



FOOD & BEVERAGE REPORT

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Working hard for our members.

Inside

President Mike Sarafa speaks out on liquor discounts • See page 3

Back safety fact and fiction • See page 4

Meet Representative Vagnozzi • See page 12

Coffee Beanery brews up some sales • See page 18

Italian cheese from S. Serra • See page 22

Loophole allows gas stations to sell beer & wine

AFD has learned that over the past two years, under Michigan's previous administration, the Liquor Control Commission (LCC) has allowed some gas stations to acquire SDM licenses (beer and wine). This was achieved by a distortion of the "Meijer Exception," which was created to allow Meijer stores to sell gas.

The law allows gas stations to sell beer and wine if they, among other things, have an inventory of at least \$250,000 and if the pumps are 50 feet or more from the building. AFD has learned that some stations have skirted the rules by purchasing excessive inventory and by using "creative" measurement methods for determining the distance between the pumps and the building.

These tactics are clearly in violation of the intent of the law and AFD is in the process of drafting legislation to clarify matters and end the abuse. In addition, the AFD Board has authorized the initiation of a lawsuit against the MLCC. Many legislators and the MLCC have both indicated that they welcome the opportunity to have this matter clarified.

Expectations exceeded at AFD Trade Show

By Ginny Bennett
The Trade Show

Committee guaranteed fun, games and prizes and judging from all the smiling attendees and exhibitors, AFD met the expectations of everyone.

An informal survey revealed that, overall, exhibitors and attendees had a successful Trade Show experience at AFD's 19th Annual Buying/Selling Trade Show, April 9 and 10 at Burton Manor in Livonia. One exhibitor agreed to make a merger with another. Another exhibitor spoke up, on-the-spot, for twice as many booths in the 2004 Trade Show. Others were happy with their space and wished to have the same spot for next year.

Likewise, attendees enjoyed the wide variety of companies and products represented by old and new exhibitors, alike. Most companies displayed and sampled their newest flavors, presentations, technologies and services.

Retailers came from as far as Drummond Island and Lake City to greet local members; store owners, managers and buyers from the metro area.

This year's theme was "Treasure of Values." The promise of special prices brought an expectant, eager-to-purchase steady crowd of retailers. Exhibitors offered great show specials that were publicized in March and April's Food & Beverage Report. Together they brought great excitement to the trade show floor.

For some lucky attendees, the "Treasure of Values" had additional meaning. Each hour, an attendee won \$100! In addition, AFD members in good standing received a key in the mail, while others picked up a key at registration. Everyone got a chance to open the locked treasure chest. Twenty-five keys unlocked the chest and winners received prizes including CD players, a Coleman Grill, a TV with built-in DVD and more!

Networking by retail grocers and liquor-store owners is one Trade Show benefit that is difficult to quantify. Unlike special prices, a friend in the industry can be priceless, indeed. Recognizing the value of this annual event, Michael Sarafa, AFD President, arranged a coffeehouse setting near the



Enthusiastic crowds, plentiful deals! More Trade Show photos on pages 28 and 29

end of the show floor where attendees could meet with AFD staff and enjoy a relaxing coffee break.

AFD works hard to provide a valuable show experience for everyone. Buyer or seller, member or non-member, your participation is sincerely

appreciated.

AFD also wishes to thank Party Time Ice who graciously gave ice to all our exhibitors and to Coffee Connection for providing the perfect brew for our AFD Coffee House. Also, a big thanks to Absopure Water and Art One Sign Expo.

Notes from the 38th Annual Food Marketing Conference at Western Michigan University

Five ways for supermarkets to compete

by Dr. Tim Hammonds, Food Marketing Institute

- 1) Develop something you're "famous for".
- 2) Achieve a lean cost structure
- 3) Get credit for value delivered
- 4) Out do the competition through simplification
- 5) Grow through new categories and formats

Reasons why the extreme discount category is \$30 trillion and growing

by Bill Shaner, Save-A-Lot

- 1) It's an underserved consumer segment
- 2) Expanding variety of consumables
- 3) Located in less saturated areas
- 4) Relatively low capital requirements
- 5) Can co-exist with Wal-Mart
- 6) Carry feature items at opening price points

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President's Message

We must be united on liquor discount increase issue



By Mike Sarafa
AFD President

As most of you know I am about to complete my first year of full-time service with AFD. As I was considering this position and reviewing the history of AFD's involvement in legislative affairs, it was made abundantly clear to me that it was time for a change in the percentage of profit retailers receive from liquor sales. The current discount of 17% has been the

standard for more than 22 years while the cost of labor, the cost of utilities, the cost of insurance and generally the cost of doing business at all levels of the food industry has increased substantially.

I have focused a great deal of attention on this issue and gathered together leaders in our industry from among our retail and supplier members. Prior to my tenure, AFD entered into discussions with the Liquor Control Commission and developed a plan that would allow for an increase in the percentage paid to retailers and an increase in income to the state of Michigan. Unfortunately, that plan is opposed by the liquor distributors and manufacturers. We have had discussions with them concerning alternatives including leaving the minimum discount at 17% while lifting the ceiling on the discount completely. While this plan has merit, most SDD retailers continue to favor a flat increase from 17% to 20%.

At this time, it is important to continue the discussion on this issue. Please discuss the matter with the

liquor distributors and sales people that call on your store. And please call me or drop me a note letting me know your feelings.

In the end, we are in a partnership with the liquor manufacturers and distributors as well as the Liquor Control Commission. It is important for our industry to present a united front to the legislature. It is important for the manufacturers and the wholesale arm of our industry to understand our plight and to give consideration to our position.

We must work together so that all of our businesses not only survive but can thrive well into the future.

Fleming wants approval of trade lien agreement

Fleming Cos. Inc., which has operations throughout the nation, will seek approval of a trade lien agreement to help strengthen its liquidity. (See related story, page 5.)

The planned trade lien will allow certain vendors, such as those that agree to ship to the company and restore trade terms, to participate in a lien on the company's assets. The plan must be approved by the court.

"This is a key vendor-support program that should provide steady product flow to Fleming, thereby strengthening relations with vendors and improving service to customers," Pete Willmott, interim president and CEO, said.

The company also has proposed \$150 million debtor-in-possession financing to supplement its existing cash flow during Chapter 11 restructuring. Lead lenders are Deutsche Bank Trust Co. Americas and JP Morgan Chase Bank. Debtor-in-possession financing offers an incentive to lend to a company that otherwise would not be able to attract financing.

The grocery distributor was rocked by the collapse into bankruptcy last year of Kmart, which at one time accounted for one-fifth of Fleming revenues. Kmart terminated its 10-year contract with Fleming, worth about \$4.5 billion, in March.

The Grocery Zone

By David Coverly



Back safety and health Fact and fiction

By George Harvilla, Star Insurance Co.

Has your back been hurting you lately? If so, maybe you can do something about it. First of all, when lifting an object, remember some simple things that might help you avoid a back strain, such as 1) stand with your feet about shoulder width apart, 2) tighten the abdominal muscles, 3) bend at the knees when lifting, 4) never twist your body while lifting, shift your feet instead, 5) always check the path of travel before lifting to be sure there are no obstructions to trip you up, and 6) get help if the object is too heavy. Regular exercise and a proper diet also help. Here are some facts (and some fiction) regarding back injuries.

FACT: Back injuries represent the largest single contributor in injury cases and insurance claims in the manufacturing/retail environment.

FACT: More than one out of five work-related injuries are back injuries.

FACT: Work injuries to the back occur nearly twice as often as any other injury.

FACT: Back injuries cause more than 100 million lost workdays annually.

FACT: Training and educating employees on proper lifting techniques can prevent avoidable back injuries.

FICTION: Workers have equal risk of back injuries.

FACT: Personal risk factors such as age, sex, strength and fitness influence workers potential for injury.

FICTION: The workplace environment has no influence on back safety.

FACT: Several factors, including type of work, noise, temperature and design of the workspace can influence the safety of a workplace.

FICTION: The posture you maintain has little to do with back discomfort.

FACT: Your posture is very important to back health. Don't slouch. Maintain the natural curvature of the spine during your daily activities.

True or false - do you know?

1. Very few people are affected by back pain.
2. Back injuries cost employers an estimated \$10 billion a year.
3. The back is a complex system of bones, discs, muscles and nerves.
4. The spine is a straight column of rigid bones.
5. The safest way to lift an object is to stand close to it, bending your knees and letting your legs do the work.
6. Regular exercise will keep your back limber and help prevent injury.
7. A lumbar support or rolled-up towel placed in the small of your back while sitting will relieve stress on your spine.

8. Your lower back is subject to greater mechanical stress than any other part of your body.

9. If you're under 50, there's no need to worry about osteoporosis.

10. Once you've injured your back, you can never fully recover.

Answers

1. **False.** Eight out of ten people will suffer from back pain in some point in their lives.
 2. **True.**
 3. **True.**
 4. **False.** The spine is a strong yet flexible S-shaped column composed of small bones and discs. It is designed to support the weight of the body while allowing graceful movement.
 5. **True.**
 6. **True.**
 7. **True.**
 8. **True.**
 9. **False.** Although osteoporosis is a disease of older people, you can make dietary and lifestyle decisions at any age to help reduce your risk. Following a regular fitness program (including weight-bearing exercises like walking to increase bone mass) and selecting a diet rich in calcium are two ways to reduce your risk.
 10. **False.** With proper medical attention and treatment, most people can recover from back strains and sprains and live full lives. The key to recovery is to strengthen your back to increase flexibility.
- Courtesy of Star Insurance Company

States brewing up beer taxes

Many state lawmakers are saying cheers to beer taxes as they look for ways to stem the budgetary red tide.

Nineteen states are debating the issue or have already decided to boost beer taxes.

Pennsylvania Gov. Edward Rendell wants to raise the state's beer tax from 8 cents a gallon to 25 cents per gallon. If the proposal passes, it would be the state's first beer-tax increase since 1947 and would make a six pack cost 14 cents more to rake in \$55 million per year, reports the *New York Times*.

In Utah, legislators approved a measure to boost the beer tax from \$11 per barrel to \$12.80. Idaho is

thinking about increasing its tax from 15 cents per gallon to 24 cents. Nevada Gov. Kenny Guinn has proposed a temporary hike of 17 cents per gallon from 9 cents. And Arkansas may decide to renew a 3 percent beer-tax increase legislators approved two years ago in order to fund children's educational programs.

According to the Beer Institute, in the last two years, some 23 states have considered increasing beer taxes, but only a few of the proposals became reality.

Wyoming legislators voted in January against raising the state's 2-cent beer tax, which is the lowest in the country. Ohio lawmakers also

nixed a beer-tax boost in February.

Brewers contend that these tax increases are being proposed on a product that is already unduly taxed.

"For us to eat half a buck a case would be very difficult," said David Casinelli, D.G. Yuengling & Son brewery spokesperson.

