

The words 'The 2nd' written in a white, cursive script font, positioned in the lower-left area of the image.

The 2nd

The main title of the report, 'FOOD & BEVERAGE MANUFACTURING SURVEY Results', written in a large, white, outlined font. 'Results' is written in a smaller, white, cursive script font at the end of the line.

FOOD & BEVERAGE
MANUFACTURING
SURVEY Results



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WELCOME TO THE RESULTS OF THE 2022 SURVEY

The 2nd

Food and Beverage Manufacturing Survey, produced by Bristol Associates, Inc., is designed to help the industry attract, retain and motivate its talent. We aim to provide insight into the food and beverage professionals' attitudes and preferences towards their workplace and the industry at large.

The authors of this report are David Alford, Erika Castro and Jessa Farber of Bristol Associates, Inc.

METHODOLOGY

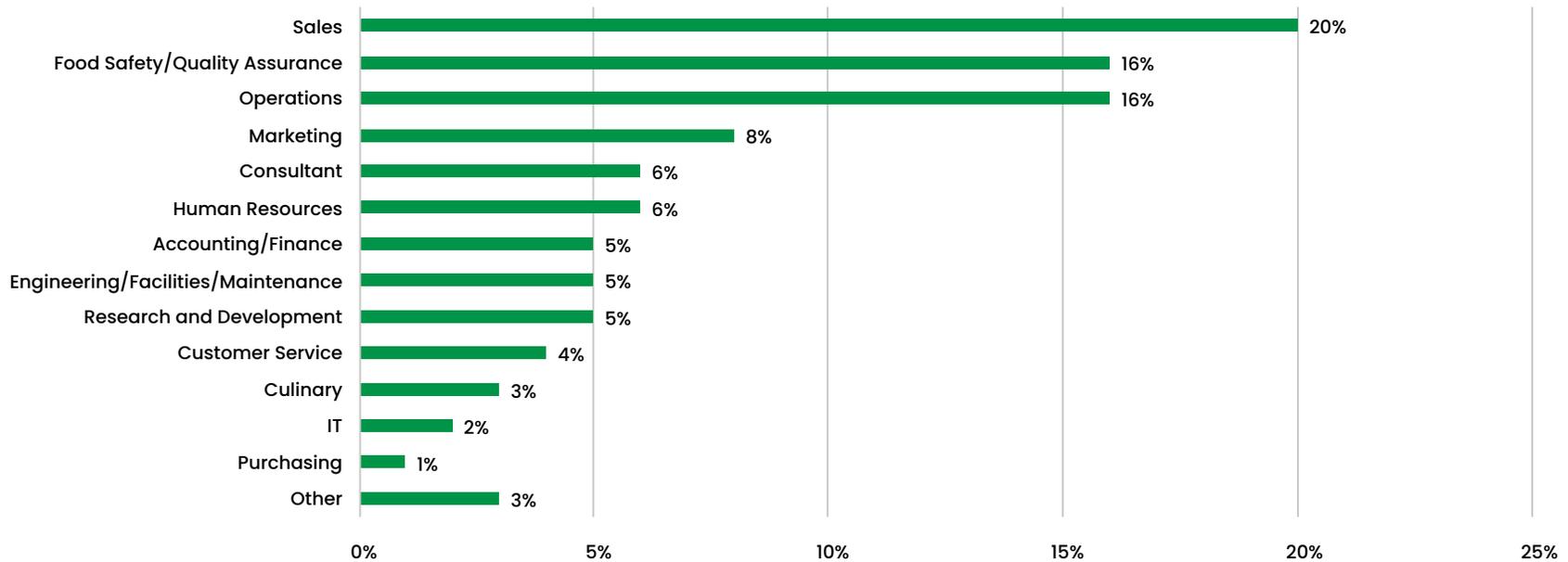
The 2nd Food and Beverage Manufacturing Survey was open from February 17, 2022 through March 18, 2022.

The Survey consisted of 26 multiple-choice branching questions, three sets of 5-point Likert scale questions, three optional open-ended questions, and two numbered scales. The Survey took respondents an average of five minutes to complete. Survey participation was publicized through the following methods: proprietary database, Bristol Newsletter and social media including LinkedIn, Facebook and Twitter.

The Survey represents a sampling of food and beverage manufacturing industry professionals. The respondents are diverse in geography, job levels and years of experience. The Survey design ensured respondents had current or prior experience working in the food and beverage manufacturing industry within the past five years, and no duplicates were recorded.

The Survey is not scientific and simply measures the views of those who elected to respond.

