

The 2025 Brewer Partnership Compass is here!

Brewers have been relying on Tamarron's Brewer Partnership Compass for 25+ years to steer the direction of, and measure their progress against distributor relationships and initiatives! You've no doubt read about results and also heard directly from included suppliers what key initiatives have come about because of the survey; your suppliers are also measuring the impact of changes they've made in this year's results.

We've added/subtracted a number of questions based on distributor feedback in 2024 with the end results being essentially the same number of questions on the survey:

- Revised questions to ensure they aligned with required supplier capabilities distributors identified in the 2024 survey (especially regarding chain & national accounts execution)
- Grouped eCommerce questions into a separate category and added more depth in the B2B eCommerce planning questions
- Removed questions that distributors stated they were not knowledgeable enough to score
- Added a question about: distributor incentives, sufficiency & management of Local Market Funds and chain program communication
- Added a question on Pricing Systems

As always, in order to enable a truer read of their performance:

- o For ABI only select ABI as a supplier if you carry their core portfolio (e.g., Budweiser, Bud Light, Mich Ultra, etc.)
- o For Molson Coors only select Molson Coors as a brewer if you carry either or both of Miller Lite / Coors Light brands.

As in years past, we suggest that the individual sections be completed by their respective senior leaders (if possible), or a cross-sectional group of senior leaders, to grant a more specialized view of brewer performance.

<u>Your candid input is vital to the value of this tool!</u> As always, our participating brewers are awaiting your feedback to measure their progress and find more opportunities to improve their performance with their distributor partners. **Brewers do not receive individual responses, nor do they know which distributors responded on their behalf**. We strongly encourage you to be <u>fair and honest</u> in your assessment of suppliers.

We hope you will continue the tradition and take the time to fill out this year's survey. For those distributors that fill out the survey, we will e-mail a copy of your survey response as well as the summary results when the survey has concluded. *If you prefer to complete the survey electronically, you can go to* 2025 Tamarron Brewer Partnership Compass to fill out the survey online.

For your input to be included in the results, we must receive your response via email (tamarron@tamconsulting.com), or online **by May 23, 2025**. The most efficient method of responding is the online link.

As part of Tamarron's policy of confidentiality, your <u>company's name will never be identified with its related data</u>. All responses and respondents will be kept strictly confidential. To learn more about Tamarron Consulting and the Malt Beverage Supplier Performance Survey, visit our website at <u>www.tamarronconsulting.com</u>

Distributor Business Name:			
Distributor Mailing Address:			
	Street Number	City, State	Zip
Name:			
Position:			
E-mail Address:			

		The following inform	mation will be used to o	om	pile Respondent F	Profiles	
	-	organization's 2024 annua	l volume in Case			# Malt Beverage	
	less than 5 million C.E.'s	between 1.5 - 2.5 million C.E.'s	between 2.5 - 4.0 million		Brewers	Brands	SKUs
	between 8.0 million C.E.'s	between 8.0 - 16.0 million C.E.'s	over 16.0 million C.E.'s				
	1=S ppliers are indiv	ate the level to which your congly Disagree, 2= Solution of Jointly working are additional actions in the sections in the sections in the sections in the section of the se	mewhat Disagree, 3 =5	Som w th	newhat Agree, 4 =	Strongly Agree	ory overall?
you							
1. 2. 3. 4. 5.	Spirits-based F Wine-based Se Wine / Wine in THC / D-9 Beven Spirits	eltzer or RTDs n Cans erages ol beer, wine or spirits		Wis	sn to dad to exp	una your portjoin	OF (CHECK all
1. 2. 3. 4. 5. 6.		Beer	size and/or reduce SK	'Us	in the coming ye	ear? (Check all tha	at apply)
7. 8.	Seltzer / FMBs Spirit or Wine-						

9. THC / D-9

10. Other (please specify)



Partnership & Relationship Grades

Based on your experience over the past year, please grade your brewers' overall level of Partnership with your distributorship to grow the business? Note: think of the messaging from the top of the brewer that permeates through the culture of the brewer regarding partnering with distributors. (check one only for the brewers you carry)										
AB InBev (ABI)										
Boston Beer Company (BBC)	ПА	□в	□с	□D	□F					
Constellation Brands Beer Division (STZ)	□A	□в	□с	□D	□F					
Diageo Beer Company (DBC)	□A	□в	□с	□D	□F					
Heineken USA (HKN)	□A	□В	□с	□D	□F					
Molson Coors (MC)	Molson Coors (MC)									
Mark Anthony Brands (MABI)	□A	□в	□с	□D	□F					
New Belgium Brewing (NBB)	□а	□в	□с	□D	□F					