Casinelli said that Yuengling sells 850,000 barrels per year in Pennsylvania and if the beer tax is increased, the company would have to pay an additional \$4.5 million.

Pennsylvania state Rep. Phil English said the tax increase would ultimately be passed on to consumers.

Calendar

May 4-6
FMI Annual Show
McCormick Place
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(703) 790-5750

May 20 - 22
NACS Industry Summit
Chicago
(703) 684-3600

June 7 - 10
National Association of Chain Drug Stores Marketplace Conference
San Diego, CA
(703) 549-3001

July 16, 2003
AFD Scholarship Golf Outing
Wolverine Golf Course
Macomb Township
(248) 557-9600

July 25-29
American Culinary Federation National Convention
Washington, DC
1-800-624-9458

September 23 - 24
AFD Beverage Journal Holiday Show
Burton Manor, Livonia
(248) 557-9600

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Fleming files Chapter 11

According to a Boston Globe story on April 2, Fleming Cos., the biggest US grocery distributor, has filed for Chapter 11 bankruptcy protection. The move came after Kmart Corp., its biggest customer, ended a supply contract and regulators investigated its accounting.

Unable to replace \$4.5 billion in lost revenue from Kmart, Fleming said it had no choice to ensure vendors will continue to ship goods after running short of cash. In a prepared statement, Fleming said it is negotiating with lenders to try to arrange new financing.

According to the Boston Globe, the Kmart contract accounted for about 20 percent of Fleming's revenue and was part of Fleming chief executive Mark Hansen's plan to revive profits. Hansen, a former Wal-Mart Stores Inc. executive hired in 1998, tied Fleming's fortunes to Kmart on the hope that the discounter would take business from traditional grocers.

In documents filed on April 1 in U.S. Bankruptcy Court in Delaware, Fleming listed \$4.22 billion in assets and \$3.54 billion in debts.

Fleming serves about 50,000 retail locations, including some Target Corp. stores, Circle K and Phillip 66 convenience stores, and more than 600 IGA supermarkets.

Fleming is cutting 1,800 jobs, or about 15 percent, of its workforce and had sales of \$15.5 billion last year, excluding 110 grocery stores it wants to sell.

New juice drink shakes up beverage category

The Switch beverage company is hoping consumers will make the switch to its new "100 percent juice, 100 percent carbonated" drink.

According to the company, The Switch beverage includes no added sugar and no artificial flavors, colors and preservatives.

SPINScan, a sales-data source for the health-food channel, reports that The Switch is the fastest-growing single-serve beverage in the natural channel. SPINScan noted that The Switch's unit sales grew 1.321 percent over the past year.

Popcorn company introduces pizza-making equipment

It is possible for convenience stores to take a bite out of the pizza business with a pizza-making program from Detroit Popcorn. For just \$129 for the oven, \$647 for the heated display case, and \$38 for ten 12" pre-made pizzas, a retailer can be in the pizza business! Additional accessories, such as an illuminated sign, pizza banner, cutter and to-go boxes are also available. Pizzas are made locally by Papa Joe's. For more information call Detroit Popcorn Company at 1-800-642-CORN or visit their website at www.detroitpopcorn.com.



John Finney of Detroit Popcorn and Joe Amato of Papa Joe's Pizza with their pizzas and warmer.

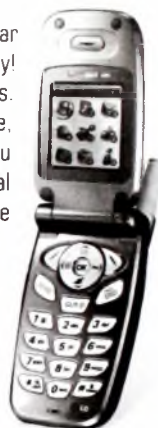
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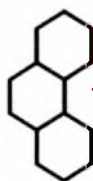
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Heinz introduces blue ketchup

Kids can now dip their fries in blue ketchup thanks to Heinz EZ Squirt Stellar Blue.

Stellar Blue is the latest addition to Heinz's lineup of colored condiments, which includes traditional Red, Blastin' Green, Funky Purple and Mystery Color. Stellar Blue was chosen because it was the most requested condiment color that Heinz has yet to produce.

"Blue has been the number-one request from kids for some time now," said Michelle Fuscaldo, brand manager of the EZ Squirt product line at Heinz North America.

Only half a million bottles of Stellar Blue were produced. The 19-ounce Heinz EZ Squirt Stellar Blue bottle has a suggested retail price of \$1.79.

Heinz EZ Squirt's colored condiments have proved popular with children thus far. Since Blastin' Green was launched in October 2000, Heinz has sold more than 25 million bottles of Heinz EZ Squirt condiments.

Cell phone turns 30

It seems hard to imagine a time when cell phones weren't a part of our daily existence. In fact, they've become so prolific, there are signs in some restaurants, movie theaters, hospitals and other public places reminding people *not* to use them.

Cellular technology was born in Bell Labs in 1946 but nothing was done with it until the late '60s, when AT&T and Motorola began tinkering with it, reports *ZDNet*.

A Motorola engineer named Martin Cooper made that first cell-

phone call back in 1973.

"The thing weighed 30 ounces. It was shaped like a brick," Cooper, who is now CEO of wireless-technology company ArrayComm, told the *San Francisco Chronicle*. "The thing was huge. I built up muscles just holding the thing."

Today, of course, cell phones are constantly getting lighter and smaller, and being used in ways that the first users of the technology probably never envisioned.

Today, Coca-Cola Co. and Swiss telecom company Swisscom Mobile are testing new technology that will allow consumers to pay for vending machine purchases using funds loaded into their cell phones. And some Domino's Pizza outlets in North America are using a cellular-telephone-based point-of-sale system so they can accept multiple methods of electronic payment at the customer's doorstep.

If you can't smoke it, eat it

The secret ingredient in a recent special served at Serafina Sandro restaurant in New York City was tobacco. No, I didn't say Tabasco—tobacco.

The restaurant debuted its "Tobacco Special" menu to offer smokers some relief from the Big Apple's strict new smoking ban.

Some of the tobacco delicacies include gnocchi made with tobacco, filet mignon served in a tobacco-wine sauce with dried-tobacco garnish, tobacco panna cotta and tobacco-infused grappa. Chef Sandro Fioriti has other smoke-flavored dishes in the works, such as a lobster and shrimp salad with tobacco, reports *Reuters*.

"I never thought tobacco would taste so good. It tastes better than smoking," said Fabio Granato, co-owner of the restaurant with Vittorio Assaf.

Assaf added, "Bravo [Mayor Michael] Bloomberg. It took Mayor Bloomberg to make us finally cook with tobacco in the kitchen. It's the invention of a new spice into the cuisine."

Patrons fighting cravings also can order the "Smokeless Manhattan," a cocktail with a cigarette flavor, at the World Bar at Trump World Tower.

Other New York eateries and bars are trying to help their nicotine-deprived customers by handing out nicotine chewing gum. In addition, the New York City Health Department said it will give out free nicotine patches to the first 35,000 callers to its smoking-cessation hotline.



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Governor launches *Select a Taste of Michigan*

Governor Jennifer M. Granholm, together with Michigan Department of Agriculture (MDA) Director Dan Wyant and other local and state agricultural and food industry officials recently announced the launch of "Select a Taste of Michigan" — a consumer education and marketing program to identify and create additional demand for Michigan-grown and — processed local and organic food products. The launch was held in conjunction with the annual conference "Local Connections," which took place in Grand Rapids.

"Today we're supporting the

vitality of Michigan families, farmers and agribusinesses," Granholm said. "I'm proud to help ensure that Michigan agriculture remains a thriving part of our state's economy and an anchor for so many of our communities."

Wyant explained that "Select a Taste of Michigan" builds upon and enhances the Department's existing efforts by creating two new labels, "Select Michigan Fresh" and "Select Michigan Organic."

Focus groups conducted in 2003 reported 75 percent of Michigan consumers would be more likely to buy a product if they knew it was

either grown or processed in Michigan. However, the majority of those surveyed indicated it was difficult to identify a Michigan product at the retail level.

The "Select a Taste of Michigan" initiative is made possible by federal grant funding and innovative partnerships between MDA, Michigan Integrated Food and Farming Systems, Cooperative Development Services of Minnesota, West Michigan farmers, retailers and food manufacturers, Michigan agriculture, commodity and environmental organizations, and local units of government.

Pepsi & Coke introduce new flavors

Pepsi Vanilla debuts this summer, Coke bets on mini

Finally ending the "will it or won't it" speculation, PepsiCo Inc. plans to launch a vanilla-flavored soft drink to compete against Vanilla Coke.

Pepsi Vanilla will debut later this summer, reports the Associated Press. The company is also going to offer Mountain Dew LiveWire and reformulated packaging similar to that of Coke's "Fridge Pack."

Pepsi products will get wide exposure through Pepsi's "Play for a Billion" promotion, which has a possible prize of \$1 billion. Contestants will be chosen from among those who get one of the 1,000 select entry codes on specially marked bottles of Pepsi, Mountain Dew and Sierra Mist. Some fountain cups—like those sold at movie theaters—will also have codes on them.

Through a process of elimination, 10 finalists will be selected to appear on a two-hour TV special to be aired on The WB Network in September. The finalists compete for a guaranteed \$1 million prize, reports CNN/Money.

The \$1 million winner is then eligible to win the \$1 billion top prize. To win, the person's multidigit number must match the number drawn by "an unusually dexterous monkey," according to executive producer Matti Leshem.

Meanwhile, Coca-Cola Ltd. is betting mint is the latest flavor craze—at least in Canada and Belgium.

The company's new Sprite Ice features a hint of mint and will debut later this month in Canada; the drink only will be available there and in Belgium.

According to Coca-Cola, mint is breaking out of its traditional role as companion to chewing gum, chocolate and candy, and emerging as the flavor of the moment. From bar drinks such as *mojitos* and *juleps* to *salsas*, mint is showing up on more food and drink menus.

"Sprite is the number one lemon-lime soft drink in Canada," said David Vivenes, group manager for Coca-Cola Ltd. "When we explored ways to provide an even deeper sense of refreshment, the crisp and cool attributes of mint made it a logical addition."

Sprite Ice will be packaged in clear blue plastic bottles with blue and silver graphics. Sprite Ice will also be available in 12-can packages. A new advertising campaign for Sprite Ice will launch in May.

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Sherwood Foods presents seminar on new meat packaging

New, case-ready, low oxygen packaging is set to revolutionize meat packaging, according to Mike Queen, president of Pennexx Foods.

Sherwood Foods presented a seminar just before the AFD Trade Show on April 10 to present the new packaging to retailers.

According to Queen, new government regulations are making it more and more difficult for stores to cut and package their own meat. With salmonella testing to begin this year, many stores are also getting out of grinding meat as well. This is forcing retailers to purchase pre-packaged products from central processing facilities. The new product that Queen was promoting will last 30

days in its packaging, which looks like a plastic bubble surrounding the traditionally wrapped cuts of meat. Queen says that beef, lamb and pork are particularly well suited for the product. Once the seal is broken, the store can add its label and the traditional shelf life begins.

