



ASSOCIATED FOOD DEALERS OF MICHIGAN

and its affiliate:
PACKAGE LIQUOR DEALERS ASSOCIATION

FOOD & BEVERAGE REPORT

Associated Food Dealers
18470 W. 10 Mile Rd.
Southfield, MI 48075

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PAID
Permit No. 36
Detroit, MI

VOL. 5, NO. 8

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

AUGUST 1994

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New meat labeling changes affect our industry

Nutritional labeling for meat items began July 6

The Nutritional Labeling and Education Act became effective July 6 for all food products including meat sold in the United States. While much of this act doesn't affect supermarkets since most stores are not under USDA jurisdiction, some areas of this new law should get your close attention.

The Exemptions

The following items are exempt from the law:

- Raw, single ingredient meat and poultry products are exempt from mandatory labeling on the package.
- Ready-to-eat products which are packaged or portioned at retail (for instance luncheon meats which you slice and sell either service or self service) do not require on-package labeling.
- Multi-ingredient products which you process at retail (such as

sausage) are exempt from nutritional labeling.

What's the Catch?

Now that you've breathed a sigh of relief, we'll give you the rest of the story.



Any time you make a nutritional content claim or use an allowed descriptor (e.g., lean, light, low fat), the item must meet specific criteria and must bear the full nutritional label on the package.

In addition, any time you use the allowed % lean/% fat descriptor on a product, the nutritional information

for that item must be available for customers, either through a sign, brochures or booklet.

The USDA rules on NLEA also ask for voluntary compli-

See NLEA

page 22.

Mandatory safe handling statements on the labeling of raw meat and poultry products.

Studies of foodborne illness outbreaks have repeatedly shown improper handling to be a frequent cause. Improper cooling of cooked foods has been ranked as the leading factor. Other factors include inadequate cooking, cross-contamination and inadequate re-heating. Information from the Centers for Disease Control and Prevention revealed that undercooking was a factor in nearly one-third of home outbreaks that occurred between 1973 and 1982. Cooking foods too far ahead was another major factor.

Studies of consumer knowledge and practices indicate that many people lack basic food safety information and skills, particularly with respect to the rela-

See Labeling

page 20.

4th Annual Senior Picnic set for August 18

Three thousand hungry and happy Detroit Senior citizens will once again converge on Belle Isle for the fourth annual AFD Senior Citizens' Picnic.

The event is the food industry's way of saying thank you to Detroit's seniors for their years of patronage.

John Loussia, coordinator for the event, says the picnic has grown in popularity each year and really takes a team effort from retailers, manufacturers and wholesalers to pull it off.

Because of the overwhelming response to the event, this year's seniors at many senior centers and homes in Detroit will be given tickets to the event. Additional tickets will be available for retailers to purchase and then give to their senior citizen customers. Tickets cost \$1 each and Loussia asks that retailers **DO NOT** sell these tickets but rather give them away to the seniors in the area.

"Ticket sales help us defray the cost of the picnic," Loussia says. "They also serve as an easy way that all retailers in Detroit can become involved."

Loussia explains that by

See Picnic

page 4.

Victory on striker replacement!

Thanks to thousands of grocers and other business groups who mobilized and inundated Senate offices with letters, phone calls and visits, we have successfully defeated the striker replacement legislation, which would have upset the balance in labor management relations.

On Tuesday, July 12 and Wednesday July 13, two cloture motions were defeated in the Senate by votes of 53 to 47 and 53 to 46. Proponents fell seven votes short of the 60 needed to close debate and bring S.55 to the floor for a vote. (We picked up four votes from the 102nd Congress.)

The legislation passed the House in June 1993 by a vote of 239 to 190.

The food industry is optimistic that this bill will not return in its present form. Sen. Howard Metzenbaum (D-OH) is retiring at the end of the 103rd Congress

Legislative Update

and Sen. Paul Simon (D-IL), is expected to take a leadership role in labor law reform has a legislative agenda that includes a series of incremental reforms to facilitate union organization and increase labor's voice in the workplace.

The National Grocers Association, as well as other representatives of our industry, has worked aggressively with the Alliance to Keep Americans Working (AKAW) for four years to defeat this legislation. It is a significant victory for grocers and other businesses.

Thank you for speaking out on this issue! Your involvement made the difference.

Compactors also off limits to teenagers

Compactors are now regarded

by the Labor Department as the equivalent of cardboard balers and, therefore, subject to Hazardous Occupation Order Number 12 (HO 12). Under this order 16- and 17-year-olds are prohibited from "operating or assisting to operate" baling machines.

"Assisting to operate" is defined as including loading a baler and, as you know, many retailers are being fined because teenage employees have tossed cardboard into balers.

The food industry is working to reverse this policy, but in the interim, be advised, the signs and safety programs you have in place for balers must now be extended to include compactors.

The bottom line is you must be sure that your 16- and 17-year-old employees have nothing to do with compactors in addition to balers. -FMI

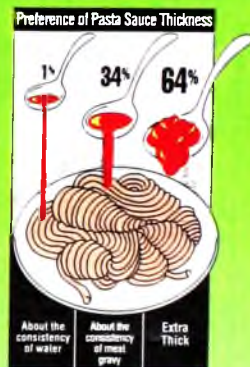
More Updates

page 20.

Through Thick and Thin: Survey shows Americans prefer an "Abbondanza" of pasta sauce

When it comes to spaghetti sauce in the U.S., thick is it, and Americans like pasta dishes prepared with an "abbondanza" of sauce, a just-released national survey shows. The survey, representing 1,012 adults across the U.S., was conducted by telephone this spring by Opinion Research Corporation, of Princeton, NJ.

In the survey, an overwhelming 64 percent of those who responded with a choice said they like a pasta sauce that is "extra thick." In comparison, only 1 percent said they want a sauce that's about the consistency of water, and 34 percent said they prefer a sauce that's about the consistency of a meat gravy. Aaron Wadell, senior marketing manager for Prego Spaghetti Sauce, a sponsor of the survey, said the findings confirmed what the sauce manufacturer thought to be true: that Americans equate thickness with quality in spaghetti sauces.



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Chairman's Report

Getting the most out of retailer performance money

by Nabby Yono
AFD Chairman

I've heard many retailers complain about manufacturers who offer performance incentives but take a long time to deliver and some that don't deliver at all. We've all experienced it. A sales representative or broker comes to you offering advertising money or shelf allocation rebates. The incentive to comply is very enticing. Many times the deal sounds pretty good. You advertise their product, display it in a specified



manner or allow it a pre-determined amount of shelf space and the manufacturer will pay you for your efforts.

So, you go ahead and comply with their requests in good faith, but the promised funds don't materialize or are extremely slow in reaching you. Some companies take as long as six months to comply.

What's a retailer to do?

First, get everything in writing, including, if possible, a date when payment will be received.

Next, follow their instructions explicitly. If you do not understand something, ask questions to be sure you are completely fulfilling their request.

Finally, keep good records of all your performance money contracts

and remind sales representatives and brokers if you haven't received payment.

Sometimes brokers' hands are tied, as they wait for the funds from manufacturers. Other times they may be able to work on your behalf to speed the process.

There are many companies that honor their commitments in good faith and within a reasonable amount of time. To them, it just makes good business sense to have a good working relationship with the retailers that sell their products. I commend these manufacturers and hope that others will eventually understand this. In the meantime, my advice to retailers is to keep good records and diligently pursue that which you deserve.

Calendar

August 18
September 11
September 13
September 18-20
October 2-5
October 2-5
October 9-12

Detroit Senior Citizens Picnic, Belle Isle
Kramer Food Show
Novi Expo Center, Novi, Michigan
Midwest Wholesale Foods Food Show
Burton Manor, Livonia, Michigan
Supermarket Foodservice Conference
Rochester, New York
Retail Store Development Conference
Atlanta, Georgia
Consumer Affairs Conference
San Antonio, Texas
National Frozen Food Convention
Orlando, Florida

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POSTMASTER: Send address changes to Food & Beverage Report, 18470 W. 10 Mile, Southfield, MI 48075.

ADVERTISERS: For information on advertising rates and data, call AFD, Ray Amyot, 18470 W. 10 Mile, Southfield, MI 48075, (810) 557-9600 or (517) 386-9666.

AFD works closely with the following associations:



The Grocery Zone

By David Coverly



Savon's secret to success . . . service, stock and smiles

by Joe Kyriakoza

To say that Savon Foods is busy is putting it mildly.

With the steady stream of traffic flowing in and out its doors, the cash registers are constantly ringing.

Eighteen years ago, Ramzy Najor gave a car dealership on 18000 Livernois a facelift and transformed it into a bustling grocery super store called



From Left to Right: Son, Steve Najor and father, Ramzy Najor run the successful Savon Foods Super Store.

Savon Foods.

What makes Savon Foods continuously successful?

"Any store that's successful is based on the people that are working there," explains Manager Steve Najor. "Everyone has to work together; there must be constant communication."

Savon employs approximately 60 people, good for an inner-city store.

Although Savon's largest competitor is Farmer Jack, located about three quarters of a mile away, Najor believes that his store is a step ahead of the competition.

"We can tailor to the public better than chains," said Najor. "They are set with what they have to do."

"We have better service and we get our customers in and out quickly; that's one thing people never complain to us about."

With five scanner registers running and baggers at each station, Savon makes sure service is quick and pleasant. Fast efficient service, in Najor's opinion, is something their competitors lack.

In many cases, the success or failure of the store can be affected by its location. In this respect, the Najor

family chose wisely.

A Detroit Free Press article stated that the average income for people living around Savon Foods is \$40,000 to \$50,000.

"We're in a very wealthy area," Najor adds. "A lot of people that work for the city must live within the city's boundaries. Many of them happen to live nearby."

Najor believes one of the key factors in achieving success in the grocery business is knowing your customers and being a friend.

