



ASSOCIATED FOOD DEALERS OF MICHIGAN

and its affiliate:
PACKAGE LIQUOR DEALERS ASSOCIATION

FOOD & BEVERAGE REPORT

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An official publication of the Associated Food Dealers of Michigan
and its affiliate, Package Liquor Dealers Association

SEPTEMBER 1993

AFD board elections slated for December

It is once again time to begin the process of choosing our new AFD board of directors for 1994. Any voting member of the association may be nominated to sit on our board.

In order to be eligible, you must be a member in good standing for no less than the prior 12 months, and you must be nominated in writing no later than October 15, 1993. All nominations require the support of 25 other members in good standing or a majority vote by the nominating committee. If you are a retail member, you must seek a retail position on the board. If you are a general member, you must be nominated to stand for election for a general director's vacancy.

In addition, the AFD will accept nominations for regional directors' positions for regions 5 and 6. Call the AFD for boundaries.

Please send your nominations with supporting signatures to the AFD Nominating Committee, 18470 West Ten Mile Road, Southfield, Michigan 48075.

Our board of directors sets the policies by which the AFD is governed. We urge all AFD members to get involved by nominating candidates you feel will devote their time and talent to represent the food industry with professionalism and integrity.

Please call the AFD if you have questions: (313) 557-9600.

Made in Michigan issue debuts

The October issue of the Food & Beverage Report will feature stories on products that are made right here, in our great state. Retailers will gain insight into marketing and merchandising Michigan products. Manufacturers will be given the opportunity to showcase their items in this interesting and informative issue.

For information on advertising in the Made in Michigan section in the October Food & Beverage Report, call Ray Amyot at (313) 557-9600.



The winning four-man team of AFD's 1993 golf outing. Congratulations to (L. to R.) Romy David, Kramer Foods; Ron Larkin, J&J Food Centers; Harry Jewel, Oakland Foodland; and Jim Hooks, Metro Foodland.

AFD takes a bite out of crime



Working with a coalition of law enforcement officials, retail members and wholesale members, the AFD has devised a program intended to thwart store and vendor truck robberies. Effective through December 31, 1994, the AFD will pay a \$1,000 reward for information that leads to the conviction of anyone who commits an armed robbery against one of our members.

You will soon receive a sticker to post in your store window or on your vendor trucks. The first sticker is free. You can purchase additional stickers from the AFD office.

In order to collect the reward, the person who has information about a hold-up must first contact the local police department. After the conviction, they should contact the AFD. Once we verify

the facts, we will issue the reward. Crime victims are ineligible.

With the combined efforts of the AFD and our membership, we hope to reduce vendor and store hold-ups. By prominently posting the sticker, anyone who sees your truck or shops in your store will be aware of our reward program. Working together, we can all help take a bite out of crime.

Membership Mania strikes Michigan!

The AFD is excited to announce a new membership recruitment program, which can directly benefit existing members. We want you to bring in new members to our ranks and receive rewards in return. For every new member you sign up, the AFD will award you a \$50 voucher to put toward any of our programs or services.

Use the vouchers to pay your dues, take a booth at our trade show, attend a seminar, advertise in this magazine, buy tickets to our trade dinner, purchase video tapes, or spend it on any other service we offer.

All current AFD members will soon receive a

Membership Mania Kit.

In it you'll find membership applications and information on our programs and services. With this kit you'll be ready to sign up new members and save yourself some cash.

Think of it this way, you only need to bring in a few new members to completely pay for your own dues! The AFD provides so many advantages that you will easily convince others to join. Also remember the more members we have the stronger our association becomes. If you have questions, call our offices at (313) 557-9600. Good Luck!

What They Buy

What types of items do you typically buy at a convenience store?*

Rank	Product	Percent
1	Milk	52.4
2	Gasoline	43.3
3	Bread	42.0
4	Snacks	38.6
5	Cigarettes/Tobacco	27.1
6	Candy	24.1
7	Newspapers	20.6
8	Soft Drinks (Six Pack)	18.6
9	Beer	14.6
10	Soft Drinks (Indiv. Cans)	13.7
11	Soft Drinks (Fountain)	11.3
12	Prepared Foods/Fast Foods	9.2
13	Lottery Tickets	7.0
14	Coffee/Hot Drinks	6.1
15	Ice	6.0

Percent of Respondents Purchasing Certain Products
*Consumer Product Purchases, 1992 Consumer Attitude Study.
National Association of Convenience Stores.

