

## "A" Player Human Capital LeaderShift Insights

### SHIFT Happens! Now What?



"What if we don't change at all ...  
and something magical just happens?"

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*"Masters in the Art &  
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### People on the Move



Beacon Wellness Brands, a Yellow Wood Partner company appointed **Lisa Tanzer** as

Beauty by Imagination (BBI) named **Jonathan Thompson-Hill** as EVP Sales. He

### People on the Move



Hain Celestial named **Wendy Davidson** as CEO. She was at **Glanbia Nutrition, Kellogg, McCormick, and Tyson.**

Yellow Wood Partners appointed **Daniel Alter** as CEO of **Suave Brands** post **Unilever** carve out.

### Industry News



**Kenvue** went public with a valuation of \$42 billion. It is the \$15 billion consumer health spinoff from **J&J**, who owns 91% of shares.

**Kellogg** will become two public companies. The cereal business will be called **WK Kellogg**, with the larger snacks business being called **Kellanova**.

CEO. Lisa was with **Katie Couric Media** and **Life is Good**.

**Hain Celestial** named **Wendy Davidson** as CEO. She was at **Glanbia Nutrition**, **Kellogg**, **McCormick**, and **Tyson**.

**Maria Dempsey** joined **Love Wellness** as CEO. She was at **Nest Fragrances**, **Clarins**, **Kao**, and **Lancôme**.

**Yellow Wood Partners** appointed **Daniel Alter** as CEO of **Suave Brands** post **Unilever** carve out.

**Edgar Huber** was appointed CEO at **Nest**. He was at **Coty** and **L'Oréal**.

**Virtue Labs**, a **Combe** company, names **Jose Luis** as CEO. He was with **Google**, **Coty**, and **P&G**.

Pet food maker **Better Choice** appointed **Kent Cunningham** as CEO. He was at **Nature's Bounty**, **Whole Earth Brands**, **Glanbia**, and **Mars Petcare**.

**Lester Lee** joined fitness products company **Versa Gripps** as CEO. He was with **Spectrum Brands** and **Norelco**.

**Siegel Egg Company** appoints **Matt Whitney** as CEO. He is from **UNFI** and **Sysco**.

**Todd Magazine** joined **AirSculpt Technologies** as CEO. He was with **Pfizer**, **PepsiCo**, and **P&G**.

**Ste. Michelle Wine Estates** named **Shawn Conway** joined as CEO. He was at **Peet's Coffee**, **SKYY Spirits**, **Dreyer's**, and **Clorox**.

**Kerry Sullivan** joined skin care maker **Versed** as CEO. She was at **Dollar Shave Club** and **Neutrogena**.

Chocolate company **Barry Callebaut** named **Peter Feld** as CEO. He was with **Beiersdorf**, **J&J**, and **P&G**.

**Dave Allen** joined **Pure Fishing** as CEO. He was at **Igloo**, **Vista Outdoor**, **Coleman**, and **Unilever**.

**Urban Farmer** a **Paine Schwartz** portco appoints **Mark Fleming** as CEO. He was with **TreeHouse**, **Conagra**, **Kraft Heinz** **Reckitt Benckiser**, and **Coca-Cola**.

**Michelle Shigemasa** joined cosmetic maker **r.e.m. beauty** as CEO. She was at **Murad** and **Smashbox**.

was with **Beiersdorf**, **RB**, and **P&G**.

**Samantha Goldstein** joined **Innovative Labs** as chief commercial officer. She was with **Nestle Health Science** and **Coty**.

Kombucha maker **Remedy Drinks** named **Nathan Schy** as chief customer officer. He was at **Kind**, **Danone**, **Campbell Soup**, and **Hershey**.

**Jeff Liebhardt** joined **Heritage Distilling** as SVP of sales. He was at **Balcones Distilling**, **Boston Beer**, **PepsiCo**, and **E&J Gallo**.

**Jen Orlando** joined **Arbonne** as chief growth and innovation officer. She was **Plexus**.

**Kite Hill** named **Mark Wilhite** as SVP of sales. He was at **Alpha Foods** and **General Mills**.

**Stephanie Pullins Hart** named Head of Operations at **Nestle SA**. She was with **Warby Parker** and **Beyond Meat**.

**Sharon White** joined beauty company **Maesa** as chief people officer. She was most recently at **Warner Bros. Discovery**.