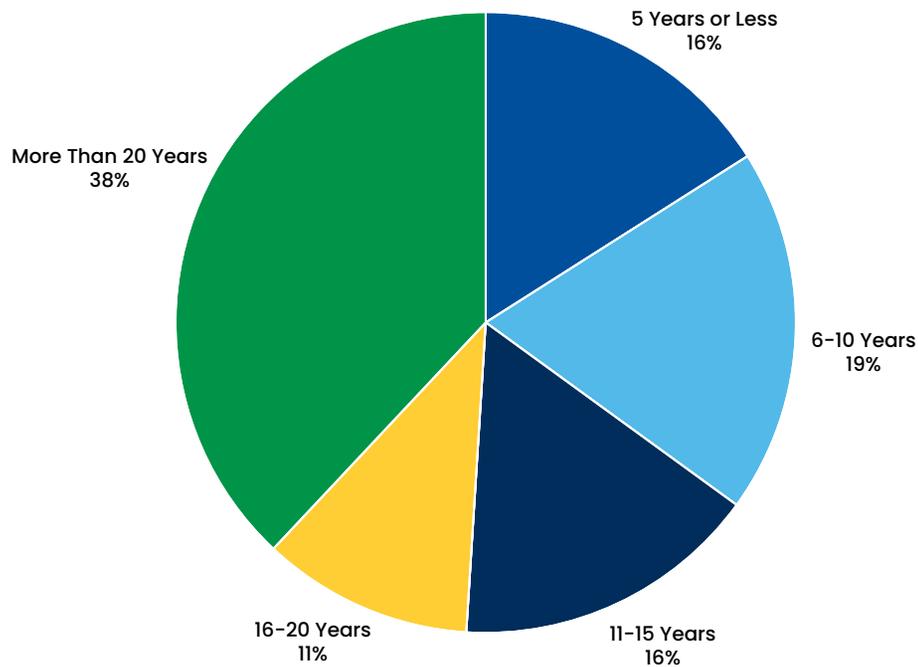
BREAKDOWN OF RESPONDENTS BY DEPARTMENT



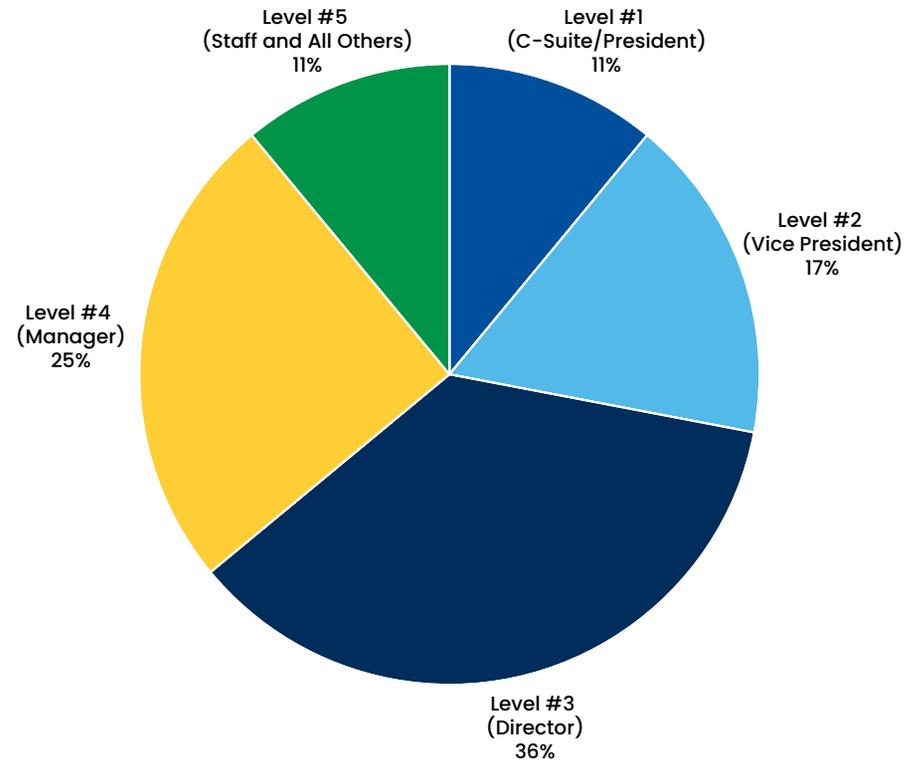
DEMOGRAPHICS

The following demographics provide insight on the Survey respondents' years of experience, job level, employment status, location, education and salary range.