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Week of September 13, 1993

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Lafayette Towers Supermarket
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DIRECTORS RETAIL MEMBERS

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Sam Dallo
In 'N' Out Foods
Fred Dally
Medicine Chest
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Doud Mercantile Co., Region 6
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Value Center Market
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Galaxy Foods, Region 2
Ronnie Jamil
Mug & Jug Liquor Store
Raad Kathawa
Ryan's Food
Thomas Welch
Hollywood Super Markets

DIRECTORS SUPPLIER MEMBERS

Jerry Inman
Paul Inman & Associates
Mel Larsen
Club Cars, Inc.
Ron Paradoski
Coca-Cola Bottlers of Michigan, Inc.
Joe Smoliga
Spartan Stores Inc., Region 3
Alan Slotsky
Concord Drugs
Barbara Weiss-Street
The Paddington Corporation
Chris Zebari
Pepsi Cola Company

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Food & Beverage Report Editor

EXECUTIVE DIRECTOR'S REPORT

Family and Medical Leave Act What you need to know

By Joe Sarafa, AFD Executive Director

There is no doubt that small businesses across the country are bombarded with too many laws and regulations that affect the employer-employee relationship. In fact, while many employers are still digesting all the changes required by the Americans with Disabilities Act, President Clinton earlier this year signed into law a labor-backed initiative whose provisions took effect August 5.

Known as the Family and Medical Leave Act (FMLA), this new law requires that employers with 50 or more employees provide up to 12 weeks of unpaid job-protected leave during any 12-month period. Employees can take leave under the FMLA for four reasons: 1) the birth of a child; 2) the adoption or foster care placement of a child; 3) the serious health condition of the employee's child, spouse or parent; and 4) the employee's own serious health condition.

Following are some answers to the most commonly asked questions about the FMLA:

Q. Are all employers required to provide leave under this law?

A. No. The law covers only those employers with 50 or more employees within a 75 mile radius. Employers with two or more locations are not required to combine the total number of employees—for purposes of determining whether they have 50 employees—unless their job sites are located within 75 miles of each other.

For example, a convenience store chain with 35 employees in one area and another 35 employees located in another area that is not within 75 miles of the first area would not be covered by the FMLA. As another example, an operator of six stores with 10 employees at each store would be covered by the FMLA if all six stores were within a 75 mile ra-

dus.

Q. Can all employees take this leave?

A. No. To be entitled to leave benefits under the FMLA, employees must meet several criteria:

- they must work for a company that employs 50 or more people (each working day) during 20 or more calendar workweeks in the current or preceding year;
- they must be employed at least 12 months by the employer from whom they are seeking leave (does not need to be 12 consecutive months);
- they must be employed for at least 1,250 hours during the 12-month period immediately preceding the leave (about 25 hours per week); and

See Executive Director's Report, Page 16

Calendar

- | | |
|-------------------------------|---|
| Sept. 12-14 | FMI Food Protection Conference
Loew's L'enfant Plaza, Washington, D.C. |
| Sept. 12-15 | 20th Annual Information Systems Conference
The Minneapolis Hilton & Towers, Minneapolis, MN |
| Sept. 18-21 | FMI/NAWGA Supermarket Foodservice Conference
The Adolphus Hotel, Dallas, TX |
| Sept. 19-22 | 14th Annual Energy & Technical Services Conference
Le Meridien, New Orleans, LA |
| Sept. 26-28, or
Jan. 23-25 | Seafood Splash Course for Supermarkets
Boston and Gloucester, Massachusetts.
A practical, hands-on seafood training program |
| Oct. 3-6 | 1993 National Frozen Food Convention
Opryland Hotel, Nashville, TN |
| Oct. 3-6 | 1993 Retail Store Development Conference
The Registry Hotel, Scottsdale, Arizona |

The Grocery Zone

By David Coverly



Statement of Ownership

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ADVERTISERS: For information on advertising rates and data, call AFD, Ray Amyot, 18470 W. 10 Mile, Southfield, MI 48075, (313) 557-9600 or (517) 386-9666.

