

EXECUTIVE SUMMARY

- ❖ Proven contributor, collaborator and leader with 30 years of packaging experience and achievements in innovation and development of materials and equipment, packaging design and development, sustainability and intellectual property management.
- ❖ Extensive experience in packaging development, sourcing and consulting for large and small CPG's and suppliers of packaging and packaging machinery for Food, Beverage, Alcohol, Cosmetics, Personal Care, Pet Care, Home Care, Automotive, Nutraceutical & OTC, Electronics, Technology, and other categories.
- ❖ Senior leadership positions in multiple successful, fast-paced start-up companies, including Method Inc. and Ecologic Brands. Successfully developed teams, processes, and supplier network focused on creating value through market-winning packaging and developing the customer base. Highly capable as a hands-on, individual contributor, as well.
- ❖ Significant accomplishments in consumer-focused, innovative product development, including commercialization of several highly successful, category-leading and world-first packages, materials and machinery; Awarded several patents and industry recognition including Certified Packaging Professional (CPP) by the Institute of Packaging Professionals (IoPP).
- ❖ In-depth experience with many packaging and product types, processes, suppliers, and packaging platforms including:

Bottles (SBM, EBM, IBM)	Paperboard & Corrugate	Films, Labels, Laminates	Molded Fiber
Injection Molding, Thermoform	Closures (dispensing, liners)	Tubes, Pouches, Susceptors	Glass (blown & pressed)
Metals (drawn aluminum, steel)	Decoration (flexo, gravure, litho)	Filling (aseptic, counter-pressure)	Capping, Accumulation, OEE
Sustainability- 3R's, GHG, etc	Case Packing/Palletize/Distrib	Molds & Tooling	Secondary/Tertiary Pkg
Suppliers (Domestic & Int'l)	Project Mgmt & Patents	Testing (ISTA, ASTM, DOE, compat)	Reports, Depositions
Regulatory (cGMP, FDA, FFDA, 21CFR, ISO 11607, Annex 13, TTB, AIB, IMS, OTC, CRP, SPI, GPI, etc.)		Custom Equipment Development	Cold Chain Distribution
Expert Witness, SME, Patents	Sales & Business Development	Package & Product Design	Shelf Life, Child Resistance

P R O F E S S I O N A L E X P E R I E N C E

Owner

October 2008 to Present

PRO PAC CONSULTING (PACKAGING DESIGN AND DEVELOPMENT FOR GPG PRODUCTS), LIVERMORE, CALIFORNIA.

- Providing fast and effective solutions for all types of packaging and product challenges including innovation, technical support, materials optimization, sales and business development, supply chain development, mold and equipment design and development, process development, supply chain development, and cost savings.
- Successful consulting support including:
 - Expert Witness- numerous cases involving Intellectual Property (Utility Patents, Design Patents, Trade Dress), Consumer Packaging for Beverages, Alcohol, Machinery, Chocolate & Confections, Soap and Personal Care, Product Liability, Dispensing Closures, Supplier-Customer Responsibility Litigation, Depositions, Expert Reports, and more.
 - Columbus Foods (MAP and extended shelf life packaging, Club stores formats, FFS, etc)
 - Plenty Ag (hydroponic produce packaging, extended shelf life, proprietary designs, microperforations)
 - CarbonLITE recycled PET resin
 - Ecologic Brands (molded fiber bottles from recycled materials with applications in food, beverages, wine, nutraceuticals, etc),
 - Pendulum Therapeutics
 - Grove Collaborative (home products).
 - PepsiCo Products including Quaker, Frito-Lay, and other brands and products.
- Experience with virtually all types of packaging materials, components, and equipment in nearly all product categories and applications, including food, beverage, cosmetics and personal care, home care, nutraceuticals, pet care, wine/beer/spirits, and beyond!