**Kettle Cuisine** appointed **Laura Brown** as EVP of HR. She was with **Pepperidge Farm** and **Sara Lee**.

**Léa Baltzinger** joined **Arbonne** as chief people officer. She came from **iHerb**.

**T. Marzetti** named **Luis Viso** as Chief Supply Chain Officer. He was with **Monster Beverage**, **Diamond Crystal Brands**, **Keurig Green Mountain**, **Coca-Cola**, and **Kraft**.

**Wella Company**, owned by **KKR** appoints **Frank Smalla** as CFO & COO. He is from **Boston Beer Company** and **Kraft**.

**Kevin Neat** is appointed CFO at **Florida Food Products**. He was with **J&J**.

**Sysco** appoints **Kenny Cheung** as CFO. He was with **Hertz**.

**Brian Alexander** joined prepared foods maker **Häns Kissle** as CFO. He was with **Franklin Sports**.

Coconut water company **Vita Coco** named **Corey Baker** as CFO. He was at **PepsiCo**.

**Tietlest** golf brand company **Acushnet** named **Sean Sullivan** as CFO. He was at **SiriusXM**.

**Gina Goetter** joined **Hasbro** as CFO. She's

**Beauty Pie** names **Kevin Cornils** as CEO. He was with **Peloton**, **Match.com**, and **Glasses Direct**.

Plant based products maker **NotCo** appointed **Meredith Madden** as GM of the US. She was at **Chobani** and **Crossmark**.

**Carlos Lagravere** joined beauty company **Maesa** as COO. He was at **Proximo Spirits**, **Ecolab**, and **P&G**.

**Tim Kilpin** joined **Hasbro** as president of the consumer products group. He was at **Playmonster**, and **Mattel**.

**John Graham** joined **BrewDog** as US CEO. He was at **Dutch Bros Coffee**, **Invisalign**, **GSK**, and **J&J**.

**Smoothie King** appoints **Camille Hymes** as COO. She is from **Starbuck's** and **Jack in the Box**.

**Smucker** appointed **Gail Hollander** as CMO. She was with **Publicis**.

**Chris Mondzelewski** joined **Black Rifle Coffee** as CMO. He was at **Mars** and **Kraft**.

**Brigette Wolf** joined frozen snack maker **My/Mochi** as CMO. She was at **Mondelez** and **Kraft**.

**King's Hawaiian** named **Holger Kraetschmer** as CMO. He was with **Adidas**, **ESPN**, **Hasbro**, and **Mattel**.

**Andy van Ark** joined **Catalina Crunch** as CMO. He was at **Red's All Natural** and **Mars**.

CBD product company **Charlotte's Web** appointed **Andrew Shafer** as CMO. He was at **Verizon**.

**Emily Silver** joined **Dick's Sporting Goods** as CMO. She came from **PepsiCo**.

**Papa John's** appoints **Mark Shambura** as CMO. He was with **MOD Pizza** and **Chipotle**.

**Mary Rodrigues** joined **Stila Cosmetics** as CMO. She was at **RÉVIVE Skincare** and **Estée Lauder**.

**Talking Rain Beverage** appointed **Katie Gieser** as VP Sales / National Accounts. She was with **Coca-Cola**.

from **Harley-Davidson**, **Tyson**, and **General Mills**.

**Jim Allwein** joined **Theragun** massager maker **Therabody** as CFO. He was with **Vital Nutrients**, **Atkins**, **Acirca**, and **Danone**.

**Michael Ragus** joined **Hain Celestial** as chief accounting officer. He was at **LiveKindly**.

**John Hilker** joined **Kite Hill** as SVP of operations. He was at **Blommer Chocolate** and **Sauer Brands**.

**Eva Guilmo** also joined **Kite Hill** as SVP Quality. She was at **Ripple Foods** and **Torani**.

**Yun Lee** joined **Harvest Hill Beverage Company** as CHRO. She was at **Harman**.

**Duckhorn** appointed **Jennifer Fall Jung** as CFO. She was at **Funko** and **Gap**.

**Bert Alfonso** joined the **Kraft Heinz** board. He was with **Hershey**, **Cadbury**, and **Warner-Lambert**.

**Lucy Brady** joined the **Bath & Body Works** board. She is the president of snacks and grocery at **Conagra**.

**Steve Voskuil** joined the **Bath & Body Works** board. He is the CFO at **Hershey**.

**Michele Meyer** joined the board of digital-first dog brand **BARK**. She was president of snacks at **General Mills**.