Ernesto Ostheimer of Sherwood Foods was enthusiastic about the product. "This state-of-the-art packaging will allow all retailers, regardless of size, an option for safely offering fresh meats to their customers."

Benefits are obvious - shrink is reduced, labor costs diminish and the burden of sanitation regulations are also decreased, since the product comes to the store ready to sell. For more information, call Pennexx at 215-743-4331.



New low-oxygen packaging for meat



Mike Queen

Report suspicious transactions with new IRS form

If your store issues or redeems money orders and travelers checks or transmits money, your business is required to use a new form to report suspicious activities to the IRS.

This form must be filed by convenience stores, grocery stores, service stations, drug stores and liquor stores. The new form, TD F 90-22.56, replaces the interim Bank Suspicious Activity Report (Form F 90-22.47) previously used, and must be implemented whenever a money service transaction is conducted for \$2000 or more, that is deemed suspicious.

Transactions that must be reported are those that a business knows or suspects involve funds derived from illegal activity or is conducted in order to hide or disguise funds derived from illegal activity; are designed to evade the requirements of the Bank Secrecy Act, whether through structuring or other means; or serve no business purpose or apparent lawful purpose.

The new form is available at msb.gov.

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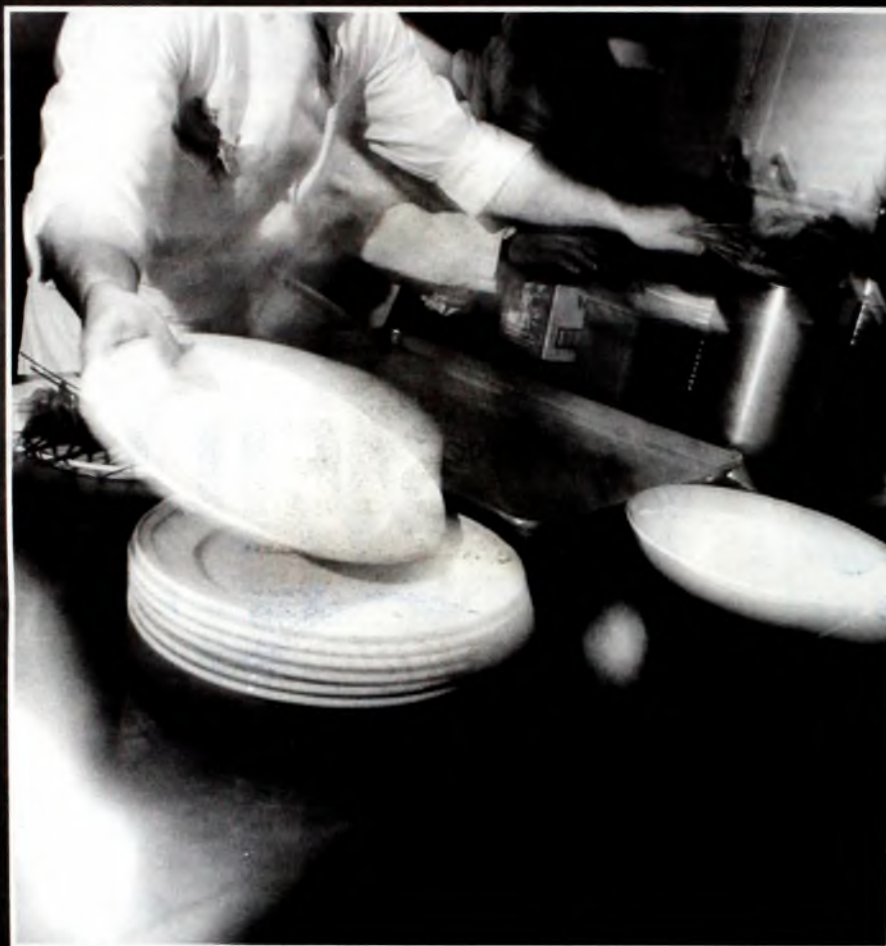
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State Rep. Aldo Vagnozzi encourages people to take part in government

By Kathy Blake

State Representative Aldo Vagnozzi (D-Farmington Hills) may be a freshman state representative, but his age and experience give him ample seniority. The 78-year-old holds the distinction of being the senior statesman in the Michigan legislature. Prior to his current position, he was a Farmington Hills City Council member for 12 years, including five years as Mayor.

When Vagnozzi was fresh out of college, he took a position as managing editor of the Michigan State AFL News in 1948. The AFL (American Federation of Labor) merged with the CIO (Congress of Industrial Organizations) in 1958, and he soon became editor staying with the publication for 31 years. "I covered the Capital and became knowledgeable about how it works," said Vagnozzi. He was also editor of the Detroit Labor News from 1983-1990 and was an editorial consultant



for Cy Aaron Publications and Inland Press.

Vagnozzi has been involved in local government and political campaigns throughout the years as

well. He was particularly impressed with Harry Truman's campaign for president in 1948. Rep. Vagnozzi said he went to watch Truman kick off his campaign in Detroit. "I learned how much hard work pays off. Truman went all around the country campaigning. (He traveled 31,000 miles by train). The polls were against him, but he didn't believe them." Vagnozzi said the pollsters quit taking polls because Truman was so far behind, they didn't think he had a chance. They were probably quite surprised when he won the election.

Vagnozzi is a strong believer in community involvement. "I'm amazed at how easy it is to get involved in politics. You can become a precinct delegate without any college," exclaims Vagnozzi. He talks to everyone he meets about getting involved in politics at some level. He is at ease in conversation and shows a genuine interest in the people he represents.

While campaigning for state representative, Vagnozzi knocked on over 15,000 doors. "We kept a list of supporters and made sure they got out the vote," he said. It paid off because 90 percent voted. In a traditionally Republican district, Vagnozzi was the first Democrat state rep. elected. He had lost the 2000 election against the incumbent Republican.

Vagnozzi serves on the House Education and Senior Health, Security and Retirement Committees. He helped sponsor the Great Lakes Alliance for Affordable Drugs Act (GLAAD), which is similar to a proposal in Governor Jennifer Granholm's State of the State Address to form a multi-state compact for buying prescription drugs. It's estimated that the buying power would save tens of millions of dollars in Medicaid drug costs per year. "It would reduce the price of prescription drugs for consumers," said Rep. Vagnozzi.

When asked how he feels about the proposed bottle deposit legislation, Vagnozzi asked what impact it would have on independent food retailers. When told, he said, "I would support some kind of financial assistance to the grocers."

As a city council member, Vagnozzi implemented programs to

increase public involvement. "I'm a great believer in getting people involved," said Vagnozzi. He said, "The open meetings act was the greatest thing that happened to government." He pushed for televising Farmington Hills City Council meetings and enabling phone-in questions. His council accepted questions and comments from the public at the beginning of council meetings instead of at the end. "That way, parents could participate and then take children home to bed instead of waiting until late to get questions answered."

Vagnozzi said they would hold council meetings in different areas of the community periodically to provide access to more of the citizens. "This made it possible to discuss neighborhood issues."

As mayor and council member, Vagnozzi strongly supported preserving the Woodland Hills nature park; led the fight to prevent an oil well from being drilled in the city; helped draft a strong cellular tower ordinance and fought developers to keep down the density in housing subdivisions.

Rep Vagnozzi served on the Farmington District School Board for four years and was president of the Farmington Area PTA. Other positions he has held include: Vice-President of the Farmington-area AARP; member of the Steering Committee of the Multi-Cultural/Multi-Racial Committee and Oakland County coordinator for the Michigan Campaign for Quality Care. He is treasurer of the Farmington Democratic Club and he delivers Meals on Wheels.

Rep. Vagnozzi has received the Chair's Award from the Multi-Cultural, Multi-Racial Committee; the Tim Dinan Award for Service to the Oakland County Democratic Party; the City of Farmington Hills Volunteer Award; the Precinct Delegate of the Year Award and had the honor of having the Visitors Center at Heritage Park named as the Vagnozzi Visitors Center.

Vagnozzi has established a new twist on neighborhood watch, called the legislative neighborhood watch. He has 50 representatives so far and hopes to get 150-200 people involved, he said. By getting a few people in each neighborhood to act as a representative, accessible by neighbors, they would contact him with their concerns. "We would

See Vagnozzi, page 14



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Food & beverage industry loses a leader: Alice Gustafson

Alice Shotwell-Gustafson, Chairman and Chief Executive Officer of Hubert Distributors, Inc., passed away March 25, at the age of 73. Not only was she success-driven in work, she was an influential community leader in Pontiac.

Alice began her career at Hubert Distributors, Inc. in 1947. She started out as a file clerk and worked her way up to the top position of the beverage company that exclusively sells Anheuser-Busch products.

Gustafson was a recognized leader in Michigan who had many firsts for women. She was the first woman

president of the Michigan Beer & Wine Wholesalers Association. (MBWWA).

She was the first woman president of the Pontiac Rotary Club. She learned how to fly a jet and, held a commercial license and was the second woman chairperson of the Michigan Aeronautics Commission. She brought the Olympic Torch Run to Pontiac and helped raise \$18,000 for the Boy's Club of America.

She was the Michigan women's water skiing champion five times and prided herself with staying fit and succeeding at challenges set before her.

Alice said, "God's gift to us is life. Our gift to him is what we do with it." Alice believed in being a responsible citizen and giving back to the community. Her interest in supporting higher education was extensive. Alice was a member of the President's Council at Oakland University. She established a grant to build the Shotwell-Gustafson Pavillion located on the campus of Oakland University.

Alice was a supporter and friend to St. Joseph Mercy Hospital, Oakland. In 1998, the Alice Gustafson Center was established in recognition of her generous gift for the ambulatory care

center. Alice was named Pontiac's 'First Lady of Business' for her diligent efforts to make the Pontiac area more attractive to new business and to encourage expanding businesses to stay and grow. She set a good example by locating her new facility in Pontiac in 1986. Alice was the President of the Pontiac Development Foundation and received numerous leadership awards with area youth clubs.

Funeral services were held March 31 at Kirk in the Hills Church in Bloomfield Hills. Memorial contributions may be made to St. Joseph Mercy-Oakland or Oakland University. AFD sends its deepest condolences to the family.



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New Tubby's locations for Metro Detroit

Tubby's, Inc. has signed franchise agreements to open nine new stores in the Detroit Metro area.

The nine new locations are in the following cities: Southfield, Oak Park, Monroe, West Bloomfield, Detroit, Carleton, Wyandotte and Sterling Heights.

According to Tubby's president, Robert Paganes, the company was actively seeking new franchisees by running newspaper and television ads and are very pleased with the results.

