

KENNETH W. ALTERMAN, Independent Director



Age: 67

Director Since: Feb. 2011

Committees

- Compensation (*Chair, since Nov. 2019; Member, since Nov. 2014*)

Career Highlights

Dec. 2002 to Jan. 2022, served various positions at **Savers, Inc.**, a retail thrift store chain, including as Executive Adviser (*Jan. 2017 to Jan. 2022*), President, Chief Executive Officer and a director (*Jan. 2004 to Jan. 2017*) and Vice President and General Manager (*Dec. 2002 to Dec. 2003*).

Previously, for 20 years, he worked at **Pepsi Bottling Group**, most recently as Director of Bottlers Operations and Washington State Market Unit General Manager.

Public Company Boards

None

Other Information

He has served and continues to serve as a board member and board advisor of various private companies, including Essex Technology Group, LLC (d/b/a Bargain Hunt), a discount retailer across a wide variety of products.

He received a Bachelor of Science in Chemical Engineering from Clarkson University.

Skills and Qualifications Relevant to Service on our Board

- Developed extensive knowledge of the **discount retail industry** throughout his career, including from employment and director roles.
- Focused **marketing and brand management** experience at Pepsi, with oversight on brand roll outs and product acquisition integration, as well as from his leadership role at Savers, which heavily focused on discount marketing.
- Possesses substantial **executive management** expertise, with particular experience in developing corporate strategy and assessing emerging industry trends and business operations, from his 18 years of leadership at Savers.
- Relevant **supply chain and logistics** experience from his responsibility for distribution of Pepsico beverages in the U.S. and Canada, as well as overseeing the global distribution of Savers products.
- **Private board service and advisory roles** provide relevant governance, compensation and strategic oversight experience.