AFD works closely with the following associations:



Legally employing teenagers in Michigan

Do you employ teenagers? Make sure you are not in violation of Michigan's Youth Employment Standards Act.

Every employer who hires youth workers should know that in general:

- In order to work a teenager must be at least 14-years-old unless exempt from the Youth Employment Standards Act.
- A work permit is required unless the teenager is exempt from the act.
- Teenagers may be employed in most jobs except those considered hazardous.
- Teenagers may work only certain hours.
- Teenage workers are entitled to a break or rest period.

Who is covered by the Act

- Youth age 11 years or older working as a golf caddy.
- 14 to 17-year-olds.

Who is not covered by the Act

- 16- and 17-year-olds who have completed requirements for high school graduation.
- 17-year-olds who have passed the GED test.
- Emancipated minors (e.g. married teenagers).
- Students at least 14-years-old working under a contract between the employer and local school district.
- Domestic workers at private residences.
- People who sell, distribute or offer for sale, newspapers, magazines, periodicals, political or advertising material.
- Shoe shiners.
- Members of recognized youth organizations (Boy Scouts, Girl Scouts, 4-H, etc.) who perform fundraising work.
- Teenagers working in businesses

owned by their parents.

Most farm workers.

- Employees in a school, academy or college where the worker aged 14-17 is a student.

Work permits

All teenage workers who are not exempt are required to have a work permit. Work permit forms are available from most local schools or their administrative offices. The process to obtain a work permit is as follows:

- The employer completes Part I of the work permit listing the teenager's name, occupation, hours of work and rate of pay.
- The teenager completes Part II and takes the work permit to the school to be completed by the issuing officer.
- The issuing officer at the school gives the work permit to the teenager.
- The teenager gives the work permit to the employer before starting work and the employer keeps the work permit on file.

If the teenager changes jobs, a new work permit is required for the new employer.

Types of work

Minors 14-17 covered by the act may be employed in jobs that are not hazardous.

Teenagers 14-17 may work in businesses where alcoholic beverages are sold as long as the sale of food or other goods is at least 50 percent of gross sales. Teenagers covered by the Act may not work in any occupation determined to be hazardous.

Some examples of hazardous work include:

- Jobs in and around chemicals, explosives or radioactive substances.
- Vehicle drivers and outside helpers (pizza delivery, etc.)
- Jobs in the logging and sawmill industry.
- Jobs using woodworking machinery.
- Brazing, welding, soldering or heat training.
- Slaughtering, butchering and meat cutting.
- Operating elevators or hoisting equipment.
- Occupations involving power driven equipment, tools or machinery. (Bakery machines, paper product machines, metal-forming, punching and shearing machines).

Special approval for hazardous work for 16- and 17-year-olds may be authorized by the Michigan Department of Labor. Employers must apply for special approval to the Michigan Department of Labor, Bureau of Safety and Regulation.

Hours

- Teenagers may not work hours in which they attend school.
- Combined hours of school and work cannot exceed 48 hours.
- A teenager may not work more than six days in a week.
- 14- and 15-year-olds may not work after 9 p.m. or before 7 a.m.
- 16- and 17-year olds may work between 6 a.m. and 10:30 p.m. when school is in session and between 6 a.m. and 11:30 p.m. during school vacations.

Special approval may be granted for 16- and 17-year-olds to work beyond the hours specified by the Michigan Department of Labor, Bureau of Safety and Regulation. No such approval is granted for 14- and 15-year-olds.

Adult supervision is required after sunset or 8 p.m., whichever is earlier, in employment involving cash transactions.

Breaks

- A teenager must be given a 30 minute, uninterrupted break after five consecutive hours of work.

Records an employer must keep

- The work permit or verification of exemption from the Act.
- The number of hours a teenager works each day with starting and ending times. These records must be kept for one year.

Penalties for violation

For each violation of the child labor provisions or any regulation issues thereunder, employers may be subject to a civil money penalty up to \$1,000.