There are 87 stores under the Tubby's brand located in Michigan, Florida and Iowa. Tubby's Grilled Submarines celebrates its 35-year anniversary in 2003.

Vagnozzi, continued from page 12

publicize the fact that they're part of our legislative neighborhood watch," said Vagnozzi, so neighbors would know who to approach. This makes a more casual method for people to contact their government.

Born in Italy in 1924, Vagnozzi immigrated to the U.S. when he was 7 years old. His family settled on Detroit's east side where he attended school and graduated from Southeastern High School. Vagnozzi received a Bachelor of Arts degree in Journalism from Wayne State University.

Vagnozzi has two daughters and two sons, as well as seven grandchildren. He was married for nearly 51 years to the late Lois Vagnozzi.

To reach the representative, call (517) 373-1793, email- aldovagnozzi@house.mi.gov or mail to State Representative Aldo Vagnozzi, PO Box 30014, Lansing, Michigan, 48909-7514.

Identifying sexual harassment

What is sexual harassment? Sexual harassment is a form of sex discrimination which is a violation of Title VII of the Civil Rights Act of 1964. The U.S. Equal Employment Opportunity Commission (EEOC) guidelines define two types of sexual harassment: "quid pro quo" and "hostile environment."

What is "quid pro quo" sexual harassment? Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute "quid pro quo" sexual harassment when (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, or (2) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual.

What is "hostile environment" sexual harassment? Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute "hostile environment" sexual harassment when such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or

creating an intimidating, hostile, or offensive working environment.

What factors determine whether an environment is "hostile"? The central question is whether the conduct "unreasonably interfered with an individual's work performance" or created "an intimidating, hostile, or offensive working environment." The EEOC will look at the following factors to determine whether an environment is hostile: (1) whether the conduct was verbal or physical or both; (2) how frequently it was repeated; (3) whether the conduct was hostile or patently offensive; (4) whether the alleged harasser was a co-worker or supervisor; (5) whether others joined in permitting the harassment; and (6) whether the harassment was directed at more than one individual. No one factor controls. An assessment is made based upon the totality of the circumstances.

What is unwelcome sexual conduct? Sexual conduct becomes unlawful only when it is unwelcome. The challenged conduct must be unwelcome in the sense that the employee did not solicit or incite it, and in the sense that the employee regarded the conduct as undesirable or offensive.

How will the EEOC determine

whether conduct is unwelcome?

When confronted with conflicting evidence as to whether conduct was welcome, the EEOC will look at the record as a whole and at the totality of the circumstances, evaluating each situation on a case-by-case basis. The investigation should determine whether the victim's conduct was consistent, or inconsistent, with his/her assertion that the sexual conduct was unwelcome.

Who can be a victim of sexual harassment? The victim may be a woman or a man. The victim does not have to be of the opposite sex. The victim does not have to be the person harassed but could be anyone affected by the offensive conduct.

Who can be a sexual harasser? The harasser may be male or female. He or she can be the victim's supervisor, an agent of the employer, a supervisor in another area, a co-worker, or a non-employee.

Can one incident constitute sexual harassment? It depends. In "quid pro quo" cases, a single sexual advance may constitute harassment if it is linked to the granting or denial of employment or employment benefits. In contrast, unless the conduct is quite severe, a single incident or isolated incidents of offensive sexual conduct

or remarks generally do not create a "hostile environment." A hostile environment claim usually requires a showing of a pattern of offensive conduct. However, a single, unusually severe incident of harassment may be sufficient to constitute a Title VII violation; the more severe the harassment, the less need to show a repetitive series of incidents. This is particularly true when the harassment is physical. For example, the EEOC will presume that the unwelcome, intentional touching of a charging party's intimate body areas is sufficiently offensive to alter the condition of his/her working environment and constitute a violation of Title VII.

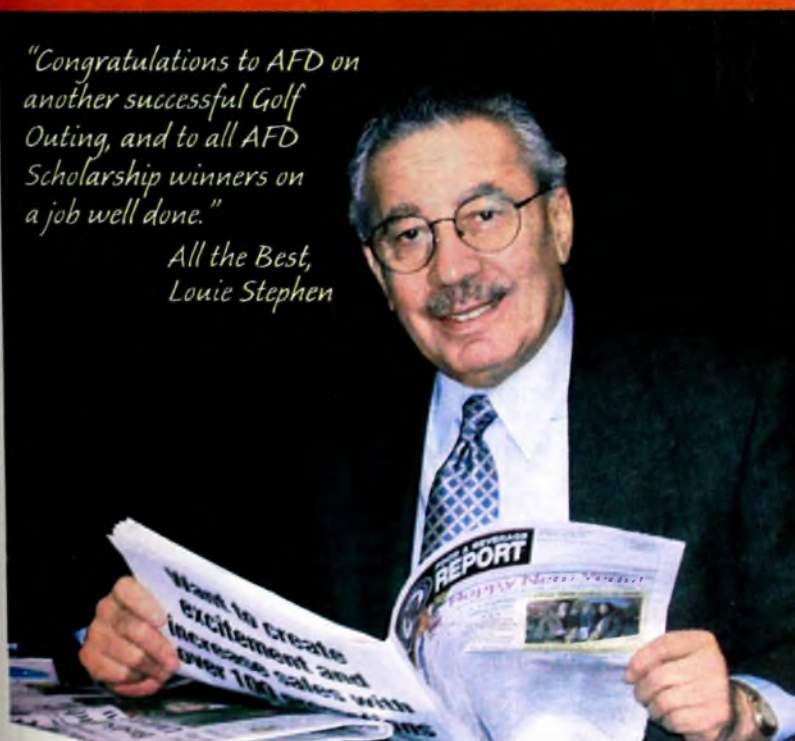
Can verbal remarks constitute sexual harassment? Yes. The EEOC will evaluate the totality of the circumstances to ascertain the nature, frequency, context, and intended target of the remarks. Relevant factors may include: (1) whether the remarks were hostile and derogatory; (2) whether the alleged harasser singled out the charging party; (3) whether the charging party participated in the exchange; and (4) the relationship

See Sexual harassment
Page 26

Stephen's Nu-Ad prints for Detroit's Finest:

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War shakes Wal-Marts

Many Wal-Mart employees have spouses and children in combat in Iraq, so the stores interrupt promotional materials on their TVs twice a day for live briefings from the Pentagon and White House. *-The New York Times*

Former Reebok CEO joins Dollar

David A. Perdue Jr., a former vice president and CEO with Reebok, will become the new CEO of Dollar General. The news follows last month's announcement that the discount store lost \$27 million in the past seven months. *-USA TODAY*

Fish consumption poses mercury threat to women

Women who frequently eat fish had mercury levels four times higher than those who didn't eat fish, according to a new study. The study recommends that women of childbearing age monitor their fish consumption because too much mercury can damage the fetus. *-4women.gov*

Retail analysts: Kmart, Sears merger not a far-fetched idea

Signs of a Kmart and Sears, Roebuck and Co. merger have become too apparent to ignore, retail analysts say. The merger could allow both retailers to play off one another's strengths, especially if Kmart majority stockholder Edward Lampert looks for cost savings in distribution and financing. *-Chicago Sun-Times*

Hershey to market sugar-free chocolate

The candy company is aiming its new line at diabetics and those concerned about sugar intake; the candies will be sweetened with a sugar substitute called lactitol. Hershey expects sales of \$40 million in the first year. *-Reuters*

Wal-Mart at top of the top 500 again

Last year marks the second consecutive year Wal-Mart topped the Fortune 500. The retailer had revenues of \$246.5 billion, \$60 billion ahead of the second-largest company, General Motors. *-Associated Press*

Consumers continue to be happy with the Internet

More people trust the safety of financial transactions online than they did a year ago, according to the Consumer Internet Barometer's latest quarterly report. More people are using the Internet and logging on daily, and consumers who make one online purchase are 80% more likely to make another in the next three months. *-Inman News*

Wal-Mart targets online site for promoting fake barcodes

The site, re-code.com, received a cease-and-desist letter from the world's largest retailer after it learned the site provided instructions on how to make fraudulent barcode stickers that could give illegal discounts. A spokesman for the site argues they have done nothing wrong, as their site does not provide the barcodes but merely instructs people how to make their own. *-Associated Press*

Helpful numbers to keep on hand

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Michigan Liquor Control Commission	(517) 322-1400
Michigan Lottery	(517) 335-5600
WIC	(517) 335-8937
EBT Customer Service	1-800-350-8533
Food and Nutrition Service/Food Stamps	Detroit (313) 226-4930
	Grand Rapids (616) 954-0319
Michigan Consumer and Industry Services	(517) 373-1580
Michigan Department of Treasury/Tobacco	(517) 241-8180
Michigan Department of Attorney General	(517) 373-1110

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Follow your nose to the sweet aroma of fresh coffee

By Kathy Blake

You can smell the coffee from I-696 and if you follow your nose, as many motorists seem to be doing, it will take you to the newly opened Coffee Beanery on Southfield Road near 11-1/2 mile and around the corner from the Associated Food Dealers administrative office.

The fast food-sized café serves not only coffee, cappuccinos and breakfast food, but light lunch and dinner entrees as well.

The popularity of coffee houses has created a seemingly limitless niche for coffee franchises. What sets The Coffee Beanery apart is the franchise's Southwest inspired wrap-style sandwiches and its broad appeal image. While many coffee houses target the college-age or young professional market, Coffee Beanery targets coffee drinkers: young and old, working class and professional and all demographics inbetween.

The wide appeal of the franchise is what attracted Kevin Zehari, his brother Jayson Zehari and their uncle Heath Kashat to the business. "We wanted to appeal to everyone," said



Kevin Zehari, Jayson Zehari and Heath Kashat in their Lathrup Village Coffee Beanery

Kevin. They purchased the property more than two years ago and began looking into franchise opportunities. The three men found Coffee Beanery to be agreeable, because it had a food menu, not just desserts. They built the café for the Coffee Beanery franchise, and opened this January.

Kevin and Jayson manage the café. They enjoy being host to patrons as they stop in for not only coffee but a friendly chat and maybe a bite to eat. Morning is their busiest time but they maintain a steady trickle of customers all day long. Many business associates

enjoy.

They employ a dozen workers, who know how to run an espresso machine, which Kevin says is the heart of the store. The coffee pots, of which there are quite a few, have timers that beep after an hour. They dump out any unused coffee and start with a fresh new pot. There is a wall of shelves near the cash register with bags of Coffee Beanery coffee for sale, available in many flavors and roasts.

The dining room is spacious, fresh looking and clean with comfortable chairs. Outside the store on the south side, is a beautiful patio with tables and umbrellas. This summer, Kevin plans to hold evening concerts.