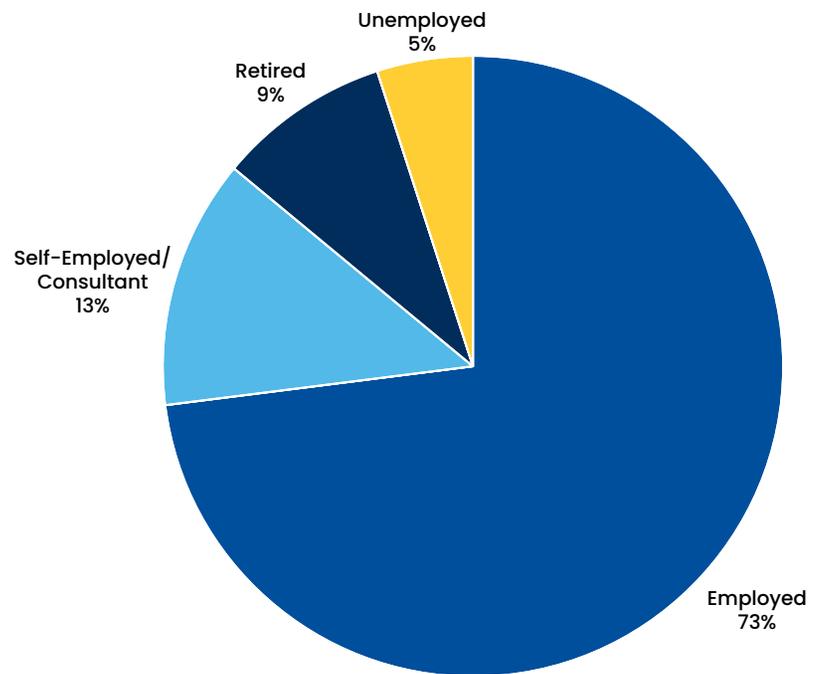
YEARS OF INDUSTRY EXPERIENCE



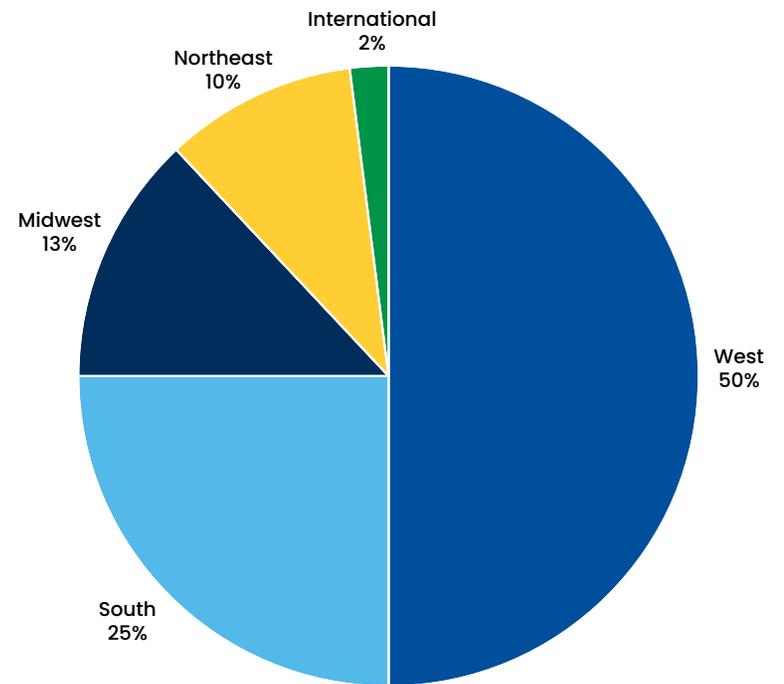
JOB LEVEL



EMPLOYMENT STATUS

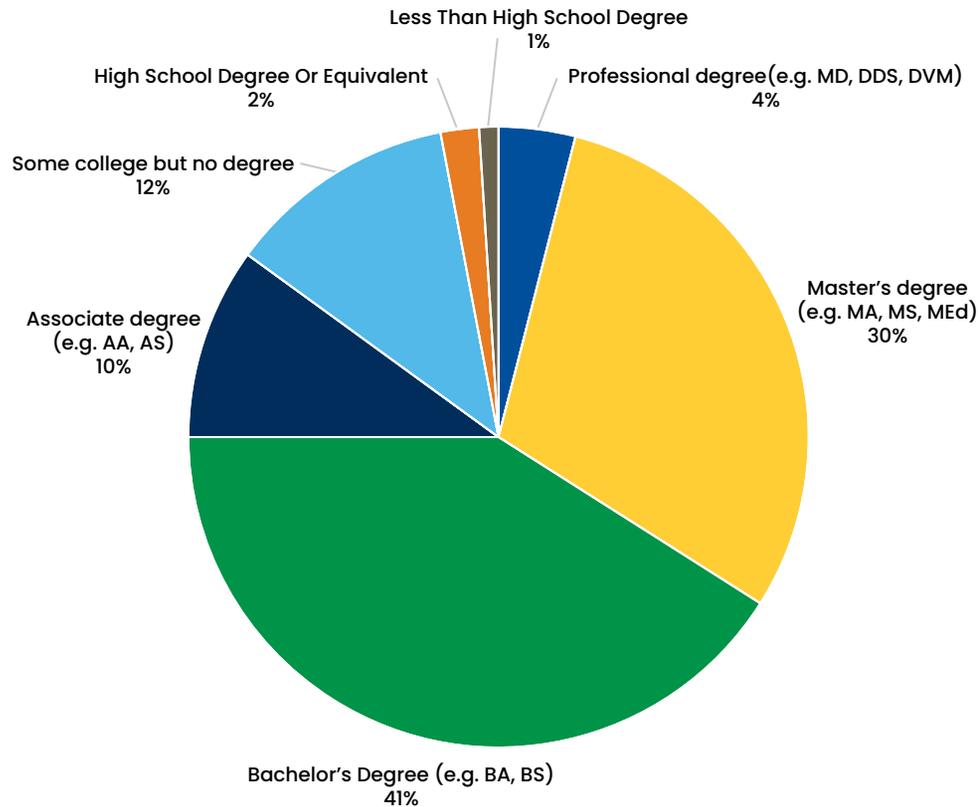


LOCATION

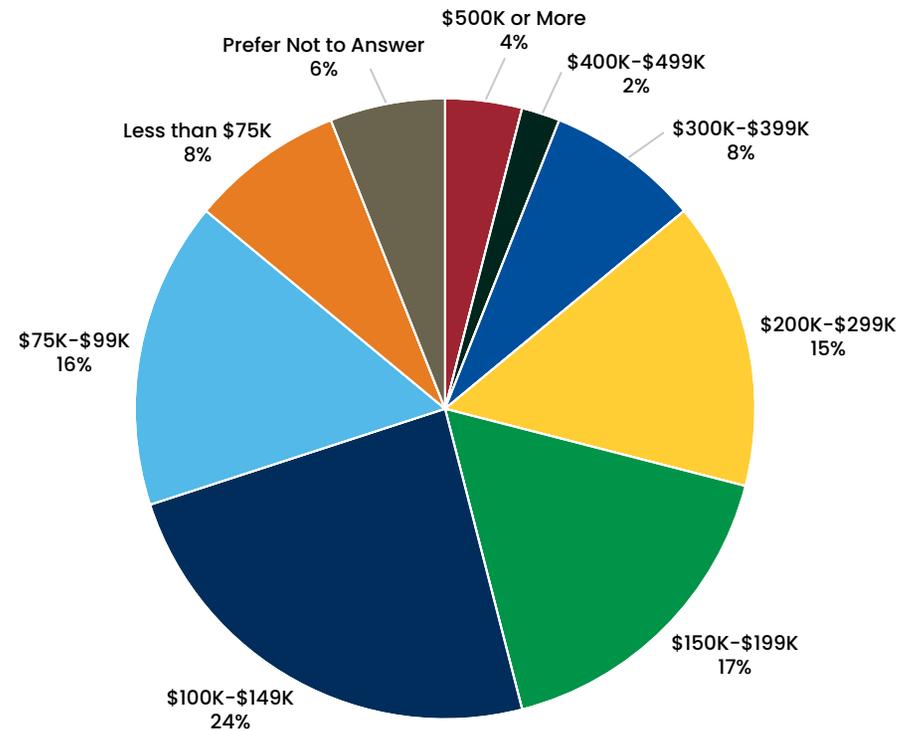


Survey Respondent Demographics

EDUCATION



SALARY



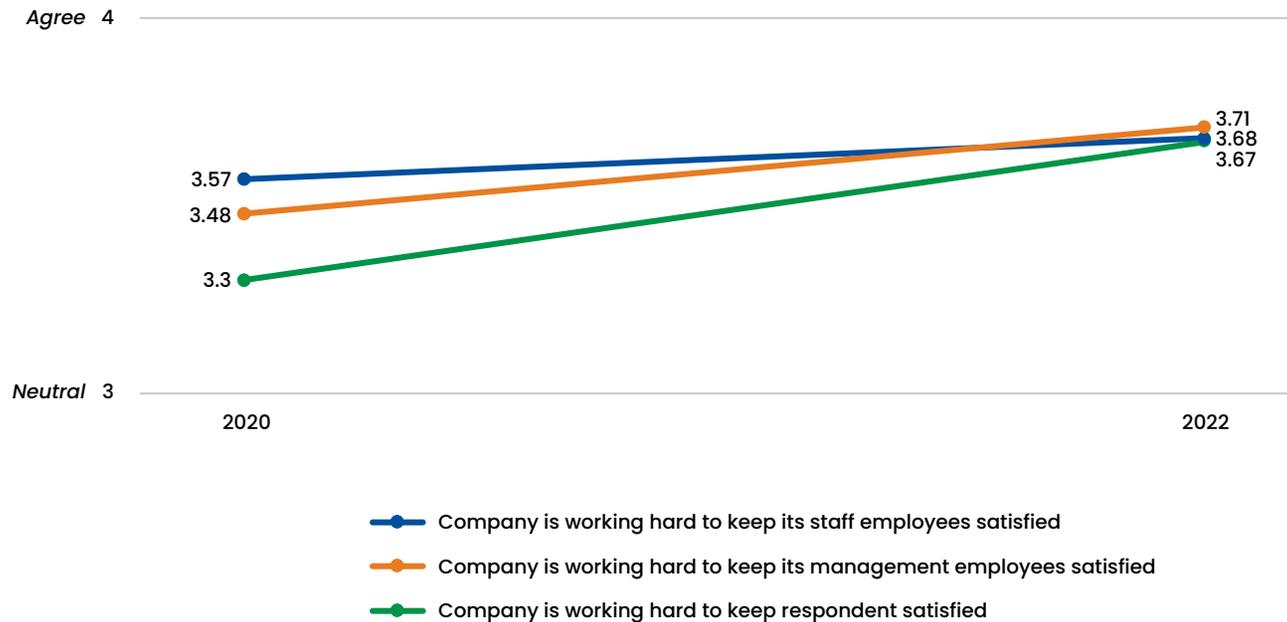
EMPLOYEE SATISFACTION

This year, 88% of professionals are optimistic about the future of their careers, an increase of 16% since 2020 (see chart, p. 8).

The average ratings of employee satisfaction statements have also increased slightly in two years (see graph, below). As reference, a 5-rating indicates "Strongly Agree," a 4-rating indicates "Agree," a 3-rating indicates "Neutral/No opinion," a 2-rating indicates "Disagree" and a 1-rating indicates "Strongly Disagree." Regarding the statement,

"My company is working hard to keep me satisfied," 71% of C-Suite/ President-level, 69% of Director-level, 60% of Manager-level and less than half of Vice President and Staff-level employees agree. Consultants agree most with this statement, averaging a rating of 4.60. By department, employees in *Customer Service* (4.08), *Purchasing* (4.00) and *Food Safety/Quality Assurance* (3.91) express the highest satisfaction. Professionals in *Research and Development* have the lowest rating of all departments for this statement with an average of 3.14.

AVERAGE SATISFACTION STATEMENTS - 2020 vs 2022



Note: Data comprises of employed respondents only

Other satisfaction statistics of employed professionals
(see charts, p.9):

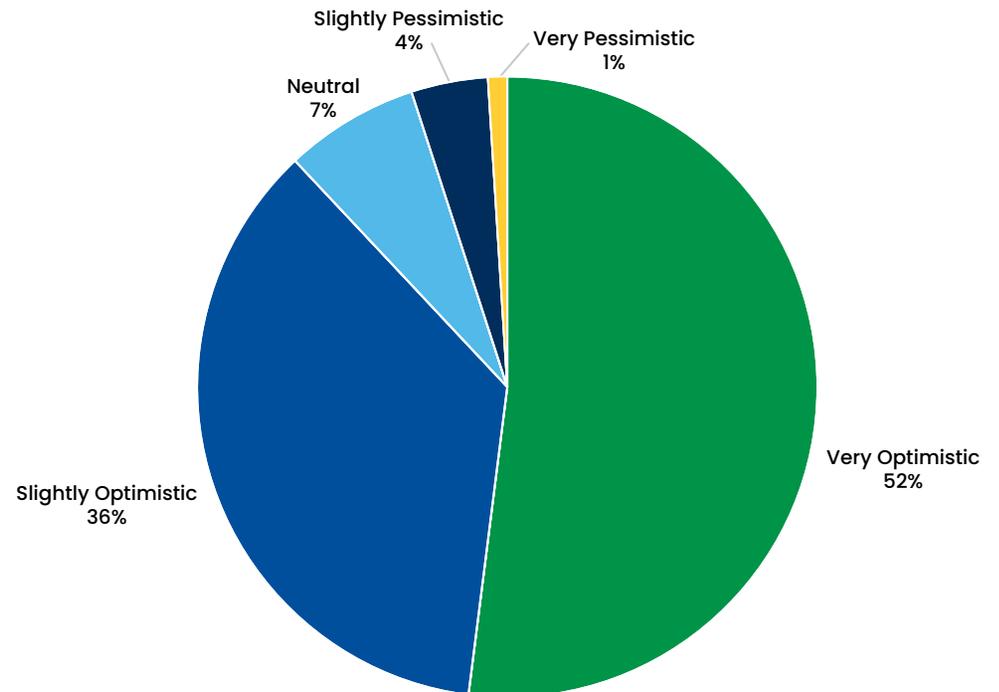
62%
received
adequate training
to perform their duties