"If you maintain good relationships with about a handful of customers, they keep coming back to you and they tell their friends about you," Najor said.

Savon donates food to four different churches in their area during holi-

days. This is their way of showing that they care for the community they serve.

Najor also emphasizes the importance of having a clean, well-tailored atmosphere.

"The store is very clean . . . we always have the shelves filled. We also have very fresh meat and produce; that's the backbone of any grocery store," Najor adds.

Savon is a Spartan Store but they also purchase goods from Kehe Foods, Midwest Wholesale, and



Value Wholesale.

The younger Najor is a graduate of Western Michigan University with a bachelor's degree in accounting and a minor in economics.

It is evident that a background such as Najor's is helpful to efficiently run such a busy, high-volume store.

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Gil Hill co-sponsors Senior Picnic

By Shannon Swanson Taylor

Detroit city councilman Gil Hill and his staff play an integral part in the success of the annual AFD Senior Picnic. This year the about 3,000 Detroit seniors will be attending the picnic at Belle Isle on August 18.

"I wanted to be a part of the event to demonstrate to the Detroit community how much I appreciate the support I receive from the senior citizens," Hill said. "I think we should always keep in mind the contributions of those who have preceded us down this path."

Hill's office does most of the coordination of senior centers for the event.

Some of the things which must be done in preparation of the picnic include the preparation of the meals in Cobo Arena, coordinating police and volunteers, and providing the entertainment. This year's entertainment will be a D.J. playing some of the best music from the era of those seniors.

"The senior picnic is really a concerted effort between the AFD members and my staff," Hill said. "Everyone works hard, but just seeing how happy these senior citizens are makes it all worthwhile."

Hill continued by adding, "I hope the relationship between my office and the AFD will remain strong throughout the years."

Kramer Food Company to hold annual food show

The Kramer Food Company, leaders in importing and distributing of specialty foods and beverage, will host its annual food show on September 11 and 12.

The trade show will take place at the Novi Expo Center in Novi, Mich.

For more information, contact Keith Keefer, Kramer Food Company, (800) 227-1493 or (810) 585-8141.

Picnic from page 1.

purchasing the tickets and giving them away, the retailers are not only helping a good cause, but they are doing a bit of public relations work for their store at the same time.

"This is one of the few annual events that the food industry does on behalf of Detroit merchants," Loussia says. "To make it a real success, we welcome the support of every Detroit store."

To volunteer to help at the event, or to purchase tickets, call Value Wholesale at (313) 862-6900.

Paul Baade—a representative of Michigan business

by Shannon Swanson Taylor

A Michigan Representative is familiar with business and has built a rapport with the businessmen in his district as well as statewide.

Before becoming a state representative, Paul T. Baade, D-Muskegon, was employed in advertising sales at the



Muskegon Chronicle calling on local businesses.

"I called local small businesses while working at the *Chronicle* and tried to continue that association with businesses upon becoming a representative," Baade said. "I've really tried to reach out to small businesses and respond through legislation."

An area which he feels needs to be looked into is the restructuring of the single business tax. Many feel that the tax is too burdensome for businesses.

"The single business tax applies whether the business makes a profit or not," Baade said. "We have made significant changes with recent legislation; raising the threshold of gross receipts necessary before requiring payments of any SBT."

The threshold was raised to \$250,000 from \$100,000 and that eliminates approximately 25,000 to 30,000 small businesses from the SBT requirement. In addition, the SBT rate was lowered to assist all businesses to some degree.

Baade also said the issue remains, however, of additional restructuring or replacement of the SBT.

Running for reelection in the fall, Baade stresses his accessibility.

"I continue to do door-to-door campaigning, not just to residential areas but to small businesses as well," Baade said. "I am there to hear their problems and work on solutions."

He proves his accessibility by frequently sitting down with small business owners and feels it is essential to get information from all sides even if there is a difference of opinion. It is one of the keys to making a legislator successful, he said.

"Basically, my approach is accessibility," Baade said. "I don't shut out anyone."

He continued by stating he is avail-

able to listen to concerns when possible and will continue to do so.

Baade was first elected to the Legislature for the 1991-92 term and will be running for reelection this fall.

Some of the organizations and committees which he belongs to and serves on are the MUCC; Pulaski Lodge; Children and Adolescent Co-

ordinating Council; Trout Unlimited; NAACP of Muskegon; Precinct Delegate, Democratic Party; Tourism and Recreation, co-chair; Economic Development, co-vice chair; Human Services and Children, co-chair; Senior Citizens, co-vicechair, Public Utilities and Transportation.

He lives in Muskegon with his

wife, Carol Ann Baade, and has three children: Shondra, Lesli, and Christopher; and two stepchildren: Kelley and Brent Allard.

To contact Paul Baade, write to him at: Room 923, Olds Plaza Building, Lansing, Mich. 48909; or call: (517) 373-3436; or fax: (517) 373-5175 (Please include Representative Baade's name on cover sheet).

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Dear AFD:

I would like to express my appreciation for the scholarship you have awarded me. Through this scholarship you have demonstrated a commitment to education and a willingness to take an active role in the community. Once again, my deepest thanks for your efforts.

Sincerely,
Haytham Bahoora

Dear AFD:

I am taking this chance to thank your organization for the honor you have bestowed upon me and my fellow recipients by selecting us as winners of the AFD scholarships.

Thank you,
Joshua M. Smith

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Industry launches national campaign to recover all brown grocery bags

The U.S. paper bag industry launched a nationwide campaign to recover all paper grocery bags for recycling, primarily, into new paper bags and corrugated boxes. The "Brown Bag America" program kicked off in Portland, Ore., on June 16, 1993, where the state of Oregon was honored for its progressive curbside programs featuring the brown bag for source separation.

The paper bag industry is encouraging communities nationwide to use the brown paper bag as a collection vehicle in curbside and drop-off recycling programs. To ensure that the paper bag recycling effort works, the Paper Bag Council (PBC) of the American Forest and Paper Association (AF & PA) guarantees that it will find a market for all paper bags collected. A toll-free number, (800) 878-8878, matches communities with markets and mills that will recycle the paper bags.

Faced with overcrowded landfills, more and more communities across the nation are implementing recycling

programs. When Portland's landfill closed in 1985, the Oregon State Legislature passed a bill that required all cities with populations of 4,000 or more to provide curbside recycling to residents. Oregon's cities responded with curbside programs featuring the brown paper bag to encourage participation and source separation of recyclables among residents. The paper bags were free, easy to use and there was a market for the material. Use of the paper bag by Portland's Metro region has assisted in reaching a current 39 percent recovery rate (percent material recovered for recycling that would otherwise have gone to the landfill), one of the highest recycling rates in the U.S.

"Brown Bag America" has, and continues, to travel cities throughout the nation to educate communities about the advantages of "brown bagging" recyclables. The program will provide retailers, converters and community and state leaders with a "how-to" videotape, instruction guide and brown bag recycling "Starter Kit."

Robberies decrease in convenience stores

The findings of a soon-to-be released convenience store crime census by the National Association of Convenience Stores (NACS) mirror data released by the Federal Bureau of Investigation (FBI) last fall showing strong declines in convenience store crime. The NACS study shows a 17 percent drop in robberies and a seven percent decrease in homicides in convenience stores in 1992. Also, the average sum of money lost in convenience store robberies dropped 21 percent in 1992 to \$92.

Importantly, NACS' study found that 80 percent of the nation's convenience stores are robbery-free. This finding confirms that convenience store crime is a location-by-location occurrence and not an industry-wide problem. A total of 1,049 companies participated in the study, up four percent from a 1991 study. This marks the highest level of company participation in any NACS research project.

The improvements in robbery and homicide incidents correspond with FBI data released last October which found that the industry had reduced robbery incidents to pre-1988 levels. In fact, the convenience store industry is the only industry that reduced robbery incidents to pre-1988 levels.

In 1992, the most recent year for which complete data is available, the convenience store industry outperformed the country in reducing crime. In its 1992 *Uniform Crime Report*, the FBI reported a dramatic double-digit drop in the incidence of convenience store robbery of 11 percent, compared to the overall drop in robberies of three percent. The 1993 *Uniform Crime Report*, with data on robbery performance by business, will be released this fall.

While complete data from the FBI for 1993 will not be released until October, robberies and violent crimes reported to the nation's law enforcement agencies decreased in 1993, according to preliminary findings in the agency's 1994 *Uniform Crime Report*. Specifically, overall robbery for the entire U.S. was down two percent from 1992-93, rape fell by four percent, and aggravated assault held steady. Significantly, these reductions continue the trend begun in 1992. Unfortunately, 1992's downward trend in homicides reversed as the percentage of homicides increased three percent.

Specific FBI data on crime in the convenience store industry will be included in the FBI *Uniform Crime Report* issued in October of this year.

-NACS

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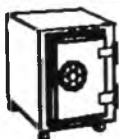
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Fundraiser for rare disease slated for Shenandoah CC

Dear AFD Members:

My name is Richard George. I am writing to tell you about my son Nicky. My son suffers from a disease that is relatively new to the medical community, Alternating Hemiplegia of Childhood (AHC). From birth Nicky has suffered seizures that sometimes last for days and occur as many as ten times a day. They have even caused paralysis. AHC is a group of symptoms that affect children from early infancy onward throughout life. These symptoms consist of: developmental delay, episodes of paralysis, abnormalities of motor movement control, epilepsy and mental retardation.

Nicky is now three years old and still has seizures. He has recovered somewhat from the paralysis but his left side is a little "slow" and he can't talk yet. Other children may suffer like Nicky and other parents are desperate for answers. We need your help.

There is no known treatment, no known cure for AHC. No money has ever been raised to help find a cure for AHC. A fundraiser will be held September 9, 1994 from 6 to 8:30 p.m. at Shenandoah Country Club. Beer, wine and hors'd oeuvres will be served. Entrance is \$100 per person. For tickets please call my office at (313) 522-3706. Please join us and help find a cure for AHC.

