



TO SPREAD THE NEWS

FIRST EDITION 2023

A MESSAGE FROM THE PLANT MANAGER: JEREMY MAJERES

“We cannot become what we want by remaining what we are.” -Max Dupree

In the back half of fiscal year 2024, there is one thing that is certain, change is coming. Although change is always hard, I firmly believe, that this team will execute at a high level. As we look forward, we have many opportunities to enhance the current state of our plant, which in turn will give us a strong outlook on the future. Read more about the upcoming changes throughout this newsletter to stay up to date. Thank you all for your hard work and ongoing support. Let’s make the rest of the year memorable!



What’s New at the Site?

See pages listed for more information



Recognition Program

Recognition has gone digital! In addition to creating a new virtual portal, there is a new process for winning prizes - including a grand prize at the end of the year for one lucky person!

[See page #2](#)

Engineering Projects

There are many projects coming to Indianapolis. We are being innovative with our equipment and products. Tablespreads will be seeing more volume with our new products!

[See page #6](#)

Connected Shop Floor

Connected Shop Floor is a new initiative being rolled out by corporate Conagra. It is a digital transformation of paperwork, easier access to data, and better yield tracking.

[See page #7.](#)

THE NEW Recognition Program



Try me!



#1

See someone
doing something
good around the
plant



#2

Use the QR codes
posted around the
plant to enter the
recognition



#3

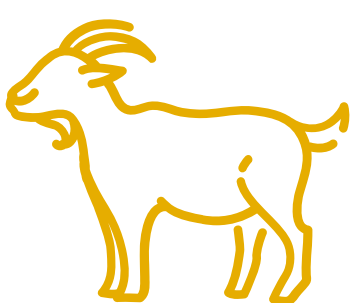
A winner will be
randomly selected
Hourly - Monthly
Salary - Quarterly



#4

The winner can
choose any ONE prize
from an online store
up to \$200!

Recognition is important and that is why we want to make sure everyone has the chance to recognize someone or be recognized. Switching from a word-of-mouth system to a virtual portal allows anyone to enter a recognition submission any time, day, or shift. Anyone can recognize ANYONE (hourly to hourly, hourly to salary, salary to hourly, salary to salary) EXCEPT - you cannot recognize yourself. Show your coworkers how much you appreciate them and try the recognition portal today!



**THE
G.O.A.T.
GREATEST OF ALL TIME**

Everyone that wins one of the random selections throughout the year will be entered into a list of people. At the end of the year, one person of the 16 will be randomly chosen as that year's G.O.A.T. and be eligible for a prize up to \$1000! Their name will be engraved on a plaque that will be put on The G.O.A.T display case by the HR Office.

Recognition Submissions

Adrian Clarke
Alex Bailey
Alex Reyes
Allyson Gower
Alvin Baker
Amanda Cousin
Angela Harris
Angela Vollmer
Anthony Jackson
Arron Brewster
Austin Quinlivan
Baw Reh
Bawi Uk
Becky Rigdon
Belinda Fanning
Ben Rogers
Benton Polin
Bill Jefferson
Bobby Johnson
Brandon Easler
Brandon Guess
Braylon Perry
Breann Denny

Brian Boyer
Brian Rusler
Bryan Doss
Bryant Distel
Buffy Crutchfield
Cali Jones
Candiance Day
Caron Miles
Chad Jewell
Chad Voght
Cherelle Cousin
Chris Bradley
Chris McCathern
Cleveland Brown
Cole Persinger
Curtis Freeland
Dale Heitzman
Dan Kingery
Darrell Mason
Daryl Nibbs
Dave Perry
Dave Pierce
Dave Romer

Dave Smitherman
Derek Johnson
Donyae Maclin
Ed Huggler
Emily Wright
Eric Wagner
Francine Powell
Elliott
Gary Kientz
Gary Taylor
Gene Bonfer
George Meier
George Pope
Gerald Sargent
Glenda White
Grace Carpenter
Grant Elsbury
Grant Pajak
Harold Ford
Henry Hill
Hugo Rodriguez
Jackie Royal
Jacob Earnest
Jacqueline Royal

