago White Sox
chicago.whitesox.mlb.com

Chicago Bears
chicagobears.com

Chicago Blackhawks
nhl.com/blackhawks

Chicago Sky
sky.wnba.com

Chicago Fire Soccer Club
chicago-fire.com

Chicago Bulls
nba.com/bulls

NEWS

Chicago Tribune
chicagotribune.com

Chicago News
nbcchicago.com

EDUCATION

Chicago Public Schools
cps.edu

City Colleges of Chicago
ccc.edu

The University of Chicago
uchicago.edu

The University of Illinois
uic.edu



Consider Us Your Executive Search Partner

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Interested in taking our partnership to the next level?

We can help you assess and upgrade your executive team with A players.

Looking to improve your recruitment process?

We'll show you the ROI impact our clients achieve with Ropella's RPO (Recruitment Process Outsourcing) services.

Do you have a Succession Plan for your impending retirements?

Roughly 10,000 Baby Boomers will turn 65 every day for the next decade. We're here to help!