



THE PHOENIX AWARD® COMMITTEE

2008 PAC Winner

John Gallo

John Gallo has been named the thirty-eighth recipient of the Phoenix Award, which is given to recognize the "Glass Person of the Year." Mr. Gallo was unanimously selected for the award in recognition of the advances in oxy-fuel technology and open cooperation of Gallo Glass.

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.

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



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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, 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."