

The US Craft Market: Trends & Trajectories

WHERE *(the flocc)* ARE WE?!?

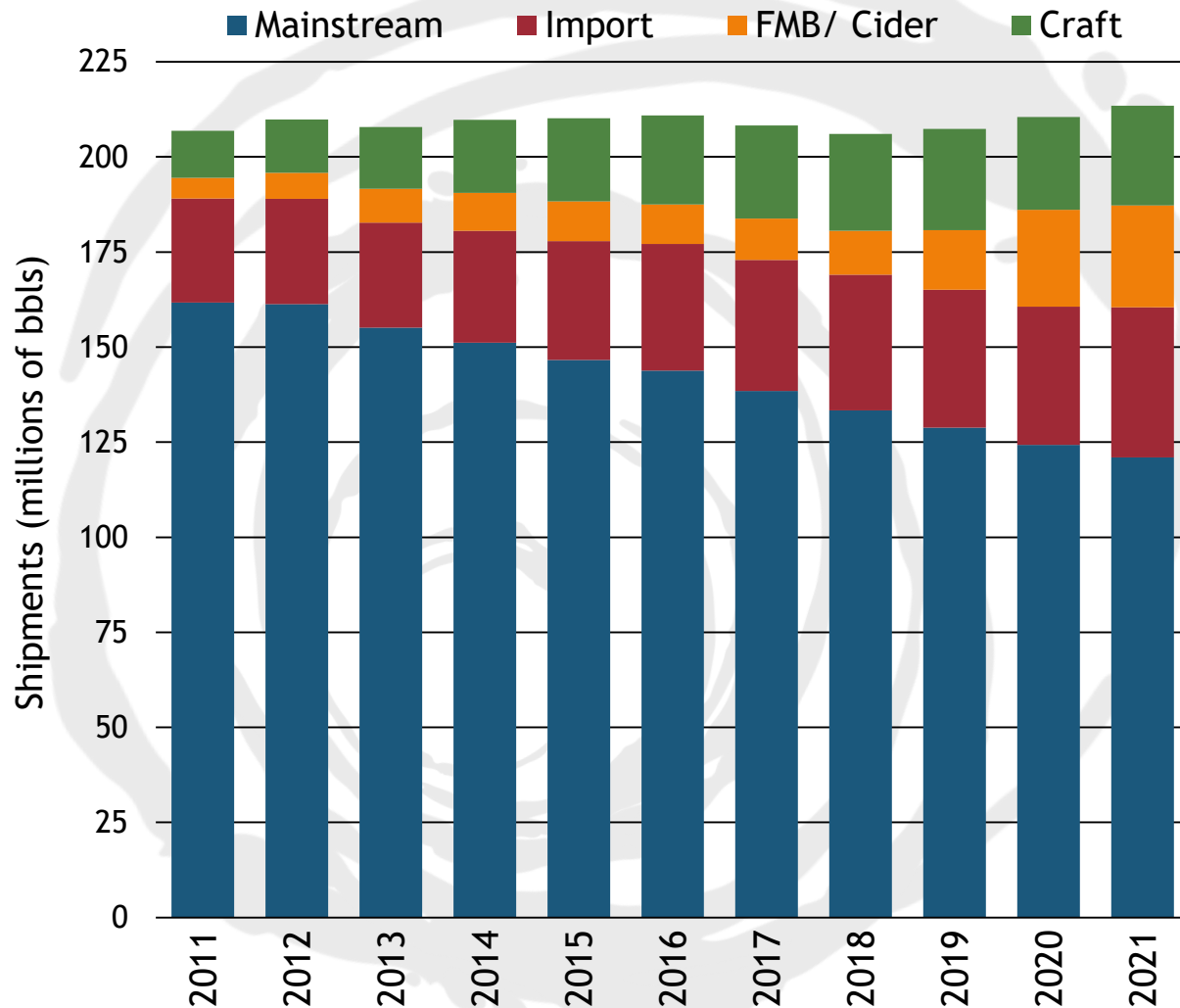
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CCBA Spring Conference 2022

MEASURING US BEER BIZ SQUISHIER THAN USUAL

US SHIPMENTS, 2011-2021*



- US beer volume up 1.3-1.5%, best trend and gain in a decade!
- But non-beer +15 mil bbls in 3 yrs, 130%, driven by hard seltzer
- Hard seltzer shipments only up slightly in 2021, depletions up strong
- AB, MC shipments way ahead of depletions; Jan-Feb shipments -6%
- Too many 2020 bbls?
- What's the real trend?

**all figures BMI estimates, subject to revision*

OFF-PREMISE TRENDS PLENTIFUL, LESS HELPFUL

SEGMENTS					SUPPLIERS*				
	Shipments		Off-Premise CEs			Shipments		Off-Premise CEs	
	% Chg	Share	% Chg	Share		% Chg	Share	% Chg	Share
Imports	8.5	18.5	1.5	16.8	AB	0.2	38.6	-6.8	43.1
Craft	7.3	12.3	-6.6	7.7	Molson Coors	-2.3	20.2	-9.8	20.9
Superpremium	5.9	9.2	-0.9	8.8	Constellation	8.0	11.9	3.9	11.8
Hard Seltzer			13.0	8.1	Boston Beer	15.4	3.9	20.5	4.3
FMBs*	5.2	10.9	1.5	5.4	Mark Anthony	-9.7	3.8	-0.5	4.8
Cider	4.4	1.6	-6.1	0.7	Heineken USA	2.2	3.2	-2.5	3.1
Premium	-0.9	-0.7	-8.6	33.5	Pabst	-1.4	1.7	-12.8	1.4
Sub-Premium	-10.0	-1.9	-11.3	18.5	Diageo Beer	7.1	1.4	-3.2	1.1
Non-Alcoholic	12.8	0.5	19.4	0.5	Yuengling	9.9	1.2	-0.9	1.0
					FIFCO USA	-3.9	1.0	-5.6	1.1
					Others	5.9	13.2	-2.3	7.3

**Shipments are BMI estimates, subject to revision; Off-Premise data is IRI multi-outlet + convenience, 2021; Supplier shipments include exports; FMB shipments include hard seltzer*

HOW'S RUNNING A BIZ IN THE THUNDERDOME?