Jakharie Moore
James Baker
James Hyde
Jasmine Carter
Jen Farabaugh
Jeremy Majeres
Jim Lane
Joe Wilson
John Garrett
John Powell
Jon Layton
Jon Shelton
Jordan Dugan
Jorge Rodriguez
Josue Rodriguez
Katrina Brown
Katrina Johnson
Kednal Alexis
Keenan Allen
Kellie Deupree
Ken Newman
Kent Taylor
Kevin Porter

Kevin Strezlec
Khu Stephen
Kim Frazier
Kim Jackson
Kim Wafford
Kurstin Eckert
LaDell Wheeler
LaDonna Templeton
LaQuanda Brooks
Laverne Morris
Lewis Bonner
Linda Dennis
Malaika Slater
Marci Smith
Marie Reidenbach
Mark Clark
Mark Fields
Mark Richmond
Mark Sevenich
Martin March
Marvin Martin
Maverick Fogle
Melissa Hall

Melissa Lane
Meredith Jones
Michael Chad Smith
Michael Poole
Michael Rivers
Michael Smith
Michael Steadman
Mike Hightower
Mike Kellermeier
Mike Steadman
Mike Strack
Neiko Bruce
Nevata White
Nichelle Wise
Paola Medina Monsanto
Pasqual Campos
Patty Carson
Rebecca Staniszeski
Reuben Morton
Rhonda Russell
Richard Green
Robert Wilson
Rocio Hamlin

Sam Thompson
Sara Mengsteab
Scott Hughes
Seth Zimmerman
Sharmoni Johnson
Shawn Turner
Steve Gulley
Suzanne Love
Tavoris Hurst
Taylor Duffy
Teri Bradberry
Terri Williams
Tha Cin
Tim Leslie
Todd Patton
Tom Unrue
Tony Day
Tony Geib
Torrell Buckner
Traice Allen
Trevor Adkison
Troy Hardister
Zach Austin



Employee Spotlight

RECOGNITION WINNERS

Hourly Winners



CaRon
Miles



Malaika
Slater



Brandon
Easler

Salary Winner



Jennifer
Farabaugh



SERVICE ANNIVERSARIES



1 year

Austin Quinlivan
Seth Zimmerman
David Israel
Sydeia White
JaNae Garnett
Baw Reh
Paola Medina
Monsanto
James Baker
Antonio Kilbert
Kellie Deupree
Kia Kincaid

5 years

Dshon Lenoir
Adam Bauer
Marci A Smith
Grant Pajak
Zackary Cox
Eric Wagner
Keith Wells
Brandon Guess
Grace Carpenter

10 years

Kim Jackson
Meredith Jones

15 years

Steve Robinson
Daniel Cuttino
Teresa Hall
Chad Jewell
Buffy Crutchfield
Anthony Anderson
Katrina Johnson
Ladonna Templeton
Jennifer Farabaugh
Denise Bledsoe
Malaika Slater
Regina Schaefer
Brian Boyer

30+ years

Roger Hunt

40+ years

Jeff Parks
Fred Pittman
David Brown



NEW HIRES



Adewole Adedokun
Adontae Hamilton
Adrienne Richard
Amin Mekari
Bob Minet
Bobby Mack
Cali Jones

Cecelia Shallal
Dakota Pinkiston
Donald Wallace
Emily Wright
James Patterson
Janelle White
Jasmine Carter

Jeremiah Lindsey
Kamalprit Ghotra
LaToya Andrews
Marcaniha Hampton
Mario Johnson
Michelle Pittmon
Ndabarinze Ngirambabara

Novinyo Nyamed
Pasquel Campos
Perry Gaines
Pete Kaminski
Reginal Thornton Jr
Ronald Davis
Samantha Stone
Ymelda Fragelus



COST SAVINGS

What is M.V.P.?

MVP stands for "Maximizing Value & Product". These are what we call our cost savings projects. Every year, the plant commits to a \$\$ goal and we have to come up with projects to save that amount of money. These projects can be related to reducing yield or supplies, minimizing stops, eliminating extra steps, etc. Yield projects are most profitable.