If you need more information write to:

Michigan Department of Labor,
Bureau of Safety and Regulation,
Wage Hour Division,
7150 Harris Dr., Box 30015,
Lansing, MI, 48909

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SUPPLIER CHECK LIST

THE SIX P'S OF VALUE-ADDED DISTRIBUTION	SUPPLIER X, Y OR Z	EBY-BROWN
PRODUCT		
Over 8500 Items, Including Refrigerated, Frozen, and Ice Cream?		Yes
Institutional Foods, Including Deli & Fast Foods?		Yes
Grocery, HBA, and Non-Foods Eaches?		Yes
Lesser-Cost, Full-Case Alternatives to Grocery Eaches?		Yes
Full selection of Candy, Snack, and Tobacco products?		Yes
Item Popularity Ranking Reports by Product Category?		Yes
Departmental Planograms?		Yes
Computer printed Order Guides?		Yes
Invoice Cost & Retail Summary by Product Category?		Yes
PRICE		
Cartage or Delivery Charge?	No	No
Service or Administration Charge?	No	No
New Allowances Every Week?	Yes	Yes
Quarterly Super Savers Sales Booklet?	Yes	Yes
Annual Buying/Merchandising Exhibit?	Yes	Yes
PLACE		
In-Store Delivery of Order?	Yes	Yes
Next-Day Delivery of Order?	Yes	Yes
Emergency Delivery Capability?	Yes	Yes
PROMOTION		
Monthly Super Buy Promotions with Displays?	Yes	Yes
Monthly Price Choppers Advertising Program?	Yes	Yes
Seasonal Merchandise Advance-Bookings?	Yes	Yes
PROGRAMS		
Sandwich and Fast Foods Programs?	Yes	Yes
Foodservice Equipment and Supplies?	Yes	Yes
Rack-Service HBA/Non-Foods Program?	Yes	Yes
Customized Retail Program?	Yes	Yes
Customized Price-Stickers Program?	Yes	Yes
PEOPLE		
Weekly Visit by Sales/Merchandising Specialist?	Yes	Yes
Courteous and Capable Delivery People?	Yes	Yes
Experienced and Knowledgeable Customer Service People?	Yes	Yes

Call Robert Coughlin Vice President, Sales
1 (800) 532-9276

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IOWA, KENTUCKY, OHIO, MICHIGAN, MISSOURI AND WISCONSIN

Wholesale News

Made-In-Michigan Pies open up new market for fruit

With the introduction in July of a new line of frozen pies made with only real Michigan fruit, a new market has opened for the state's growers.



Governor John Engler and Chef Bernéa at the Chef Bernéa Classic Pies introduction.

The cherry, blueberry, apple and strawberry/rhubarb frozen pies will be made in Frankfort, Mich., by Gateway Products, Inc. and will be shipped to more than 3,000 grocery and food service outlets by Bernéa Food Service, Michigan's largest "store-door" food distributor. John LaLonde, vice president of sales for Bernéa, said the line, which carries the name Chef Bernéa Classic Pies, began appearing in stores in August, well in advance of the fall harvest season.

The product introduction is being supported with introductory price discounts to retailers who carry the line, and with consumer promotions. Coupons will appear in Sunday newspapers across the state on September 26 and November 14.

But the biggest public relations boost for the new products came from Michigan Governor John Engler. In a 2 1/2-hour visit to the company on July 26, the governor received the first piece of the Michigan grown product.

"I noticed a banner here that says 'Michigan People, Helping Michigan'," noted the governor. "I'll personally do everything I can to do my part." Engler offered to take the pies with him on his upcoming trade mission to the Far East, and to help find markets for the products here at home.

Bernéa president/CEO Philip Berner said, "We welcome the governor's support. By using only Michigan fruit, we've got a prod-

uct that is sure to attract attention wherever it is served.

"We've been looking for a high quality product to add to our new frozen food lineup for some time.

As a transportation company, we have the network to take the product to market; Gateway Products has given us a terrific product to sell."

About a year ago, the two companies formed a working partnership to develop the product. Gateway Products had excess capacity at its Frankfort plant, and offered to make a branded product for Bernéa. The distributor owns

the brand and contracts with Gateway to produce the pies.