Group Manager & Associate Research Fellow

March 2016 to 2020

THE CLOROX COMPANY, CLEANING PRODUCTS DIVISION (CLOROX, PINE SOL, LIQUID PLUMR, 409, TILEX, PRODUCTS) PLEASANTON, CALIFORNIA.

- Leading technical packaging and product innovation, sustainability, cost savings, and regulatory compliance (Child Resistance, How2Recycle, etc), for over \$3Billion annual product sales
- Manager and key team member driving development of people (established new onboarding and training programs), supplier connections (discovered and implemented new key injection and blow molding suppliers), materials reduction (identified and implemented over \$4M cost savings/year), Child Resistance compliance (established new SOP for development, testing and documentation), technology (patent pending for novel dispensing closures), and extensive work with packaging equipment and systems, tools and processes (Troubleshooting, Root Cause & Corrective Action, OEE, FEA, SAP and Product Data Management of packaging specifications, BOMs and document change control).

Glenn May

925.525.0655 propac@rocketmail.com

Chief Technical Officer

May 2011 to August 2015

ECOLOGIC BRANDS INC. (COMPOSITE BOTTLE DESIGN & MANUFACTURING) OAKLAND, CALIFORNIA.

- Drove all aspects of Research and Development, including packaging design & development, form-fit-function, COGs optimization, equipment specifications & development, and production site optimization/OEE, IP/patent strategy and filings, etc.
- Successfully developed and commercialized numerous first-ever packaging formats and equipment related to “bag-in-bottle” for several product categories such as wine (Paperboy brand), laundry detergents (Seventh Generation, Safeway, etc), protein powder (Body Logix by The Winning Combination), and pet care products (all-fiber Nestle-Purina Pro Plan containers and closures).
- Developed highly customized equipment for pulp molding, pouch making and assembly applications for internal manufacturing, and for sale to customers.
- Regular presentations and interaction with Board of Directors, investors, customers and industry seminars regarding technology, product development strategy, IP and other key areas.

Director of Packaging Technology

July 2008 to May 2011

CONSTELLATION BRANDS US, SAN FRANCISCO, CALIFORNIA.

- Responsible for all aspects of technical packaging for all wines and spirits made in, imported into, and exported from, the USA.
- Headed packaging development at 9 bottling sites, with operations involving high speed glass bottle filling (bulk & re-shippers, still wine & sparkling, all sizes), Bag-in-Box filling, PET bottle & Tetra Pak aseptic packaging, etc.
- Led high performance department of 10 with responsibilities including:
 - Managing all development and changes of components, including testing, qualification, TTB compliance, mfg standards.
 - Creating packaging for over 600 sku's for domestic, import and export business.
 - Driving OEE (Overall Equipment Efficiency) improvements from 40-65% to over 60-90% by reducing equipment downtime, improving production speeds, and improving quality.
- COGs reductions of over \$4MM annually, due to materials savings, equipment investments, improved operational efficiencies.

Sr. Director, Engineering & Packaging Development

February 2005 to June 2008

METHOD PRODUCTS INC. (HOME CARE AND PERSONAL CARE PRODUCTS), SAN FRANCISCO, CALIFORNIA.

- Created Engineering & Pkg Development team of six direct reports, established processes and procedures which:
 - Were key to company's 30% to 100% annual growth
 - Created exceptional, award-winning packaging and products starting with 25 sku's in 2004 to over 300 in 2008
 - Improved speed-to-market (from 9 mos down to 6 mos) and reliability (eliminated 3 leaking closure-bottle systems).
 - Environmental accomplishments included: first 100% PCR PET bottles, first recyclable laminate film, CARPP Law compliance, and several others
 - Implemented Engineering & Packaging software, including SolidWorks and CAPE and TOPS for unitization
- Hands-on execution of major projects and initiatives, including laundry detergent dosage and dispensing, cleaning tools development.