Based on your experience over the past year, please grade the overall Relationship you have with each of your brewers at all levels of the organization, including local. (check one only for the brewers you carry)										
AB InBev (ABI)	□A	□в	□с	□D	□F					
Boston Beer Company (BBC)	□A	□в	□с	□D	□F					
Constellation Brands Beer Division (STZ)	□A	□В	□с	□D	□F					
Diageo Beer Company (DBC)	□А	□В	□с	□D	□F					
Heineken USA (HKN)	□A	□В	□с	□D	□F					
Molson Coors (MC)	Molson Coors (MC)									
Mark Anthony Brands (MABI)	□А	□В	□с	□D	□F					
New Belgium Brewing (NBB)	□а	□в	□с	□D	□F					



f vou gave a b	rewer/supplier a C, D or	F grade for Pa	rtnership and/or Rela	tionship, please provide	rationale:	
ABI		<u> </u>	<u> </u>			
BBC						
STZ						
DBC						
HUSA						
MC						
MABI						
NBB						
			Best in Class Bre	ewer Partner		
	Please s	select <u>your</u> be	est-in-class beer bre	ewer partner (please c	ircle just one):	
	ABI	Boston Beer	Constellation	Diageo Beer	Heineken	
	Molson Coors	Mark A	Anthony Brands	New Belgium	Other	
class? With the char	select [Brewer] as best-in	Specific	: Recommendations:			
are some spe take to break anticipate dis	siness environment, what ecific actions brewers can through the clutter, tributor future business ecome preferred brewer					
			Biggest Brewer	Opportunity		
It is r	equested that the fo		tions of the surve	y be completed by a	General Manager or I	Principal.
	Respond fo			carry ABI's <u>core portfolic</u> ther or both Miller Lite /	- "	
For each of v					ell as a recommendation	or industry bes
,	, , ,			lress the opportunity.		, , , , , , , , , , , , , , , , , , , ,
			Bigg	est Opportunity & Top Rec	ommendation for Improvemer	nt
1. An	heuser-Busch InBev (ABI)				
2. Bo	ston Beer Company (E	звс)				
3. Co	nstellation Brands Bed	er Division (S	TZ)			



4. Diag	eo Beer Company (DBC)	
5. Hein	eken USA (HUSA)	
6. Mols	son Coors Beverage Co (MC)	
7. Mari	k Anthony Brands (MABI)	
8. New	Belgium Brewing (NBB)	
Please answer	the follow questions regarding your B	2B / eCommerce efforts
What are your eCommerce im		structure, training, call frequency, goals and priorities based on B2B
How will you ex	spand B2B and/or inside sales to be a s	ales solution beyond low volume accounts?
What key featu	res do you believe retailers will expect	from B2B ordering portals in the future that don't exist in your technology
What is a bost r	practice in supplier support in B2B eCo	mmores, both svicting and paeded?

Which of the following branded marketing elements are your currently leveraging from any supplier on your B2B eCommerce platform? (select all that apply)

- a) Banner ads
- b) Sponsored product search
- **Emailed newsletters** c)



d) None

e) Other: Please describe

If you do not currently have branded supplier marketing on your B2B eCommerce platform, when do you plan to add these elements?

- a) Within the next 6 months
- b) Within 1 year
- c) More than 1 Year
- d) No current plans to incorporate supplier marketing elements



Please answer the remaining questions based on your <u>honest impressions of brewer performance during the past 12 months</u>. Rate the brewers you represent on the following scale. Leave blank or cross out those brewer columns that are not applicable to your company. Use "DK – Don't Know" for questions that are not pertinent to a given brewer or topics that you are not engaged with enough to score confidently.

1	2	3	4	5	DK
Never	Rarely	Sometimes	Often	Always	Don't Know

Please \checkmark the <u>one</u> most important question from each group of questions