Special thanks from,

Richard, Rhonda and Nicky George

P.S. If you can't attend, please help us find a cure by sending a donation to: AHC (International Foundation for Alternating Hemiplegia of Childhood) c/o AFD 18470 W. 10 Mile Rd. Southfield, MI 48075

**IF Your
Mouth**

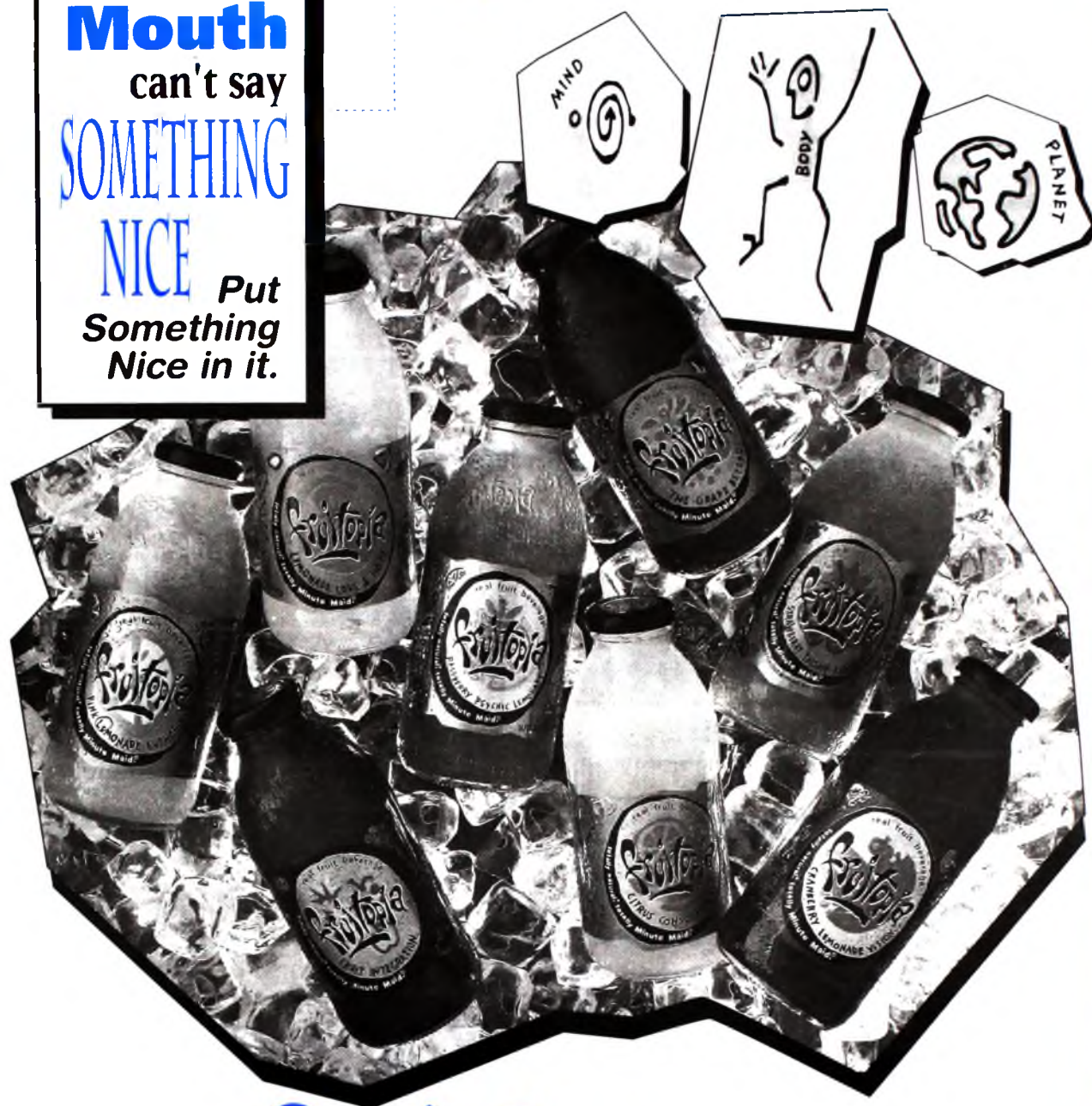
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Western Michigan University offers Food Marketing Program

Western Michigan University is one of only four major universities in the United States which offers a four-year college degree specializing in food marketing. Graduates of the program receive an accredited Bachelor of Business Administration (BBA) degree with a major in Food Marketing and a minor in General Business. It offers:

Marketable Skills

The Food Marketing major integrates specialized career preparation in all aspects of food marketing with broad managerial training in accounting, business communication, computer information technology, economics, finance, law, management and statistics. Over the past 30 years, WMU's program has become widely recognized within the food industry for educating future industry leaders. Its graduates are heavily recruited by leading firms from all segments of the food industry.

Internships

Every student enrolled in the Food Marketing Program receives a mini-

mum of two semesters of professional internship experience. These valuable opportunities to practice and apply classroom learning help students develop the necessary skills and contracts to compete successfully in today's highly competitive job market.

Job Placement

WMU Food Marketing students enjoy nearly a 100% placement record upon graduation. Many alumni of the program hold high-level executive positions with leading industry firms.

Personal Attention

Class sizes typically range from 25 to 35 students and stress close interaction between faculty and students. Faculty hold regular office hours to offer students personal advising, career planning and assistance with course work.

Sigma Phi Omega

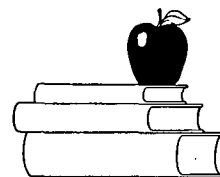
This co-ed professional organization is open to all students who are

interested in learning about the food industry. Members benefit by meeting students and alumni with similar interests, enjoying closer interaction with faculty and industry executives, acquiring valuable experience in project and conference management, and developing social and leadership skills.

For more information, contact:
Food Marketing Program, Haworth

College of Business—WMU, Kalamazoo, Michigan 49008-3812 or call (616) 387-6130.

-Reprinted from Michigan Food News



Food Industry Management at Michigan State University

Food Industry Management at Michigan State University

Food Industry Management is a business program with a personal touch. Jointly administered by MSU's Colleges of Business and Agriculture, this program is . . .

Flexible

The food industry is complex, diverse, and on the cutting edge of technological and organizational change. A hallmark of MSU's program is its emphasis on the systems approach, students will understand how all the sectors of the industry fit together. MSU also gives the student plenty of opportunity to understand how he or she will fit into the industry, too, through frequent interaction with food industry executives.

The large number of electives allows students considerable flexibility to develop competence in a particular aspect of management, or a particular sector of the food system.

Because of this flexibility, transfer students, either from other majors at MSU or from other colleges, find the Food Industry Management Program fairly easy to transfer in to. MSU's advisor will help students understand options and map out a plan for the future.

Personalized

The number of students in the program has averaged 275 in recent years. Size does have its advantages. Professors know students by name. So does the advisor. And they care about each student's success.

Practical

A small number of students cer-

tainly doesn't mean limited opportunity. For example: The Food Industry Management Program has an active professional internship program, and encourages students to pursue career-related summer and part-time employment. Nearly 75% of MSU's students have worked in the industry before graduation, important for landing a job after graduation.

MSU gives students many opportunities to explore career options through direct contact with the industry. Company executives are frequent guest lecturers and plant tours are an integral part of the program. Recent trips have included Gerber, Kellogg, Frito-Lay and the Meijer Distribution Center.

Plus

MSU's student club, the Food Marketing Association, offers other opportunities for personal and professional development. The Association publishes a resume book which is distributed to major food industry firms. Members also arrange "shadow programs," or one day internships where students can accompany an industry professional to gain first-hand insight.

For information, contact: Christine Stiles, advisor, Department of Agricultural Economics, East Lansing, Michigan 48824 or call (517) 355-1692.

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For more information



810-557-9600
Ask for Joe

Michigan Lotto second-chance sweepstakes—Great opportunity for lottery retailers to “drive” up sales

by Jim Kipp

Acting Lottery Commissioner



Michigan, won the jackpot worth \$25,060,510!

The lucky winners who said they've always had to “scrimp and save,” won't have to any longer. They won the Michigan Lotto jackpot worth over \$25 million in the June 29 drawing, the fifth largest single prize jackpot.

“We had \$1 left in our bank account after we paid the rent,” said the couple when they came to Michigan Lottery headquarters in Lansing to claim their prize. “We were returning lawn chairs to Meijer to use the money to take our kids to the movies. That's when we got a winning numbers report and discovered we had won the Lotto jackpot.”

The couple claimed their Lotto jackpot prize under the woman's name and requested anonymity. The winner is a 32-year-old licensed practical nurse (LPN) and her husband is a 35-year-old tool and die maker, who has been laid off. Both said after winning the Lotto jackpot, they are now “retired.” They said they plan to do charity work.

“We'll have another child now,” she said. “We can afford it.” They have six children now. She said they used the ages of their children (Three of the children are the same age) and her and her husband's ages to pick their Lotto numbers for the June 29 drawing. They purchased their winning ticket at Hop-In #612 on Main Street in Wayland, Michigan.

The couple will receive installments of \$1,253,000 before taxes, each year for 20 years. Their largest Lottery prize prior to winning the \$25 million Lotto jackpot was \$5.

They said they also plan to use their new found fortune to buy a new house and new cars, and take their kids to Disney World.

Michigan Lottery retailers can keep the Lotto excitement alive in August with the exciting Michigan Lotto “Sweet 16 Giveaway” second-chance sweepstakes promotion. This popular giveaway is a great opportunity for retailers to get players revved up about the Lotto game and to drive up sales.