57%
feel supported
in their
career growth
at their current organization

68%
are satisfied
with the amount of
communication
they have with their bosses
or fellow management team

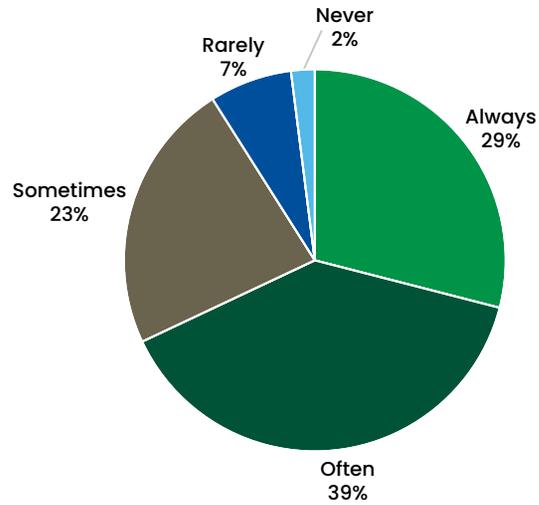
Optimism

Optimism About Future of Career



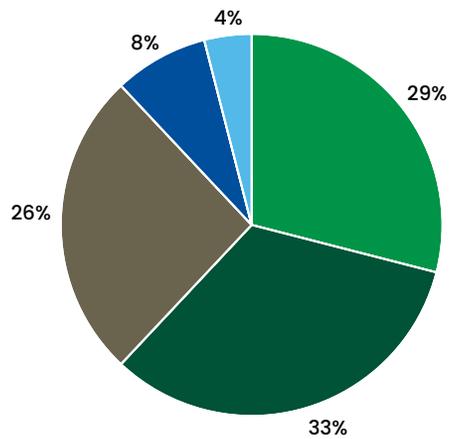
Note: Data excludes retired respondents

SATISFIED WITH AMOUNT OF COMMUNICATION WITH BOSS/TEAM



Note: Data comprises of employed respondents only

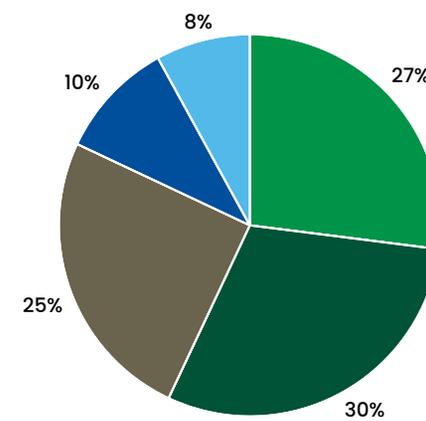
RECEIVED ADEQUATE TRAINING TO PERFORM DUTIES



Strongly Agree Agree Neutral/No Opinion Disagree Strongly Disagree

Note: Data comprises of employed respondents only

SUPPORTED IN CAREER GROWTH AT WORK

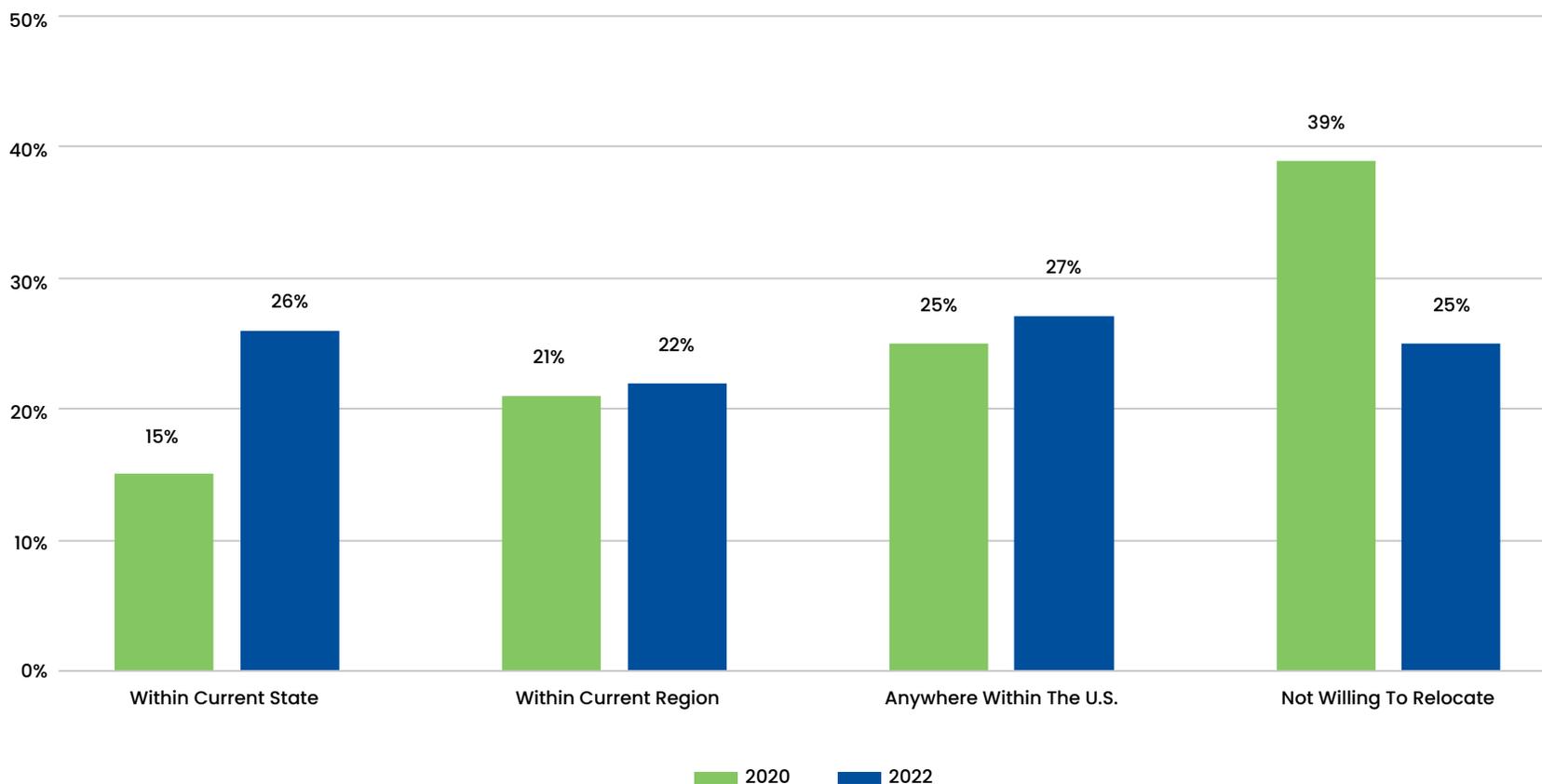


Note: Data comprises of employed respondents only

RELOCATION PREFERENCES

A quarter of professionals are not willing to relocate for a career opportunity, which is a 14% drop since 2020. However, there is an 11% increase in relocating within their current state. Preferences for relocating within their current region or anywhere within the U.S. has not changed much in the past two years (see graph, below).