			1			1			
General Manager /	√ most important	ABI	ВВС	STZ	DBC	HKN	MC	MABI	NBB
Principal	question								
Leadership & Strategy			·				·		•
Strategic Vision and Long-Term Business Plan – Communicates and adheres to a strategic vision and disciplined long-term business plan to strengthen the [brewer's] future industry position									
Clarity of Annual Goals – Clearly communicates [brewer's] annual national goals, objectives, and strategies									
3. Professionalism, Listening Skills, Communication & Authenticity of Top Field Sales Management – Top Field Sales Management – Top Field Sales Manager or Director) represents brewer in a professional manner, listens & cares about distributor challenges and communicates with authenticity to brewer and distributor teams									
4. Solicits Distributor Input on Key Initiatives – Engages distributor council (or otherwise solicits distributor input) to identify and solve problems and improve supplier business practices with distributors									
General Manager / Principal	√ most important question	ABI	ВВС	STZ	DBC	HKN	МС	МАВІ	NBB
Portfolio & Marketing							<u> </u>		
Portfolio Strategy – Provides focused brand portfolio and establishes/communicates portfolio strategy & objectives (including innovation and discontinuation strategies)									
6. Disciplined Innovation Strategy & Launch Process – Disciplined, tested innovation to address emerging consumer needs and beverage categories that has a likelihood/path to success; effectiveness and timeliness of innovation launch process (e.g., launch plan, forecast, product availability, sell sheets, kickoff, chain window alignment, programs, samples, POS, new item codes, etc.)									
7. Timely Brand/SKU Rationalization Process & Support – Announces timely brand/SKU rationalization to reduce clutter & redundancy within the portfolio; builds plans to support sell through of distributor inventory and/or provides financial support for remaining out-of-code distributor inventory									
Distributor Margins – Offers distributors margins on [brewer's] products that are commensurate with competitive brands/SKUs									
9. Level of Investment & Media Allocation – Invests adequate resources to build brands and align with brewer's communicated brand strategies and allocates investments to optimize media platforms to reach target consumers (e.g., social, digital, TV, print, radio, etc.)									
10. Programs and Brand Support with Flexibility to Address Local Opportunities – Provides channel and/or consumer-targeted programs and brand support that can be customized to address local opportunities that your team can effectively leverage in the marketplace									
Pricing Strategy – Employs brand pricing strategies to ensure competitive pricing, maintain appropriate pricing gaps among segments and optimizes elasticity to ensure brand trends are not negatively impacted									



Efforts and Inv	Efforts and Investments (i.e., innovation, marketing, strategy, portfolio size, etc.) to position their portfolio for success								
	Rate your level of satisfaction with your brewers' portfolio efforts and investments on a scale of 0 (very unsatisfied) to 10 (very satisfied)	FOR THE BREWERS YOU SCORED 9 OR 10, explain their best practices:	FOR ALL OTHER BREWERS, provide recommendations for improvement:						
AB InBev (ABI):									
Boston Beer Co (BBC):									
Constellation Brands Beer Division (STZ):									
Diageo Beer Company (DBC):									
Heineken USA (HKN):									
Molson Coors (MC):									
Mark Anthony Brands (MABI):									
New Belgium Brewing Co (NBB):									



It is requested that the following section of the survey be completed by a Vice President of Sales or equivalent.

Respond for ABI ONLY if you carry ABI's core portfolio

Respond for Molson Coors **ONLY** if you carry either or both Miller Lite / Coors Light brands

1 2 Never Rarely		3 Sometimes			4 Often		5 Always			DK Don't Know	
					AN	vays		Don't Know			
VP Sales and Manager	or Brand	√ most important question	ABI	ВВС	STZ	DBC	HKN	MC	MABI	NBB	
Relationships & Con	nmunication										
Understanding of Marke visible within the distribu	the complexities in your										
[brewer's] portfolio fits w	folio – Seeks to understand how vithin distributor's total appropriate level of focus and										
14. Reasonableness of Brew understands how [brewe decisions/requests finance indirectly) the distributor marketing and tactical sp	r's], expectations & local cially impact (directly and · (i.e., margins, margin mix,										
decisions/operate their b	w individual distributors make										
,											
platform/vehicle to consi	an effective communication										

Develops relationships, communicates effectively and aligns with distributor's culture to drive business								
	Rate your level of satisfaction with your brewers' local Field Sales Personnel with the statement above on a scale of 0 (very unsatisfied) to 10 (very satisfied)	FOR THE BREWERS YOU SCORED 9 OR 10, explain their best practices:	FOR ALL OTHER BREWERS, provide recommendations for improvement:					
AB InBev (ABI):								
Boston Beer Co (BBC):								
Constellation Brands Beer Division (STZ):								
Diageo Beer Company (DBC):								
Heineken USA (HKN):								
Molson Coors (MC):								



Mark Anthony Brands (MABI):		
New Belgium Brewing Co (NBB):		