The Lottery is giving away 16 new automobiles in the Michigan Lotto “Sweet 16 Giveaway” promotion which began June 26.

Michigan Lottery players who miss out on Michigan Lotto this summer will get a second chance to win big by driving away with a new vehicle. The Lottery will give away two automobiles each week for eight weeks in July, August and

September. To sweeten the prize, the Michigan Lottery will also cover the costs of estimated income taxes, title transfer and license fees.

The exciting cars to be given away include two of each of the following and the respective dates the winners will be announced:

- Ford Probe (July 16)
- Olds Achieva (July 23)
- Dodge Shadow (July 30)
- Jeep Cherokee (August 6)
- Ford Mustang (August 13)
- Pontiac Grand Am (August 20)
- Buick Skylark (August 27)

•Ford Mustang Convertible (September 10)

To enter the Michigan Lotto “Sweet 16 Giveaway,” players just send in a non-winning Michigan Lotto ticket that has five wagers for a single drawing from June 29 through August 20, 1994. Each entry is good for one week's drawing and all entries must be received by the close of business on September 6. Winners in the Michigan Lotto “Sweet 16 Giveaway” will be announced each week on the “Michigan Lottery Megabucks Giveaway” TV game show.

Take advantage of this eight-week pro-

motion to generate sales in your store, help build interest in Michigan Lotto and increase your Lottery profits. Use the high visibility in-store materials provided to you by the Lottery to help you and your staff make the most of the great summer promotion. Lottery support includes television and radio advertising, and special feature segments and winner announcements on the Megabucks show.

In addition, the Michigan Lottery Bureau will introduce two new instant games, “Double Take” and “Winning

See Lottery page 22.

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Michigan Bankard Services is a division of Michigan National Bank, Lansing, Michigan.

Postal Service helps STAMP out hunger

Letter carriers in nearly 4,000 cities and towns nationwide recently succeeded in collecting over 30 million pounds of food donations along their mail routes for community food banks, pantries and shelters in the second National Association of Letter Carriers Food Drive.

"The response from the public was truly amazing and shows that postal customers care deeply about those who are less fortunate," said Vernita Martin, Detroit district manager, customer service and sales.

Post Offices in all 50 states, the District of Columbia, Puerto Rico and the Virgin Islands participated in this years drive. The total amount collected was well over the 12 million pounds that was collected in 1993.

Stark & Company announces new accounts

Jimmy Dean Foods recently chose Stark & Company to represent its product lines. The Stark & Company's Grand Rapids and Bridgeport offices will now also represent J.M. Smucker Company.

A new Michigan Sugar Queen begins her reign

Nicole Longhini, of Chesaning, Mich., was recently crowned 1994 Michigan Sugar Queen. Longhini was selected from 12 queen candidates living in the Michigan sugarbeet growing region.

As Michigan Sugar Queen, Longhini will represent the sugar industry visiting with public officials, food industry leaders and the general public.

She will appear in more than 20 parades this year, waving to the crowds from the Pioneer Sugar Castle float.

Longhini, 20, is the daughter of Anthony and Kathleen Longhini. A graduate of New Lothrop High School, she is currently studying math and drafting at Delta College. She is employed by Saginaw Steering Gear as a co-op student.

The Michigan Sugar Queen Pageant is sponsored by Michigan Sugar Company and its growers.



Hygrade honored for community support

Monte Jackson of Hygrade Food Products, Inc., recently received an award at the March of Dimes' annual WalkAmerica Awards Ceremony for outstanding community support through WalkAmerica 1994. Hygrade was recognized for their generous product donation and enthusiastic team support.

This year's WalkAmerica was the most successful to date. In Southeast Michigan, 17,000 walkers, including 1,000 corporate teams, raised over \$1.4 million for the March of Dimes Campaign for Healthier Babies.



Tomlinson Industries purchases Glenray Equipment Company

Tomlinson Industries recently acquired the assets of Glenray Equipment Company, Division of Greer

Enterprises, Inc. Glenray is a manufacturer of concessions equipment including hot dog machines, bun steamers, counter top steam tables, heated display cabinets and related accessories.

Founded in 1948, Glenray products are manufactured in Quincy, Mich.

Headquartered in Cleveland, Ohio, Tomlinson Industries is a manufacturer of commercial foodservice products. Founded in 1911, Tomlinson serves the commercial foodservice industry worldwide.

All inquiries concerning the Glenray product line should be directed to Tomlinson Industries at: 13700 Broadway Ave., Cleveland, Ohio 44125-1992. Telephone: (216) 587-3400 or (800) 945-4589.

Midwest Wholesale Foods to hold first annual food show

This September Midwest Wholesale Foods will present their first annual food show.

The event will take place at Burton Manor, 27777 Schoolcraft in Livonia on September 13. Hours are 12:00 noon to 8:00 p.m.



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WORKER'S COMPENSATION AND THE ADA

(This is the last article on Worker's Compensation in a series of three.)

Since the Americans with Disabilities Act (ADA) took effect in 1992, the largest source of claims under the Act is work-related injuries, claims that come from current employees who either were or became disabled. The injured worker now represents the greatest ADA vulnerability to employers, and companies who ignore the connection between the ADA and worker's compensation do so at their peril. Proved discrimination against an injured worker covered under the ADA can lead to compensatory and punitive damages exceeding \$300,000 plus back pay, reinstatement, and benefits. These substantial damages make an ADA settlement much more attractive than the average compensation claim of less than \$20,000 and thus more attractive to an employee (or doctor or clinic) willing to commit fraud.

WHEN IS A WORKER INJURED ON THE JOB PROTECTED BY THE ADA?

Whether an injured worker is protected by the ADA will depend on whether or not the person meets the ADA definitions of an "individual with a disability" and "qualified individual with a disability." Under the ADA, a disabled individual either has a physical or mental impairment that substantially limits a major life activity, has a record of such an impairment or is regarded as having such an impairment. A qualified disabled person can perform the essential functions of the position in question with or without reasonable accommodation. Many injured workers who qualify for benefits under worker's compensation or other disability benefits laws may not be protected by the ADA. You must consider work-related injuries on a case-by-case basis to know if a worker is protected by the ADA. Many job injuries are not "disabling" under the ADA, but it also is possible that an impairment which is not "substantially limiting" in one circumstance could result in, or lead to, disability in other circumstances.

For example, an employee who

was seriously injured while working for a former employer, and was unable to work for a year because of the injury, would have a "record of" a substantially limiting impairment. If you refuse to hire or promote this person (who is otherwise qualified for the job, with or without an accommodation) on the basis of that record, even if he or she had recovered in whole or in part from the injury, this would be a violation of the ADA according to the EEOC.

Likewise, if an impairment or condition caused by an on-the-job injury does not substantially limit an employee's ability to work, but you regard the individual as having an impairment that makes him/her unable to perform a class of jobs, such as "heavy labor," this individual would be "regarded" by you as having a disability. If you refused to hire or discharged an individual (otherwise qualified for the job, with or without an accommodation) because of this perception, the EEOC would say you violated the ADA.

How do you reconcile worker's compensation, with its focus on im-

pairment and loss of function, with the ADA and its emphasis on what disabled persons can do, not just what they cannot do? The ADA allows you to take reasonable steps to avoid increased worker's compensation liability while protecting disabled people against exclusion from jobs they can safely perform.

You may not inquire into an applicant's worker's compensation history before making a conditional offer of employment. After making a conditional job offer, you may inquire about a person's worker's compensation history in a medical inquiry or examination that is required of all applicants to have a medical examination in order to disclose a previous on-the-job injury unless all applicants in the same job category are required to have the examination.

You may use information from medical inquiries and examinations for various purposes, such as: (1) to verify employment history;

See Worker's Comp.
page 23.

We're Taking Workers Compensation Costs In A Different Direction

The CoreSource Approach

If you're buying your workers compensation management from the lowest bidder, then your costs are probably moving increasingly upward. In today's environment, quick fixes just don't work. At CoreSource, we focus on innovative up-front strategies to reduce total costs and increase productivity without sacrificing the quality of care for your employees. Our clients, through investments in innovative, comprehensive programs, are breaking industry trends and report that workers compensation costs as a percent of payroll are actually decreasing compared to a national increase of 12 percent annually.*

Our workers compensation programs not only pay claims, but focus on prevention and cost controls in all facets of the program. The results: fewer claims per employee, reduced lost time and lower overall program costs.

Local Perspective, National Resources

CoreSource combines the resources of a national operation with the responsiveness of a local company. From our 25 regional offices, we manage \$2 billion in client programs covering 1.5 million lives.

Proven Results

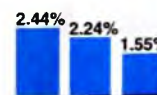
On average, CoreSource program costs, as a percent of payroll, have dropped more than 36 percent over a three-year period.

The United States' workers compensation system is in crisis but we continue to find solutions. We're CoreSource. Let us build a solution for you.

For More Information, Call Toll Free: 800 482 0615.

*Social Security Administration

CoreSource Clients
Average Workers
Compensation Costs As a
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1990 1991 1992
Note: Data taken from a sample of 76 CoreSource Workers Compensation clients.

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Oakland County Chamber of Commerce, Oakland Schools, General Motors, Kelcy-Hayes, American Society of Quality Control-Energy Division, Mr. Jackson, and many more were honored through Michigan State Resolution #579, for participating in a Special Energy Project to verify reductions featuring ECO*RITE's system.

Mark Driesbach of Driesbach and Sons Cadillac was surprised with the results of his facility improvement. "We are very satisfied and recommend ECO*RITE's system to anyone wanting to reduce their fixed expenses with a high ROI." Choo

Choo Bar and Deli's Casey Ambrose remarks, "I didn't think it was

possible."

With a simple walk-through survey and recent consumption history, ECO*RITE offers AFD members a complimentary profile to reduce their fixed expenses. Call ECO*RITE at (810) 683-2063 or (810) 683-4820. Their address is 4704 N. Woodward, Royal Oak, MI 48073.