1% in efficiency for the plant = \$60,000
1% in yield for the plant = **\$2,230,000**

L22 Capper Rework Table MVP Project



One good example of a yield project is the L22 Capper Rework Table Project by Adam Bauer and Alvin Baker. There was a large amount of yield loss due to Line 22 bottles with crooked/missing caps being kicked off. A conveyor was added to have products smoothly rejected allowing employees to put a cap on, with sanitized gloves, and then put the bottle back on the line. A lexan guard was placed to prevent foreign material contamination.

This was a great collaboration between engineering, operations, and quality to save money and get more good product back to the customer. Speaking of money, before implementing the rework table, the annual loss of bottles, caps, and oil/milk was around \$88,000! In only the first 3 months after the project, a total of \$25,500 was saved!





PROJECTS

OIL BLENDING

PROJECT LEAD: ALLYSON GOWER



Oil blending was the first step to prepare us for Project NOMAD. In this project we modified tank locations, turned newly combined tanks into bulk tanks for raw oils, and added pumps and static mixers so we can get raw oils from our supplier and blend in house. Also, as a result of this project, all new oil room level sensors are on order. Oil blending will allow us to have more control over how our blends turn out and which blends we are able to make. The project had a successful startup thanks to all of the collaboration!

PROJECT NOMAD

PROJECT LEAD: ALLYSON GOWER



Project NOMAD involves the repatriation of the Smart Balance brand. Not many physical modifications needed to happen but there will be some overhead modifications. The merge points for the square tubs will be changing to help decrease the traffic of cases as volume increases. Lines 31 and 32 will be the changeover lines for the tubs going between 6-count and 12-count case. Line 12 will be the changeover line for the sticks going between a 4x1 1lb carton and 2x2 1lb carton. All the SKUs have been tested and trials went well! We will be starting up the week of November 27th on 1lb SKUs so make sure to keep an eye out.

NON DAIRY WHIPPED TOPPING

PROJECT LEAD: ROCIO HAMLIN



Non Dairy Whipped Topping is a new project for the plant that we are still working on the business case for. The main focus of this project would be to be the supplier of Non Dairy Whipped Topping to the Indy Bakery. It has passed the ideation phase and trials were done to prove viability at this site. This product would use bulk load out equipment on L28 but the processing would happen in the milk room. Some pieces of equipment that would be bought for this project are a Breddo mixer, homogenizer, and additional utilities for glycol. There has also been lots of collaboration with the plant, Corporate R&D, Procurement, Quality, and even Legal. More to come!



COMING SOON TO Indianapolis...



CONNECTED SHOP FLOOR

Go Live – Feb 2024

What Is Connected Shop Floor?

The purpose of Connected Shop Floor (CSF) is to improve Indianapolis's manufacturing operations by **empowering Team Members**, **digitizing key operations**, and **enabling actionable insights**.

These new capabilities will provide more **accessible and integrated information** through mobile devices, exposing issues that can be targeted and acted upon more quickly as we drive **continuous improvement**.

Connected Worker



Less manual work!

Move **paper-based processes to iPads** to help ensure you have information when and where you need it

Yield Management (MES)



Less waste!

Provide **more granular data on yield loss** to **identify root causes** of production issues and **prevent further loss**

Dashboards and Alerts



Greater insights!

Provide **insights into operations** from anywhere, with alerts to direct attention to high priority events

What Can You Expect?

Communications



Be informed through meetings, 1:1 conversations, and bulletin boards.

Training



Receive targeted training to prepare for new ways of working

Support



Be supported by CSF Subject Matter Experts called Super Users

Feedback



Share your input through a continuous feedback cycle

Connected Shop Floor

What's in it for me?



