



"For me, our corporate culture of People Powering Purpose takes precedence in everything we do because it is about taking care of the consumer by providing fresh and healthy food choices, which is critical especially now that we are living through a pandemic."

**- Rene Hernandez | Production Plant Manager
Bakersfield, Calif.**

Rene Hernandez joined Bolthouse Farms 15 years ago as a Platform Operator and has made a career of what started as a short-term job. He was a University of Southern California graduate residing in Los Angeles when his mom asked him to join her in Bakersfield to assist with a real estate transaction to ensure she would not get scammed. What was supposed to be a three week trip turned into a month and a half and his mom insisted that he find a job in Bakersfield until the property deal was done. The production experience he gained from previously working for Time Warner helped Rene secure a supervisory role with Bolthouse Farms for the summer. But when the six weeks ended, Rene learned that the company had different plans for him. It was clear to Bolthouse Farms leaders that Rene was a valued asset to the team and they offered him a permanent job as Plant Operator, which he held for two years, moving on to positions of greater responsibility as the plant Production Supervisor, Assistant Shift Manager, and then Shift Manager. "I love telling this story of how I came to Bolthouse Farms!" said Rene.

In 2016 Rene was promoted to his current role, Production Plant Manager, overseeing the Foodservice and IQF (Individual Quick Frozen) plants where he works to achieve the company's key goals for the Foodservice business including budgeting, spending and people relations. He shared that working for Bolthouse Farms has been a life changing opportunity, "production is a very demanding and stressful environment, and I am thriving! I am a 'goal setting' kind of guy, and I believe actions speak louder than words. Accomplishments are important to me, and the leadership team fosters an environment of

continued learning that motivates me to achieve my goals as a Production Plant Manager – this is what gets me out of bed every morning!" Rene also shared that the core group of people that he started with more than a decade ago are still with the company. This unique sense of family is what keeps him here. When asked if he could have any job at Bolthouse Farms Rene quickly replied, "I would have already chased that other job if I thought I would enjoy something else more – I am genuinely happy in production because it is what I love!"

Rene proudly speaks of how his family's Mexican heritage influences how carrots are incorporated into dishes in his household. His wife loves to add carrots to beef stews and various other recipes, but it is Rene's Thanksgiving specialty of baby carrots sautéed in brown sugar, olive oil and vinegar that his kids enjoy the most. And when asked to share his favorite Bolthouse Farms product this self-described "fresh carrot guy" proclaimed that he is also a fruit guy. "When I came to Bolthouse Farms we used to produce a Mandarin Orange Juice made with Valencia oranges. Now we brought back a new Bolthouse Farms Orange Juice that I drink daily." He said that the Watermelon Mint Lemonade comes in a deliciously close second.

While reflecting on his time with Bolthouse Farms, Rene shared his favorite memory was the very first "People Day" when Bolthouse Farms recognizes and honors top performing hourly Frontline employees who continue to go above and beyond to help the company be successful. Employees are awarded one of several cash bonuses and five are awarded a

carrot-orange sports utility vehicle. One of his team members was recognized for their outstanding performance with a car, and it was the happiest moment he ever had while at Bolthouse Farms. "The company stepped up in a really big way with an event that lifted spirits and motivated the team, and I was both honored and excited to be part of it!"

Caring for people is something Rene believes is part of our company's culture. "For me, *People Powering Purpose* takes precedence in everything we do because it is about taking care of the consumer by providing fresh and healthy food choices, which is critical especially now that we are living through a pandemic."

Rene shared his personal motto and hero, that guides him as a father. "If you work hard and put the time into it, things will pay off down the road. I preach this to my kids because my main purpose in life is to have a strong relationship with them that guides them to be successful in life." His hero, the late Kobe Bryant, stood for something real, and left behind a legacy that inspires Rene in how he dedicates time to his family. "I have five beautiful kids, all born and raised in Bakersfield, Calif. My two oldest are in college with one on a football scholarship and the three younger ones look up to their siblings. I strive to be a good example and to provide structure to my family in the way Kobe did for me. Chase that dream down!"