Hot-air coffee roaster available

Coffee-loving shoppers can now have the freshest coffee beans in the world.



Automated Roasters, Inc. introduces The Java Master, a fully automated, user friendly, hot-air coffee roaster. The automated features and digital controls make coffee roasting easy and convenient for any store associate to operate. The Java Master includes a glass roasting chamber which allows your customers to view the roast from beginning to end.

Also available is The Java Master Flavor Machine. This unit allows an associate to flavor freshly roasted coffee beans with all of the most popular top-quality flavors.

Busch's Valu Land's Main Street location in Ann Arbor has recently added The Java Master and The Java Master Flavor Master to their deli operation and display an impressive selection of 18 fresh roasted exotic coffees. They also serve espresso, cappuccino, fresh vegetable juice and fresh fruit smoothies to enjoy while shopping or to carry out.

For more information, please contact: Automated Roasters, Inc. (810) 669-1060.

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Products

Wlasic's new Sandwich Stackers put pickles on the inside

Campbell Soup Company is making the pickle a sandwich "insider" with its national introduction of Vlasic® Sandwich Stackers™, the first pickles made especially for sandwiches. Sliced long and flat, Vlasic Sandwich Stackers fit neatly inside sandwiches, offering consumers the popular Vlasic pickle taste and crunch in every bite.

Each 16-ounce jar holds approxi-



mately 18-20 Sandwich Stackers. Varieties match America's favorite Vlasic pickle varieties: Kosher Dill, Zesty Dill, Polish Dill and Bread & Butter.

Vlasic Sandwich Stackers are available now on supermarket pickle shelves in the Midwest, Florida, Kentucky, and parts of Texas, Pennsylvania, Louisiana and Oklahoma. By September, the products will be available throughout the United States.

The introduction will be supported by consumer advertising and trade promotion. All promotional materials will carry the tag line "the perfect pickle to perk sandwiches up."

Campbell extends Prego brand with four new sauces

Campbell Soup company has flagged its four newest spaghetti sauces "Zesty Prego Extra Chunky®" to call attention to the super-flavorful taste in them.

"Zesty Prego carries on the 'homemade taste' tradition of Prego, and features more of the same herbs a consumer might add at home," Aaron Wadell, senior marketing manager said. "But to enhance the homemade quality, we use fresh-frozen herbs, for the aroma, taste and flavor-nuances of fresh herbs," he added.

Wadell said the new Zesty Prego Extra Chunky sauces are right on target with the growing consumer demand for bolder-flavored food items and meals.

Available in Zesty Garlic & Cheese, Zesty Basil, Zesty Oregano and Mushroom with Extra Spice, the



unique new Prego Extra Chunky sauces were created to offer consumers variety in serving pasta frequently.

Zesty Garlic & Cheese blends choice Romano and Parmesan cheeses, herbs and spices with robust cloves of garlic—three times the garlic of Prego Traditional. Zesty Basil bursts with three times the basil flavor

of Prego Traditional.

Zesty Oregano surrounds mushroom slices with the flavor impact of six times as much oregano, polished with the smooth flavor of Parmesan cheese. And cayenne pepper is the flavor boost in Mushroom with Extra Spices, which blends big mushroom slices with garlic, oregano, basil and parsley for 22 percent more flavorfulness.

The new Zesty Prego varieties are available nationwide in the popular 28-ounce glass size.

Two new Marie's Dressings for 'no fat' market

Marie's, maker of premium-quality

refrigerated salad dressings, is introducing two new vinaigrettes, Honey Dijon and Raspberry, into the "no fat" dressing market.

"Fat free and low fat salad dressings together represent the fastest growing segment of the refrigerated salad dressing market over the past year," said Linda Marshall, Marie's marketing manager.

The new fat free Honey Dijon Vinaigrette is a blend of pure honey and Dijon mustard. "In addition to salad use, it's great as a marinade," said Marshall.

The Raspberry Vinaigrette, inspired by the fruit-based dressings found in trend-setting restaurants, is made with real raspberries and has a

refreshing sweet/tart flavor.

Marie's products are marketed east of the Rocky Mountains by Campbell Soup Company and can be found in supermarket refrigerated produce sections. The new products will be supported by consumer advertising and trade support.



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Name _____

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People

Restructuring at Spartan Stores, Inc. results in four executive promotions

As a result of current restructuring at Spartan Stores, Inc., the promotions of four key associates have been announced effective as of June 17, 1994. These changes align the organization into focused "teams" that can best achieve Spartan Stores' strategic objectives and vision for the future.

Chuck Fosnaugh has been promoted from Vice President of Business Development to Senior Vice President of Business Development. As before, Fosnaugh is accountable for all Business Development functions. Added accountabilities include the area of Customer Support Services. Focus: understanding the Spartan retail customer and helping them succeed.

Denny Otto is now Vice President of Customer Support Services. Previously, he was director of this area. Current accountabilities include: Perishables Merchandising, Corporate Brands Merchandising and Marketing, Ad Writing, Account Managers, Retail Pricing, Advertising, Printing and Design, Consumer Affairs, Electronic Marketing, Retail and Corporate Promotions, and Spaceman. Otto will report to Fosnaugh.

Jim Meyer has been promoted to Senior Vice President of Corporate Support Services and remains as Chief Financial Officer. As before, Meyer is accountable for finance and accounting and Spartan subsidiary, Shield Insurance Services. Additional accountabilities include Human Resources and the following Spartan Stores' subsidiaries; L & L/Jiroch Distributing, Inc., Capistar, Inc. and United Wholesale Company. Focus: supporting the corporation and its subsidiaries.

Bill May now has the title of Senior Vice President of Distribution/Information. Previously he was Vice President of Management Information Services (MIS) and will continue to have the accountability of this area. Added responsibilities include Inbound Logistics, Outbound Logistics and the Plymouth warehouse. Focus: MIS's primary customer is Spartan Stores' distribution processes.

Fosnaugh, Meyer and May will all report to Patrick M. Quinn, President and CEO of Spartan Stores, as will Spartan subsidiary J.F. Walker, Inc. According to Quinn, "These changes in Spartan's organizational structure provided us with a more team-oriented environment, align similar work processes with another and enable our company to pursue our corporate strategy in a more results-oriented fashion."



Michigan Sugar Co. promotions announced

Michigan Sugar Company recently announced the promotion of three employees at their Saginaw general office.



Mark S. Flegenheimer, was recently appointed vice president of administration. In this position, he reports directly to company President Dave Roche. Flegenheimer and his

family recently relocated from New York to Saginaw, Mich. Flegenheimer holds a bachelors degree from DePauw University, Greencastle, Ind. He was executive vice president and chief operating officer of Amerop Sugar Com-



pany, New York. James H. Ruhlman, has been named director of the company's Management Information Systems (MIS) Department. Ruhlman joined Michigan Sugar

Company in 1983 as a part-time computer operator. A graduate of Saginaw Valley State University (SVSU), he has a bachelors degree in data processing.



Steven E. Carbeno, was promoted to MIS network administrator. Carbeno joined Michigan Sugar Company as a data technician in 1985. He holds an associates degree

in data management from the Saginaw Business Institute.

Barry Brown selected as Michigan Food Processor Officer

The Michigan Food Processors Association (MPPA) recently elected the officers who will be sworn in at their annual meeting in November.

Michigan Sugar Company Vice President Barry Brown was selected for the position of second vice president.

Al Gaus, materials Manager of Kraft General Foods receives the 1994 Partnership Award from Christine Vladimiroff (L), OSB, President and CEO and Nancy Sode Cesarz, Board Chair of Second Harvest. Kraft General Foods was also recognized with the National Food Bank Network's highest honor, 1994 Donor of the Year.

New Members

The Associated Food Dealers of Michigan welcomes these new members who have joined in April through June, 1994:

127 Party Store, Hudson
 Al's Party Shop, Detroit
 Arbor Ridge Market, Livonia
 B.C. Pizza, Boyne City
 Bottles and Bytes, Troy
 Bottles & Stuff II, Livonia
 Broadway Market, Mt. Clemens
 Butterworth Party Store, Kentwood
 Castle Supermarket, Belleville
 Cellular One, Farmington Hills
 Chesterfield Market, Chesterfield
 Community Commercial Realty, Troy
 Conant Super Store, Hamtramck
 Country Market, Port Huron
 Eagle Supermarket, Detroit
 Eastland Hops & Schnapps, Eastpointe
 Fiesta Food Center, Detroit
 Food & Wine Bazaar, Novi
 GLF Ltd., Charlevoix
 Golden Valley Dairy, Oak Park
 Green Apple Food Center, Detroit
 Greenfield Drugs, Southfield
 H & D Party Store, Detroit
 Hayes Troester Market, Detroit
 Hanibal's, Flint
 Heublein, Allen Park
 Howard Davis Beer & Wine, Detroit
 India Grocers, Farmington Hills
 Interstate Brands Corp., Oregon, OH
 Joe's Market, Detroit
 Kenny's Market, Newport
 Key West Soda Life Preserver, Key West, FL
 Kingston IGA, Kingston
 L & M Market, Detroit
 Law Offices of Garmo & Garmo, Southfield
 Liberty Discount Drugs, Detroit
 London's Farm Dairy, Port Huron
 Lotts Distributors, Detroit
 Macon Grocery, Clinton
 McKesson Service Merchandising, Taylor
 Michigan Express Liquor, Dearborn
 Mike's Yale Party Store, Yale
 Miller Foods, Flint
 Monticello's Grocery, Hancock
 MultiGard/Audio Alert, Dearborn Heights
 Nancy's Supermarket, Lincoln Park
 Newport Drugs, Detroit
 Park Market Square, Grosse Pointe Park
 Pasadena Fresh Meat & Fish, Flint
 Paul's Market & Video, Detroit
 Peter Rageas, Attorney/CPA, Dearborn
 Price Mart Food Market, Flint
 R-Gang #2 Party Store, Clinton Twp.
 Romel's Market, Detroit
 S & S Party Store, East Lansing
 Sales Control Systems, Southfield
 Sam's Food Market, Detroit
 Sam's Party Shoppe, St. Clair Shores
 Sandler-Stone, Waterford

Second Floor Deli, Dearborn
 Seven Star Food Center, Detroit
 Shelby Food & Deli, Shelby Twp.
 Sim's Market, Flint
 Stanley's Fish & Meat Market, Flint
 Strauss Brothers Company, Detroit
 Sullivan's Mirror Lake Market, Lapeer
 Tom's Market, Ortonville

Trade Vine Party Shop, Livonia
 Tweeny's Pizza & Party Shop, Detroit
 Union Lake Foodland, Union Lake
 Vegas Market, Lincoln Park
 Venoy Wine Cellar, Lincoln Park
 Wonder Market, Flint

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Smile! Smile! Smile!

