



MORRISON

IN THIS ISSUE:



BUILDING BLOGS

Did you know Morrison publishes a weekly blog? Check out some of the insights our team has shared this past year.



THE HUMAN RESOURCES AUDIT

Morrison Principal Shawn Miller breaks down various types, elements, and benefits of human resources audits.



CLIENT CORNER

Our Morrison team members aren't the only ones staying busy. See what's new with some of our clients.



SHOEI FOODS: A VISION TO BE ICHIBAN

ShoEi Foods (pronounced SHOW-ay) first opened its doors in 1904 when founder, Tasuke Honda, started the Seikosha Milk Shop and a dairy cattle farm in what is now Ota-ku, Tokyo, Japan. Brothers Shoichi and Eiji Honda took the growing business and incorporated as ShoEi Foods Corporation in 1947. By 1985 they had expanded into the United States with their Oregon-based food ingredient subsidiary, ShoEi Foods (U.S.A.), Inc.

By late 1990, ShoEi Foods had concentrated all US operations in California. Recognizing the opportunity that the fertile Sacramento Valley could provide, ShoEi Foods began growing and processing prunes, and in 2008 entered into a working partnership with Sunsweet Growers. Soon after they established a walnut processing facility in Olivehurst, CA and planted several hundred acres of walnuts. This facility has allowed ShoEi Foods to process and sell walnuts for markets in both the United States and Japan.

Today ShoEi Foods grows prunes and walnuts on 1,000 Sacramento Valley acres, while also purchasing prunes and

walnuts from contracted growers who farm 12,000 acres in the Sacramento and San Joaquin valleys. ShoEi Foods processes approximately 30,000 tons of walnuts and prunes annually. In addition to their California-based facility, they operate nine other international facilities.

ShoEi Foods is also involved in exporting goods such as pine nuts and pumpkin seeds from its overseas plants; processing and manufacturing raw materials for the confectionery, bread, and food service industries; and dairy processing in Japan and elsewhere.

By leaning on their long history of integrity in business dealings and exceptional service, ShoEi Foods easily lives up to their mission of “contributing to society through the creation of a new food culture...with safe and reliable food from carefully selected sources”.

ShoEi Foods is committed to living out their core values of trust, integrity, respect, and people. They strive to be “Ichiban” (Ichiban, or 一番, is Japanese for “number one”) by trusting their relationships, conducting themselves honestly and ethically, respecting all people and cultures, and supporting their employees. ShoEi Foods’ safety practices far exceed FDA standards and GPM guidelines. They are not only the world’s first British Retail Consortium (BRC)—certified walnut processor, they



Tasuke Honda, Founder



“California made my dreams come true.” —Eiji Honda

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SHOEI FOODS, CONTINUED ▼

are also a member of the London based global ethical trade service provider Sedex (Supplier Ethical Data Exchange). Sedex provides tools and auditing services to help companies work together toward bettering people and environmental protections worldwide.

Morrison is honored to work with ShoEi Foods, having provided executive recruiting services and a human resources assessment. It is evident in their work and treatment of employees, customers, and vendors why ShoEi Foods has remained so successful these past 100+ years. ShoEi Foods seeks to make this world a better place as they engage in global sourcing, processing, and supplying quality products through ethical treatment of people and the earth's resources. Their pursuit of excellence in everything they do and continuous improvement of processes and product quality primes their mission to be *Ichiban*.



Ichiro Honda, President and Representative Director



Hidemitsu Honda, VP and Representative Director