According to Berner, a huge investment was made by both companies to properly present the product. Culinary Art, a Battle Creek, MI design firm, was hired to create a high-impact, full-color retail cartoon. The design incorporates photography of raw fruit



Governor Engler, Michigan fruit growers and Gateway Company officials gathered at Bernéa Food Service to launch the new Chef Bernéa Classic Pies.

and baked pies on the principal display panel, while a story about Michigan fruit highlights the reverse. Also, it is one of the first frozen pies to conform to nutrition labeling requirements of the Nutrition Labeling Education Act.





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The fight against hunger

by Tim Hammonds, President
Food Marketing Institute

Following are excerpts from a talk given to the U.S. Department of Agriculture "Hunger Forum," June 17, 1993.

The link between diet and disease is unquestioned—and between malnutrition and learning disabilities and other conditions that undermine the quality of life. Our efforts to reduce hunger not only serve immediate needs, but they save society, government and the education and health care systems resources over the long term.

The fight against hunger is waged largely at the community level. The supermarkets and wholesalers represented by the Food Marketing Institute know this because they have wrestled with many of the issues being raised at this forum. Local communities must work hand-in-hand with local businesses to develop meaningful programs. Still, there are ways that government can help, working with industry and community leaders.

Following the civil unrest in Los Angeles in the spring of 1992, FMI established an Urban Initiatives Task Force, composed of a representative group of food retailers. The group was charged with recommending ways for the supermarket industry to broaden and strengthen its participation in underserved communities. Here are some of the key observations which came from the report of this Task Force:

1. Our communities cannot be saved by Congress or the President alone nor solely by the business sector acting alone. Revitalization will come only with private-public partnerships involving coalitions of business, community and government leaders.
2. City officials need to focus on peeling away the layers of bureaucracy and red tape that make building supermarkets in inner-city areas up to a 10-year process. By contrast it normally takes only 12 to 18 months to build one in the suburbs.
3. City transportation companies need to add routes in underserved communities—not

reduce them. People must be able to travel to and from the store and to and from their jobs easily, regardless of whether they own a car.

4. Banks need to support small business in underserved communities. We have FMI members who cannot get a loan to remodel or expand if they operate in "certain" neighborhoods, even if they have a

thriving business.

5. Supermarkets should not have to file duplicate environmental impact statements three times—for the federal, state and local agencies. Once should be enough.
6. We must do more for youth at risk. They need time, commitment, mentoring and advocates to work with them on a day-to-



day basis. We have members who have worked with schools and communities to develop model programs that have been in place long enough to yield measurable results. And we

See Hunger
Page 20

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All of Michigan is Talking About Our New Line of Pies!

Made in Michigan by Michigan workers, using only real Michigan fruit, our new line of pies has created quite a stir!

Unveiled by Michigan Governor John Engler and supported by the state's fruit growers, the introduction of Chef Berne'a Classic Pies created lots of pre-sell excitement. It's the only frozen pie made exclusively from plump, juicy Michigan fruit, and shoppers can't wait to try it!

Just in time for harvest season, we'll bring them to your store with two upcoming coupon promotions; the light, flaky crust and all-natural, cholesterol-free fruit taste will keep them coming back!

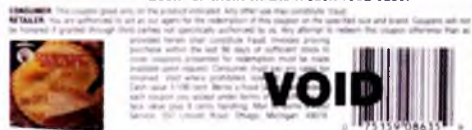
Chef Berne'a Classic Pies. One more reason why Berne'a Food Service is called **Michigan's Brand Leader!**

Michigan People, Helping Michigan



NEW! Chef Berne'a Classic Pies
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frosting on the cake

In this competitive industry, you may feel as if you're in the business oven all by yourself. But when you work with Monitor Sugar Company, we're there to help you beat the heat. Every time you stock Big Chief brand products, you can count on our support, including ..

- **Marketing Assistance and Cooperative Advertising** to help your promotional efforts go further. Our advertising and merchandising aids and allowances are designed to assist you with individual programs or full-scale campaigns. Monitor Sugar Company provides support that can be the icing for your business.