The main food item on the menu is Create Your Own Wraps, also know as CYO. This is a unique and new concept food that is southwestern in style. The café serves various sandwich combinations rolled up in tortillas, such as Santa Fe Chicken Wrap, Turkey Club Wrap and Buffalo Chicken Wrap. For the CYO Wraps, customers choose a tortilla from several flavors, and add a choice of one meat and then add four non-meat toppings of their choice.

Create Your Own Salads are also available which includes a bowl of lettuce and five non-meat toppings from a wide variety of salad ingredients. There are several specialty salads on the menu, such as Cobb Salad, Asian Cashew Chicken Salad, and Classic Caesar Salad.

On the side, a bowl of soup or potato salad is in order and beverages besides coffee include soft drinks, milk, and frozen smoothies and FrappaLattes (blended frozen coffee with syrup). If you're not hungry yet, you soon will be upon reading about the assortment of pastries. They bake their own cinnamon rolls

and scones, muffins, turnovers and cookies.

U.S. Food supplies their food items except for the coffee, syrups and Coffee Beanery paper products. Kevin said the café is just like home because they keep running low on milk, their main consumable. They use a great deal of milk in lattes, cappuccinos and frozen coffee and hot chocolate beverages. Every coffee drink available can be decaffeinated unless it contains chocolate.

Kevin says The Coffee Beanery headquarters helped them get started with everything. "They made it easy, and offer a lot of support," he added.

The Coffee Beanery Corporation was established in the early 1970s by JoAnne and Julius Shaw. The headquarters is in Flushing, Michigan where the coffee beans are roasted,



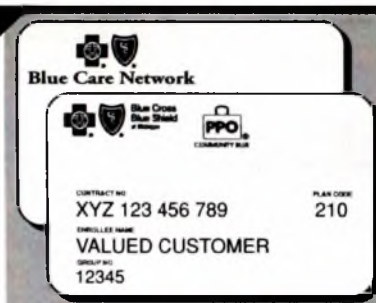
Kevin at the espresso machine.

flavored and packaged. The Coffee Beanery has 18 years of franchising with 200 stores in eight countries. There are 34 stores or kiosks in Michigan, half of which are in the metro area. The Coffee Beanery's Director of Franchise Development, Rick Greenbaum says, "Coffee franchises are the most popular franchises right now."

Coffee and special coffee drinks are extremely popular and the market continues to grow. Greenbaum says, "It's not labor intensive, it's a clean business."

The culture of coffee is to wake up and get started in the morning and then to relax in the afternoon or evening. People say, "Meet me for coffee," all the time and it is safe to drive while under the influence of caffeine. For information on The Coffee Beanery franchises, call 1-800-728-2326 or visit the company website at www.coffeebeanery.com.

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Lottery Lowdown

Michigan Lottery named one of most efficient in the nation



By Acting Commissioner James Kipp

The Michigan Lottery is not only one of the most mature lotteries in the nation (at 30 years old), but according to a major gaming industry publication, it is also one of the most efficient.

In the March 2003 issue of *International Gaming & Wagering Business (IGWB)* – an independent and leading source of international lottery and casino information – the Michigan Lottery was ranked among the top 11 lotteries in the United States with regard to effectiveness and efficiency.

Five different rating factors were used in the study: sales as a percentage of personal income, revenue as a percentage of sales, revenue as a percentage of gross revenue, cents spent to generate one sales dollar and cents spent to generate one government dollar. It is very difficult for any state lottery to rank high in all of these categories. The Michigan Lottery is one of only eight lotteries in the United States to be ranked 11th or better in all five categories.

The Lottery is a proud supporter of kindergarten through 12th grade public education in Michigan and that support was shown in its 38.3 percent return of sales back to the state School Aid Fund. This measure highlights that the Michigan Lottery maintains a good balance of prize payouts with sales, and shows the ability to keep costs low in order to raise the maximum amount of funds to support Michigan's schoolchildren. The only other state lotteries that ranked ahead of the Michigan Lottery in this category were Florida and Pennsylvania.

In fiscal year 2002, the Lottery generated more than \$613 million in revenue for the state School Aid Fund. On average, that would be approximately \$11.7 million going into the state School Aid Fund every week, or \$1.68 million per day! Every time a Lottery player purchases a ticket, an average of 35 to 38 cents of that dollar is contributed to the state School Aid Fund.

The *IGWB* report stated that,

"effectiveness and efficiency are often conflicting goals, and as a result, lotteries that perform well by both measures are rare. Michigan was a very good performer during the year." The Michigan Lottery is proud of its ranking in the *IGWB* study and strives to maintain its high efficiency ranking to ensure that the maximum amount of funds possible are transferred to the state School Aid Fund.

I would like to thank all of the Lottery's retailers for their hard work in promoting our products. Your

commitment to selling Michigan Lottery products remains key to helping the Michigan Lottery achieve its efficiency status.

Michigan Lottery Is Important Part of FY 2004 Budget. Governor Jennifer Granholm recently submitted the fiscal year 2004 budget bill to the Michigan Legislature for approval. Included in that bill is the Governor's approval for the Lottery to implement two new games -- Quick Draw Keno and Break Open tickets. These games are expected to

generate an estimated \$50 million in new revenue to support the FY 2004 state School Aid Fund budget.

The addition of these two new games was instrumental in helping to restore the \$6,700 per pupil, K-12 foundation grant in full. Governor Granholm considers the restoration of this grant to be her proudest accomplishment in the budget. The introduction of Quick Draw Keno and Break Open tickets is contingent upon

See Lottery, Page 20

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Lottery continued from page 19

the legislature's approval of the FY 2004 budget.

Mega Millions Mega Play.

Beginning on May 5, the Lottery will be offering the Mega Millions "Mega Play." Players purchasing a five-panel wager will receive a sixth "easy pick" wager free. Lottery retailers will earn an additional 20-percent commission for each five-panel wager sold during the promotion. The "Mega Play" promotion ends May 23, 2003. I encourage you to "ask for the sale" during the "Mega Play" promotion.

Unclaimed Mega Millions Ticket Set To Expire. A \$175,000 Mega Millions winning ticket from the June 21, 2002 drawing remains unclaimed. The prize is...

Draw Date: June 21, 2002

Game: Mega Millions

Winning Numbers:

13-18-32-39-49 Gold Mega Ball 06 (match first five numbers)

Prize: \$175,000

Retailer & City: 7-Eleven 17629, 1620 E. 13 Mile Road, Royal Oak

Michigan Lottery players have one year from the draw date to claim any online prize. The one year anniversary date of the June 21 Mega Millions ticket falls on a

Saturday when Lottery offices are closed, so that ticket holder will have until the close of business on Monday, June 23, 2003 to claim the prize.

If Michigan Lottery prizes are not claimed within the one-year period, they revert to the state School Aid Fund. For more information about any unclaimed Michigan Lottery prize, players can call (517) 335-5640.

New Instant Games For May.

The Michigan Lottery will debut seven exciting new instant games in May. On May 1, two new great games hit stores, the \$2 "Lots O' Spots Bingo" with a \$25,000 top prize and the \$1 "Michigan Lighthouses" with a \$5,000 top prize. "Daddy

Morebucks," a \$2 ticket featuring a \$20,000 top prize, goes on sale May 8. Players will get the opportunity to be lifetime Lottery winners on May 15 when the \$5 "Jackpot for Life" debuts with a \$1,000-per-week-for-life top prize. On May 22, the \$10 "Cool Millions" instant game with a whopping \$1,000,000 top prize and the \$1 "Sunny Money" ticket featuring a \$2,000 top prize will hit store counters statewide. Finally, the \$2 "Scavenger Hunt" instant ticket with a \$30,000 top prize goes on sale May 29.

AFD's Video Library: Training is the Key

In today's ever-changing world, the need for quality employees has never been greater. Once you have found that "perfect" employee, then what? In order to get the most out of the new hire you must train them to do the job correctly and efficiently. How do you go about it? Fortunately the Associated Food Dealers of Michigan can help you through their vast loan library of training videos. The library contains a large selection of training videos to meet your needs in areas of customer relations, employee health and safety, food safety and sanitation, marketing and merchandizing, loss prevention and training and development.

These videos are available for a maximum of two weeks and are loaned to AFD members at no charge. Non-members are charged a \$20.00 rental fee. In either case a \$5.00 shipping and handling fee is assessed. (There are no shipping and handling charges for tapes that are picked up and returned to AFD) A refundable \$50.00 Visa/Mastercard deposit is required.

As Seen on TV...

Consumers desperate to get their hands on infomercial products, such as the Revo rotating styling brush, a lighted pet leash or the Space Age storage bag, may not have to wait for them to be delivered. There are currently 40 stores specializing in infomercial products in operation around the nation.

The "As Seen on TV" store at the Birchwood Mall in Fort Gratiot, Mich., sells 800 products, ranging from the Ding King car-dent repair kit to the "set it and forget it" Showtime Rotisserie, reports the *Times Herald*.

According to owner Todd Markusic, convenience has played a strong role in the success of the store. "If you order, you have to wait four to six weeks. The store lets you put your hands on it right away," he said.

If convenience is the key, retailers soon may be making room for lighted pet leashes and Revo brushes on their store shelves.

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of 2003 . . .***

***See Your 7Up Representative for the
Summer of 2003's Hottest new items!***

Authentic Italian cheese, made locally

By Michele MacWilliams

Hankering for a hunk of provoletta, or how about a bite of burrini? You don't have to import from Italy to get real, authentic, all natural Italian cheese. The S. Serra Cheese Company makes it fresh, right here in Clinton Township!

"We make hot ricotta cheese every day, and people come with their stainless steel pots to get it fresh. It's an Italian tradition to eat fresh ricotta with day-old bread," says co-owner Fina Serra. Together with her husband, Stefano, and 12 employees, they turn out a wide assortment of Italian specialty cheeses, from the very mild (fresh mozzarella) to wild (provoletta cheese, hand-molded into the shape of a pig or an elephant.)

The recipes are authentic Italian. The ingredients are all natural, not processed and the products are remarkably good, just ask anyone that attended the AFD Annual Trade Show. Samples of cheese from the S. Serra booth were extremely popular.

It's no wonder. All S. Serra



Stefano and Fina Serra

cheeses have a unique taste and a distinctive, handmade look. They are obviously a labor of love.

"We took first place at the Michigan State Fair for our fresh mozzarella," Fina beams with pride. She adds that all S. Serra cheese is

certified Kosher and is made with 100 percent whole milk.

The idea for the company began in Sicily, when Stefano's father Gaspare Serra, began making cheese on his farm in Terrasini, Palermo. It was a small operation, specializing in

cheese like my father used to," said Stefano. In his 50s now, he is finally living that dream.

They began small, specializing in fresh ricotta and expanded to other traditional Italian cheeses.

"We offer specialty products from different regions of Sicily and other regions of Italy," says Fina.

