

CARLTON L. HIGHSMITH

PRESIDENT & CEO

THE SPECIALIZED PACKAGING GROUP, INC.

LAUREL SQUARE PARK, 3190 WHITNEY AVE., BUILDING #7, HAMDEN, CT 06518 PH: (203) 248-3370

Educational / Professional Background

Quinnipiac University

Honorary degree of Doctor of Humane Letters

Albertus Magnus College

Honorary degree of Doctor of Humane Letters

University of Wisconsin

BA Economics

Duke University – Fuqua Graduate School of Business

World Class Manufacturing & Customer Partnerships Course

Juran Quality Institute

Juran on Quality Course

Tuck School of Business at Dartmouth

Global Leaders Course

Growing the Minority Business to Scale

Corporate Experience

Rexham Corporation (1973-1977)

Charlotte, NC

Corporate Planner

Sales Service Representative

Amstar Corporation (1977-1983)

New York, NY

Manager of Package Development

Manager of Marketing Services

Specialized Packaging International (1983 – present)

Specialized Packaging Group, Inc. (1998 – present)

Hamden, CT

President & CEO

In 1983, Highsmith founded Specialized Packaging International (SPI), a packaging design and engineering firm in New Haven, CT. The company provided services to major consumer products companies and gained a reputation for developing innovative packaging solutions. In 1998, SPI acquired its folding carton manufacturer, Lawson Mardon Cartons, and The Specialized Packaging Group (SPG) was formed. The company has continued to grow through strategic acquisition and new plant construction and is currently the largest minority-owned manufacturer of paperboard packaging in North America. The company has annual revenues of \$160 million and employs over 600 at printing and manufacturing plants in 6 cities across the United States and Canada. The company produces paperboard packaging (folding cartons) for some of the most recognizable consumer brands in the world.

Civic and Community Organizations (Past and Present)

- New Alliance Bank – Board of Directors
- Amistad Charter Academy New Haven – Board of Directors
- Connecticut Coalition for Achievement Now, Advisory Board
- Quinnipiac University, Hamden, CT – Board of Trustees
- First City Fund Corporation (a CT bank holding company providing financial services and economic development assistance to underserved communities in the New Haven area) – Board of Directors
- I Had a Dream Program, New York, NY – National Board of Directors, Chairman of the New Haven Board
- Dixwell Avenue Church of Christ, New Haven, CT – Chairman, Board of Finance
- Science Park Development Corporation, New Haven, CT – Board of Directors
- University of Wisconsin – Board of Visitors

Awards and Honors

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| 2008 | Gateway Community College, Hall of Fame |
| 2008 | Minority Business Enterprise of the Year, Nestle Nutrition |
| 2008 | Honorary Doctor of Humane Letters degree, Albertus Magnus College |
| 2008 | Chapter & District Citizen of the Year, Omega Psi Phi Fraternity |
| 2008 | Honorary Doctor of Humane Letters degree, Quinnipiac University |
| 2008 | Minority Business Enterprise of the Year, Class 4, Connecticut Minority Supplier Development Council |
| 2008 | Corporate Leadership Award, National Multiple Sclerosis Society |
| 2008 | Black Engineer of the Year, US Black Engineer & IT Magazine |
| 2008 | Martin Luther King Service Award, State of Connecticut |
| 2007 | Minority Business Enterprise of the Year, class 4, National Minority Supplier Development Council |
| 2007 | Quinnipiac Leader Hall of Fame, Quinnipiac University |
| 2007 | Entrepreneurial Leader Legacy Award, Alpha Kappa Alpha Sorority |
| 2006 | Business Person of the Year, Business New Haven Newspaper |

- 2006 Supplier of the Year, Category 3, Connecticut Minority Supplier Development Council
- 2006 Silver Corporate Award, Connecticut National Association for the Advancement of Colored People
- 2005 National and Northeast Regional Awards for the Manufacturer of the Year, Minority Business Development, US Department of Commerce
- 2005 Business Award, Southern New England Tuskegee University Alumni Club
- 2005 James Mars Award, State of Connecticut Commission on Human Rights and Opportunities
- 2004 Gold Award, Paperboard & Brand Marketing for the Sunlight Detergent Package from the Packaging Association of Canada
- 2004 SC Johnson Supplier Diversity Leadership Award
- 2004 Business Philanthropist of the Year, The New England Conference on Black Philanthropy
- 2004 P&G MBE Supplier of the Year
- 2003 CMSDC Supplier of the Year
- 2003 Junior Achievement Business Hall of Fame
- 2002 NY/NJ SDC Shining Star Award
- 2001 MBE Supplier of the Year, Colgate Palmolive
- 2000 Shining Star Award, Connecticut Minority Supplier Development Council
- 2000 Freedom Award, Connecticut National Association for the Advancement of Colored People
- 2000 Friend of Education Award from the Connecticut Education Association
- 1999 Special Recognition Award – Minority Business Development Agency – US Department of Commerce
- 1999 Shining Star Award – Connecticut Minority Purchasing Council
- 1999 Distinguished Alumni Award, University of Wisconsin
- 1999 Freedom Award, Connecticut National Association for the Advancement of Colored People
- 1998 Business Person of the Year, Urban Bankers Association of Connecticut
- 1997 Shining Star Award – Connecticut Minority Purchasing Council
- 1994 Supplier of the Year, Bigelow Tea
- 1989 Technical Merit Award, by the Canadian Packaging Association for the design of the Prevent toothbrush package for Johnson & Johnson
- 1989 Gold Cylinder Award, The Gravure Technical Association of America for the design of the Bigelow blended tea package.
- 1987 Johnson & Johnson Supplier of the Year

Highsmith has been recognized by Black Enterprise magazine since 1989 as directing one of the largest black owned companies in the country. Specialized Packaging Group currently stands at 28.

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