WILLINGNESS TO RELOCATE FOR A CAREER OPPORTUNITY – 2020 VS 2022



WORK-LIFE BALANCE

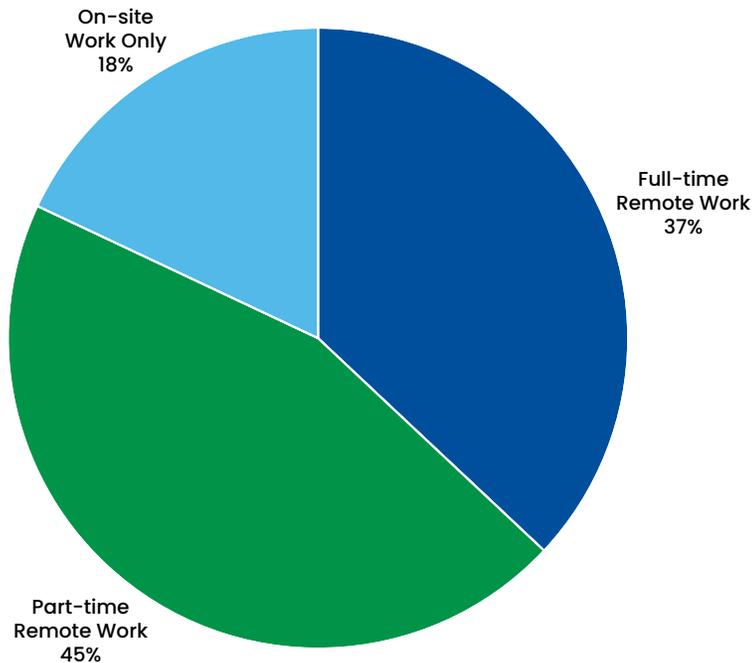
Full-time employees work an average of 48 hours per week. At the time of the Survey, 82% of employed respondents were working remotely full-time or part of the time (see chart, bottom left). Only 7% of these respondents expressed an interest in working fully on-site.

Sixty-eight percent of full-time remote workers want to continue working from home full-time, three-quarters of part-time remote workers want to continue working from home part of the time, and 40% of on-site

workers want to remain working only on-site. Professionals who currently work remotely part of the time express the most satisfaction with their company (70% satisfied), followed by fully remote workers (56% satisfied) and on-site only employees (52% satisfied).

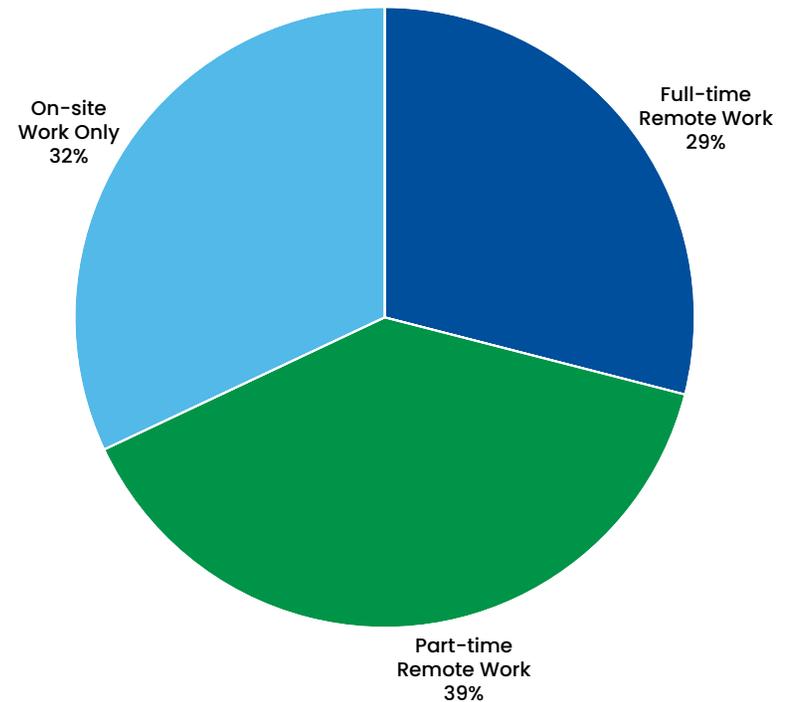
For both employed and unemployed respondents, most of them prefer to work remotely part of the time (see chart, bottom right).

CURRENT ABILITY TO WORK FROM HOME



Note: Data comprises of employed respondents only

WORK FROM HOME PREFERENCES



Note: Data comprises of employed and unemployed respondents

JOB SEARCH AND CAREER PRIORITIES

Professionals report working for an average of two employers within the past five years. Over half of respondents who are actively searching for a job began less than three months since taking the Survey (see chart, right). One-third of these job seekers express that their primary reason for looking is for a *better opportunity/salary* (see graph, p. 13).

Among employed professionals, 41% are actively looking for a new opportunity. Forty-eight percent of employed workers who are actively searching for a job report *sometimes, rarely or never* feeling satisfied with the amount of communication they have with their bosses or fellow management team. In contrast, only 22% of employed professionals who are not actively searching share the same sentiment.

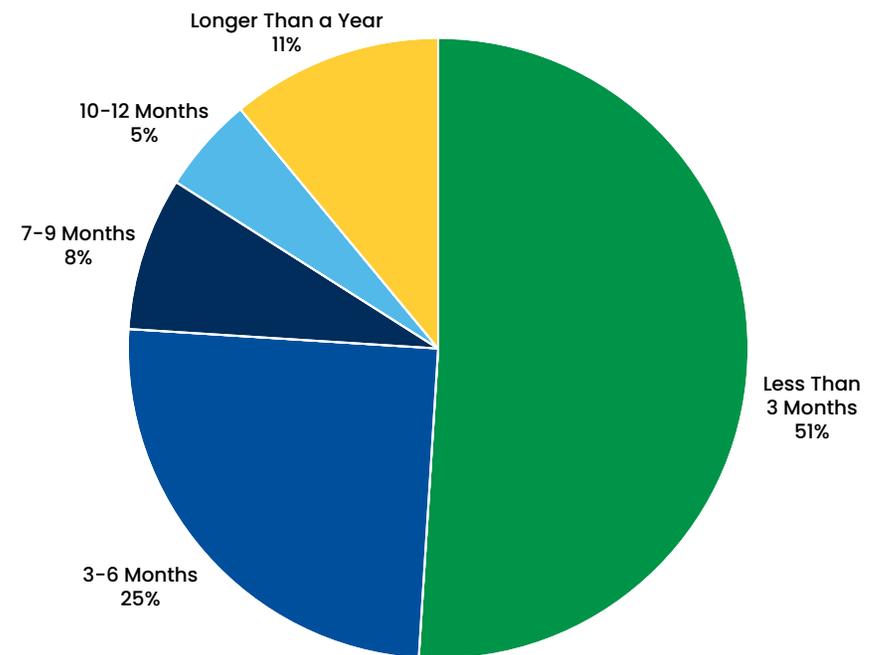
Other statistics of employed professionals:

- 52% are interested in leaving their present employer within the next couple of years
- 65% would seriously consider a reasonable offer of new employment
- Six out of ten are confident in finding a better job somewhere else