- **Service Specialists** who are specifically trained to understand sugar and the grocery industry. Our specialists are there — in your store — making it

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Currency reporting: The burden is on you!

by James V. Bellanca, Jr. and
Lawrence J. Paolucci

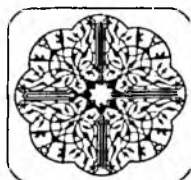
In May of 1990, the Federal Government implemented a set of currency reporting regulations which require financial institutions and other businesses that perform financial services to maintain certain records and report certain transactions. There have not been many significant changes to the actual requirements since they were first adopted. For the purposes of this article, we will address three specific types of transactions:

I. Financial transactions of \$10,000.00 or more. If a customer transacts business at your store, in cash, totaling \$10,000.00 or more, you must file a Currency Transaction Report (CTR) with the Federal Government. Copies of these reports should be available at your local bank or from the Internal Revenue Service. The law assumes that you would have knowledge of a series of transactions which total that amount over a short

period of time. For instance, if a customer purchases 20 money orders at one time, each in the amount of \$500.00, and pays for them in cash or they are made payable to cash, you must file the CTR. If a customer cashes any check (payroll,

bonus, lawsuit settlement or insurance claim, etc.) the total amount of which exceeds \$10,000.00, you are required to file the report. This is further complicated by the fact that a store owner with multiple locations may be considered by the Federal Government to have knowledge of the total transaction, if a series of transactions occur at a number of stores, the total of which would exceed \$10,000.00.

In order to protect yourself from a claim violation of the law, which has both civil and criminal penalties, you should make careful inquiry into all transactions involving large amounts in order to ascertain whether the customer is seeking to avoid the report-



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ing requirements of the law. This general principle also follows for the transactions addressed in sections II and III below, which individually or in aggregate, total a sum of less than \$10,000.00

II. Financial transactions between \$3,000.00 and \$10,000.00. A financial institution or a business which regularly performs financial services, including the sale of money orders and the cashing of checks, must maintain a log of all single transactions or aggregate transactions, as explained above, which total between \$3,000.00 and \$10,000.00. This log must contain the following minimum information, in addition to such information as may be required by the company form which you buy your money orders:

1. The name and address of the purchaser;
2. The social security number of the purchaser, or if the purchaser is an alien and does not have a social security number, then the alien identification number;
3. The date of birth of the purchaser;
4. If the individual is purchasing the monetary instrument on behalf of another person, all of the above information for that person;
5. The date of purchase;
6. The branch or store where the transaction occurred;
7. The type of instrument purchased (i.e. cashiers' check or money order);
8. The serial number(s) of each instrument purchased;
9. The dollar amount(s) of each instrument purchased;
10. Payee(s) of each of the instruments purchased, if the instrument is a cashiers' check, bank check, or draft;
11. The amount of the purchase in currency. See 31 CFR Section 103.29.

Again, the difficulty that is presented occurs with stores which have multiple locations or perform a series of transactions within a short period of time, the aggregate of which exceeds \$3,000.00, but is less than \$10,000.00. It is recommended that you review logs at all stores owned by you and/or maintain a central log to determine the necessity of filing a CTR. Also, in order to be safe, rather than sorry, it is recommended where a question exists as to whether the aggregate totals more than \$3,000.00, the log should be maintained and the information secured as specified above.

III. Transactions which in aggregate are less than \$3,000.00. It is not necessary to send the Currency Transaction Report specified in section I above or maintain the log specified in section II above for single transac-

tions of less than \$3,000.00 or aggregate transactions which total less than \$3,000.00. Again, the problem exists where there are multiple locations and where the government feels you might have reasonable knowledge that the person transacting the business is doing so in an attempt to avoid the currency reporting requirements of the Act as set forth in Section I or the maintenance of the log, as specified in sections II above. Again, you are well advised to be more conservative in the maintenance of the log and the issuance of the CTR than is specifically required by the statute in order to avoid the appearance of impropriety on the part of your store or business.