Site Leaders

Connected Worker

- Monitor assigned job progress and escalations

Dashboards & Alerts

- Use key performance metrics (KPIs) and relevant alerts to more easily measure and monitor the plant consistently over time

Cell Leads

Connected Worker

- Plan jobs digitally
- Visibility to progress of assigned jobs
- Increased likelihood of correct form completion

Dashboards & Alerts

- View summarized information in one central location
- Be alerted of high priority events
- Track performance trends and historical information

Team Leaders

Connected Worker

- Plan jobs digitally
- View the status of assigned jobs and quickly resolve issues
- Monitor escalated issues

Dashboards & Alerts

- Track historical information and performance trends
- Monitor operational metrics

Operators

Connected Worker

- Handy reference material, forms, and support resources available on iPads as you complete jobs
- Streamlined issue creation

Dashboards & Alerts

- Data and performance trends at your fingertips to support analytics
- Near-real time alerts to direct your attention where it's needed

Meet the Team

Change Management

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Dashboards & Alerts

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Leader Message

I am excited for us to experience this **transformational digital change** and shift towards new ways of working together. There are great things ahead, stay tuned for more updates!

Taylor Duffy, Manager Plant Continuous Improvement

The Conagra Corner

S	K	M	Z	L	G	F	T	B	T	R	J	C	T	V	O	M	B
C	H	V	G	E	R	R	E	C	T	E	Z	A	A	G	E	O	L
C	U	H	W	A	Y	E	A	Y	G	C	C	S	B	Z	F	M	U
P	O	R	G	D	I	S	M	L	K	O	O	E	L	K	F	N	E
A	I	E	A	E	E	U	W	X	S	G	N	S	E	E	I	J	B
R	L	D	G	R	L	L	O	G	M	N	A	K	S	T	C	Z	O
K	K	D	T	S	D	T	R	E	I	I	G	K	P	O	I	I	N
A	C	I	M	H	D	S	K	W	W	T	R	T	R	G	E	L	N
Y	N	W	E	I	G	V	J	K	F	I	A	M	E	S	N	Z	E
A	Q	I	W	P	I	P	U	F	F	O	Z	X	A	I	C	M	T
M	A	P	I	I	Y	H	M	V	B	N	T	R	D	W	Y	N	X
G	S	I	N	D	I	A	N	A	P	O	L	I	S	B	I	H	D

Find the following words in the puzzle.
Words are hidden → ↓

BLUE BONNET
CASES
CONAGRA
EFFICIENCY
INDIANAPOLIS

KETO
LEADERSHIP
PARKAY
RECOGNITION
REDDI WIP

RESULTS
TABLESPREADS
TEAMWORK
YIELD

Answers on the back

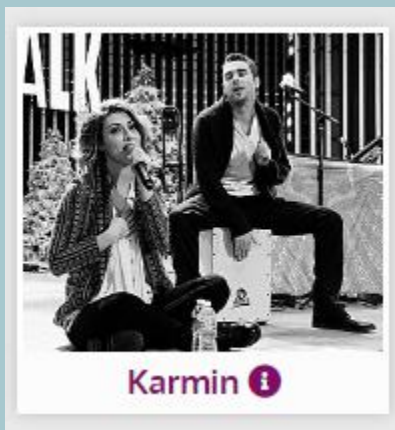
That's a (w)rap!

Below are song lyrics that feature our products



"...sweeter than a cherry pie with **Reddi Wip** topping..." - Beastie Boys 'So What'cha Want'

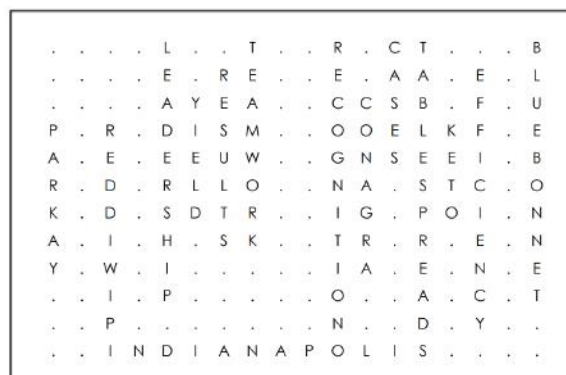
"...on **Parkay's** and butters and Stevie Wonders.." Mos Def 'Universal Magnetic'



"Do me **Blue Bonnet**, butter me up on it
You can toast love notes, I can burn sonnets"
Karmin 'What's In It For Me?'



Want to submit something to the next newsletter? Use the QR code or visit:
<https://www.indyrwts.com/newsletter>



Answers to word search on Page 9