			·	1	 _	·		·	
VP Sales and/or Brand Manager	√ most important question	ABI	BBC	STZ	DBC	HKN	MC	MABI	NBB
Planning & Plan Management				II			ı		ı
19. Proficiency in Pricing Mechanics and Pricing Discussions – Exhibits proficiency in general pricing mechanics / calculations and capability of having effective pricing discussions with distributors									
20. Pricing Systems, Strategies and Integration to Drive Growth – Has capable pricing systems and processes that allow comprehensive pricing strategies that result in little pricing discrepancies between supplier and distributor and drive effective growth strategies									
21. Promotion Calendar Distribution & Alignment – Establishes and adheres to a price promotion calendar with adequate lead time (minimum of 60 days) and alignment to brewer and distributor goals (i.e., not sacrificing margin to achieve volume goals)									
22. Collaborative Annual Plan Process – Employs a timely, effective annual planning process, achieving a simplified, collaborative plan that includes reasonable goals, local flexibility on programs & spending and buy-in from both brewer and distributor									
23. Plan Rationale and Brand Building Objectives – Provides rationale justifying how volume expectations can be achieved (e.g., brewer programs/investments, brand building objectives, including distribution, display/feature activity)									
24. Alignment of Objectives, Resources & Team to Support Plan – Aligns brewer objectives, team (i.e., Field Sales, Key Accounts, On Premise, etc.) and market spending to achieve communicated brand building strategies and annual plan									
25. Local Marketing Fund Amount, Planning & Effectiveness – Allocates sufficient dollars for local programming, sponsorships, events, etc.; collaborates with distributor to plan & manage budget throughout the year; allocates funds toward opportunities that effectively drive business									
26. Monthly/Quarterly/Trimester Objective Setting – Develops attainable monthly/quarterly/trimester objectives that align with planned programming									
27. Distributor Performance Measurement / Scorecarding and Peer Group Benchmarking – Establishes clear expectations for distributor performance, provides regular performance measurements, benchmarks distributor performance against an applicable peer group from comparable market dynamics and holds distributor accountable for performance									
28. Innovative Course Correcting – Collaborates with distributor on identifying opportunities to improve performance & programming (e.g., course correcting) and challenges status quo with fresh ideas and methods									
29. POS Collaboration – Collaborates on POS needs and local market applicability of proposed POS to ensure quality and effectiveness of materials									
30. Incentives – Develops distributor incentives that are simple, achievable, motivating and targeted toward driving plan & program objectives									



VP Sales and/or Brand Manager	√ most important question	ABI	ВВС	STZ	DBC	нки	МС	MABI	NBB
In-Market Support	l					ı			1
31. Easily Accessible Localized Data Mining & Insights that Help Your Team Sell More Beer – Consistently provides access to locally relevant, fact-based and actionable data and insights based on distributor data and syndicated sources (e.g., Nielsen, IRI, etc.) to help you grow the business									
32. Execution Guidelines/Standards – [Brewer] provides appropriate retail guidelines and standards to maximize category/brand growth (e.g., shelf space, assortment, merchandising) and collaborates with distributor to localize as needed									
33. Consistent Collaborative In-Market Execution and Activation Support – Consistently works collaboratively with distributors to plan and execute account-level programs to successfully meet execution goals (i.e., account targeting, assigning responsibilities, etc.)									
34. Product Knowledge Training – Actively engages distributors with training sessions (live, remote or eLearning) to educate sales personnel on <u>brewer's brands and initiatives</u>									
35. On Premise Business Building Efforts – Is aware of all local/state on premise guidelines and alcohol regulations (e.g., beer/wine/spirits to-go); offers ideas, programs, personnel and strategies for building on premise business									
Selling Tools									
36. Basic Selling Tools – Provides easily accessible selling information and data/facts on brands (e.g., brand/program features & benefits, sell sheets, beer/food pairing suggestions, etc.) to educate and enable distributor and brewer sales personnel to effectively present brands/programs to customers									
37. Advanced Fact & Insights-Based Selling Tools to Drive Profitable Growth of Beer Category and Brands – Provides distributor advanced selling tools/Apps based on consumer/shopper insights to help grow the beer category and drive profitable growth for trade customers									
38. Consistent Communication Regarding Selling Tools & Distributor Training – Informs you of the availability of and updates to supplier-provided selling tools and distributor training programs									

Ability	to bring valuable solution	s/programs and partner with you to acl	hieve mutual business growth
	Rate your level of satisfaction with your brewers' Field Sales Personnel with the statement above on a scale of 0 (very unsatisfied) to 10 (very satisfied)	FOR THE BREWERS YOU SCORED 9 OR 10, explain their best practices:	FOR ALL OTHER BREWERS, provide recommendations for improvement:
AB InBev (ABI):			
Boston Beer Co (BBC):			
Constellation Brands Beer Division (STZ):			
Diageo Beer Company (DBC):			
Heineken USA (HKN):			



Molson Coors (MC):		
Mark Anthony Brands (MABI):		
New Belgium Brewing Co (NBB):		



