



John Gallo of Gallo Glass Receives the 2008 Phoenix Award.

SAN FRANCISCO, CA – This year John Gallo received the glass industry’s most prestigious tribute, the 2008 Phoenix Award. Mr. Gallo was honored at an awards dinner held at The Fairmount Hotel in San Francisco, CA. He is the 38th recipient of the award, which is given in recognition of outstanding individuals who have made noteworthy contributions to the glass industry.

In 1958, after 25 years of making wine in California’s Central Valley, the Gallo family decided to make their own bottles. Getting enough bottles for their growing business was difficult, and they felt the quality of the glass containers was critical to the success of their wines. Gallo Glass is now celebrating its 50-year anniversary.

After being discharged from the Navy, Bob Gallo, son of co-founder Julio Gallo, joined the winery and joined the team building a glass plant adjacent to the family’s winery in Modesto. His son, John, joined E & J Gallo Winery, after graduating from University of Santa Clara in 1983. In November 1998, John transferred to Gallo Glass Company as Vice President., Gallo Glass now operates the largest single glass container plant in the world. While the scale of Gallo Glass has grown dramatically, the company still operates on the belief that its success is grounded in each individual employee’s commitment to excellence.

Under John Gallo’s leadership, Gallo Glass has created extensive training and apprenticeship programs. Guided by the belief that human resources should be developed from within, Gallo Glass offers college degree programs to employees at every level. “The first thing my dad did was to look for the right people, the right team. He believed in getting the right person in the right place, and giving them challenges.”

Employee retention is a hallmark of Gallo Glass, where, one longtime employee says, “You’re considered a ‘flight risk’ until you’ve been here 20 years.” Vice President and General Manager Bill Holmes, who has been on duty since the day Gallo Glass opened its doors, has served as John Gallo’s mentor for nearly a decade. “Bill is the heart and soul of Gallo Glass,” John says. “He is an invaluable resource to me, as he was to my dad.”

It was with Bill Holmes and the company’s management team that John traveled to Europe to learn more about the new technology and automation being used in glass plants there. Applying what they learned, the company went from manufacturing 60 million cases to 85 million cases with the same five furnaces. That increased capacity led them into the open marketplace to find and serve new customers, another big step for a family business whose only customer for 40 years was itself.

Despite the scale of Gallo Glass Company, John Gallo remains in touch with every department. “We are pretty transparent. We can see the contributions made by individuals, and we can help



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them develop their strengths. It's a self-sustaining culture of committed and passionate individuals that generates a very 'can-do' attitude."

Along with its emphasis on the individual, Gallo Glass Company focuses on continual improvement in the technology of glass making. The dark green "Flavor Guard" wine bottle was an early indication that Gallo Glass would be an innovator in the industry. The company remains a leader in research and development, sharing information through organizations such as the International Partners in Glass Research (IPGR).

Mr. Gallo remarked during his acceptance speech that, "Innovation is what started the company...and today, that spirit of innovation remains strong in the people at Gallo Glass." Mr. Gallo went on to say, "Long before regulations began forcing companies to invest in the next innovation, we partnered with our suppliers and built our own cryogenic oxygen plant...becoming the first in the world to run our furnaces on pure oxygen...significantly reduced NOX...and eliminated the precursor to smog...it was the equivalent to taking 130,000 cars off of the road every year. That started the "Green" movement at Gallo Glass." Gallo Glass went on to construct one of the first electric furnaces with zero emissions, to develop the three-mix cullet market in California, and to become certified under the environmental management guidelines of ISO 14001.

"We have people from other glass companies visit our plant regularly," John Gallo says, "and our people visit other plants, as well. It's a free exchange of ideas, and when the industry prospers we all benefit through collaboration, beyond just being competitors. We all have a common interest: to maintain glass as the customer's package of choice!"

Mr. Gallo closed his speech, attended by leading industry suppliers, by saying, "I think the future of the glass packaging industry is very promising, as we all pull together to promote the advantages of glass. Glass is natural. Glass protects, endures, and is reborn...infinitely recycled!" At Gallo Glass 50% of every bottle is from recycled glass.

John Gallo, at age 47, has expanded Gallo Glass Company beyond vertical integration within his family's wine business into an operation that now provides glass containers to diverse customers on the open market. "Being family owned and operated," he says, "gives us certain advantages: fewer layers to go through to make a decision, better ability to invest in the future. We can respond quickly and thoughtfully to customer requirements. And, having met our own needs for so long really helps us understand the needs of others. We can go from an idea on the back of an envelope to full production in four weeks."

John Gallo currently serves on the boards of:

- Glass Packaging Institute
- International Partners in Glass Research
- Modesto Junior College, Great Valley Museum
- Central Catholic High School (Modesto)

John Gallo lives in Modesto with his wife Teresa, and children Robert, Margaret, and Sarah.



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COMMITTEE

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In May 1971, representatives of nineteen major suppliers to the glass industry met in New York City to form an association for the express purpose of recognizing outstanding individuals who have made noteworthy contributions to the glass industry. As a result of this meeting, the Phoenix Award Committee was born and soon adopted a code of by-laws with the following Preamble:

“It is the purpose of the Phoenix Award Committee to select, each year, a person now living, who has been active in and has made contributions to any phase of the glass industry. This may be in the field of science, production, or education relating to glass, and shall include glass containers, fiber glass, scientific glass, flat glass, tableware and electronic glass... As a symbol of this Award the recipients shall be presented with a glass sculpture representing the mythological Phoenix Bird.”

Committee members serve for a period of four years, and six new members are elected each year to replace those whose terms have expired. Membership is on an individual, not on a corporate basis. Members must be employed by a company which is a supplier to the glass manufacturing industry.



John Gallo with (from left to right) Gallo Glass Employees Lance Leming, Ron Weltmer, Martin Rhodes and Jorian Reed



John Gallo receives Phoenix Award from Paul Guttman of US Silica Company