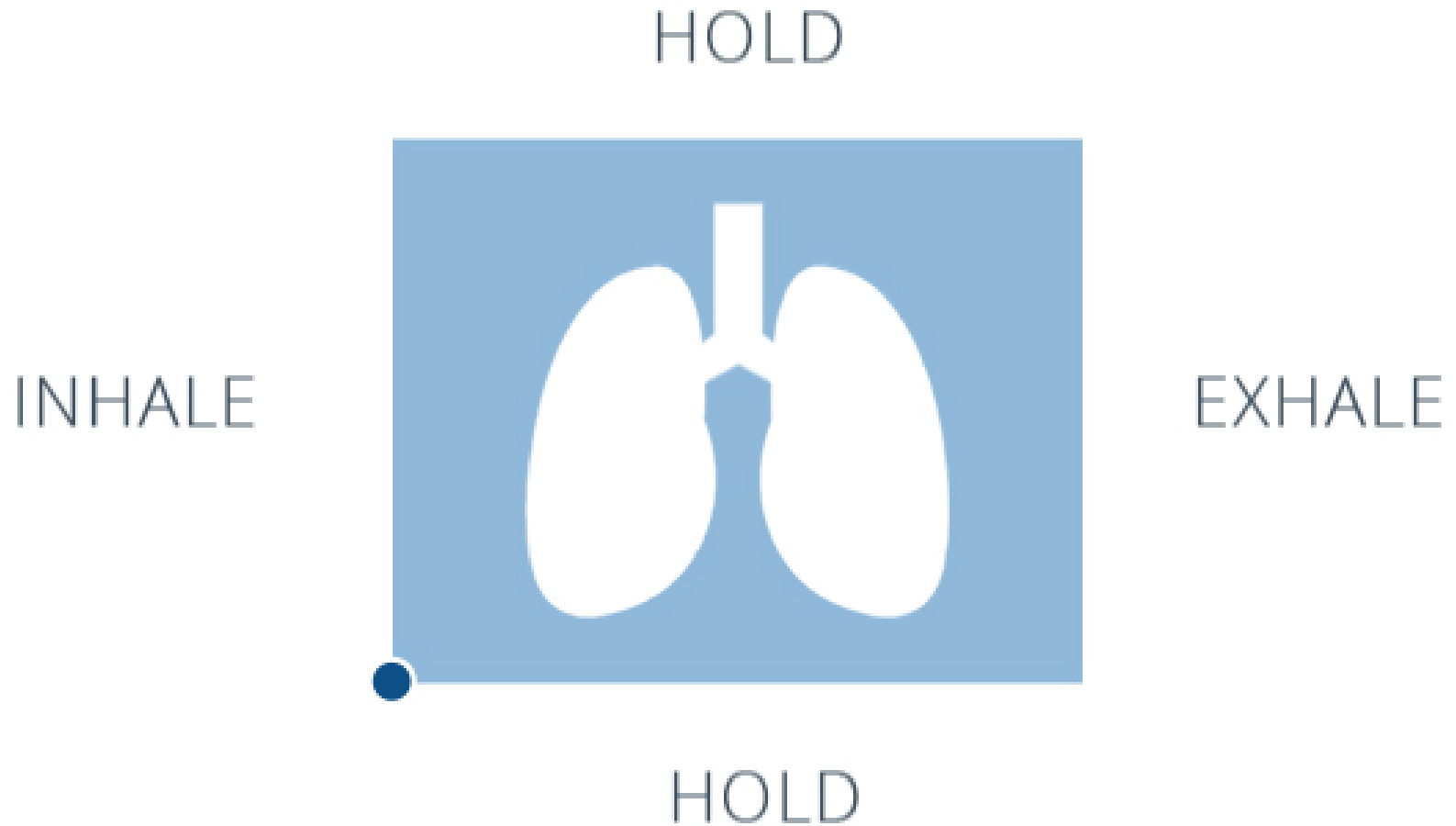
**MORE
COMPETITION**

**HIGHER
COSTS**

**LESS
CLARITY**



~~~PAUSE~~~