**Fortune Brands** named **Stephanie Pugliese** to the board. She was at **Under Armour**.

**Betsy Holden** joined the **J&J** consumer spinoff **Kenvue** board. She was with **Kraft**.

**J&J** consumer spinoff **Kenvue** appointed **Melanie Healey** to the board. She was with **P&G**.

**Revlon** appoints new board including **Martin Brok** formerly at **Sephora**, **Timothy McLevish**, former CFO at **Walgreens Boots Alliance**; **Hans Melotte**, formerly of **Starbucks**, **J&J**, and **P&G**, **Liz Smith**, formerly from **Avon** and **Kraft**, and **Paul Pressler**, Chairman of the **eBay** Board of Directors.

**Maria Henry** joined **Nike's** board. She was CFO at **Kimberly-Clark**.

## Industry News

**Unilever** acquired DTC prestige skin care producer **Paula's Choice** from **TA Associates** for a reported \$2B.

**Industrial Opportunity Partners** acquired **Harvest Food Group**.

**Flagstone Foods** acquired ***Emerald Nuts*** from **Campbell Soup**.

Plant-based company **Wicked Kitchen** acquired plant-based seafood company **Current Foods**.

**Great Kitchen Food Company**, a **Brynwood Capital** portco acquired **Uno Foods** from **Newport Global Advisors**.

**FreshRealm** acquired **Blue Apron** infrastructure for \$50M.

**Yellow Wood Partners** acquired **Suave** from **Unilever**.

**North Castle** bought fragrance company **Nestfrom Eurazeo**. The deal values the company at \$200M.

**Darden Restaurants** acquired Ruth's Chris Steak House.

Canadian cannabis company **Tilray** bought **Montauk Brewing Company**, to get ready to introduce THC-infused beverages when cannabis is legalized.

**Altria** is paying at least \$2.8 billion for e-cigarette maker **NJOY**. They exited a \$13B **Juul** investment, selling it for \$250M.

**L'Oreal** is acquiring male personal care products maker **Aesop** from **Natura**, for \$2.5B.

Japanese alcoholic beverage company **Kirin** is acquiring Australian vitamin maker **Blackmores** for \$1.2B.

**Post Holdings** bought **Rachel Ray Nutrish**, **Nature's Recipe**, **9Lives**, **Kibbles 'n Bits**, and **Gravy Train** pet brands from **Smucker** for \$1.2B.

**Diageo** sold their **TYKU** sake brand to wine and spirits importer **Shaw-Ross**.

**Macallan** single malt whisky maker **Edrington**, increased their ownership of **Wyoming Whiskey** from 35% to 80%.

### *As the saying goes, follow the money...*

**Lemon Perfect**, a sugar-free lemon water, raised an additional \$36 million led by **Goat Rodeo Capital**.

**Prime Roots**, a maker of plant-based deli meats, raised \$30 million. **True Ventures** led the round.

**Oats Overnight** raised \$21 million in Series A funding.

**Smalls**, a DTC fresh cat food brand, raised \$19 million to support retail expansion. **Companion Fund** led, with the venture fund from **General Mills** participating.

**Momofuku** raised \$18 million in growth funding, led by **Siddhi Capital**. They make restaurant-quality pantry essentials.

**Hero Bread** raised \$15 million in Series B funding.

**Remedy Drinks**, the #3 kombucha brand globally, closed a Series B round to fund expansion. It was led by **L Catterton**.

**BelliWelli**, a probiotic snack bar brand, raised \$15 million in Series A funding. It was led by **The Invus Group**.

Chinese food brand **Fly By Jing** raised \$12 million in Series B funding.

**Immi**, an instant ramen brand, raised \$10 million in Series A funding led by **Touch Capital**.

**Don't Quit**, a healthy energy and protein beverage backed by **Keurig Dr Pepper**, is raising \$10 million as they merge with **X2 Performance**. The round is led by **MSG Sports**, with **L Catterton** involved.

**Owen's Craft Mixers** raised \$10 million, led by NBA star **Jimmy Butler** and **Live Nation**.

**The Ugly Company** raised \$9 million in Series A funding. They convert imperfect fruit into snacks, and **Justin Timberlake** is an investor.