41%

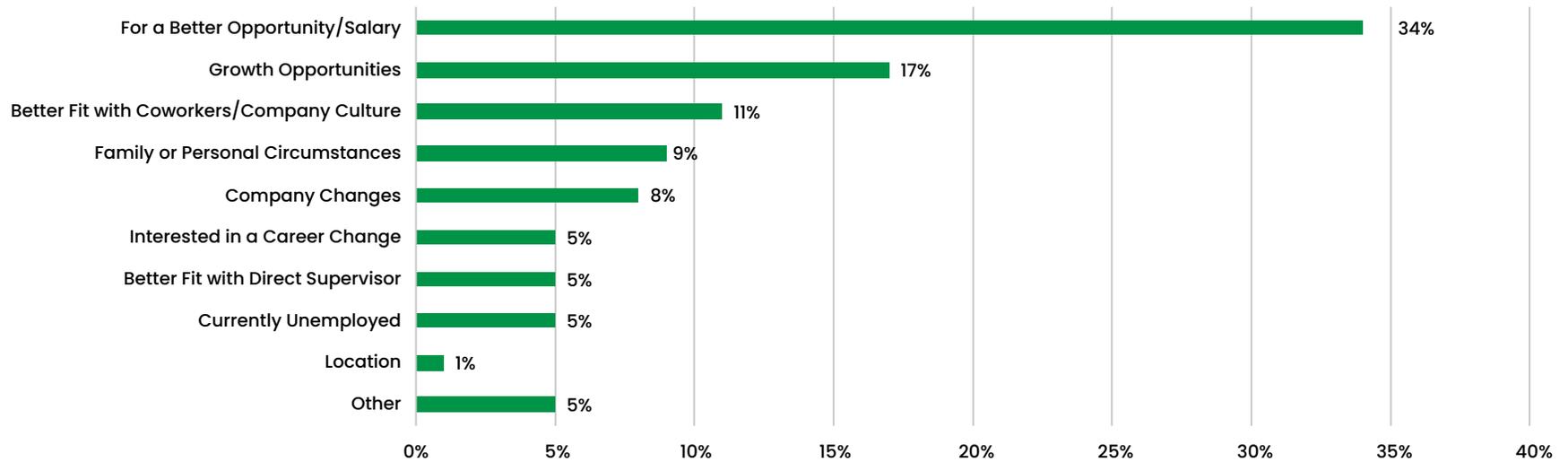
of employed respondents are **actively job searching**

JOB SEARCH LENGTH



Note: Data comprises of those who were actively looking for a new career opportunity at the time of the Survey only

PRIMARY REASON FOR JOB SEARCH



Note: Data comprises of those who were actively looking for a new career opportunity at the time of the Survey only





Overall, *Compensation* continues to be the highest priority for food and beverage professionals when choosing an employer (see call-out, below). It also received a 12% increase in priority since 2020's Survey. Both *Job Security* and *Location* decreased by 6% in priority compared to 2020, while *Company Culture* and *Work-Life Balance* increased slightly. In terms of job levels, however, President/C-Suite and Vice President-level professionals report *Company Culture* as their highest priority instead of *Compensation*.

Highest Career Priority

1. Compensation (34%)
2. Career Opportunity and Growth (20%)
3. Company Culture (19%)
4. Work-Life Balance (14%)
5. Job Security (5%)
6. Location (4%)
7. Paid Time off (3%)
8. Weather and Lifestyle (1%)

RESIGNATION REASONS AND HIRING CHALLENGES

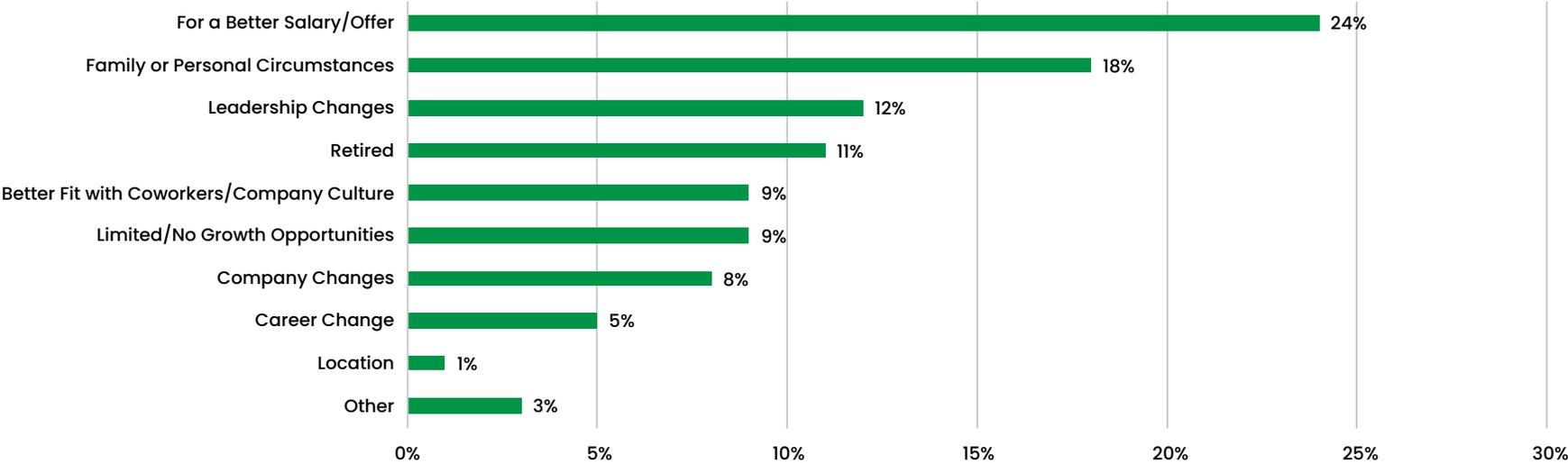
At the time of the Survey, three out of ten professionals had left their employers voluntarily within the past year. Similar to job searching, their primary reason for resigning is *for a better salary/offer* (see graph, below).

Based on employed respondents' perceptions:

- 52% say their team is *always* or *often* adequately staffed
- 60% say their company is *always* or *often* adequately staffed
- 70% believe their company needs to increase staffing in the next year, a 14% increase since 2020

31%
of professionals
left their jobs voluntarily
in the past year
(from the time the Survey was taken)

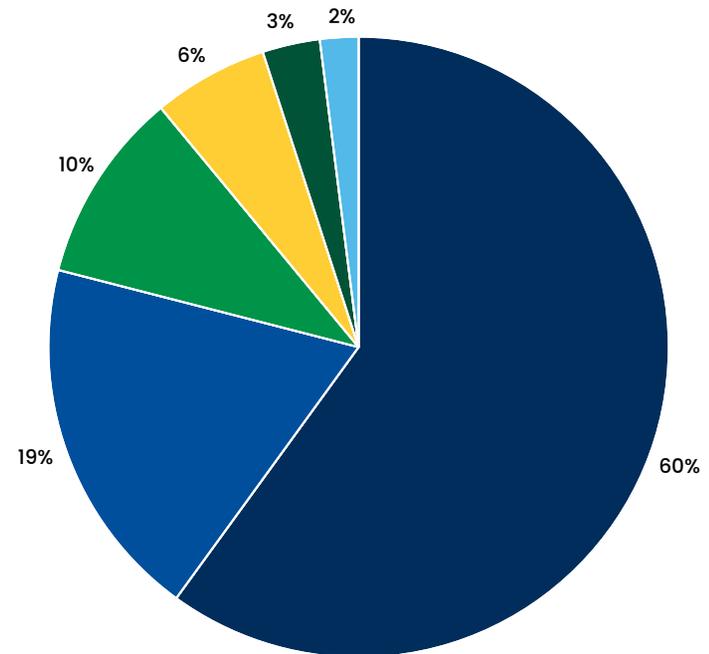
PRIMARY REASON FOR LEAVING VOLUNTARILY



Forty-two percent of employed respondents are hiring authorities at their company. Nearly three-quarters of hiring authorities report facing hiring challenges at their company. Six out of ten hiring authorities report *finding qualified people* as their biggest challenge when hiring new staff (see chart, right). The top three reasons hiring authorities believe they are having a difficult time hiring staff are: (1) not gaining enough applicants or interest in the job opening; (2) candidates losing interest or getting another offer; (3) the company is not paying enough for the role (see graph, p. 17).