# where are we?



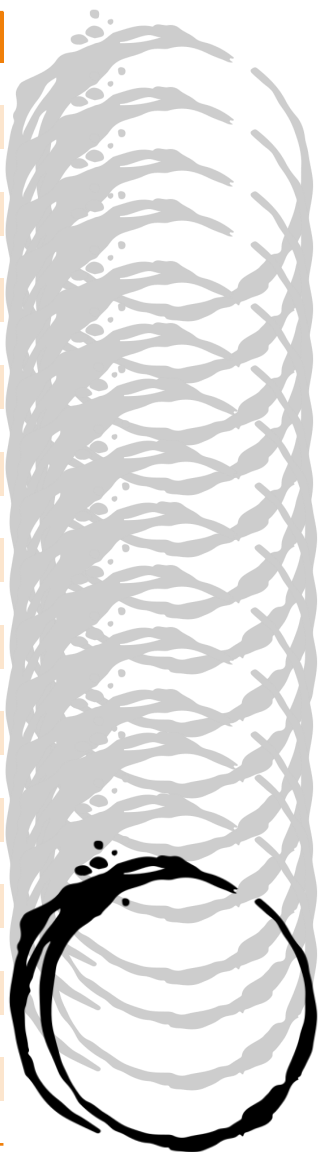
# OFF-PREMISE TRENDS SOFT IN CORE MARKETS

## SAN DIEGO

(\$\$, IRI multi-outlet + convenience 2021)

|                     | <u>% Chg</u> | <u>Share</u> | <u>Chg</u>  |
|---------------------|--------------|--------------|-------------|
| <b>CRAFT</b>        | <b>-13.9</b> | <b>22.3</b>  | <b>-2.1</b> |
| Stone               | -11.5        | 14.4         | 0.4         |
| AB Craft            | -9.1         | 8.3          | 0.4         |
| Sierra Nevada       | -7.5         | 7.4          | 0.5         |
| Kings & Convicts    | -21.0        | 7.3          | -0.7        |
| Lagunitas           | -20.6        | 6.7          | -0.6        |
| Firestone Walker    | -2.9         | 6.2          | 0.7         |
| New Belgium         | 12.7         | 6.0          | 1.4         |
| MC Craft            | -20.2        | 5.8          | -0.5        |
| Craft Brew Alliance | -11.5        | 4.0          | 0.1         |
| Pizza Port          | -7.6         | 3.6          | 0.2         |

|                          | <u>% Chg</u> | <u>Share</u> | <u>Chg</u> |
|--------------------------|--------------|--------------|------------|
| Stone Delicious IPA      | -9.3         | 4.0          | 0.2        |
| Firestone Walker 805     | -13.2        | 3.9          | 0.0        |
| Lagunitas IPA            | -22.0        | 3.3          | -0.3       |
| Stone IPA                | -5.1         | 2.9          | 0.3        |
| Sierra Hazy Little Thing | 4.5          | 2.7          | 0.5        |
| NBB Voodoo Imperial IPA  | 25.9         | 2.7          | 0.8        |
| Blue Moon Belgian White  | -15.6        | 2.7          | -0.1       |
| Elysian Space Dust IPA   | -10.5        | 2.6          | 0.1        |
| Ballast Sculpin IPA      | -22.0        | 2.6          | -0.3       |
| AleSmith .394 Pale Ale   | 10.3         | 2.1          | 0.5        |



## SAN FRANCISCO

(\$\$, IRI multi-outlet + convenience 2021)

|                     | <u>% Chg</u> | <u>Share</u> | <u>Chg</u>  |
|---------------------|--------------|--------------|-------------|
| <b>CRAFT</b>        | <b>-13.0</b> | <b>22.0</b>  | <b>-1.9</b> |
| Sierra Nevada       | -8.8         | 18.1         | 0.8         |
| Lagunitas           | -19.9        | 17.1         | -1.5        |
| Firestone Walker    | -2.9         | 8.6          | 0.9         |
| AB Craft            | -10.6        | 6.1          | 0.2         |
| MC Craft            | -25.0        | 5.7          | -0.9        |
| New Belgium         | 11.1         | 4.0          | 0.9         |
| Deschutes           | -15.3        | 3.3          | -0.1        |
| Craft Brew Alliance | -18.2        | 3.3          | -0.2        |
| Fort Point          | -3.8         | 2.9          | 0.3         |
| 21st Amendment      | -33.2        | 2.8          | -0.8        |

|                           | <u>% Chg</u> | <u>Share</u> | <u>Chg</u> |
|---------------------------|--------------|--------------|------------|