5oz. MORE, SAME PRICE AS BEFORE!

Introducing the new 45 oz. bottle to replace the 40 oz. at the same price.



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Reps. Ewing and Combest speak out on cardboard balers

As part of the House debate on the FY 1995 Labor, HHS Appropriations bill (H.R. 4606) on June 28, Rep. Tom Ewing (R-Ill.) asserted that there will be fewer summer jobs opportunities for teenagers in grocery stores because of the huge fines that the Department of Labor (DOL) has levied against the supermarket industry over teenagers tossing cardboard into balers.

Ewing referred to the language in the report accompanying H.R. 4606

for DOL "to re-examine Hazardous Occupation Order Number 12 (HO 12) as it applies to the use of cardboard balers."

Rep. Larry Combest (R-Texas), whose joint letter to Labor Secretary Robert Reich generated 71 signers, commented in his floor statement, "with 1.3 million teenagers unemployed, it seems counterproductive to have a regulatory policy that discourages certain businesses, such as supermarkets, from hiring young people."

-FMI

OSHA penalties increased

Secretary of Labor Robert B. Reich announced June 15 a five-fold increase in the minimum proposed penalty to \$25,000 for willful violations of federal job safety and health rules that could result in death or serious physical harm.

Maximum "gravity-based" penalties could be as high as \$70,000. The minimum penalty for willful violations that otherwise would have been deemed other-than-serious remains at \$5,000.

The revision to the agency's penalty system is now in effect.

Further changes in OSHA's enforcement effort are expected soon.

-FMI

How to communicate with your U.S. Senators and Representatives

Call the Capitol switchboard (202) 224-3121 and ask for his or her office, or write:

The Honorable (full name),
United States Senate
Washington, DC 20510
or
The Honorable (full name),
United States House of
Representatives
Washington, DC 20510

Labeling from page 1.

relationship between final cooked temperature and foodborne illness at home. It addresses four critical topics: safe storage of raw products, prevention of cross-contamination, cooking of raw products and handling of left-overs. The livestock and meat industry supports the use of instructional labels on meat and poultry to inform consumers about how to properly handle, prepare and store meat products.

One safe handling label is required for all ground and whole muscle meat and poultry. All processors, distributors and retailers are responsible for creating/obtaining and attaching labels. The safe handling instruction labels should be placed on all meat or meat products destined for household use, hotels, restaurants and other institutions. This includes meat products that are prepackaged and sold without further processing at the retail level.

Mandatory Safe Handling Instructions for Meat and Poultry

This label meets the guidelines established by the USDA final rule mandating safe handling instructions on all raw ground meat and poultry products by late May. ALL raw meat and poultry are now required to be labeled.



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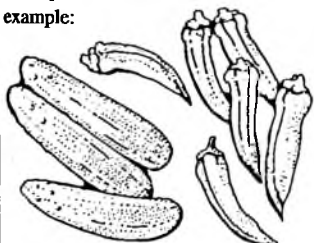
Safe handling for fruits and vegetables

Fruits and vegetables are a mainstay of the American diet. Consumers should eat more fruits and vegetables for better health. Microbial contamination of fruits and vegetables is rare, and the produce industry has safeguards in place to reduce the slim chance of contamination. But consumers can further ensure the safety of their fresh produce by using safe handling practices and washing all fruits and vegetables in clean drinking water before eating. Following are some facts that further explain the industry's commitment to safe food.

For the most part, fresh fruits and vegetables are not as likely to host pathogens as are some other foods, but many bacteria can survive in and/or on produce. Organisms can adhere to the surface of produce and can be passed to the flesh when the items are handled.

To avoid microbial contamination, the produce industry uses Hazard Analysis and Critical Control Point programs (HACCP). These programs identify points in the production and packing cycle where microbes could be introduced. Once these points are identified, growers, packers, processors, and shippers implement safety programs to be sure pathogens are not introduced.

Retail grocers and foodservice operators also use HACCP programs to be sure food received and/or prepared at the store or restaurant is safe. They also use safe food handling practices to keep food safe for consumers. For example:



To help prevent food contamination:

- Surfaces, utensils, handlers' hands are always cleaned after touching raw meat and poultry before they are used with fresh produce.
- Refrigerators are kept clean and cold. Cut items are properly refrigerated.
- Hands are washed thoroughly after using the bathroom, or changing diapers, and before preparing food. Food handlers with diarrhea do not work.
- Handlers read and follow label

instructions to "keep refrigerated" and "use by" a certain date.

Handlers of cut, raw produce items at foodservice and retail:

- clean the produce to be cut with potable water;
- use cleaned and



sanitized utensils and surfaces; • hold cut produce at 45 degrees or below;

• maintain a system for marking cut produce so the product can be identified and discarded after four hours if not held at 45 degrees or below.

If a problem with microbial contamination

of produce is identified, the FDA conducts tests to further pinpoint the problem and identify solutions.

In the rare occurrence of a contamination, the produce industry has a food safety crisis system in place to alert those in the industry who are affected and to get the product out of the distribution system and off store shelves.

-PMA Freshline

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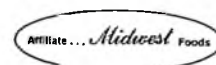
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Toll Free (800) 552-6967



NLEA

from page 1.

ance with the posting of the Nutri-Facts information within the meat department of your store.

And, if you process product at one location and ship prepackaged to a second location, your product will need a nutritional label unless you qualify for the USDA small business exemption (you sell less than 250,000 pounds of that product annually and have less than 500 employees). Most supermarket chains will meet this USDA exemption rule. There is no filing required to get the exemption,

however you must have proof of employee count and sales on file in your offices in the event of a USDA inspection.

Say Goodbye to "Percent Fat Free"

Under the new labeling laws, the present day common practice of calling ground meat items fat free, such as 80% Fat Free Ground Beef, are virtually gone. In fact, the only time you can use the term "Fat Free" is when the product meets the government's definition of fat free which is less than 1/2 gram of fat per serving. Fat free preceded by a percent (e.g., 97% Fat Free) can be used only when the product has less than 3 grams of fat

per serving.

Another popular labeling has been the word "Lean." Under the new regulations, the term "lean" can be used only if the item meets the definition of low fat, that is, having less than 3 grams of fat per reference amount.

However, the Food and Safety Inspection Service, in a proposal published May 24, has offered retailers an alternative for "lean" labeling on ground beef and hamburger. It is as follows:

If your product doesn't meet the low fat definition and has less than 30% total fat, you may still use the %

lean information tag if you also do the following:

- The product label must also bear a "% fat" declaration in the same type size and color, located contiguous to the percent lean claim; and

- The nutritional information on the product must be available for customers, either on the package, in a sign, in a brochure or in a booklet that's accessible to customers.

Ground beef and hamburger with more than 30% fat cannot bear the allowed % lean/% fat labeling.

This alternative format for labeling is still under comment period. At this point, it would apply only to ground beef and hamburger. It does not apply to ground pork or poultry, these products continue under the stricter rules of not allowing "lean" unless the product meets the lean standards (less than 10 grams fat, 4 grams saturated) and requiring the full nutritional label if "lean" is used.

It's unclear if the alternative format will be allowed for season ground beef and hamburgers.

The original compliance date for nutrition labeling for meat and poultry products was to have been July 6, 1994. The U.S. Department of Agriculture (USDA) has, however, extended the enforcement date for nutrition labeling until August 8, 1994, which matches the Food and Drug Administration's (FDA) extension for nutritional labeling requirements as well.

-Label News



HEALTH CARE REFORM IS COMING. ARE YOU PREPARED?

A MESSAGE TO MICHIGAN'S SMALL BUSINESSES:

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We cover thousands of small businesses. And we're doing everything we can to make change easier for all of them. In fact, when you look at how we already do business, the proposed federal reforms may not seem so overwhelming.

Washington wants states to stop insurance companies from cutting people off or refusing them coverage because they're sick. Our job has always been to extend benefits to more people.

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Michigan with the Blue Care HMO Network and a large and growing PPO. And our Traditional plans have so many managed care features, they're hardly traditional any more.

Washington wants to lower administrative costs by switching from paper claims, which are expensive to process, to electronic claims, which are cheaper. Sixty percent of our claims are already electronic, and we're encouraging more physicians to switch from paper claims every day.

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and expect to continue playing a major role in health care under a reformed system.

We saw change coming and we prepared for it. That's the kind of value you get only as a Blues customer.

For more information about options from Blue Cross Blue Shield and Blue Care Network of Michigan, call your local independent insurance agent or a Blue Cross Blue Shield sales representative.

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Blue Cross
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of Michigan

Lottery

from page 11.

Hand," which will go on sale at nearly 9,000 retailers this August.

"Double Take," which goes on sale August 8, offers players the chance to win up to \$5,000 in great cash prizes. If players match three prize amounts, they win that prize. If they match two prize amounts and get the double sign (\$\$), they win double the prize amount.