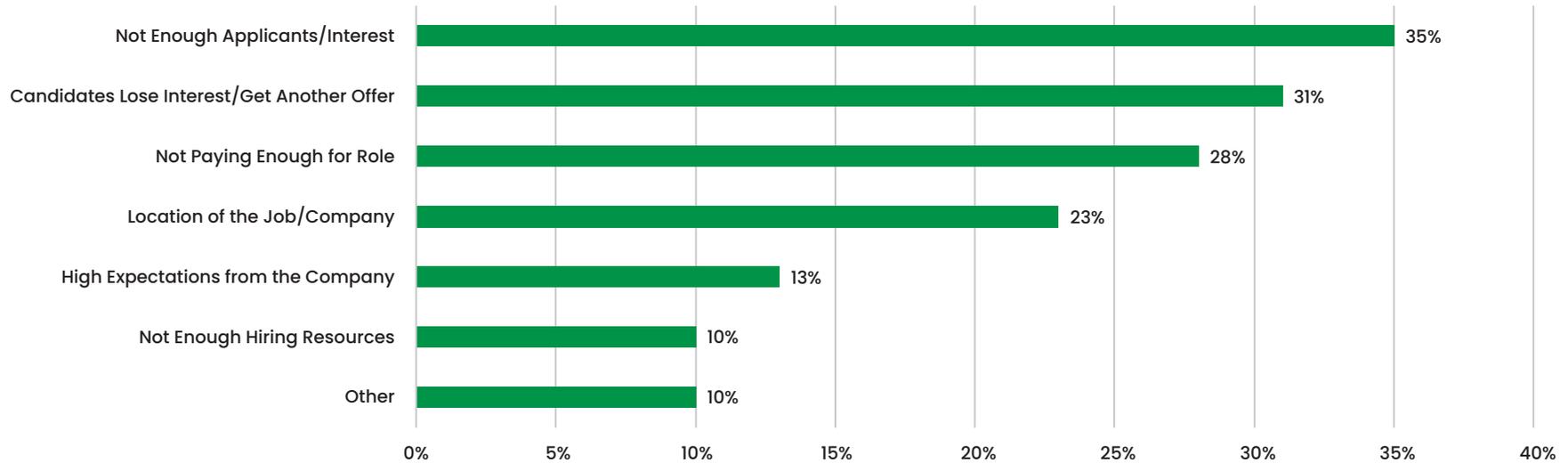
BIGGEST HIRING CHALLENGE



- Finding Qualified People
- Finding People Willing to Work Second/Third Shifts
- Insufficient Hiring Budget
- Relocating People
- Insufficient In-House Recruiting Staff
- Other

Note: Data comprises of employed hiring authorities only

REASONS FOR HIRING CHALLENGES



Note: Data comprises of employed hiring authorities only

70%

of employed professionals believe they
need to increase staffing
at their company
in the next year

73%

of hiring authorities report
facing hiring challenges
at their company

INDUSTRY CONCERNS

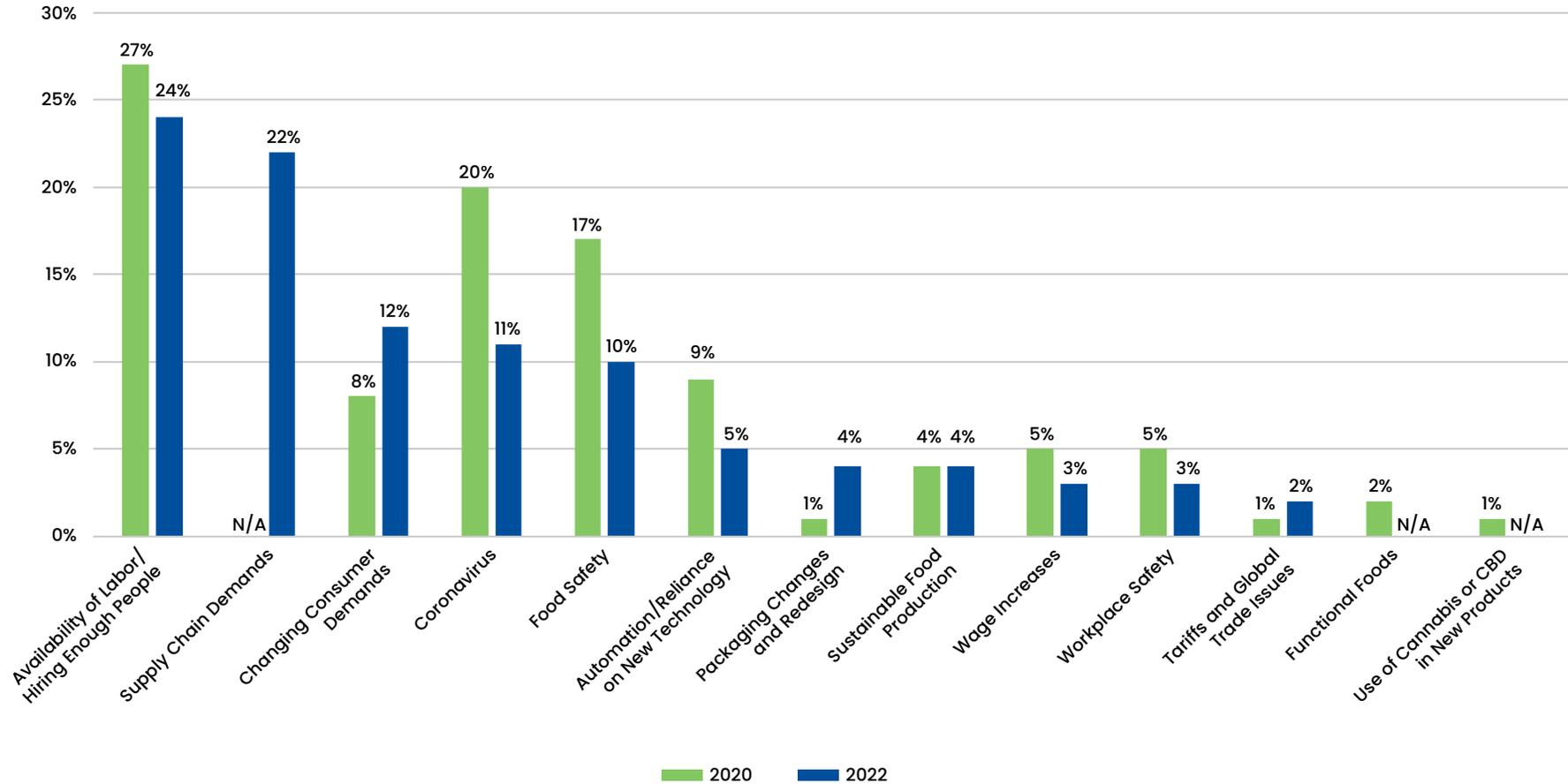
Of the 11 options, the top three industry concerns are: (1) *Availability of Labor/Hiring Enough People*; (2) *Supply Chain Demands*; and (3) *Changing Consumer Demands*.

In comparison to 2020, *Availability of Labor/Hiring Enough People* continues to be the top concern in the industry. *Coronavirus*, which was the second concern, falls to fourth. Note that *Supply Chain Demands* was not an option in the 1st Survey (see graph, p. 19).