| Lagunitas IPA             | -17.1        | 7.7          | -0.4       |
| Sierra Hazy Little Thing  | 2.2          | 6.1          | 0.9        |
| Sierra Pale Ale           | -13.0        | 5.9          | 0.0        |
| Firestone 805             | -14.2        | 5.7          | -0.1       |
| Blue Moon Belgian White   | -18.2        | 4.4          | -0.3       |
| Lagunitas Little Sumpin'  | 0.8          | 4.2          | 0.6        |
| Elysian Space Dust IPA    | -0.5         | 2.7          | 0.3        |
| Bear Republic Racer 5 IPA | -28.2        | 2.0          | -0.4       |
| Sierra Torpedo IPA        | -23.4        | 1.9          | -0.3       |
| NBB Voodoo Imperial IPA   | 103.1        | 1.6          | 0.9        |

# SCANNED CHANNELS LEANING LARGER LATELY

- Craft -14% in SD, -2.1 share of beer \$\$; many big local players, brands down double digits
- -13%, -1.9 share in SF; Sierra back to #1 over Lagunitas; Hazy over Pale, new IPAs over old
- Smaller drop, less share to lose in LA, where 805 reigns; NBB Imperial, HLT reflect natl trends

Across all 3 big CA mkts & US:

- bigger did better (but not across the board)
- changing of the guard
- off-premise got harder for smaller suppliers

## LOS ANGELES

(\$\$, IRI multi-outlet + convenience 2021)

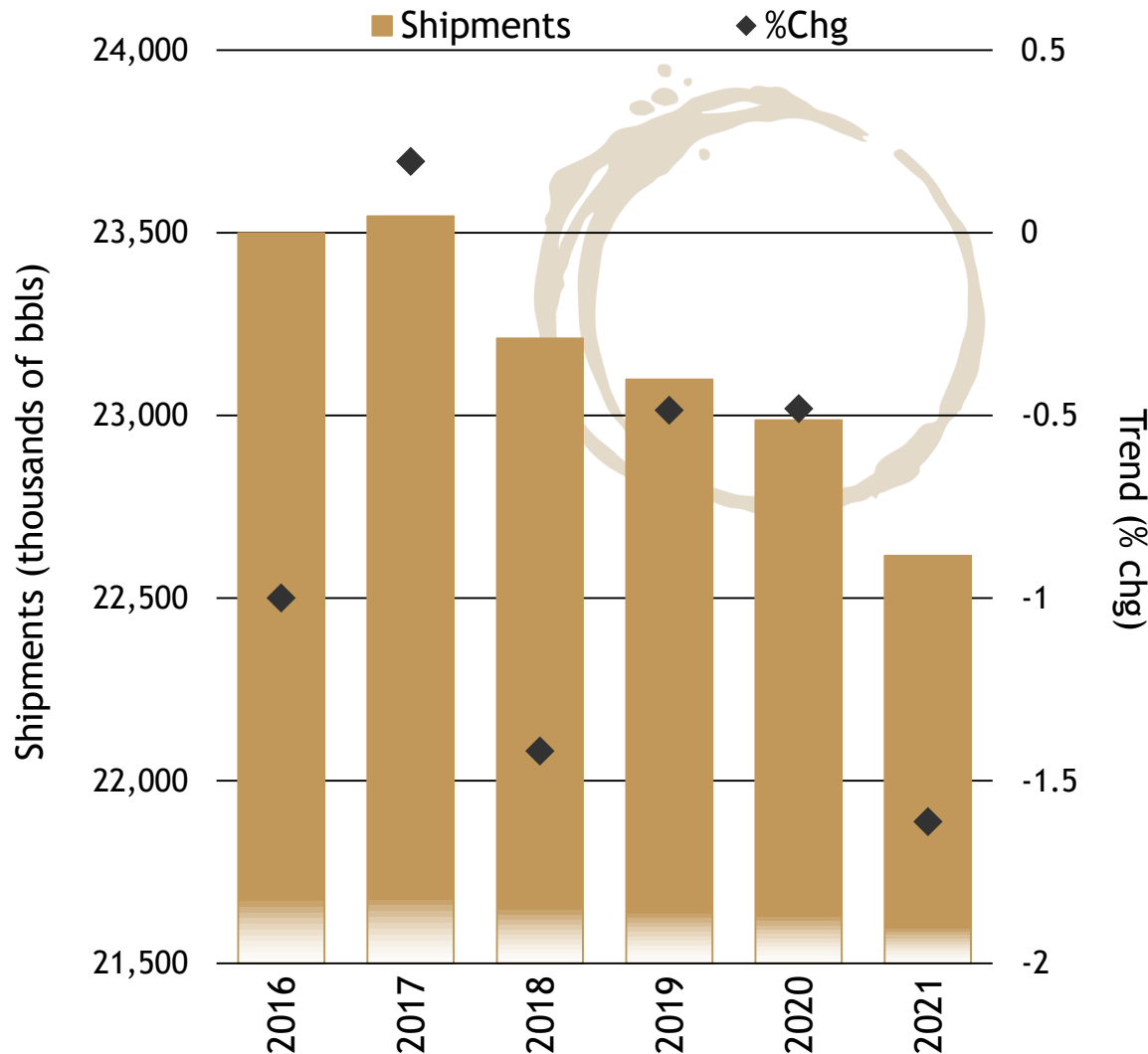
|                     | <u>% Chg</u> | <u>Share</u> | <u>Chg</u>  |
|---------------------|--------------|--------------|-------------|
| <b>CRAFT</b>        | <b>-9.1</b>  | <b>10.5</b>  | <b>-0.9</b> |
| AB Craft            | -17.3        | 15.8         | -1.6        |
| Firestone Walker    | -1.6         | 15.2         | 1.2         |
| Lagunitas           | -16.0        | 10.7         | -0.9        |
| MC Craft            | -16.3        | 9.5          | -0.8        |
| New Belgium         | 21.9         | 9.2          | 2.3         |
| Sierra Nevada       | 0.4          | 8.2          | 0.8         |
| Stone               | -11.8        | 7.9          | -0.2        |
| Craft Brew Alliance | -8.5         | 5.0          | 0.0         |
| Boston Beer Craft   | -1.7         | 3.1          | 0.2         |
| Kings & Convicts    | -23.7        | 2.9          | -0.5        |

|                          | <u>% Chg</u> | <u>Share</u> | <u>Chg</u> |
|--------------------------|--------------|--------------|------------|
| Firestone 805            | -14.8        | 10.7         | -0.7       |
| Blue Moon Belgian White  | -12.4        | 6.4          | -0.2       |
| Lagunitas IPA            | -16.0        | 6.2          | -0.5       |
| NBB Voodoo Imperial IPA  | 54.6         | 4.1          | 1.7        |
| Elysian Space Dust IPA   | -4.4         | 3.7          | 0.2        |
| Golden Road Mango Cart   | -16.8        | 3.6          | -0.3       |
| Sierra Hazy Little Thing | 9.4          | 2.8          | 0.5        |
| Sierra Pale Ale          | -8.9         | 2.6          | 0.0        |
| Lagunitas Little Sumpin' | 7.0          | 2.1          | 0.3        |