Currently, S. Serra is self-distributed, with trucks that go as far as Chicago and into Wisconsin. Their clientele includes stores such as Manzella's, Vince & Joe's, Westborn Markets, Holiday Markets, Hiller's Busch's and others. They are also popular with high-end Italian restaurants and do a big business in Chicago, where Italian food is all the rage.

In addition to their cheese, the company also sells its own line of olive oil, imported from the family's region in Italy. In fact, the photo on the olive oil label is Stefano and his brother Joe, picking olives!

With the popularity of S. Serra Cheese, the company is looking to expand. Soon they will have a



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THAT'S IT . . . THE REST IS OUR JOB!

- Quick, efficient and accurate processing of your coupons is started immediately.

YOU CAN COUNT ON US—WE'RE





Samples of S. Serra Cheese. The Provoletta Pig is hand molded.

Caciocavallo and ricotta, made from the milk from his own dairy cows. To this day, Stefano's brother, Joe and nephew Gaspare (named after Stefano's father), continue the cheese-making business in Italy. It was the elder Gaspare's dream to bring his cheeses to the U.S. Today, Stefano is fulfilling the dream of his father.

Stefano immigrated to the States in 1967 but worked in construction until April 1997 before he had enough money saved to begin his cheese-making company.

"I always dreamed of making

warehouse and sales staff in Illinois to handle all the business from the Chicago area. Right now, their Clinton Township factory is feeling a bit cramped for their growing business, but they are in the process of building a new facility.

They would also like to find a distributor that wants to take on their specialty line of cheeses and possibly their olive oil too.

For more information, call Fina or Stefano Serra at 1-888-677-CHEESE or visit them online at www.serracheese.com.

Global Scholarship program announced for convenience store industry

In today's "global marketplace" it seems fitting that the convenience store industry is launching a global scholarship program to recognize and cultivate the industry's future leaders.

The 2003 Global Scholarship Competition provides convenience store employees an opportunity to become involved in a leadership program and meet their international counterparts having the same interests and goals. The competition is sponsored by the National Association of Convenience Stores (NACS), representing North American retailers; the Association of Convenience Stores (ACS), representing retailers in the United Kingdom; and the Australian Association of Convenience Stores (AACS), representing retailers in Australia and New Zealand.

The competition is open to convenience store employees between the ages of 21 and 32 who are either retailer or supplier members from the participating associations. Applicants are required to submit a white paper addressing the question: "From your perspective, how will the expectations of convenience store shoppers change over the next five years?"

NACS, ACS, and AACS each will evaluate entries and select one supplier and one retailer to represent their organizations and receive an expenses-paid trip to the 2003 NACS Show, which will take place October 11-14 in Chicago. At the Show, the finalists will deliver a 12-minute presentation as part of the Global Workshop Track. From these presentations, two winners will be chosen and will receive a full scholarship to attend and participate in the 2004 NACS Leadership Assembly, which will take place March 14-17 in Laguna Niguel, California.

For North America-based companies, the competition is open to all NACS retailer members, as well as NACS Hunter Club supplier members. Only one entry per company will be accepted.

NACS will invite six applicants representing North America to expand upon their white paper in a presentation at NACS' office in Alexandria, Virginia, this summer. From these presentations, two finalists will be invited to give their presentations at the NACS Show.

"This Global Scholarship Program was designed to provide opportunities for tomorrow's leaders

to express insight, innovation and quality ideas; demonstrate research and presentation skills; and gain better knowledge of the convenience store industry on a global level," said David Tucker, NACS senior vice president of industry relations, who is coordinating NACS' involvement.

"These presentations are sure to be

insightful and thought provoking."

Applications to the 2003 Global Scholarship Program must be received by June 13. For more information, or to obtain an application, contact either David Tucker or Cher Terry at (703) 684-3660 or e-mail gsc@nacsonline.com.

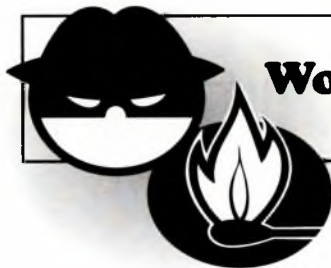
Krispy Kreme customers helped troops

To show their support for troops in the Middle East and get the community involved, some Krispy Kreme outlets posted a 3-by-6 foot poster in the lobby, inviting customers to send a special message to US soldiers. Once the cards were full of well wishes, they were sent overseas, along with a promise of a fresh, hot doughnut which would be waiting for these brave men and women when they got home.

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Welcome New Members!

The Associated Food Dealers of Michigan welcomes these new members who joined January through March 2003:

Alarm-Medic	Craig's Food Store #345	Pump N Pour	Speedy Q Market #237
Art One Sign Expo Inc.	Craig's Food Store #346	Sammy's Warren Party Store	Speedy Q Market #238
Robert D Arnold & Associates	Denny's Market	Schuil Coffe Co.	Speedy Q Market #239
Beagio's of Vassar	Econo-King	Serve-U-Well Market	Speedy Q Market #240
Club 223	F.M.S.-Accounting &	Speed Stop	Speedy Q Market #241
Bloomfield Hills Marathon	Payroll Provider	Speed Stop #113	Speedy Q Market #242
Brand Drug Store	Future Enterprises	Speed Stop #127	Speedy Q Market #243
By-Lo Oil	Glasgow Wine & Liquor	Speed Stop #101	Tom's Liquor Palace
Campbell Enterprises	Grocer Farm Market	Speed Stop #108	The River Market
Chene Liquor	In N Out #35	Speedy Q Market #206	Tradewinds Liquor & Wine
Closed Circuit	In N Out Food Store #37	Speedy Q Market #207	Treasure Island Party Store
Communications, Inc.	K & M Party & Stor	Speedy Q Market #208	USA-Speed Stop
Corner Store	Mammo Food Corp	Speedy Q Market #212	Van Dyke Liquor Market
Craig's Food Store #302	Mister Convenience Inc.	Speedy Q Market #213	Vaughans
Craig's Food Store #344	Old Town Market	Speedy Q Market #235	Wine Palace Inc.
	Paradise Foods	Speedy Q Market #236	



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- T.I.P.S. Seminars
- Legal Consultation
- Accounting Advice
- Monthly **Food & Beverage Report**
- Scholarship Awards

ACTIVITIES

- Annual Trade Show
- Formal Trade Dinner
- Scholarship Golf Outing
- Annual Seniors Picnic
- Thanksgiving Turkey Drive
- Beverage Journal Holiday Show

For more information on any of these excellent programs, call:
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1-800-66-66-AFD
 or (248) 557-9600

Classifieds

FOR SALE—68 feet of Tyler service meat case—\$3,400.00; 36 feet of Tyler service deli case—\$1,800.00; 16 feet of self-service, open cheese case, 3 decks—\$2,000.00; (2) Halco food warmer merchandisers, large capacity, will hold up to 20 rotisserie chickens—\$1,000.00 each. Remodeling store—all equipment in perfect condition. Market Square, 1964 Southfield Road, Birmingham, MI 48009. Phone 248-644-4641; Fax 248-644-1849.

1997 24' SEARAY SUNDANCER—Low mileage, sleeps 4, galley. Call Mary at 734-262-5983.

FULL LINE CONVENIENCE STORE—with Mini Storage! What an opportunity! Totally updated structure & top of the line equipment. Includes beer, wine, liquor and lotto license. Gasoline, Cigarettes, Groceries, Pop, Coffee, Cappuccino, slushes, Sandwiches and Pizza. Located in thumb area. Call today on CO-797. Wonderful recreational land, 108.6+ acres in Sanilac County. \$239,000. Call Barb at Osentoski Realty at (989) 672-7777.

FOOD EQUIPMENT FOR SALE—BK! Rotisserie Machine, Charbroil Grill, Deep Fryer, Soft Serve Ice Cream Machine. Contact Eddie or Jason at (313) 925-0511.

SUPERMARKET EQUIPMENT FOR SALE—Meal department equipment, shelving, produce case, stainless steel sink, etc. Call 810-506-4404.

FOR SALE—"C" store with bakery, ice cream & general merchandise, good gross also BP Gas with brand new Clawson 10,000 gal. perma tank and enviro-flex piping, located downtown Roscommon, MI. Call 989-275-6246 for more information. Buy business and property or just business and lease property.

S.D.D. and S.D.M.—Liquor Licenses for sale. Call 586-634-3658.

FOR SALE—12,000 sq. ft. supermarket located in pleasant thumb town. Remodel done in 1996. SDD-SDM license. Possible easy terms—MUST SELL. (517) 879-7055 after 5:00 p.m.

SHOWCASES FOR SALE—3 foot to 6 foot and 3 foot to 4 foot. Call Neil at (248) 252-4674.

PARTY STORE—Choice location. Liquor, Beer, Wine, Deli, Lotto, Lapeer area. Interested buyers inquire to P.O. Box 622, Lapeer, MI 48826.

PORT HURON LOCATION—2 blocks from Blue Water Bridge. Beer, Wine and Lotto. 8,000 sq. ft. grocery equipped with deli, bakery and meat department, with smoke house. Includes real estate and equipment. Always shown profit. Owner retiring—no reasonable offer refused. More information: call (810) 329-4198.

SDD/SDM LIQUOR LICENSES NOW AVAILABLE—One in City of Livonia, One in City of Riverview. Must Sell! Call (248) 548-2900, x3033.

ESTABLISHED STORE—Grocery, Polish Meats, Beer/Wine, Lottery, Video, Hunting Licenses. Good gross, sale includes real estate recently upgraded inside and out. Good revenues and potential for more. Small downtown location, northern Macomb, southern St. Clair County. Customers travel for meat selections. Owner retiring. Elmlands Realty Co.—586-752-3772.

KITCHEN HOOD FIRE SYSTEMS AND EXTINGUISHERS—Low discount pricing to all AFD members. New installs, remodels, inspections, recharging and testing. Also servicing auto paint booths and gas stations. All brands. **Ansol, Pyrochem, Range Guard**, Servicing Southeastern Michigan 24/7. Call Alan Ross at GALLAGHER FIRE EQUIPMENT—800-452-1540.

FOR SALE—Party Store in Warren. Excellent location! Good business with GREAT income. Call Sam or Mike at (586) 751-6440.

ESTABLISHED PARTY STORE—Port Huron, MI. High traffic area. SDD, SDM and Lotto. Owner retiring. Leave message: (810) 985-5702.

COUNTRY PARTY STORE—Owner retiring. Beer, wine, lotto, Salem Township. Only \$45,000+. Ask for George (313) 460-9194.

WELL ESTABLISHED PARTY STORE—160 miles north of Detroit in area of seven inland lakes. Ten miles from Lake Huron. Beer, wine, grocery, pizza, ice cream. 85% remodeled. Includes two family homes next door. \$299,000. Ask for Martha: 989-469-9341.

