

Executive Summary

James Kline is a seasoned executive with more than four decades of leadership in the food manufacturing and consumer packaged goods industry. Over the course of his career, he built a reputation for operational excellence, strategic foresight, and principled leadership, consistently delivering measurable financial and operational results.

Most recently, James served as Vice President of Supply Chain for Bar-S Foods Co., a \$1 billion subsidiary of Sigma Alimentos. In this role, he played a central part in designing and executing long-term growth strategies that contributed to significant EBITDA expansion—from \$74 million to \$230 million—while supporting the company’s evolution into a more efficient, resilient, and scalable organization.

James oversaw a \$635 million supply chain budget encompassing production, procurement, planning, logistics, and distribution. He provided comprehensive leadership across meat and dairy procurement, packaging and ingredients, capital equipment purchasing, and critical service contracts, including sanitation, wastewater treatment, and refrigeration. He also managed co-manufacturing partnerships and raw-material processing operations across three facilities, ensuring alignment and performance across the full value chain.

Under his leadership, Bar-S modernized its logistics operations—including warehousing, freight, and distribution—driving improved efficiency and cost control. Among his most notable accomplishments, James refined and scaled the mechanically separated chicken (MSC) manufacturing process, achieving industry-leading conversion yields that significantly reduced production costs. This innovation generated more than \$10 million in annual savings and over \$150 million in cumulative savings over a 15-year period, positioning the company well ahead of its competitors.

Earlier in his career, James served as Treasurer of Bar-S Foods, where he managed all banking and insurance functions and played a key role in introducing and facilitating the company’s participation in Raffles Insurance Limited, an offshore captive insurance company. This initiative provided a long-term solution to reduce insurance costs while strengthening enterprise-level risk management.

A mentor, facilitator, and hands-on leader, James was widely respected for building high-performing teams and uniting organizations around shared goals. His leadership during crisis management situations and international collaboration—particularly with Sigma Alimentos in Mexico and Campofrio Food Group in Spain—strengthened organizational resilience, innovation, and cross-cultural alignment. In the later stages of his career, he also played an active role in advancing environmental and sustainability initiatives and supporting cultural transformation across global stakeholder groups.

James holds a B.A. in Accounting from the University of Mount Union and executive certifications from Stanford Graduate School of Business and Northwestern University’s Kellogg School of Management. A Certified Public Accountant and trusted industry leader, he is guided by integrity, disciplined execution, and results—principles that defined his leadership career and now shape his work as an executive advisor.