| Kona Big Wave            | 4.3          | 1.9          | 0.2        |



# BEER SOFT IN CA; CONSTELLATION STILL RISING

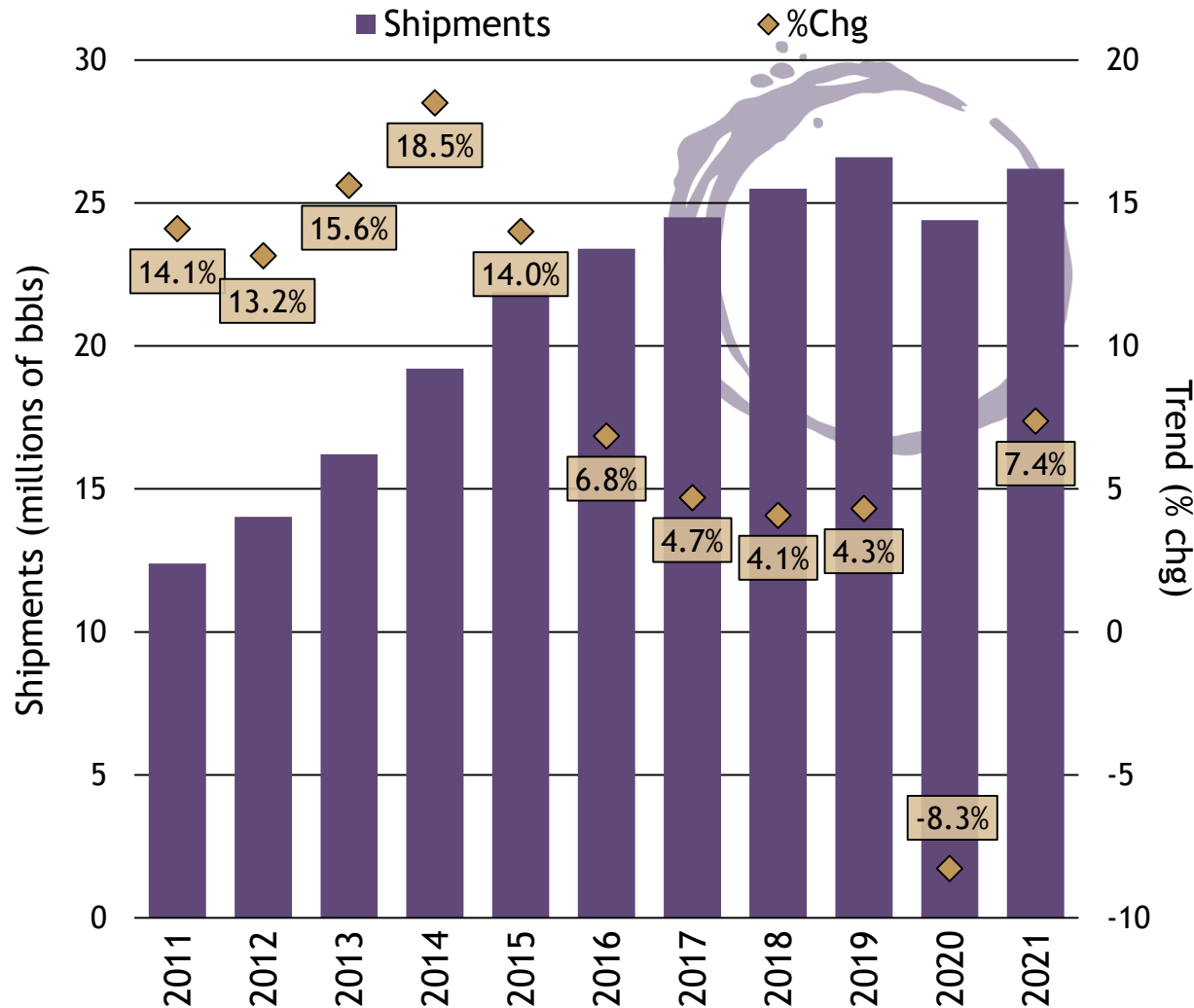
## CALIFORNIA SHIPMENTS, 2016-2021



- Total beer volume in CA down for 4<sup>th</sup> year
- -1.6%, almost 400K bbls to 22.6 mil bbls in 2021
- 2015-2020: AB -1.35 mil bbls, -5 share to <30; Constellation +2.1 mil bbls, +10 share to >26
- More of the same in 2021
- 2010-2020: avg beer consumption per adult down 7.5%, wine +10%, spirits +15%
  - Beer lost 5 share of consumption to 43.4

# CRAFT REGAINED GROUND NATIONALLY

## CRAFT SHIPMENTS & TRENDS, 2011-2021\*



- Total craft shipments +7%, +1.8 mil bbls to 26.2 mil bbls in '21
- Got back >80% of bbls lost in 2020
- +13.8 mil bbls in 10 yrs; back over 12 share, +6
- Off-premise: -6.6% by volume, -4.6% by \$\$
  - -7.5% in grocery;
  - +0.6% in c-stores
  - Pricing not as strong as other segments
- Return of draft a major driver for craft's gain

\*all figures BMI estimates, subject to revision

# DRAFT IMPROVING; HOW BRIGHT A SUMMER?

## Domestic Taxpays YTD Thru Nov 2021 (bbls in 000s)

|                                | 2021         | 2020         | chg        | % chg        | 2019         | chg        | % chg        |
|--------------------------------|--------------|--------------|------------|--------------|--------------|------------|--------------|
| Bottles & Cans                 | 142,199      | 145,425      | -3,226     | -2.2%        | 137,058      | 5,141      | 3.8%         |
| Kegs                           | 9,899        | 7,066        | 2,833      | 40.1%        | 13,701       | -3,801     | -27.7%       |
| <u>Premises Use (taprooms)</u> | <u>3,216</u> | <u>2,588</u> | <u>627</u> | <u>24.2%</u> | <u>2,735</u> | <u>480</u> | <u>17.6%</u> |
| Total Taxable Removals         | 155,314      | 155,080      | 234        | 0.2%         | 153,494      | 1,820      | 1.2%         |

## Imports Package Mix Thru Nov 2021 (bbls in 000s)

|             | 2021         | 2020         | chg        | % chg        | 2019         | chg         | % chg         |
|-------------|--------------|--------------|------------|--------------|--------------|-------------|---------------|
| Bottles     | 22,313       | 22,001       | 312        | 1.4%         | 21,407       | 907         | 4.2%          |
| Cans        | 12,302       | 10,218       | 2,084      | 20.4%        | 10,137       | 2,165       | 21.4%         |
| <u>Kegs</u> | <u>1,916</u> | <u>1,254</u> | <u>662</u> | <u>52.8%</u> | <u>2,498</u> | <u>-583</u> | <u>-23.3%</u> |
| Total       | 36,531       | 33,473       | 3,058      | 9.1%         | 34,042       | 2,489       | 7.3%          |

For 11 mos of 2021, domestic keg volume +40%, 2.8 mil bbls vs 2020, still >1/4 below 2019, 3.8 mil bbls

Imported keg bbls fell farther in 2020, grew stronger in 2021, +53%, also still ~1/4 below 2019, 600K bbls

“Premises use,” a proxy for taprooms, up strong 24% for 11 mos, +18% vs 2019