The timing of the cashing of the check and/or the purchase of money orders is critical. If a person regularly cashed a payroll check or some form of benefit check, the aggregate total of which is less than \$3,000.00, there is no reporting requirement or log maintenance necessary. If, however, a person comes to your store on a daily or weekly basis and presents cash or receives cash totaling \$2,900.00, you may be well advised to maintain that person's name on the log and/or to file a CTR. The best rule is to use common sense and to understand the purpose of the act, which is to prevent the laundering of money gained through illegal means. Even if you are not a participant in the illegal activity, the law requires you to recognize that such activities exist and to assist the government in uncovering this activity and otherwise avoid facilitating the criminal enterprise by "laundering the money."

While the act does require you to file certain reports and maintain logs, which are another burden on you as a business owner, as long as you do so, you may continue in business without fear of penalty. If a customer asks you whether you intend to file a CTR or objects to the maintenance of the information necessary in the log maintenance record, you can feel fairly confident that he/she is attempting to avoid the currency transaction requirements of the federal law. You should avoid doing business with that person no matter how profitable the transactions may be. As you may have heard, many banks and other financial institutions have been charged with violations of the Act. They are now more closely scrutinizing the transactions, such as those described herein. The result is that more and more individuals are looking to their local grocery store to facilitate their illegal enterprise. There is too much risk, including personal liberty, to allow you and your business to be jeopardized for violation of the currency reporting regulations.

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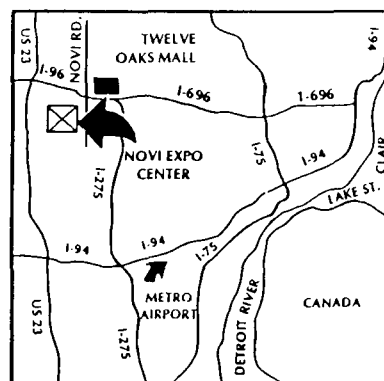
For more information
please call:

(313) 585-8141

(800) 227-1493

Fax (313) 585-5766

To “Business in Paradise”



Executive Directors Report

From Page 3.

- they must be employed at a worksite where 50 or more employees are employed by that employer within 75 miles of that worksite.

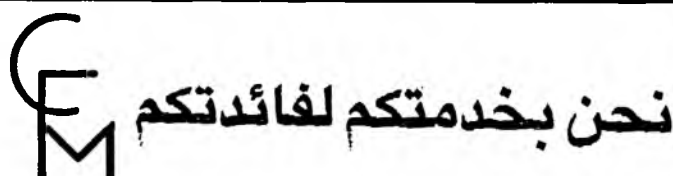
If all this is a bit confusing, AFD members can ask Mona to mail them a compliance guide. Call her at (313) 557-9600.

Front Door Deliveries

Changing the subject, I am asking all retailers to allow drivers to make front door deliveries if they request it. For their safety, many drivers would like to use your main entrance. Coming in with your customers does not leave them as vulnerable to attack.

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AFD members treat seniors to special picnic lunch

On August 19, the AFD teamed up with the Chaldean merchants and Councilman Gil Hill to throw the third annual Senior Citizen Picnic on Belle Isle. Over 3,000 Detroit seniors were treated to box lunches, hot



dogs and ice cream. The event is held as a way of saying thanks to senior citizens who have been loyal customers for many years. Thank you for your generous contribution: Value Wholesale, Home Pride Food Center, Harbortown Food Center, Value Food Center, Fairway Foods, Food Value, Food Value Plus, Sherwood Foods, Melody Farms, Thornapple Valley, Hygrade Food Products, Taystee Baking Co., Party Time Ice Co., Eastbridge Food Center, 7-Up of Detroit, Faygo Beverages, Borden's.



Some of the party organizers! Joe Sarafa, AFD Executive Director; John Loussia of Value Wholesale; Detroit Councilman Gil Hill; and Jerry Rabban of Food Value and Food Value Plus.

People

LoGrasso earns Honor Table membership

CIGNA Individual Financial Services Company recently announced that Michael J. LoGrasso, CLU, ChFC has earned membership in the Honor Table for 1993.

This award is presented to an elite group of CIGNA Individual Financial Services Company representatives for a continuing contribution to society through professional counsel and service to clients.

Retail Operations Director & Manager named at Spartan Stores, Inc.

Spartan Stores, Inc. recently filled two positions in their retail operations area. Robert Kaiser was named as director of retail operations and John Piotrowicz was promoted from retail counselor to retail operations manager.

