

Q

Applicant Name: Ken Toering Date: 11/6/15 @ 2pm

- \$BS minimum
1. Tell me about yourself.
    - not deciding factor
    - w/o benefits would like to stay
  2. What were the responsibilities of your last position?
    - around 70k.
    - progressive pay raises (90 days ev)
  3. What attracted you to this company? - Right in his field
    - learning curve much less
    - 30 emp @ credit.
  4. Give me an example of a time that you felt you went above and beyond the call of duty at work.
    - helping out in production, ~~every~~ OPI - plant shut down
    - stayed 2 overnights to write procedures to submit to USDA
  5. Tell me about a time where you had to deal with conflict on the job.
    - with production & QA - relationship is important
    - product wasn't right - needed to get product out. Shipped out the product
  6. If I were to ask your last/current supervisor about your work ethic, what would they tell me?
    - dedicated / get work done
  7. What audits have you been involved with? What is important to recognize when doing an audit?
    - 3rd party audits - SQF level 3 / learned to get more people involved. much more detailed per department. make sure each dept. has proper paperwork & input.
    - Why Audit?
  8. If an employee is doing something different than the procedure, what action should be taken

against the employee? Do you correct the employee on the spot?

- 1st - check to see if procedure is correct.
  - ask if they knew how & why doing that way
- 2nd - progressive warning
  - run a short investigation
  - don't discipline on spot - make sure all info is current correct.

\* 1 month - 250 employees

- GMP's
- Allergens
- food safety
- Food defense

# Ken Toering

## Director of Quality Assurance/Food Safety

Saint Paul, MN

ktoering@yahoo.com - 612-799-8125

Experience with beef, pork, sausages, lunch meats, fully cooked and raw meat products, contract packaging, fruits and vegetables, tortillas, snack mixes, exporting, supplier auditing. Authorized to work in the US for any employer

### WORK EXPERIENCE

#### Director of Quality Assurance/Food Safety

Ranchers Legacy Meat Company - August 2010 to January 2015

- Developed the standards for the plant to produce safe and high quality ground beef.
- \* Developed and Implemented GMP, Food Safety programs to all employees.
- \* Trained sanitation employees on proper cleaning procedures and use of chemicals.
- \* Audited and approved suppliers for meat and not meat items.
- \* SQF Practitioner - wrote the protocols, procedures according to SQF guidelines.
- \* Maintained SQF Level 3 for last 2 years.

**Quality Assurance Manager (5 months?)**  
Cre-8-It - Minneapolis, MN - March 2010 to August 2010

Managed two processing facilities - fruits/vegetables and pasta/potato salad. Conducted monthly food safety audits

- \* Completely updated the GMP programs to show what we actually perform.
- \* Improved the sanitation and over cleanliness of the plant.
- \* Reduced the bacterial levels through scheduled cleaning.

#### Quality Assurance Manager

New French Bakery - Minneapolis, MN - January 2009 to November 2009

Manage two bakeries operating 24 hours 365 days producing bread products. Set standards and procedures for sanitation and quality assurance. Monitored and conducted microbiological testing for quarterly program.

- \* Conducted monthly food safety audits for both bakeries.
- \* Train sanitation employees on proper cleaning procedures.
- \* AIB audits every 3 months with new standards

#### Quality Assurance Manager

Catalia Mexican Foods - Eagan, MN - November 2007 to September 2008

Managed and improved the current quality programs through simplifying. Performed and monitored the microbiological testing to make sure standards were being met. Resolved any quality issue that may occurred from production.

- \* Reduced food safety issues by performing monthly food safety audits.
- \* Improved the quality of sanitation through training.

#### Quality Control Manager

Waymouth Farms, Inc - New Hope, MN - January 2006 to July 2007

Implemented

- Wrote all GMPs - HACCP

- SQF certified

- Plant wasn't winning - had to look ahead.

- Restructuring management / let go

What has made you stay for 5 years

- short time? Experience in meat industry. Job change for pay. New company / experience

- drove for Fedex while looking for job - why leave? Gap from 11/2009 - 3/2010?

- cut back on managers let go

\* 2nd interview: Friday 11/16/15 @ 2pm

Improved processes to the Quality Control department while working with production to help improve their processes that would be cost effective. Manage annual budgets. Streamlined Organic certification records for updates, new and discontinued items. Liaison for all 3rd party audit (AIB, Organic, FDA).

- \* Reduced company liability through improved documentation by including more critical information.
- \* Implemented cost saving programs on supplies by using fewer suppliers to get a larger savings based on volume.
- \* Restructured monthly internal food safety audit standards.

### **Food Safety/R&D Manager**

Prestige Foods of Iowa - Sheldon, IA - June 2004 to July 2005

Key team member of a startup company in developing new food safety programs to be approved by the USDA. Developed

new products for customers by using different marinades and cook cycles.

- \* Created and implemented product specifications for raw and finished beef and pork items.
- \* Spearheaded and implemented the HACCP programs.
- \* Performed supplier approval audits for packaging materials, ingredients and raw materials.

### **Quality Control Director**

Prestige Foods of Iowa - Minneapolis, MN - November 2002 to June 2004

Directed the sanitation, quality control and janitorial departments over a 3 shift operation that produced raw and cooked products for food service. Successfully managed the Listeria and Salmonella programs to be in compliance with the USDA regulations. Company representative for all regulatory issues for timely responses and corrective actions.

- \* Trained employees on Food Safety, SSOP's, HACCP, and GMP's.
- \* Improved product specifications which resulted in a reduced number of nonconforming products.
- \* Raised the overall 3rd party audit scores.

### **Quality Control Manager/HACCP Coordinator**

Curly's Foods, Inc - Sioux City, IA - June 1995 to November 2002

Critical team leader of the company for developing food safety and quality programs as the company expanded. Company liaison for all audits.

- \* Developed and executed HACCP plans with government approval on first presentation.
- \* Reduced non-conformance issues by implementing tighter internal requirements.
- \* Achieved the Corporate Excellence Award on 3rd Party Audits.

### **QA Manager**

Sigman Meat Company - Denver, CO - September 1992 to May 1995

### **QA Manager/Plant Manager**

Complete Packaging Service - Austin, MN - May 1991 to July 1992

### **QA Manager**

Ruben Meats - Minneapolis, MN - March 1986 to May 1991

## **EDUCATION**

### **Associates in Food Science**

Riverland College - Austin, MN

### **Management Training**

**University of Nebraska and Kansas State University**

**American Meat Institute**

**ADDITIONAL INFORMATION**

**SQF Practitioner, HACCP Certified**

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\* currently unemployed

\* 6-30 employees  
- sanitation / pest control

\* GMP, HACCP, safety

SQF level 2 then level 3

\* audits / customer complaints / CAR's

• fell short of expectations?

\* salary - \$70K (last job)  
stay around 70K  
65 minimum

\* Actors of product - sent sample to Italy. Sample rejected - mishandling issues

\* has to go to food handling device  
- sit there and disposed

\* seeing out of country handling requirements

• strengths: work well w/ all types of people / respectful  
- wouldn't ask anyone to do anything he wouldn't do.

• weak: like to help out / extend self too thin  
- own responsibilities go to side

- 2pm on Friday

Hours: 8-5 hours M-F (can be flexible) 7-4 or 6-3

\* won't be on the floor handsy at all

\* 3-4 QA employees

\* manage ~~most~~ total employees

11-20

required to make contact w/ them

\* will be in charge of sanitation (over /c-7 200 shift management)