Positive signs thru St Paddy’s in 2022: BeerBoard open rate @94% by mid-Mar; holiday draft sales per acct up 6-7X in big cities, +118% for the day

# OFF-PREMISE GROWTH HARD TO COME BY IN '21

## TOP 25 CRAFT VENDORS

(\$\$, IRI multi-outlet + conv 2021)

|               | <u>% Chg</u> | <u>Share</u> | <u>Chg</u> |
|---------------|--------------|--------------|------------|
| MC IRI Craft  | -8.1         | 11.2         | -0.4       |
| AB IRI Craft  | -5.5         | 9.6          | -0.1       |
| New Belgium   | 14.9         | 7.0          | 1.2        |
| Sierra Nevada | -2.5         | 6.4          | 0.1        |
| Boston Beer   | -4.3         | 5.7          | 0.0        |
| Lagunitas     | -12.2        | 3.7          | -0.3       |
| Gambrinus     | -6.2         | 2.9          | -0.05      |
| CBA           | -4.3         | 2.7          | 0.0        |
| Firestone     | 3.3          | 2.4          | 0.2        |
| Founders      | -10.5        | 2.4          | -0.2       |
| Bell's        | -5.8         | 2.2          | 0.0        |
| CANarchy      | -7.3         | 2.0          | -0.1       |
| ABV Craft     | -0.8         | 1.5          | 0.1        |
| Stone         | -15.3        | 1.4          | -0.2       |
| Deschutes     | -6.0         | 1.3          | 0.0        |
| SweetWater    | -12.1        | 1.2          | -0.1       |
| New Glarus    | 2.9          | 0.9          | 0.1        |
| Great Lakes   | 9.7          | 0.7          | 0.1        |
| Georgetown    | 13.2         | 0.6          | 0.1        |
| Rhinegeist    | -4.8         | 0.6          | 0.0        |
| Duvel USA     | -12.0        | 0.5          | 0.0        |
| Ninkasi       | -18.5        | 0.5          | -0.1       |
| Flying Dog    | -9.1         | 0.4          | 0.0        |
| Abita         | -8.3         | 0.4          | 0.0        |

## TOP 25 CRAFT BRANDS

(\$\$, IRI multi-outlet + convenience 2021)

|                              | <u>% Chg</u> | <u>Share</u> | <u>Chg</u> |
|------------------------------|--------------|--------------|------------|
| Blue Moon Belgian White      | -8.5         | 5.7          | -0.2       |
| NBB Voodoo Imperial IPA      | 41.1         | 2.6          | 0.9        |
| Sam Adams Seasonal           | 0.4          | 2.1          | 0.1        |
| Sierra Hazy Little Thing IPA | 10.5         | 2.1          | 0.3        |
| Sierra Pale Ale              | -11.6        | 2.0          | -0.2       |
| Shiner Bock                  | -7.1         | 1.9          | -0.1       |
| Lagunitas IPA                | -12.0        | 1.9          | -0.2       |
| Leinie Shandy Seasonal       | -4.5         | 1.8          | 0.0        |
| Elysian Space Dust IPA       | -2.4         | 1.5          | 0.0        |
| Founders All Day IPA         | -11.9        | 1.5          | -0.1       |
| Firestone 805 Blonde         | -11.5        | 1.5          | -0.1       |
| Blue Moon LightSky           | 23.5         | 1.2          | 0.3        |
| Bell's Two Hearted Ale       | -2.1         | 1.1          | 0.0        |