Kaiser joined Spartan Stores, Inc. in August 1976 and was most recently director of management services. Prior to that, he served as president of Valuland, a subsidiary of Spartan Stores. In his new position, Kaiser will be accountable for perishables, merchandising, corporate brands merchandising, management services, ad writing and retail counseling. All these areas provide hands-on, operational assistance for Spartan retailers.

In his new position, Piotrowicz will be accountable for developing the concept of retail counseling, managing that concept, and then coordinating it with the retail account merchandising function. He will also be responsible for creating and implementing retail sales-building strategies, and for serving as a liaison between retail and the different departments throughout Spartan Stores, Inc. He, too, has extensive experience in the grocery industry, serving 15 years in store management and six years as a retail counselor—the last three with Spartan Stores, Inc.

Spartan Stores, Inc. is a retailer-owned grocery wholesaler providing products and services to 500 independently owned stores in Michigan, Indiana and Ohio. The company is currently ranked eighth on the list of top 50 grocery wholesalers in the country.

Salvation Army needs donations for flood victims

Michigan's Salvation Army has been busy helping flood victims in the Midwest, which has had the most destructive flooding in recent history.

The flood relief effort and clean-up operations are expected to continue for at least five to six weeks. The following items are needed:

- bottled water
- non-perishable foods

- coffee
- beverage mixes
- paper products
- baby food
- disposable diapers
- first-aid supplies
- cleaning supplies

including buckets, mops, detergent, 30 gallon trash bags, squeegees and flat shovels.

Those wishing to donate

any of these items to The Salvation Army's relief effort should contact their local Salvation Army, or call (313) 443-5500.

Monetary donations are especially needed. Checks should be sent to: The Salvation Army, "OPERATION NOAH," 16130 Northland Drive, Southfield, MI 48075.

SINCE 1906



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Golfers Tee Up for a good time!

The AFD wishes to give a big thanks to the generous companies that supported our 1993 Scholarship Golf Outing. Your contributions helped to fund 26 academic scholarships for the 1993 school year and also helped make the outing a great success. Thank you is truly not enough.



(above) Winners in the five-man team division: Frank Arcori, V.O.S. Buying Groups; John Rice, Tom Dilg and Jerry Heiss of Metz Baking/Taystee Bread; and Dick Parlato of Kroger. Congratulations!



(above) Winners in the five-man team division: Frank Arcori, John Rice, Tom Dilg, Jerry Heiss and Dick Parlato. Congratulations!

(left) Scholarship winner Christopher Kempinski with sponsor Spencer Phinney of Mohawk Distilled Products.

(below) Richard Przebieda and Mark Rosen of Universal Marketing congratulate their scholarship winner, David Park (center).



(right) Jowan Thomas with scholarship sponsor Vern McElmurry of Pepsi-Cola.



Thank you golf committee members:

Ron Paradoski, Coca-Cola Bottling Co. of Michigan
Golf Co-Chairman
Brian Bushey, Kowalski Sausage Co.
Golf Co-Chairman
Ray Amyot, REA Marketing
Sam Awdish, General Liquor
Amjed Francis, J. Lewis Cooper Co.
Lana Kenaya, Ludington News
Brad Miller, M & M Mars
Joe O'Bryan, 7-UP of Detroit
Orlando McCorvey, Coca-Cola Bottling Co. of Michigan
Larry Stamos, Kar Nut
Keith Tipper, Tony's Red Baron Pizza
George Tomasso, Borden Quality Snacks
Joe Pepoy, Faygo Beverages
John Wojnicki, Pepsi-Cola
Judy Lowenstein-Roberts, Lowenstein Poultry & Game
Mark Sarafa, Frito-Lay
Rob Skattie, S. Abraham & Sons
Kevin Larsen, I & K Distributor, Inc.
Jim Farber, Stark & Company
Joe Laginess, S. Abraham & Sons

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Borden Ice Cream
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Borden Quality Snacks
Metz Baking Taystee Bread
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M & M Mars
House of Seagram
Kar Nut
Union Ice

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John Wojnicki, Pepsi-Cola
Judy Lowenstein-Roberts, Lowenstein Poultry & Game
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