SPECIALTY WINE SHOP FOR SALE—SW Michigan location, SDD, SDM and Lotto. \$1.6mm revenues, \$100M+ cash flow. Owners retiring. Great opportunity with strong potential for growth. \$275,000+ inventory. The Stratford Company (Broker): 616-385-4101.



May 5-23

**Cruising into town, but not for long
Players buy 5, get 1 free**

From May 5-23, Mega Millions players buying a five-panel wager get a sixth Easy Pick FREE on the same ticket. That's a sweet deal for players and retailers – players get a FREE chance to win and retailers earn 20% more commission on every five-panel wager sold.

Ask your players if they'd like a MEGA PLAY and your sales will hit new heights as more and more players move up to a \$5 purchase. Tell 'em to hurry before this classic promotion motors off into the sunset.

**MEGA MILLIONS MEGA PLAY – MEGA sales,
MEGA commissions and MEGA million dollar jackpots**



Sexual Harassment

Continued from page 15

between the charging party and the alleged harasser.

What should a sexual harassment victim do? The victim should directly inform the harasser that the conduct is unwelcome and must stop. It is important for the victim to communicate that the conduct is unwelcome, particularly when the alleged harasser may have some reason to believe that the advance may be welcomed. However, a victim of harassment need not always confront his/her harasser directly, so long as his/her conduct

demonstrates that the harasser's behavior is unwelcome. The victim should also use any employer complaint mechanism or grievance system available. If these methods are ineffective, the victim should contact the EEOC as soon as possible

Preventing Sexual Harassment

What specific steps can an employer take to prevent sexual harassment? Prevention is the best tool to eliminate sexual harassment in the workplace. Employers are encouraged to take all steps necessary to prevent sexual harassment from

occurring. An effective preventive program should include an explicit policy against sexual harassment that is clearly and regularly communicated to employees and effectively implemented. The employer should affirmatively raise the subject with all supervisory and non-supervisory employees, express strong disapproval, and explain the sanctions for harassment.

Should an employer have a grievance procedure? The employer should have a procedure for resolving sexual harassment complaints. The procedure should be designed to encourage victims of harassment to

come forward and should not require a victim to complain first to an offending supervisor. They can do so by establishing an effective complaint or grievance process and taking immediate and appropriate action when an employee complains. It should ensure confidentiality as much as possible and provide effective remedies, including protection of victims and witnesses against retaliation.

What if an employer asserts that it has eliminated the harassment? When an employer asserts it has taken remedial action, the EEOC will investigate to determine whether the action was prompt, appropriate and effective. If the EEOC determines that the harassment has been eliminated, the victims made whole, and preventive measures instituted, the Commission normally will administratively close the charge because of the employers' prompt remedial action.

Filing a Charge

How do I file a charge of discrimination? Charges of sex discrimination may be filed at any field office of the U.S. Equal Employment Opportunity Commission. Field Offices are located in 50 cities throughout the United States and are listed in most local telephone directories under U.S. Government. To reach the nearest EEOC field office, dial toll free on (800) 669-4000. More information on sexual harassment and information on all EEOC-enforced laws may be obtained by calling toll free on (800) 669-EEOC. EEOC's toll free TDD number is (800) 800-3302.

What are the time limits for filing a charge of discrimination? A charge of discrimination on the basis of sex must be filed with EEOC within 180 days of the alleged discriminatory act, or within 300 days, if there is a state or local fair employment practices agency that enforces a law prohibiting the same alleged discriminatory practice. However, to protect legal rights, it is recommended that EEOC be contacted promptly when discrimination is believed to have occurred.

For more information see the brochures and case examples available at www.eeoc.gov or call the EEOC toll-free (800) 669-4000.

EPA may stick it to teflon

The Environmental Protection Agency announced it will begin an intense study of the potential dangers of PFOA, an industrial chemical used in carpet, cookware and clothing. A recent study raised concerns that the chemical may be linked to birth defects, sexual immaturity and deaths in rats. -Knight Ridder

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To the French, filing Martin
 • 3 parts Alize Red Passion
 • 1 part Vodka
 • Splash of cranberry juice
 Pour over ice, shake, strain into martini glass

parlez
Alize
 DE FRANCE®
 The fruit is fresh, the spirit is French, the result is magnifique.
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Barbara Johnson of the Country Store on Drummond Island made her way to the AFD Trade Show and won a CD player at the AFD booth!



The Country Fresh booth was bright and fun!



The Central Foods team



His key opened the treasure chest!

Michael Hooks of Metro Foodland won a very cool Coleman grill at the AFD Booth. Congratulations Michael!



New from General Wine & Liquor: Arbor Mist Wine Blenders.

Great with crushed ice, they're a mix of wine and fruit juice. Just introduced in April, White Zinfandel is blended with strawberry, peach is paired with Chardonnay and blackberry with Merlot. The 1.5 liter bottles sell for \$10.99 to 11.99. Call General Wine for more information.

Amice Rangle, Jane Stencil and Dave Godin with the new Arbor Mist Wine Blenders



You're in the donut business!

AHHH, the smell of frying donuts...The Donut Robot auto cuts, transfers, turns and removes freshly fried donuts in minutes. All the operator has to do is add water and mix. (Belshaw, Jim Leach LLC)



Jim Good serves Sprite Remix, a cool new drink that will be hot this summer!

**AFD's Annual
Trade Show,
"Treasure of Values"
was the place to be for
great show specials,
new product
introductions and a
great time!**

**April 9 and 10,
Burton Manor in Livonia**



Dave Martin of Allied Domecq holds Kuya Fusion Rum. Not in stores yet, the citrus-spiced rum will be available in mid June. Martin says that Kuya Fusion is receiving the biggest product launch ever by Allied Domecq.



Dr. and Mrs. Mansour enjoyed the show.



Ernesto Ostheimer of Sherwood Foods was all business!



J. Lewis Cooper featured Bacardi Rum drinks. Brand new for summer, the low-alcohol drinks come in Rum Hurricane and Long Island Iced Tea. With a shelf price of \$6.93 for the 750m and \$12.99 for the 1.5 liter, they expect brisk sales! Jim Wojnarski has his hands full.

"Treasure of Values"

AFD's Annual Trade Show



The Kowalski booth is always popular!



Smiling Pat Sulaka and Kirk Becker in the Nikhlas Distributors booth.



Trying to open the treasure chest was part of the fun.



Cynthia and David O'Lear of Cornwell's Country Store in Argentine arrived with a winning treasure chest key. They took home a CD boom box.



Our Faygo friends!



Miller introduced new 22-ounce packaging for Miller Lite. Foster's and Jack Daniels Hard Cola.



Jerry Sortman of J&J Sales & Marketing at the I&K booth



Lucky Louie Attisha of Ferndale Foods won a 20" TV with a built-in DVD player!

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National Wine & Spirits (888) 697-6424
..... (888) 642-4697
Encore Group/Trans-Con, Co. (888) 440-0200

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Ackroyd's Scotch Bakery
& Sausage (313) 532-1181
Archway Cookies (616) 962-6205
Awrey Bakeries, Inc. (313) 522-1100
Dolly Madison Bakery (517) 796-0843
Earthgrains (734) 946-4865
Interstate Brands/
Wonder Bread/Hostess (586) 792-7580
Oakrun Farm Bakery (800) 263-6422
S & M Biscuit Dist.
(Stella D'Oro) (586) 757-4457
Taystee Bakeries (248) 476-0201

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Financial Corp. (313) 387-9300
North American Bankard (248) 269-6000
North American Interstate (248) 543-1666
Peoples State Bank (248) 548-2900
Standard Federal Bank 1-800-225-5662

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Allied Domecq Spirits USA (248) 948-8913
American Bottling (313) 937-3500
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Bellino Quality Beverages, Inc. (734) 947-0920
Brown-Forman Beverage Co. (734) 433-9989
Brownwood Acres (231) 599-3101
Canandaigua Wine Co. (586) 468-8650
Central Distributors (734) 946-6250
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Auburn Hills (248) 373-2653
Detroit (313) 825-2700
Madison Heights (248) 585-1248
Van Buren (734) 397-2700
Port Huron (810) 982-8501

Coffee Connection (248) 583-1765
Coors Brewing Co. (513) 412-5318
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Diageo (800) 462-6504
E & J Gallo Winery (248) 647-0010
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Intrastate Distributing (313) 892-3000
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Java Joe's (734) 431-3280
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- Howell 1-800-878-8239
- Pontiac (248) 334-3512
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Red Bull North America (248) 229-3460
Schlitz Coffee Co. (616) 956-6815
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Hanson & Associates, Inc. (248) 354-5339
J.B. Novak & Associates (586) 752-6453
James K. Tamakian Company (248) 424-8500
S & D Marketing (248) 661-8109
Candy & Tobacco Co. (734) 591-5500
Brown & Williamson Tobacco Co. (734) 462-2931
R.J. Reynolds (248) 475-5600
Catering/Halls:
Emerald Food Service (248) 546-2700
Farmington Hills Manor (248) 888-8000
Karen's Cafe at North Valley (248) 855-8777

BROKERS/REPRESENTATIVES:

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CrossMark (734) 207-7900
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Karen's Cafe at North Valley (248) 855-8777

Penna's of Sterling (586) 978-3880
Southfield Manor (248) 352-9020
St. Mary's Cultural Center (313) 421-9220
Tina's Catering (586) 949-2280

DAIRY PRODUCTS:

Country Fresh Dairies (800) 748-0480
Golden Valley Dairy (248) 399-3120
Melody Farms Dairy Company (734) 525-4000
Mexico Wholesale (313) 554-0310
Pointe Dairy (248) 589-7700
Serra Cheese Co. (586) 790-8000
Superior Dairy Inc. (248) 656-1523
Tom Davis & Sons Dairy (248) 399-6300

ELECTRONIC AGE VERIFICATION

D.J. King & Associates (800) 781-5316

EGGS & POULTRY:

Linwood Egg Company (248) 524-9550

FRESH PRODUCE:

Aunt Mid Produce Co. (313) 843-0840
Sunnyside Produce (313) 259-8947

ICE PRODUCTS:

International Ice, Inc. (313) 841-7711
Party Time Ice Co. (800) 327-2920
Quincy Ice Co. (248) 968-4290
U.S. Ice Corp. (313) 862-3344

INSURANCE:

1st Choice Insurance Agency (586) 737-2339
AAA Michigan (800) AAA-MICH
Al Bourdeau Insurance
Services, Inc. (248) 855-6690
Capital Insurance Group (248) 354-6110
Gadaleto, Ramsby & Assoc. (800) 263-3784
JS Advisor Enterprises (810) 242-1331
Frank McBride Jr., Inc. (586) 445-2300
Meadowbrook Insurance (248) 358-1100
North Pointe Insurance (248) 358-1171
North Star Insurance Agency (248) 398-5550
Paulmark Agency (248) 471-7130
Rocky Husaynu & Associates (248) 851-2227