| New Belgium Fat Tire         | -12.0        | 1.1          | -0.1       |
| Sam Adams Boston Lager       | -9.1         | 1.1          | -0.1       |
| Kona Big Wave Golden Ale     | 18.6         | 0.9          | 0.2        |
| Lagunitas Little Sumpin'     | 7.5          | 0.9          | 0.1        |
| Cigar City Jai Alai IPA      | -3.7         | 0.8          | 0.0        |
| NBB Voodoo Ranger IPA        | -10.2        | 0.8          | -0.1       |
| NBB Voodoo Juicy Haze IPA    | 63.1         | 0.8          | 0.3        |
| Sierra Torpedo IPA           | -20.6        | 0.8          | -0.2       |
| Shock Top Belgian White      | -30.7        | 0.7          | -0.3       |
| Goose IPA                    | -17.2        | 0.7          | -0.1       |
| Sam Adams Variety Pk         | 12.4         | 0.7          | 0.1        |

# IPA SHARE HASN'T PEAKED; CANS STILL CRUSH

## TOP 15 CRAFT STYLES

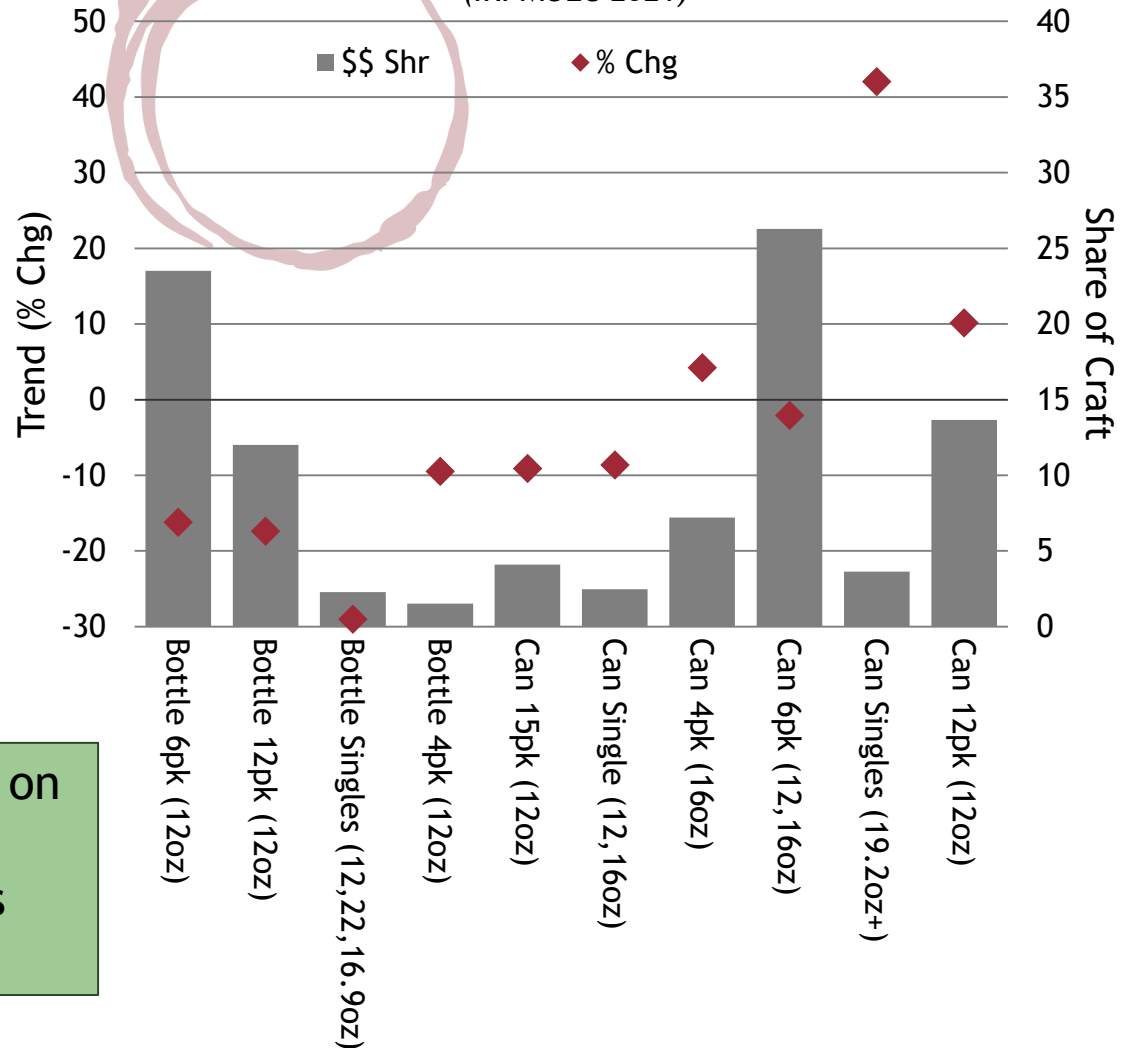
(\$\$, IRI multi-outlet + convenience, 2021)

|                  | % Chg | Share | Chg  |
|------------------|-------|-------|------|
| IPA              | -1.0  | 43.1  | 1.5  |
| Seasonal         | -6.6  | 10.0  | -0.2 |
| Belgian Wit      | -8.4  | 8.3   | -0.4 |
| Variety          | -1.0  | 6.7   | 0.2  |
| Pale Ale         | -12.5 | 5.4   | -0.5 |
| Golden Ale       | 3.8   | 4.5   | 0.4  |
| Fruit/Veggie     | -13.5 | 3.0   | -0.3 |
| Other Pale Lager | -6.0  | 2.9   | 0.0  |
| Bock             | -7.3  | 2.5   | -0.1 |
| Amber Ale        | -10.8 | 2.1   | -0.1 |
| Amber Lager      | -11.9 | 2.0   | -0.2 |
| Stout            | -10.8 | 1.7   | -0.1 |
| Wheat Beer       | -1.2  | 1.4   | 0.1  |
| Belgian Ale      | 5.7   | 1.1   | 0.1  |
| Pilsner          | -4.2  | 1.1   | 0.0  |

- Hazy, Imperial #3, 4 styles on their own in Nielsen scans
- Cans near 60 share; 12-pks and 19.2s drive growth

## PACKAGE TRENDS

(IRI MULC 2021)



# “YES, AND...” | A COVID COURSE IN IMPROV?



# OPENS STILL OUTPACE CLOSINGS; LINE-BLURRING

- **Uptick in closings**, but nowhere near what some feared or predicted...*yet?*
  - Federal aid helped, but uneven; for how long?  
Costs rising for everything. The pressure is real.
- New breweries, new locations keep opening, most modest (but not all), often in recently vacated breweries/taprooms; closer to **one-out, one-in**
- Some bigger expansion projects and multi-state territory expansions. **Will a familiar story repeat?**
  - Loss of control or retrenchment when sales don't end up supporting the expansion
- Rush for new and next hasn't slowed. Craft hard seltzers struggled outside taprooms, as **"beyond beer"** drives both innovation and transactions



# MORE BIG DEALS, LOWER PRICES; LINE-BLURRING

- Lion/Kirin now close #3 in US craft after Bell's buy
  - *spent under \$1 bil for both*
  - footprint consolidation afoot
- Monster suddenly a top-10 player
  - *\$330 mil in cash mostly went to lenders; sought platform into alc bevs, not brands*
  - Constellation?