**Thesis** raised \$8 million to expand their customized nootropics supplements. **Unilever Ventures** and NBA star **Kevin Love** participated.

**Three Chord Bourbon** raised \$8 million in

**Pernod Ricard** acquired a majority stake in peanut butter-flavored whiskey brand **Skrewball**.

Probiotic beverages brand owner of **GoodBelly**, **NextFoods** acquired cherry juice brand **Cheribundi**.

**L Catterton** and **Nexus** are merging pet food brands **Natural Balance** and **Canidae**.

**PetIQ** bought pet products producer **Rocco & Roxie**.

**Sigma Alimentos** acquired a majority stake in Mexican cheese producer **Los Altos Foods**.

**Tyson** bought **Williams Sausage Company**.

**E&J Gallo** bought ready to drink cocktail brand **Fishers Island Lemonade**.

**Colavita** acquired **O Olive Oil & Vinegar** company.

Apparel company **Patagonia** bought cracker brand company **Moonshot**.

**AUA Private Equity** bought meat snacks maker **Western Smokehouse** from **Monogram Capital**.

**ICV Partners** acquired **Desi Natural** and **Noga** brands from **AUA Private Equity**.

**Blue Road Capital** bought **Sweet River Honey** as a bolt on to **Sweet Harvest Foods**.

**Juggernaut** bought **Navage** nasal cleansing brand company **RhinoSystems** as a bolt on to **French Transit's** personal care and beauty brands.

**CREO Capital Partners** bought **Yucatan Foods** as a bolt on to their **Flagship Food Group**.

**Traub Capital** acquired truffle products company **Sabatino Tartufi**.

**Gryphon Investors** acquired pet supplement maker **Vetnique Labs**.

**Salt Creek Capital** acquired fitness products company **Versa Gripps**.

**Avista** bought **Solarcaine** and **A+D** ointment from **Bayer** as a bolt on to **Wellspring Consumer Health**.

**L Catterton** invested in DTC color cosmetics brand **DIBS Beauty**.

Series A funding. The company was co-founded by **Neil Giraldo**, the guitarist and husband of **Pat Benatar**.

**Rob's Backstage Popcorn**, the brand originating from a **Jonas Brothers** tour, raised \$7 million in Series A funding to support retail expansion. VC firm **Palm Tree Crew** led, with Hershey participating.

Functional beverage brand **Tru** closed a \$6.5 million Series A round. It was led by **BTV**, the venture arm of **British American Tobacco**.

**Odyssey Wellness**, a sparkling energy drink brand made with mushrooms, raised \$6 million in Series A funding.

**Roar Organic**, a hydration beverage brand, raised \$6 million.

Hydration brands, **Buoy** raised \$2.5 million in seed funding. NBA star **Chris Paul** participated.

**Vacation** sunscreen raised a \$6 million Series A round. It was led by **Silas Capital**, with True Beauty Ventures involved.

**WNWN**, a cocoa-free chocolate alternative, raised \$5.6 million in Series A funding. It was led by **Peakbridge**.

RTD cocktail brand **DrnxMyth** raised \$3.7 million in Series A funding.

**Good Dog Food**, a UK-based maker of pet food from cells, raised \$4.5 million in seed funding.

**Caliray**, a sustainable beauty brand, raised Series A funding to continue growth at retail. The round was led by **True Beauty Ventures**.

**Poppy Handcrafted Popcorn** raised \$3 million in Series A funding. It was led by **JACS Capital**.

**Sourse**, a vitamin-infused chocolate candy, raised \$2.4 million in seed funding.

**Cleverman**, a DTC color brand for men's hair and beards, raised \$1.8 million from **L'Attitude Ventures**.

**Cerebelly**, a brain development baby food company, closed a Series A round. Participants included **Knudsen Capital** and other VC firms such as **Imaginary**.

**Olyra Foods**, a maker of organic breakfast biscuits, received a minority investment from

**Swander Pace Capital** bought **First Place Foods** as a bolt on to **Patriot Pickle**.

**Entrepreneurial Equity Partners** invested in frozen garlic bread maker **Furlani Foods**.

**Sandbridge Capital** invested in Ariana Grande's **r.e.m. beauty**.

the VC arm of **Grupo Bimbo**.

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