By job level, C-Suite/President, Manager and Staff-level respondents view *Supply Chain Demands* as their highest industry concern and *Availability of Labor/Hiring Enough People* as their second concern. *Coronavirus* is tied for second among Staff employees while *Food Safety* is tied for second among Managers. Aligning with the overall results, Vice President and Director-level professionals consider *Availability of Labor/Hiring Enough People* as their top concern and *Supply Chain Demands* as their second-highest concern.



TOP FOOD MANUFACTURING CONCERNS: 2020 VS 2022



Note: "Supply Chain Demands" was not an option in the 2020 Survey. "Functional Foods" and "Use of Cannabis or CBD in New Products" were not an option in the 2022 Survey.

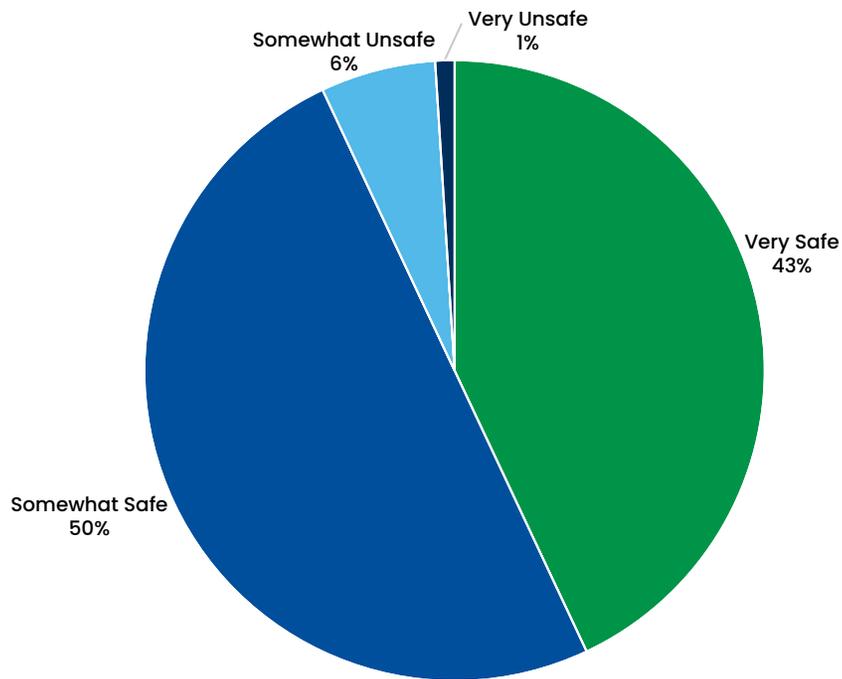
COVID-19

Only 7% of professionals who currently work on-site full time or part of the time report feeling *Somewhat Unsafe* or *Very Unsafe* in relation to COVID-19 (see chart, bottom left).

Over 60% of employed workers report that their organizations require proof of vaccination or negative COVID test results for employees (see

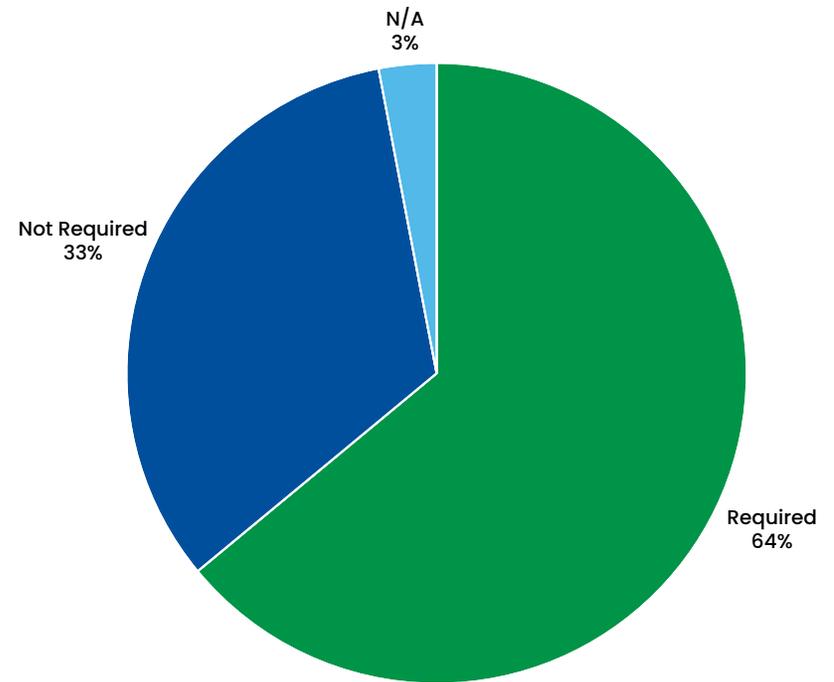
chart, bottom right). Of this proportion, 35% feel *Very Safe* and 58% feel *Somewhat Safe* working on-site and in person. In turn, 58% of employees who are not required to verify vaccination or negative tests results feel *Very Safe* and 33% feel *Somewhat Safe* working on-site.

OPINIONS ABOUT WORKING ON-SITE



Note: Data comprises of employed respondents who work on-site full time or part of the time

PROOF OF VACCINATION/NEGATIVE TEST



Note: Data comprises of employed respondents only

CONCLUSION

2022 marks a year not only of improved optimism and employee satisfaction in the food and beverage manufacturing industry, but also an increase in demand to hire more staff.

Two years have passed since the beginning of the pandemic, and professionals across the globe have taken the time to reflect and reevaluate their priorities. As Director through Staff-level professionals are more inclined to prioritize compensation when choosing an employer, higher-level executives are interested in joining organizations with a positive company culture. In addition, there is a 14% increase in willingness to relocate for a new opportunity this year, compared to 2020.

To have a competitive advantage as an employer, hiring authorities should evaluate what sets their company apart from the rest. Implementing benefits such as hybrid work can help attract, recruit and retain top talent, if the position allows for it. Working remotely part of the time is not only the most preferred work style for professionals

in this industry, but also delivers the most positive results in relation to employee satisfaction.

Bristol Associates' Vice President David Alford says, "Thank you for participating in our second survey for food and beverage manufacturing professionals! We really appreciate all of your responses. The number of respondents this year increased dramatically from 2020.

Overall, the participants in the survey are optimistic regarding the near future in the food and beverage manufacturing industry. While the pandemic continues to be a concern, supply chain issues are in the forefront of the minds of many industry professionals. It seems that this will be an ongoing stressor for the next couple of years. Hiring qualified workers also remains a major concern – one that has been exacerbated by historically low unemployment levels, coupled with the desire of many potential employees to work remotely.

We look forward to your involvement in our next survey."



ABOUT BRISTOL ASSOCIATES, INC.

Founded in 1967, Bristol Associates, Inc. is an executive search firm specializing in Food and Beverage Manufacturing. They also have well-established, successful recruitment practices in Casino Gaming; CBD; Facility and Concession; Healthcare and Hospital; Hotel and Resort; Nonprofit; Restaurant and Foodservice; and Travel, Tourism, and Attraction.

Bristol offers highly focused personal service, depth of experience and professional knowledge of the industries in which they work. The firm was established with a focus on responsiveness, honesty, integrity and strict adherence to ethical standards. Bristol maintains the largest proprietary database of executive talent in their industries.

Typical searches in the Food and Beverage Manufacturing industry include key executive-level positions within CBD; engineering; executive; finance; food technology and product development; marketing; production and operations; quality assurance; sales and supply chain and purchasing. Current searches and examples of completed searches can be found on Bristol's website, listed below. The Food and Beverage Manufacturing executive recruitment efforts are led directly by Vice President David Alford.

For more information visit www.bristolassoc.com.







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