LOGISTICS PLANNING

SaTech Logistics, Inc. (248) 203-9500

MANUFACTURERS:

Art One Sign Expo, Inc. (248) 591-2781
Home Style Foods, Inc. (313) 874-3250
Jacqui Hillsdale Country Cheese (517) 368-5990
Kraft General Foods (248) 488-2979
Nabisco, Inc. (248) 478-1350
Old Orchard Brands (616) 887-1745
Philip Morris USA (616) 554-0220
Red Pelican Food Products (313) 921-2500
Singer Extract Laboratory (313) 345-5880
Strauss Brothers Co. (313) 832-1600

MEAT PRODUCERS/PACKERS:

Bar S Foods (248) 414-3857
Family Packing Distributors (248) 738-5631
or (313) 873-3999
Gainor's Meat Packing (989) 269-8161
Hartig Meats (810) 557-0055
Hygrade Food Products (248) 355-1100
Kowalski Sausage Company (313) 873-8200
Nagel Meat Processing Co. (517) 568-0535
Pelkie Meat Processing (906) 353-7479
Potok Packing Co. (313) 893-4228
Strauss Brothers Co. (313) 832-1600
Wolverine Packing Company (313) 568-1900

MEDIA:

The Beverage Journal (800) 292-2826
Booth Newspapers (734) 994-6983
Detroit Free Press (313) 222-6400
Detroit News (313) 222-2000
Detroit Newspaper Agency (313) 222-2325
The Employment Guide (800) 752-8926, x230
Michigan Chronicle (313) 963-5522
Suburban News—Warren (586) 756-4000
—Flint (810) 785-4200
Trader Publishing (248) 474-1800
WDFN-AM 1130 (313) 259-4323
WDIV-TV4 (313) 222-0643

NON-FOOD DISTRIBUTORS:

Items Galore (586) 774-4800
J&B Medical Corp. (248) 324-8900

POTATO CHIPS/NUTS/SNACKS:

Better Made Potato Chips (313) 925-4774
Friio-Lay, Inc. 1-800-359-5914
Germack Pistachio Co. (313) 393-2000
Jay's Foods (800) 752-5309
Kar Nut Products Company (248) 541-7870
Mexico Wholesale (313) 554-0310

Niklas Distributors (Cabana) (248) 582-8830
Rocky Peanut (313) 871-5100
Vanity Foods, Inc. (586) 268-4900

PROMOTION/ADVERTISING:

Enterprise Marketing (616) 531-2221
Huron Web Offset Printing (519) 845-3961
J.R. Marketing & Promotions (586) 296-2246
PJM Graphics (313) 535-6400
Stanley's Advertising & Dist. (313) 961-7177
Stephen's Nu-Ad, Inc. (586) 777-6823

RESTAURANTS:

Copper Canyon Brewery (248) 223-1700
The Golden Mushroom (248) 559-4230
Palace Gardens (810) 743-6420
Pizza Papalis Corp. (248) 932-4026

SERVICES:

1st Choice Insurance Agency (586) 737-2339
AAA Michigan (800) AAA-MICH
A & R Delivery (810) 638-5395
Abbot, Nicholson,
Esshaki & Youngblood (313) 566-2500
ABN AMRO Merchant Services (517) 323-6027
Action Inventory Services (586) 573-2550
Air One Telecom (734) 741-0396
AirPage Prepay & Talk Cellular (248) 547-7777
Al Bourdeau Insurance
Services, Inc. (800) 455-0323
Alarm-Medic (248) 349-9144
American Mailers (313) 842-4000
AMT Telecom Group (248) 862-2000
Andrews Brothers Inc.
Detroit Produce Terminal (313) 841-7400
AON Risk Services (248) 359-6080
Ayers Business Systems (630) 420-9962
Bellanca, Beatrice, DeLisle (313) 882-1100
Binno & Binno Investment Co. (248) 540-7350
BMC Grocery Systems Specialists (517) 485-1732
Business Machines Co. (BMC) (517) 485-1732
C. Roy & Sons (810) 387-3975
Canteen Services (616) 785-2180
Cateraid, Inc. (517) 546-8217
Central Alarm Signal
Check Alert (231) 775-3473
Cherry Marketing Institute (517) 669-4264
Clear Rate Communications (248) 968-4290
Closed Circuit Communications (248) 682-6400
Container Recovery System (517) 229-2929
D.J. King & Associates (800) 781-5316
Deford Distributing (989) 872-4018
Detroit Edison Company (313) 237-9225
Detroit Warehouse (313) 491-1500
Digital Security Technologies (248) 770-5184
The Employment Guide (800) 752-8926, x230
Eskye, Com, Inc. (317) 632-3870
Financial & Marketing Ent. (248) 541-6744
FMS Accounting & Payroll Providers (615) 294-4055
Follmer, Rudzewicz & Co., CPA (248) 355-1040
Gadaleto, Ramsby & Assoc. (800) 263-3784
Goh's Inventory Service (248) 353-5033
Great Lakes Data systems (248) 356-4100
J & B Financial Products LLC (734) 420-5077
Kansmacker (248) 249-6666
Karoub Associates (517) 482-5000
Law Offices-Garmo & Garmo (248) 552-0500
Market Pros (248) 349-6438
Marketplace Solutions (989) 235-5775
Metro Media Associates (248) 625-0700
Nordic Electric, L.L.C. (734) 973-7700
North American Interstate (586) 543-1666
Paul Meyer Real Estate (248) 398-7285
Payment Authority, The (248) 879-2222
POS Systems Management (248) 689-4608
Preferred Merchant
Credit Resources (616) 794-3271
Quality Inventory Services (586) 771-9526
REA Marketing (989) 386-9666
Sagemark Consulting, Inc. (248) 948-5124
Shimoun, Yaldo & Associates, P.C. (248) 851-7900
Salim Abraham, Broker (248) 349-1474
Secure Checks (586) 758-7221
Security Express (248) 304-1900
Serv-Tech Cash Registers (800) 866-3368
Smokeless Tobacco Council, Inc. (202) 452-1252
Southfield Funeral Home (248) 569-8080
T & I. Acquisition (313) 381-2266
T.D. Rowe Corp. (248) 280-4400
TeleCheck Michigan, Inc. (248) 354-5000
Travelers Express/Money Gram (248) 584-0644
Variate Wireless (248) 658-5000
Verizon Wireless (248) 763-1563
or (517) 896-7000
Western Union Financial Services (513) 248-4900
Westside Cold Storage (313) 961-4783
Whitey's Concessions (313) 278-5207

Brehm Broaster Sales (989) 427-5888
Bunzl USA (810) 714-1400
Culinary Products (989) 754-2457
DCI Food Equipment (313) 369-1666
Envipco (248) 471-4770
Ernie's Refrigeration (989) 847-3961
Four Seasons Beverage & Equip. (734) 254-0886
Hobart Corporation (734) 697-3070
Martin Snyder Product Sales (313) 272-4903
MSI/Bocar (248) 399-2050
National Food Equipment
& Supplies (248) 960-7292
North American Interstate (248) 543-1666
Serv-Tech Cash Registers (800) 866-3368
Taylor Freezer (734) 525-2535
TOMRA Michigan 1-800-610-4866
United Marketing Assoc. (734) 261-5380
Wadie Makhay Produce Specialist (248) 706-9572

STORE SUPPLIES/EQUIPMENT:

Alarm-Medic (248) 349-9144
Belmont Paper & Bag Supply (313) 491-6550

WHOLESALE/FOOD DISTRIBUTORS:

Amendt Corp. (734) 242-2411
Brownwood Acres (231) 599-3101
Calverlee Supply (586) 979-1370
Capital Distributors (800) 447-8180
Central Foods (313) 933-2600
Chase Farms Frozen
Food Process (231) 873-3337
Consumer Egg Packing Co. (313) 871-5095
CS & T Wholesalers (248) 582-0865
D&B Grocers (313) 928-5901
Dearborn Sausage (313) 842-2375
Decanter Imports (248) 446-4500
Deli Style Jerky (313) 832-2710
Dolly's Pizza (248) 360-6440
EBY Brown, Co. 1-800-532-9276
Economy Wholesale Cash & Carry (313) 922-0001
Elegance Distributors (517) 663-8152
Energy Brands (231) 222-9451
Epstein Distributing Co. (248) 646-3508
Fairway Packing Co. (313) 832-2710
Fleming Company (330) 879-5681
Food Services Resources (248) 738-6759
General Mills (248) 960-5237
Grandpa's Jerky (313) 963-1130
Great North Foods (989) 356-2281
Hamilton Quality Foods (313) 728-1900
Hav-A-Bar (810) 234-4155
I & K Distributing (734) 513-8282
International Ice (313) 841-7711
International Wholesale (248) 544-8555
Interstate Brands/
Wonder Bread/Hostess (586) 792-7580
Jerusalem Foods (313) 538-1511
Kaps Wholesale Foods (313) 567-6710
Karr Foodservice Distributors (313) 272-6400
Kay Distributing (616) 527-0120
Kingston Distributing (989) 872-3888
Kitchen Et Cetera (313) 567-6046
Kramer Food Co. (248) 851-9045
L&L Jiroch/J.F. Walker (517) 787-9880
L.B. Enterprises (517) 546-2667
Liberty Wholesale (586) 755-3629
Lipari Foods 1-586-447-3500
Mexico Wholesale (313) 554-0310
Michigan Quality Sales (313) 255-7333
Mr. Dee's Gourmet Foods (734) 747-8475
Mr. Pita (586) 323-3624
Nash Finch (989) 777-1891
National Bulk Foods (313) 292-1550
Niklas Distributors (Cabana) (248) 582-8830
Norquick Distributing Co. (734) 254-1000
Potok Packing (313) 893-4228
Preferred Brands (313) 381-8700
Robert D. Arnold & Assoc. (810) 635-8411
Roundy's (419) 228-3141
S. Abraham & Sons (616) 453-6358
Schulz Coffee Co. (616) 956-6815
Sherwood Foods Distributors (313) 366-3100
Spartan Stores, Inc. (734) 455-1400
Suburban News: Southfield
Flint (248) 945-9000
SuperValu Central Region (937) 374-7874
Tison's Frozen Pizza Dough (586) 566-5710
Tom Maceri & Son, Inc. (313) 568-0557
Tony's Pizza Service (616) 795-0220
U.S. Ice Corp. (313) 862-3344
Value Wholesale (248) 967-2900
Weeks Food Corp. (586) 727-3535
Wine Institute (313) 882-7630

ASSOCIATES:

American Synergistics (313) 427-4444
Canadian Consulate General (313) 567-2208
Livemore-Davison Florist (248) 352-0081
Minnich's Boat & Motors (810) 748-3400
Wileden & Associates (248) 588-2358
Wolverine Golf Club, Inc. (586) 781-5544

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