The Lottery will introduce "Winning Hand" on August 22. Players can win up to \$1,000 in this exciting new game. To win, the player must reveal three of a kind or a pair plus a joker.

Also in August, the Michigan Lottery will award great cash prizes to retailers in the "Earn More in '94" sales incentive program. From April 5 through July 25, Lottery retailers have competed for cash prizes in the "Earn More in '94—Instantly" sales incentive contest. Over 900 prizes (totaling \$300,000) will be awarded in August to retailers who have the greatest increase over last year's sales.

Worker's Compensation on page 14.

(2) to screen out applicants with a history of fraudulent worker's compensation claims;

(3) to provide information to state officials as required by state laws regulating worker's compensation and "second injury" funds;

(4) to screen out individuals who could pose a "direct threat" to health or safety of themselves or others, which could not be reduced to an acceptable level or eliminated by a reasonable accommodation.

Remember that management decisions about return to work and reasonable accommodation need to consider an employee's abilities as well as limitations.

WHAT TO DO WHEN A WORKER IS INJURED ON THE JOB

Medical examination

You may only make medical examinations or inquiries of an employee regarding disability if such examinations are job-related and consistent with business necessity. If the worker has an on-the-job injury which appears to affect his or her ability to do essential job functions, a medical examination or inquiry also may be necessary to provide reasonable accommodation. When a worker wishes to return to work after absence due to accident or illness, he or she can only be re-

quired to have a "job-related" medical examination, not a full physical exam, as a condition of returning to work.

"Light Duty" jobs

The ADA does not require you to create a "light duty" position unless the "heavy duty" tasks an injured worker can no longer perform are marginal job functions which may be reallocated to co-workers as part of the reasonable accommodation of job-restructuring. Creating such positions by job restructuring is not required by the ADA. However, if you already have a vacant light duty position for which an injured worker is qualified, the EEOC suggests that it would be a reasonable accommodation to reassign the worker to that position. If the position was created as a temporary job, a reassignment to that position need only be for a temporary light duty position, that worker is "otherwise qualified" for that position for the term of that position. It may also be necessary to provide additional reasonable accommodation to enable an injured worker in a light duty position to perform the essential functions of that position.

Medical information may be very useful to your decision as to whether an injured worker can come back to work, in what job, and, if necessary, with what accommodations. A physician may provide you with relevant information about an employee's functional abilities, limitations, and work restrictions. This information will be useful in determining how to return the employee to productive work,

but you bear the ultimate responsibility for deciding whether the individual is qualified, with or without a reasonable accommodation. Therefore, you cannot avoid liability if your decision is based on a physician's advice which is not consistent with ADA requirements.

Second injury fund claims

Most states have established "second injury" funds designed to remove financial disincentives in hiring employees with a disability. Without a second injury fund, if a worker suffered increased disability from a work-related injury because of a pre-existing condition, an employer would have to pay the full cost. The second injury fund provisions limit the amount you must pay in these circumstances and provide for the balance to be paid out of a common fund.

Many second injury funds require you to certify that you knew at the time of hire that the employee had a pre-existing injury. The ADA does not prohibit you from obtaining information about pre-existing injuries and providing needed information to second injury funds. You may make such medical inquiries and require a medical examination after a conditional offer of employment and before a person starts work, so long as the examination or inquiry is made of all applicants in the same job category. Although the ADA generally requires that medical information obtained from such examinations or inquiries be kept confidential, information may be submitted to second injury funds or state worker's compensa-

tion authorities as required by state worker's compensation laws.

WORKER'S COMPENSATION AND THE FMLA

With last year's enactment of the federal Family and Medical Leave Act (FMLA), employers have yet another law to consider when dealing with an employee who is off work due to a work-related injury. The Department of Labor initially advised that worker's compensation injuries may qualify as "serious health conditions" under the FMLA and that employers thus could run statutory FMLA leave concurrent with worker's compensation leave. If FMLA time is automatically being run concurrently with worker's compensation time, policies must be put in place informing employees of this practice. The DOL also recently advised employers that they may not require injured employees to return to work in light duty assignments but you cannot force employees to take them if they are entitled to FMLA leave. Until this opinion is tested in court, you may be at risk regardless of whether you obey or ignore the opinion.

Other worker's compensation/family leave issues must also be considered:

- the injured employee's job must be guaranteed for up to 12 weeks;
- substituting employer-provided paid leave for the unpaid portion of the worker's compensation leave;
- making sure all the required FMLA paperwork is completed.



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AFD On The Scene



Paul Inman Associates 16th Annual Centsible Super Saver Dinner was well attended by the industry including the Bill Welch family of Hollywood Supermarkets.



Charlie Asker (left) of Appolo with Jerry Inman at the Centsible Super Saver Dinner.



Robert Kattoush of Palace Party Shoppe in Southfield.



Congratulations to Mr. Rayis and the new team at Tradewinds on Livernois.



Miller's Party Store, owned by Augeen Kalasho, provides one stop shopping.



Merchant Food Center has excellent specials posted in the store windows.



Hadir Kassab, Niel Kayj and Nidhal Kayj have great produce at Vegas Super Market in Detroit.



Lamai Jamil and Wasim Jamil of Mug & Jug Liquor Store in Berkley just after changing liquor prices on May 1.



Mr. and Mrs. Harry Kenaya of the Abbey Wine and Liquor Shoppe in Southfield use many AFD services including American Express Money Orders, Ameritech Pay Phone Commissions and North Pointe Liquor Liability Insurance.



Jerry Pawlus, Registered Pharmacist and owner of Greenfield Drugs in Southfield. Yes, AFD also includes drug stores among our many members.

Celebrate The Families Of Michigan!



1994

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Lieutenant Governor Connie Binsfeld
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Trudy Duncombe Archer

The Honorable Trudy Duncombe Archer
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Sunshine/Salerno	352-4343
Taystee Bakeries	476-0201

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Madison National Bank	548-2900
Michigan National Bank	1-800-225-5662
N.B.D., N.A.	(313) 225-1581
Standard Federal Bank	637-2543

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Tetley Tea Co.	(216) 331-4062
Thompson Beverage Co.	(313) 439-2404
Vintage Wine Co.	294-9390
Viviano Wine Importers, Inc.	(313) 883-1600
Wolpin Company	(313) 933-7150

BROKERS/REPRESENTATIVES:

Acme Food Brokerage	968-0300
Ameri-Con, Inc.	478-8840
Bob Arnold & Associates	646-0578
Denha General Brokers	776-1610
DMAR, Inc.	399-0950
ELG Associates	624-5133
Hanson Paso Assoc.	354-5339
J.B. Novak & Associates	752-6453
James K. Tamakian Company	424-8500
Marks & Goergens	354-1600
McMahon & McDonald, Inc.	477-7182
Northland Marketing	353-0222
Paul Inman Associates	626-8300
Pfeister Company	(313) 591-1900
Stark & Company	851-5700
UBC Huetteman	296-3000
VIP Food Brokers International	(313) 885-2335

CANDY & TOBACCO:

M & M Mars	363-9231
Shermi's Candies	(517) 756-3691
Wolverine Cigar Company	(313) 554-2033

CATERING/HALLS:

Country House Catering	(517) 627-2244
Emerald Food Service	546-2700
Gourmet House, Inc.	771-0300
Karen's Kafé at North Valley	855-8777
Nutrition Services	(517) 782-7244
Penna's of Sterling	978-3880
Southfield Manor	352-9020
St. George Cultural Center	335-8869
St. Mary's Cultural Center	(313) 421-9220
Taste Buds	(517) 546-8522
Tina's Catering	949-2280
Vascel's Banquet Hall & Catering	354-0121

DAIRY PRODUCTS:

American Dairy Association	(517) 349-8923
Bermea Food Service	1-800-688-9478
Borden Ice Cream	(313) 871-1900
Dairy Products of Michigan	552-9666
McDonald Dairy Co.	(517) 652-9347
Melody Farms Dairy Company	(313) 525-4000
Milk-O-Mat	(313) 864-0550
Pointe Dairy	589-7700
Stroh's Ice Cream	(313) 568-5106
Superior Dairy Inc.	656-1523
Tom Davis & Sons Dairy	399-6300

EGGS & POULTRY:

Linwood Egg Company	524-9550
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FISH & SEAFOOD:

Tallman Fisheries	(906) 341-5887
Waterfront Seafood Company	(616) 962-7622

FRESH PRODUCE:

Aunt Mid Produce Co.	(313) 843-0840
Detroit Produce Terminal	(313) 841-8700
Sunnyside Produce	(313) 259-8947
Vitale Terminal Sales	(313) 843-4120

ICE PRODUCTS:

America's Ice, Inc.	(313) 491-9540
Great Lakes Ice	774-9200
Midwest Ice	(313) 868-8800
Union Ice	(313) 537-0600

INSECT CONTROL:

Pest Elimination Products	296-2427
Rose Extermination (Bio-Serv)	(313) 588-1005

INSURANCE:

America One	(517) 349-1988
Blue Cross/Blue Shield	1-800-486-2365
Capital Insurance Group	354-6110
Cranbrook Group, Inc.	362-4640
Creative Risk Management Corp.	792-6355
Gadaletto, Ramsby & Assoc.	(517) 351-7375
Golden Dental	573-8118
Health Alliance Plan	552-6000
Jardine Insurance Agency	641-0900
Kanier Associates	357-2424
K.A. Tappan & Assoc., Ltd.	473-0011
Macatawa Ent.	(616) 335-9551
Marketplace Insurance	553-2280
Frank McBride Jr., Inc.	445-2300
Miko & Assoc.	776-0851
Mitzel Agency	773-8600
Monroe-George Agency	489-9480
Murray, Benson, Recchia	(313) 831-6562
North Pointe Insurance	358-1171
Rocky Husaynu & Associates	557-6259
Security First Insurance	1-800-530-9225
SelectCare	637-5391
Simmerer & Company	776-4036
Joel Weingarden	(313) 453-3636

