

FLAVOR news

CONFECTION / GRAIN / BEVERAGE / EMERGING MARKETS

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FONA International Named One of Chicago's 101 Best and Brightest Companies to Work For

For the third straight year, FONA was named one of Chicago's 101 Best and Brightest Companies to Work For by the National Association for Business Resources (NABR).

"Our people and the culture they have created are the most important factors in our continued growth as a company," says Joe Slawek, President & CEO of FONA International. "We are very grateful to our people for building a work environment that is satisfying and enriching for customers, co-workers and management."

The Criteria

The 101 Best and Brightest Companies to Work For award honors Chicago-area companies that recognize employees as their greatest asset. The NABR explains the winning companies are those that work with imagination and conviction to create organizational value and business results through their policies and best practices in human resource management.

The Judging

Companies are evaluated on their competency in the areas of communication, community initiatives, compensation and benefits, diversity and multi-culturalism, employee education and development, employee engagement and commitment, recognition and retention, recruitment and selection and work-life balance. As part of the process, employees at each nominated company are randomly selected to complete a confidential survey about their work environment.

Winners are selected by an independent market research company that reviews an extensive amount of quantitative and qualitative data, and an independent panel of judges. ■



Elite Award Earned for Recognition and Retention

FONA was also one of 11 Elite Award winners, earning the Recognition and Retention award for its innovative programs dedicated to employee satisfaction. This is the second time FONA has earned this distinction and the third time FONA has won and Elite Award.

Faces of FONA



Susan Milovanovic



Steve Brewer



Caroline Onischak



Dave Salinas



Theresa Guess



Kevin Ray



Beth Border



Joanne Kennedy

NEW HIRES

Susan Milovanovic, Senior Scientist – Liquid Beverage

Susan has been working with FONA for the past 10 months as a consultant and has now joined fulltime. She has more than 10 years experience in formulating and processing beverages such as isotonic, carbonated soft drinks, powdered soft drinks, juice drinks, teas, syrups, dairy based, and functional beverages. Susan has a B.S. in food science from the University of Illinois at Urbana-Champaign.

Steve Brewer, Customer Connection Manager

Steve has 14 years experience leading communication, technology and business development teams in both a global business information services company and an entrepreneurial non-profit. Steve is responsible for facilitating business through Web 2.0 tools, processes and systems. Steve received a B.S. in mass communications from the University of Iowa.

Caroline Onischak, Customer Service Representative

Caroline started with FONA as a temporary employee in February and joined our customer service team full-time in April. As a main line of communication between her customers and production, she receives orders and keeps customers updated on the status. She is also the first point of contact for new customers. She holds a B.S. from the University of Michigan.

Dave Salinas, Senior Account Executive

Dave works primarily with customers on the East Coast to meet their flavoring needs. He has 20 years of sales experience, most recently as Director of Strategic Global Accounts/Divisional Sales Manager for a leading manufacturer and marketer of colors, flavors and fragrances. Dave worked closely with customers on contracts and sales, and initiated new product development. He holds a B.S. in economics from the University of Pittsburgh.

Theresa Guess, Quality Assurance Supervisor

Theresa has 15 years experience in quality assurance in the flavor arena, including training, quality systems, manufacturing functionality, SAP and supply chain improvements. Theresa earned a Master of Science degree in supply chain management from Elmhurst College and a B.S. in biology from Illinois State University.

Kevin Ray, Account Specialist

Kevin brings eight years of experience in customer service in various roles, and a background in transportation logistics. Kevin is responsible for all order fulfillment duties, including receiving orders, scheduling the manufacturing of product and coordinating all shipping details for several key accounts. Kevin graduated with a B.S. from Southeast Missouri State University.

Beth Border, Associate Food Technologist – Confections

Beth plays an active role in the execution and timely delivery of

projects for FONA's Confections customers. She is developing a technical proficiency in the confectionary market, and possesses expertise in the development of gum, chocolate and compound coatings, chocolate and sugar-shell panned candies and gelatin/pectin gummies. Beth has a B.S. in biology from Marietta College in Ohio.

SPECIAL ACHIEVEMENT

Senior Account Executive Joanne Kennedy – 2008 Woman of the Year Award Winner

Congratulations to Senior Account Executive Joanne Kennedy who received the 2008 Woman of the Year Award from Women in Flavor and Fragrance Commerce. Joanne has worked for FONA since 2006 and works primarily with customers on the East Coast to meet their flavor needs. Joanne holds a Master of Science in human nutrition from the University of New Haven and a B.S. in food science from Cornell University.