Project Leader

January 1999 to February 2005

THE CLOROX COMPANY, SPECIALTY PRODUCTS DIVISION (FOOD, CHARCOAL, CAT LITTER, INSECTICIDES, AUTO (STP AND ARMOR ALL) AND PROFESSIONAL PRODUCTS, PLEASANTON-WALNUT CREEK, CALIFORNIA.

- Managed team that executed 45 major projects over two years, including the successful launch of 20+ new items and cost savings in excess of \$4MM.
- Key team member for startup of new Kingsford international production facilities in China and Brazil, delivering critical new capacity to fuel business growth..
- Successfully managed group of five direct reports across several business units. Managed \$1.5MM annual department budget.
- Promoted from Sr. Pkg Eng to Research Associate, then to Project Leader.
- Led cross-functional team on reduction of packaging-related unsaleables. Numerous improvements implemented on Cat Litter, Charcoal and Automotive (STP fuel treatment and ArmorAll) packaging saving over \$2.5MM annually.
- Led team in launching innovative Easy Squeeze inverted dressing package with custom flip top closure and unique dispensing valve. Awarded U.S. Patent, IoPP's AmeriStar “Best of Food Category” and WPO's WorldStar 2001 award.
- Successfully led packaging & equipment development for Hidden Valley Single Serve product. Managed packaging sourcing and testing, design, purchase and manufacture of custom packaging equipment; launched in five month. Received recognition from Division General Manager for efforts and leadership.
- Provide leadership and expertise on emergency bases for leaking Clorox Disinfecting Wipes pouches. Successfully utilized DOE (Design of Experiment) to identify key factors, root causes and corrective action. Formally recognized by senior management for preserving original launch date.

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Glenn May

925.525.0655 propac@rocketmail.com

Manager, Packaging and Operations

February 1994 to January 1999

NESTLÉ CHOCOLATE & CONFECTIONS AND PETCARE DIVISIONS, GLENDALE, CALIFORNIA.

- Managed projects involving the development, testing, and implementation of over 25 new packaging concepts annually for retail and industrial products. Improved COGS for over 65 additional items, resulting in over \$3MM savings/year.
- Selected as Trainer for Nestlé Quality Initiatives Problem Solving course. Promoted from Asst. Mgr. to Manager. Received two *Nestle Very Best* awards for *Pretzel Flipz* VFFS and HFFS pouches, patented candy dispenser, susceptors, and Club Store packaging project management. International work on packaging taint/off-flavor issues.
- Achieved substantial cost reductions of cases, bags, cartons, and wrappers in excess of \$450M annually through leveraging supplier resources and capitalizing on new technologies.
- Managed Petcare packaging projects personally reducing packaging costs in excess of \$275k annually, assisting in additional \$1.5MM. Designed and implemented innovative “valve” and integrated handle into petfood bag to satisfy key consumer requirements.
- Valuable experience in can filling, seaming, and thermal processing, flexible films, rigid plastic containers, multi-wall bags, tray packing, folding cartons, equipment, microperforations, and corrugated packaging. Promoted from Supervisor to Asst. Mgr, then to Manager. Received *Nestlé Spirit Award* for implementing network pallet program for Logistics group.

Packaging Engineer

June 1992 to February 1994

MERLE NORMAN COSMETICS, LOS ANGELES, CALIFORNIA.

- Designed and implemented myriad of custom tubes, cartridges, compacts, jars, and bottles, including re-usable packaging.
- Daily immersion in in-house injection molding facility and filling/assembly plants. Experience with filling, capping, accumulating and sealing liquids, powders, and solids. Extensive interaction with quality control methods and standards.

Packaging Intern

May 1991 to September 1991

COMPAQ COMPUTERS, HOUSTON, TEXAS.

- Laptop computer and software packaging design, testing, development and commercialization, as well as minimizing damage from shock, vibration, ESD (electrostatic discharge), etc.