MANUFACTURERS:

Amato Foods	(313) 295-3337
Bil Mar Foods	1-800-654-3650
Brown & Williamson	350-3391
Eden Foods	(517) 456-7424
Grob Farms	(517) 467-7609
Home Style Foods, Inc.	(313) 874-3250
Jaeggi Hillsdale Country Cheese	(517) 368-5990
Kalil Enterprises, Inc.	(313) 527-7240
Kraft General Foods	(313) 261-2800
Michigan (Pioneer) Sugar	(517) 799-7300
Monitor (Big Chief) Sugar	(517) 686-0161
Nabisco, Inc.	478-1400

Nestle Food Company	380-3670
Philip Morris U.S.A.	489-9494
Prince Macaroni of Michigan	772-0900
Red Pelican Food Products	(313) 921-2500
Singer Extract Laboratory	(313) 45-5880
Strauss Brothers Co.	(313) 832-1600
Tony's Pizza Service	344-0606
R.J. Reynolds	398-6390

MEAT PRODUCERS/PACKERS:

General Provision, Inc.	(313) 393-1900
E.W. Grobbel Sons, Inc.	(313) 567-8000
Hartig Meats	(313) 832-2080
Hillshire Farms & Kahn's	778-3276
Hygrade Food Products	(313) 464-2400
Kowalski Sausage Company	(313) 873-8200
L.K.L. Packing, Inc.	(313) 833-1590
Metro Packing	(313) 894-4369
Oscar Mayer & Company	488-3000
Pelkie Meat Processing	(906) 353-7479
Smith Meat Packing, Inc.	(313) 458-9530
Swift-Eckrich	(313) 458-9530
Thorn Apple Valley	552-0700
Winter Sausage Mfg., Inc.	777-9080
Wolverine Packing Company	(313) 568-1900

MEDIA:

Arab & Chaldean TV-62 Show	352-1343
C&G Publishing, Inc.	756-8800
Daily Tribune	541-3000
Detroit Free Press	(313) 222-6400
Detroit News	(313) 222-2000
Detroit Newspaper Agency	(313) 222-2512
Gannett National Newspapers	357-7910
Macomb Daily	296-0800
Michigan Chronicle	(313) 963-5522
The Beverage Journal	(313) 454-4540
WDIV-TV4	(313) 222-0643
WJBK-TV2	557-2000
WWJ-AM/WJOI-FM	(313) 222-2636
WWW-AM/FM	(313) 259-4323

NON-FOOD DISTRIBUTORS:

Albion Vending	(517) 629-3204
Gibraltar National Corporation	(313) 491-3500
Items Galore, Inc.	774-4800
Ludington News Company, Inc.	(313) 925-7600

POTATO CHIPS/NUTS/SNACKS:

Better Made Potato Chips	(313) 925-4774
Frito-Lay, Inc.	1-800-24FRITO
Goin' Nuts	437-9831
Harbour Foods, Ltd.	333-3014
Kar Nut Products Company	541-7870
Nikhlis Distributors (Cabana)	(313) 571-2447
Variety Foods, Inc.	268-4900
Vitner Snacks	(313) 365-5555

PROMOTION/ADVERTISING:

Advo System	(313) 425-8190
Insignia Systems	(612) 930-8200
Intro-Marketing	540-5000
J.K. Kidd & Co.	647-6601
J.R. Marketing-Promotions	296-2246
News Printing	499-6130
PJM Graphics	(313) 535-6400
Point of Sale Demo Service	887-2510
Safeguard Business Systems	548-0202
Stanley's Advertising & Dist.	(313) 961-7177
Stephen's Nu-Ad, Inc.	777-6823
T.J. Graphics	547-7474

SERVICES:

Akram Namou, C.P.A.	557-9030
American Express	312-587-0701
American Mailers	(313) 842-4000
Ameritech Pay Phone Services	1-800-441-1409
Bellanca, Beattie, DeLisle	(313) 964-4200
Central Alarm Signal	(313) 864-8900
Checkpoint Systems	1-800-257-5540
Christy Glass Co.	544-8200
CIGNA Individual Financial Services	827-4400
Closed Circuit Communications	478-3336
Detroit Edison Company	(313) 237-9225
Edward A. Shuttie, P.C.	288-2080
Follmer, Rudziewicz & Co., CPA	355-1040
Food Industry Financial Network	1-800-554-3675
Garmo & Co., CPA	737-9933
Goh's Inventory Service	353-5033
Great Lakes Data Systems	356-4100
Independence One	
Investment Group	1-800-622-6864
Karouh Associates	(517) 482-5000
Michael McKernan CPA	(313) 459-1323
Menczer & Urcheck P.C., CPA	356-1620

Metro Media Associates	625-0070
Michigan Bell	221-7310
Midwest Autotel	960-3737
Nona & Company P.C., CPA	351-1760
Pappas Cutlery Grinding	(313) 965-3872
Paul Meyer Real Estate One	(313) 341-4522
PDK Labs, Inc.	(516) 273-2650
REA Marketing	(313) 386-9666
Red Carpet Keim	645-5800
Peter Ragas, Attorney/CPA	(313) 961-8400
Sarafa Realty	851-5704
SDIS Inventory	(313) 526-4200
Southfield Funeral Home	569-8080
Thomas P. Soltys, CPA	(616) 698-8855
Telecheck Michigan, Inc.	354-5000
Travelers Express Co.	1-800-328-5678
Vend-A-Matic	585-7700
Whitey's Concessions	(313) 278-5207

STORE SUPPLIES/EQUIPMENT:

Ameri-Copy	1-800-888-1683
Belmont Paper & Bag Supply	(313) 491-6550
Bollin Label Systems	1-800-882-5104
Brhm Broaster Sales	(517) 427-5858
Brinkman Safe	739-1880
DCI Food Equipment	(313) 369-1666
Hobart Corporation	(313) 697-7060
MMI Distributing	(313) 582-4400
Market Mechanical Services	680-0580
Michigan Bale Tie Company	(313) 925-1196
Midwest Butcher & Deli Supply	689-2255
Refrigeration Engineering, Inc.	(616) 453-2441
Statewide Food Equipment Dist.	(313) 393-8144
TRM Copy Centers	(503) 231-0230

WHOLESALE/FOOD DISTRIBUTORS:

All-Star Foods	669-0240
Bremer Sugar	(616) 772-9100
Cabana Foods	(313) 834-0800
Capistar, Inc.	(517) 699-3605
Capital Distributors	(313) 369-2137
Central Foods	(313) 933-2600
Detroit Warehouse Co.	(313) 491-1500
EBY-Brown, Co.	1-800-532-9276
Epco Foods, Inc.	857-4040
Family Packing Distributors	644-5353
Foodland Distributors	(313) 523-2100
Garden Foods	(313) 584-2800
Gourmet International, Inc.	1-800-875-5557
Great Lakes Home Food Service	(517) 835-6785
H & O Distributors	(313) 493-0011
I & K Distributing	(313) 491-5930
J.F. Walker	(517) 787-9880
Jerusalem Foods	(313) 538-1511
Kehe Food Distributors	1-800-888-4681
Kramer Food Company	585-8141
Lipari Foods	469-0131
Maxwell Foods, Inc.	(313) 923-9000
McInerney-Miller Bros.	(313) 833-8660
Midwest Wholesale Foods	744-2200
Miesel/Sysco Food Service	(313) 397-7990
Mucky Duck Mustard Co.	683-5750
Norquick Distributing Co.	(313) 522-1000
Northwest Food Co. of Michigan	(313) 368-2500
Rich Plan of Michigan	293-0900
Robert D. Arnold & Assoc.	635-8411
S. Abraham & Sons	754-0220
Sackett Ranch	(517) 762-5049
Scot Lad Foods, Inc.	(419) 228-3141
Sherwood Foods Distributors	(313) 366-3100
State Fair Wholesale	(313) 893-4629
State Wholesale Grocers	(313) 567-7654
Stephenson & Stephenson	(906) 293-3851
Stanton Stores, Inc.	455-1400
Super Food Services	(517) 777-1891
Superior Fast Foods, Inc.	296-7118
Tony's Pizza Service	1-800-247-1533
Treppo Imports	546-3633
Value Wholesale	(313) 862-6900
Weeks Food Corp.	727-3535
Ypsilanti Food Co-op	(313) 483-1520

ASSOCIATES:

American Synergistics	(313) 427-4444
Basket Case	(313) 831-4438
Business Dining Services	489-1900
Club Cars	(313) 459-8390
Herman Rubin Sales Co.	354-6433
Livernois-Davison Florist	352-0081
Minnich's Boats & Motors	748-3400
Power House Gym	(313) 865-0111
Wilden & Assoc.	588-2358

The area code is 810 for above listings unless otherwise indicated.

If you are not listed or need to change your listing, contact Mary Cooper at AFD at 557-9600.



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ALL PROFIT HUNTERS
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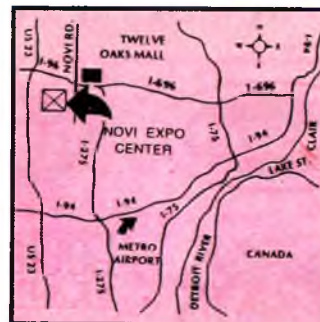
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**PLEASE CALL US AT (810) 585-8141 TO R.S.V.P.,
OR FOR ADDITIONAL INFORMATION**



For more information,
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KENTWOOD MI 49512
(616) 554-5300

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FAIRFIELD OH 45014
(513) 874-7222

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(614) 899-1331

TOLEDO
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TOLEDO OH 43560
(419) 882-1616

