



# Global Food Protection

Gene Snavelly, Vice President | Operations



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Gene is currently responsible for the day to day operations for PRS and has responsibility for the Food Defense & Protection Division.

Gene is a 33-year veteran in the loss prevention, security, safety and investigations profession and has held various loss prevention and security leadership roles within the retail industry. In addition, Gene was the Chairman, President and CEO of a Private Detective and Security Agency and the Executive Vice President, COO & Managing Partner of an Events and Security Company.

For the last nine years Gene was the manager of Global Supply Chain Security & Compliance for the Starbucks Coffee Company, based in Seattle, Washington with global responsibilities that included manufacturing, distribution, warehousing and logistics. Gene was also part of the Global Protective Services Team within Starbucks and had the responsibility of partner safety in their owned and operated facilities. Gene was also responsible for brand protection and global investigations for Supply Chain.

Gene has an extensive background in multiple security and investigative disciplines and specifically to investigations Gene has conducted extensive and in depth criminal, civil and company investigations. Investigations have been for both complainant and defendant actions as well as criminal prosecutions. Gene continues to work extensively with local, county, state and federal law enforcement within North America and including international law enforcement.

Gene has an extensive background in training and awareness in regards to physical security and personal safety with formalized training in executive protection and bodyguard services. Since 1999, Gene has focused on several programs as it relates to Workplace Violence and the impact to both the employee and the employer. Gene has also been actively engaged with several Fortune 100 companies as it relates to layered security, personal safety, executive protection, investigations and violence prevention programs.

Gene is also a member of the ASIS International Food Defense & Agriculture Security Council, member of the Department of Homeland Security Food & Agriculture Security Sector, member of the Grocery Manufacturers Association Food Defense Committee and the National Association for County and City Health Officials Research Advisory Group. Gene has assisted several multi-national companies on their Food Defense Programs and continues to be actively involved with both regulatory and industry leaders in both North America and International Markets.



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# Food Protection

## The What

➤ Each organization must fully understand the requirements of the Food Safety Modernization Act and the supporting Rules. It is recommended that a committee of a cross functional leadership team be established to ensure all areas are truly represented in the evaluation and development of the organization's program.

## The How

➤ Establishing a Strategic Plan and Action Plan are critical to ensure that all areas are covered and that there are specific responsibilities assigned to individuals within your organization. This is more than just a security or quality program. The program can only be successful if the entire leadership team is in support of the strategy.

# Policies, Standards & Requirements

## Policies

- In any size organization you should have an established Food Defense or Food Protection Policy that specifically addresses the organization's expectations to adhere to regulations or industry standards. This policy should be set by the highest executive in the organization.

## Standards & Requirements

- Each organization has different ways to approach standards and requirements but at a minimum, there should be requirements that specifically address Food Defense or Food Protection and who has responsibility of the program, compliance and auditing.

# Food Defense Plan

## Plans

➤ There are a number of organizations that can provide you templates as well as useful tools along with the FDA which I would encourage anyone starting a program to begin there. There is also the Food Protection & Defense Institute that has a wealth of information and support. It is not a one size fits all, especially if you have multiple facilities and multiple countries.

## Actions

➤ Food Defense Plans/Security Plans are only useful if they are current and consistently verified and updated by onsite leadership. A good way to ensure knowledge is to establish quarterly reviews of the documents and at a minimum, complete a full annual review. Always remember to document all of your actions.

# Training & Awareness

## Awareness

➤ A Food Defense Program is only successful if everyone in the organization is aware and understands what Food Defense is and how it impacts the organization and the protection of the Food Supply Chain. You should have a Certified Food Defense Professional at each of your locations at a minimum. If you have multiple locations you should have one key leader.

## Training

➤ At a minimum you should have an established New Hire Security Orientation Video and Training Outline. Not only should each new employee attend, you should also require an annual refresher of all employees, including company executives. This training should also include temporary employees and contractors.

# Assessments and Auditing

## Assessments

➤ It is highly recommended that each facility receive an in depth Vulnerability & Risk Assessment and the FDA is a good place to start with their own assessment. You must also recognize that each type of operation within your organization may be assigned a different risk and/or threat level. There should be an Action Plan and Executive Summary completed.

## Audits

➤ It is recommended that you should complete both internal and 3<sup>rd</sup> party auditing of your Food Defense Program and each location within your company. At a minimum an audit should be conducted annually with action or remediation plans in place. You must ensure that you have an Action Plan and documented timelines to address actions, including who is responsible.

# Alleged Product Tampering

## Notifications

➤ The minute your organization is notified of an alleged product tampering, you should notify your Crisis Response Team and follow established procedures for the handling, investigating and communicating of such incidents. While all organizations want to get ahead of the potential crisis, gathering the facts are extremely important in how and when to communicate information.

## Investigations

➤ You must have a process in place to properly investigate alleged product tampering and to ensure that all information and evidence is secured in a timely manner. There must be established processes in place for both internal and external investigations to include notification of law enforcement or other government agencies. Partnership is critical at all times.



 Proactively identifies food defense and agriculture security issues and serves to educate and provide expertise to enhance the protection of the global supply chain from source to consumption.

Council Objectives

- Strive to identify & fulfill the needs of council members & our peers by:
  - Researching
  - Understanding
  - Discussing
  - Security issues pertinent to our industry segments
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  - Researching
  - Understanding
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  - Security issues pertinent to our industry segments
- Continue to identify threats affecting our industry and works to facilitate the sharing of effective mitigation
- Key is the exchange of ideas & information.
- Support of the efforts of the Critical Infrastructure Working Group
- We do that by:
  - Annually provide references to sources that support the concerns for security efforts in our industry segment
  - Subject Matter Experts

# THANK YOU

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