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1	2	3	4	5	D
Never	Rarely	Sometimes	Often	Always	Don't Know

VP Chain Accounts	√ most important question	ABI	ВВС	STZ	DBC	HKN	МС	MABI	NBB
Off Premise Chain Account Execution			•	•	•	•	•	•	•
39. Category Management – Executes a category management strategy that drives growth in the beer category and builds value for Off Premise retail customers									
40. Chain Program Communication – Communicates detailed plans and execution expectations for all chain programs (i.e. ,customized programs, ad features,supporting display expectations, timeframe) in a timely, effective manner; holds joint meetings as needed to communicate program expectations – Off Premise									
41. Chain Program Execution Tracking & Communication – Provides regular updates on execution against chain programs; follows up as needed with distributors and chain accounts to maximize success during the program – Off Premise									
42. Call Responsibility (Chain – Off) – Clarifies brewer and distributor chain customer call point responsibilities; ensuring all levels of chain account personnel are adequately called on (e.g., Divisional, Regional managers) – Off Premise									
43. Measurement & Evaluation of Chain Performance – Communicates chain execution performance (features, displays, etc.) vs. expectations/planned activity (i.e., measurement and evaluation of results); evaluates chain programs effectiveness to identify opportunities for continuous improvement and success – Off Premise									
44. C-Stores Engagement & Effectiveness – Actively engages with national/regional C-stores and effectively secures brand/SkU placements, programming, pricing, etc. in national/regional c-store chains to drive visibility, sales and innovation; adapts strategies to fit different market needs and dynamics									
45. Large Format Chains (Grocery, Club, Mass) Engagement & Effectiveness – Actively engages with national/regional large format chains and effectively secures brand/SKU placements, programming, pricing, etc. in large format national/regional chains to drive visibility, sales and innovation; adapts strategies to fit different market needs and dynamics									
On Premise National Account Execution									
46. Assortment Strategy – Executes a assortment strategy that drives growth in the beer category and builds value for On Premise National Account customers									
47. Programming Communication – Communicates detailed plans and execution expectations for all national/regional accounts programming in a timely, effective manner to ensure proper lead time for success; holds joint meetings as needed to communicate program expectations - On Premise									
48. National/Regional Account Program Execution Tracking & Communication – Provides regular updates on execution against national/regional account programs; follows up as needed with distributors and national/regional accounts to maximize success during the program – On Premise									
49. Call Responsibility (National Accounts - On) – Clarifies brewer and distributor national/regional account customer call point responsibilities, ensuring all levels of personnel are adequately called on (e.g., Divisional, Regional Managers) - On Premise									
50. Measurement & Evaluation of National Accounts Performance – Communicates national/regional account performance (placements, features, promotions, etc.) vs. expectations (i.e., measurement and evaluation of									



results); evaluates programs for effectiveness to identify opportunities for continuous improvement and success - On Premise					
B2B eCommerce Support					
51. Supports Distributor B2B eCommerce Needs – [Brewer] has ramped up efforts to position brands to grow footprint on e-Commerce online platforms and provides tools and resources to support distributor B2B eCommerce needs					
52. Capitalizing on E-Commerce Trends with Chain Retailers — [Brewer] has effective strategy and tools to grow their brands' presence on chain retailer web and digital platforms					

Overall effectiveness of Brewer chain/national account teams in building the beer category in Off and On Premise national and regional chains								
	Rate your level of satisfaction with your brewers' Off and On Premise National Account teams with the statement above on a scale of 0 (very unsatisfied) to 10 (very satisfied)	FOR THE BREWERS YOU SCORED 9 OR 10, explain their best practices:	FOR ALL OTHER BREWERS, provide recommendations for improvement:					
AB InBev (ABI):								
Boston Beer Co (BBC):								
Constellation Brands Beer Division (STZ):								
Diageo Beer Company (DBC):								
Heineken USA (HKN):								
Molson Coors (MC):								
Mark Anthony Brands (MABI):								
New Belgium Brewing Co (NBB):								

Please rank the top 3 functions a supplier performs (i.e., same functions from the previous question groupings) by placing a 1, 2 or 3 next to the three most important functions:

Leadership & Strategy	
Portfolio & Marketing	
Relationships & Communication	
Planning & Plan Management	
In-Market Support	
Selling Tools	
Off Premise Chain Account Execution	
On Premise National Account Execution	
B2B eCommerce Support	
	Portfolio & Marketing Relationships & Communication Planning & Plan Management In-Market Support Selling Tools Off Premise Chain Account Execution On Premise National Account Execution



Thank you for participating in our survey! As soon as the results are ready, we will email you the summary results.