- Tilray got Green Flash/Alpine for \$5 mil (brands, not brewery)
  - in top-20 with SweetWater, plus distillery
  - *seeks US cannabis leadership*
- Bigger brand partnerships abound (Boston Beer & Beam Suntory, Pepsi; MC, STZ & Coke)

## TOP CRAFT SUPPLIERS BY 2021 SHIPMENTS

|                                     | 2021       | 2020  | Chg | Trend   |
|-------------------------------------|------------|-------|-----|---------|
|                                     | bbls (000) |       |     | (% chg) |
| AB Brewers Collective*              | 2,665      | 2,475 | 190 | 8%      |
| Boston Beer (Beer Only)             | 1,625      | 1,500 | 125 | 8%      |
| Lion Little World (NBB & Bell's)    | 1,564      | 1,415 | 149 | 11%     |
| Sierra Nevada                       | 1,104      | 1,117 | -13 | -1%     |
| Lagunitas US Holdings (Heineken)    | 920        | 978   | -54 | -6%     |
| Duvel Moortgat                      | 704        | 631   | 74  | 12%     |
| Mahou San Miguel                    | 567        | 629   | -60 | -10%    |
| Gambrinus                           | 527        | 524   | 3   | 1%      |
| Brooklyn/Matt/21A/Funkwerks (Kirin) | 480        | 468   | 12  | 3%      |
| CANarchy (Monster)                  | 455        | 490   | -35 | -7%     |
| ABV (Ulysses)                       | 420        | 438   | -18 | -4%     |
| Stone (VMG/Hillside)                | 364        | 347   | 17  | 5%      |
| MC/Tenth & Blake                    | 308        | 305   | 3   | 1%      |
| Deschutes/Boneyard                  | 266        | 235   | 8   | 3%      |
| SweetWater (Tilray)                 | 253        | 255   | -2  | -1%     |
| New Glarus                          | 233        | 206   | 27  | 13%     |
| Great Lakes                         | 128        | 106   | 22  | 21%     |
| Odell                               | 126        | 126   | 0   | 0%      |
| Summit                              | 118        | 109   | 9   | 8%      |
| Allagash                            | 118        | 88    | 30  | 34%     |



# FEDS TO THE RESCUE? BIDEN ADMIN & ANTITRUST

- July 2021: Biden Admin Exec Order on Competition
  - explicitly aims to create oppys for small, new players
  - broad reach; “whole of govt” approach
  - Tech drives shift in thinking; pendulum swing

- Summer 2021: TTB took comments for work w/ FTC, DOJ
  - measured assn comments often cheered 3 tier
  - Flood of complaints from small suppliers: state laws, fed rules and especially trade practice violations

- Feb 2022: Competition Report from Treasury, FTC, DOJ
  - language shows limits to what feds can prove, promise
  - concerns about consolidation; stricter guidelines?
  - echoes small supplier complaints; BA most cited (>12X)

- Antitrust was already in the ether; kicking into higher gear
  - CA ct rejected many of Seismic’s antitrust claims in suit with DBI, Reyes entities; OK as defense
  - Provi filed fed suit last wk against Southern/RNDC

# COMPETITION REPORT HINTS AT FED ACTIVITY

## TRADE PRACTICE

- Enforcement already stepped up, mostly on consignment and on-premise pay-to-play
- Category management a new focus; could enlist FTC to go after big retailers, too
- Tying arrangements? (Requiring sale of low demand item to access high demand item)

## LABELING RULES

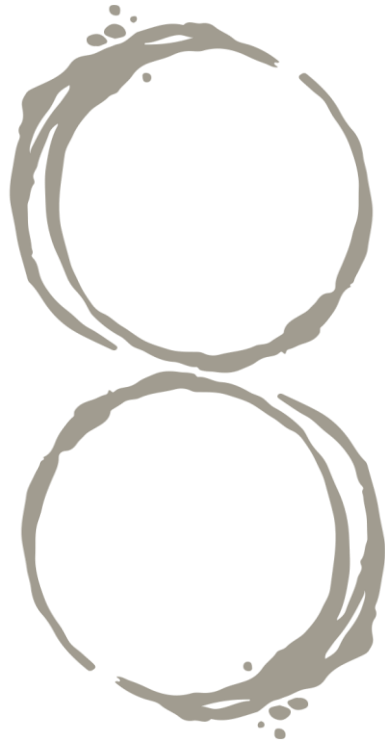
- Continuing process of easing restrictions and reducing requirements
- May also move to mandate ingredient, calorie and nutrient labeling for all alc bevs
- Not persuaded by costs to small: food/drink makers do it
- Drinks per pkg?

## STATE LAWS?

- Lots of attention on states for fed agencies; 2 reasons: can't talk about alc bev biz without talking about states; complaints?
- Post & hold, franchise laws got most focus
- Strong support for DTC
- Area where feds least likely to change much

Dependent on political outcomes and (eventually) legal ones;  
*lots of words, but not a lot of certainty.*

# ALCOHOL HARMS HIT HEADLINES; SELF-CHECK?



- Headlines claimed huge increases in consumption during the pandemic; largest national surveys (NSDUH, Monitoring the Future: fewer drinkers, most drank same or less, concerning increases among small groups
- NHTSA announced 14% increase in alcohol-impaired driving fatalities in 2020; NIAAA reported 26% increase in alcohol-related deaths in yr overall death rate +16%
- New research calls into question long-held thinking that light-moderate consumption aids heart health; risk low for light-moderate, quickly escalates “exponentially”

1 STANDARD DRINK = 14 grams or 0.6oz ethanol = 12oz 4.5% ABV beer

“Light”

<8.4 SD/wk

“Moderate”

8.4-15.4 SD/wk

“Heavy”

15.4-24.5 SD/wk

“Abusive”

>24.5 SD/wk

# ESG RISING: WHERE ARE YOU? WHERE ARE WE?

Mintel Consumer Drivers  
Thru 2030:

**Rights**

**Identity**

**Wellbeing**

Consumer interest in  
“wellness” evolving:

**‘ME’ & ‘WE’**

-consultant Danny Brager

- **Non-alc beer coming on strong: \$\$ up 20+% in scan data, shipments +13% in 2021**
  - Athletic over 100K bbls in 2021, all NA
- **Corporate emphasis on ESG growing: consumers, investors, regulators asking, requiring companies to “do better”**
  - SEC environmental reporting
  - Changed views of work; labor movement
- **Craft’s #MeToo moment still rippling: moved from worker-driven public undressing to privately addressing; will need to be public to change perceptions of industry**
- **How will this impact biz relationships?**

# TEMPERANCE



By [late 18<sup>th</sup> C.], understood to mean abstinence from alcohol



Roots in measuring, mixing in proper proportions, “in tune”



Temper chocolate; hold your temper; temperate climate



Working with, marketing, drinking alcohol asks for balance



Just counting can moderate behavior; reinforcement helps



Movement and measurement must follow listening within



***THANKS!***

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