



Stephanie Olexa, PhD, MBA

Lead to the Future

1516 Bette Lane

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## Search for a Board of Directors Candidate for a CPG company in the Snack and Confection Industry

Lead to the Future, LLC has been retained by a client to conduct a search for a candidate to fill one open position for an Independent Director on the fiduciary Board of Directors. The company is a third-generation family owned and operated business headquartered in Pennsylvania in the Snack and Confection Industry.

Opportunity: This is an opportunity to join the fiduciary Board of Directors of a highly respected family owned business.

Industry: Consumer Packaged Goods / Snacks and Confections

Size: Approximately \$ 250 million in projected sales for 2021.

Board Size: The Board is comprised of five Independent Directors and two Family members.

Qualifications: The company seeks Directors with the following experiences, skills and attributes:

- Senior Management / Industry Experience: Proven track record as a CEO / President / Executive Vice President / CFO of a large (over \$ 100 MM in revenue) company in the Consumer Packaged Goods industry, in particular the Snack and Confection Industry. Industry experience is a requirement for selection.
- Board Experience: Has served on one or more fiduciary boards within the last five years, chairing a Committee or in the Lead Director role, preferably the board of a privately held / family owned business of a significant size (over \$100 MM in revenue). Understands the role of a Board of Directors in a privately held company and proactively supports the evolution of the Board to best support the Shareholders and the organization. Governance experience is a requirement for selection.
- Committee Experience: Demonstrated capability in participating in or chairing a Board Committee with measurable proactive results.
- Succession Planning: Has experience in or a good understanding of succession planning within a family held business, particularly in the transition to a non-family President / CEO.
- Current position: Is able to commit the time to this board but is still proactively involved in the business world with demonstrated capacity as a curious and continuous learner.
- Strategic and Critical Thinker: Has demonstrated ability to think long term but to also translate goals and visions to metrics and results. Has the capability and courage to work interactively and test the status quo in a positive manner.
- Shareholder dynamics: Has demonstrated ability to balance the needs of diverse groups of Shareholders.
- Industry Disruptors: Has the demonstrated capability to detect and understand industry disruptors and to guide the company's strategic direction to minimize threats and optimize opportunities.
- Financial Acumen: Strong knowledge of finance, business Intelligence, financial planning and analysis and financial audit procedures.



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- **Corporate Culture:** The company has a strong commitment to its vision, core values and corporate culture. The candidate must have a demonstrated ability to understand, support and evolve the culture consistent with core values and the strategic direction of the company.
  - **Diversity and Inclusion:** Because the Client is committed to creating a diverse environment and is proud to be an equal opportunity employer, the candidate should have professional experience involving and advocating for diversity and inclusion.

Commitment: A minimum of four Board meetings per year plus Committee meetings. Each Director is assigned to one or more of three committees, Nominating and Governance, Compensation, and Audit / Finance and / or special purpose committees. The Board meets quarterly in person and holds conference calls to discuss specific matters. Most meetings are held at the company headquarters in Pennsylvania but may also be at other locations. During this current COVID pandemic Board meetings have been held virtually. Terms are three years subject to annual approval of the Shareholders. A Director is limited to three terms.

Compensation: \$ 30,000 per year plus reimbursement of all out of pocket expenses incurred for company business travel.

If you are interested, please contact us. You may forward this notice to potentially interested parties.

Interested Candidates: Please send an expression of interest, a cover letter addressing the above qualifications and a resume to Stephanie Olexa, Lead to the Future at [stephanieolexa@leadtothefuture.com](mailto:stephanieolexa@leadtothefuture.com). We will send the Board Prospectus to candidates under consideration.

We will be accepting indications of interest until October 25, 2020. We are committed to conducting a full and thorough search and appreciate your patience with our process.

This information can also be accessed at our website: <http://stewardshipforsustainability.com/governance/>