E D U C A T I O N

Bachelor of Science, Packaging Science Michigan State University , East Lansing, Michigan Completed Technical and Managerial options. Grad 1992.	FDA/FPI-Certified, Food Processing University of California, Davis , California Container Closure and Thermal Processing 1995.	CPP-Certified (Certified Packaging Professional) Institute of Packaging Professionals (IoPP)
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A C T I V I T I E S A N D A W A R D S

Executive Board Member, MSU School of Packaging Alumni Association 2002 to 2005

Speaking Engagements

Universal Design Conference, Michigan State University, East Lansing MI, June 2004: Hidden Valley Easy Squeeze silicone valve inverted package.

Brand Identity & Package Design Seminar (“Fuse”), April 2005 in New York City: design and transforming low-growth categories through Innovative Packaging.

CMA Annual Meeting (Closure Manufacturers Association), April 2007, Phoenix: “Closures in the Value Chain.”

Brazilian Packaging Association: Design Conference, November 2007, Sao Paulo, Brazil, Key Notes Speaker: Pkg Design Impact on product and category growth.

Sustainability in Packaging Conference (Intertech Pira), March 2008, Orlando FL: sustainable packaging and impact of design on branding.

IoPP Transport Packaging Committee, “Door to Door Journey of Wine,” Feb 2010, Webinar: wine packaging design, incoming QC inspections of packaging components, critical attributes, high speed production challenges.

Cleaning Products Conference, “Thinking Outside the Box”, October 2012 in Richmond, VA for American Cleaning Institute.

ISRI (International Scrap Recyclers Institute), 2019, Los Angeles Convention Center, “Packaging Performance and Recyclability”

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Professional Recognition

1. 2001 IoPP AmeriStar Best of Food Category Packaging Award, (HV Easy Squeeze Inverted Bottle w/ silicone valve)
2. 2001 WordStar Award (Hidden Valley Ranch Easy Squeeze Inverted Bottle w. Silicone Valve)
3. Clorox R&D 2004 "Certificate of Recognition for Outstanding Performance" on project Viper (Redesigned Litter Pails).
4. Awarded US Patent D471,462 for HV Easy Squeeze Inverted Bottle w. Silicone Valve.

Container for salad dressing or the like



US • [USD471462S1](#) • **Glenn P. May** • The Clorox Company

Priority 2001-09-04 • Filed 2001-09-04 • Granted 2003-03-11 • Published 2003-03-11

The ornamental design for a container for salad dressing or the like, shown and described.

5. 2008 IoPP Ameristar for Method molded bamboo fiber packaging used with omop cleaning tools and components.
6. Awarded US Patent USD425411S for novel confection dispensing package while at Nestle

Candy dispenser

US • [USD425411S](#) • **Glenn P. May** • Nestec S.A.

Priority 1999-01-25 • Filed 1999-01-25 • Granted 2000-05-23 • Published 2000-05-23

The ornamental design for a candy dispenser, as shown and described.

7. Awarded US Patent for omop cleaning tool design (unique curved handle and functionality).

Mop



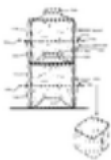
US AU CA • [USD579165S1](#) • **Glenn May** • Method Products, Inc.

Priority 2007-03-21 • Filed 2007-12-26 • Granted 2008-10-21 • Published 2008-10-21

We claim the ornamental design for a mop, substantially as shown and described.

8. Received 2 utility patents on Ecologic Brands packaging components (load-bearing telescoping lid and equipment patent)

Containers for particulate materials



WO EP US • [US20170021995A1](#) • **Glenn May** • Eco.Logic Brands Inc.

Priority 2013-10-02 • Filed 2016-03-30 • Published 2017-01-26

Containers for holding particulate materials are provided. The containers may be formed from molded pulp. The containers may included molded pulp shaped or threaded features formed integrally on the container that may aid in providing closure to the device. The containers may optionally include a ...

9. 2015 AmeriStar Winner of "Best in Category" for Ecologic Brands Nestle-Purina ProPlan Cat Litter molded fiber containers

REFERENCES

Excellent references provided upon request.