President's Corner

Everyone at FONA has been honored by our selection as one of Chicago's 101 Best and Brightest Companies to Work For by the National Association for Business Resources for the third straight year.

We are very proud of our dedication to our employees this accomplishment represents and proud of our employees' dedication to our customers. The results are trusting, successful business relationships, and flavors that continually exceed expectations.

This commitment to excellence is who we are, what we were founded on and what guides our work each day. We invite you to visit our world headquarters in Geneva, IL, to experience the FONA difference for yourself.

We look forward to welcoming you soon.

Joseph J. Slawek, President & CEO

How the Analytical Group Helps FONA Develop

BETTER FLAVORS

From first contact with a customer to the delivery of the finished flavor, there are many different groups of people at FONA who work on a flavor's creation. Each group plays an important role in the flavor development process. Here is a look at how our Analytical Group fits into the process and helps us develop accurate flavors.

The Analytical Group's Process

The Analytical Group receives an item from Flavorists and Application Scientists that they need broken down and analyzed. For example, a Flavorist might

be trying to develop an orange flavor close to a natural orange, so they want an orange peel analyzed to see the make up and levels of its essential oils.

Using chromatography and mass spectrometry (see sidebar ►), Analytical Chemists can separate the different components of the orange peel and determine what percent of each chemical is in it. This data is transferred to detailed spreadsheets and delivered to the Flavorist who will use the information to help develop a more accurate flavor.

"It's remarkable," says Analytical Supervisor Andrea Weinecke.

"We can take the most complex flavor that nature has produced and break it down to its fundamental units. Flavorists can then use the information to put the pieces back together again and replicate the fruit flavor using only its chemical components."

Quality Analysis

Analysis is also completed on all raw materials before being used in the flavor development process and all finished goods before being sent to customers. This team effort by the Analytical and Quality Assurance Groups ensures the design and quality of all FONA products exceeds customer expectations.

Our Analytical Group is a key part of the process that designs and develops the flavors you need — with the quality you expect. For more information, please call 630.578.8600. ■

► What are gas chromatography and mass spectrometry?

There are two processes the Analytical Group use to extract and identify flavor components:

GAS CHROMATOGRAPHY

Flavor is injected into the gas chromatograph and the chemical components are evaporated and separated by how long they take to make their journey down a very narrow column. It is similar to a running race: small, quicker molecules generally finish first and slower, larger molecules generally finish last.

MASS SPECTROMETRY

Molecules leave gas chromatograph and enter mass spectrometer which breaks them into pieces (ions). Each chemical can be identified by the unique pattern of ions created.

"We can take the most complex flavor that nature has produced and break it down to its fundamental units. Flavorists can then use the information to put the pieces back together again and replicate the fruit flavor using only its chemical components."

- Andrea Weinecke, Analytical Supervisor at FONA

Developing Better Flavors: Andrea Weinecke and Rachel Dannemeyer work side by side in the Analytical Laboratory at FONA International.



Fall 2008 Flavor University® Courses

Join more than 5,000 alumni from around the world who have attended the industry-renowned programs offered through Flavor University.

Food professionals will gain a practical understanding of the creation and use of flavors in food product development. Our courses are tuition-free and provided as a service to food industry professionals.

These complimentary classes fill quickly, so apply now! For more information or to register, visit FlavorUniversity.com or call 800.308.FONA.

FLAVOR 101®

November 10–11

A complete introduction to flavors, including sources, interactions, trends and labeling.

We recommend completing Flavor 101 in preparation for any 201 level seminar.

BEVERAGE FLAVOR 201®

October 27–28

Overcome the unique flavoring challenges presented by beverage applications with this advanced technical seminar.

SAVORY FLAVOR 201®

November 17–18

A comprehensive look at the distinctive characteristics of savory flavors and the unique challenges posed by the applications using them.

TOP 10 CHALLENGES OF FLAVOR®

October 6–7

Our expert staff, with 20 years of product development experience, brings you the strategies, tips and techniques to help you address the top 10 challenges of working with flavor.



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For the second consecutive year, Inc. magazine has placed FONA International on the Inc. 5000 list of America's Fastest Growing Private Companies. Thank you to our loyal clients and friends for your continued confidence in FONA International and for helping us achieve this incredible milestone.

