Expectations exceeded at AFD Trade Show

By Ginny Bennett

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 treasure hunt near the 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.
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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.
Back safety and health
Fact and fiction

By George Harvill, 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, 5) shift your feet instead, 4) never twist your body while lifting, 5) shift your feet instead, 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. True.
2. True.
3. True.
4. True.
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.
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.

Answered by 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 $1 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 agreed to boost the state’s beer tax.

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 Cassinelli, D.G. Yuengling & Son brewery spokesperson.

Cassinelli 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.
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 rev up 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 Phillips 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 321 percent over the past year.

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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 Fiscaldo, 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.
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 mint

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.

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AFD Food & Beverage Report, May, 2003
Legislator Profile

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. You can become a precinct delegate without any college. 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 have a better chance to represent the people," Vagnozzi said.

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.

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Time to get really “Tee’d Off!”

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- special gift for each golfer

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AFD Food & Beverage Report, May, 2003...13
Officer of Hubert Distributors, Inc., Chairman and Chief Executive
73. Not only was she success-driven
passed away March 25, at the age of
community leader in Pontiac.
in work, she was an influential
company that exclusively sells
out as a file clerk and worked her way
doing firsts for women. She was the first woman
Gustafson was a recognized leader
in Michigan who had many firsts for
Anheuser-Busch products.
up to the top position of the beverage
Distributors, Inc. in 1947. She started
for the Boy's Club of America. She
water skiing champion five times and
brought the Olympic Torch Run
Michigan Aeronautics Commission.
was a member of the President's
University. She
Presents to build the
was named Pontiac's
more attractive to new business
and encourage expanding businesses
to stay and grow. She set a good example
in Pontiac in 1986. Alice was the
Foundation and received numerous
leadership awards with area youth clubs.
Funeral services were held March
31 at Kirk in the Hills Church in
Memorial contributions may be made to St.
Joseph Mercy-Oakland or Oakland
University. AFD sends its deepest
concern to the family.

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,
Ferdia 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
custom legative neighborhood watch," said Vagnozzi, so neighbors would
know who to approach. This makes
a more casual method for people to
car out their government.
Born in Italy in 1924, Vagnozzi
immigrated to the U.S. when he was
seven 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 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 of the alleged harasser to the charging party.

Can verbal remarks constitute sexual harassment? Yes. The EEOC will evaluate the totality of the circumstances to determine whether the remarks were hostile and derogatory.

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.

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Who can be a victim of sexual harassment? The victim may be a women 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.

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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 marked 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*

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**FEEL THE HEAT!**

- You asked for it
- Your customers asked for it
- We listened—it’s here starting Jan. 27

**INTRODUCING Frito Lay’s New HOTLINE!**

Ask you Route Sales Representative about these items TODAY!
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 cafe serves not only coffee, cappuccinos and breakfast food, but light lunch and dinner entrées 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 in between.

The wide appeal of the franchise is what attracted Kevin Zebari, his brother Jayson Zebari and their uncle Heath Kashat to the business. “We wanted to appeal to everyone,” said 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 cafe for the Coffee Beanery franchise, and opened this January. Kevin and Jayson manage the cafe. 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 meet at the cafe for breakfast, and Kevin said they can accommodate small group meetings. They will soon have high speed internet access and a television for customers to 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 known as CYO. This is a unique and new concept food that is southwestern in style. The cafe 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 cafe 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.
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 11 or better in all five categories.

The Lottery is a proud supporter of kindergarten through 12 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.

IGWB report stated that...
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
(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” debut 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.
New! Exclusive Distributor for the Clearly Canadian brand of Flavored Waters!

IT'S GONNA BE A Long, Hot Summer . . .

New Flavors!

Your Non-Carb Leader for the Summer of 2003 . . .

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

Authentic Italian cheese, made locally

By Michele MacWilliams

Hankering for a hunk of provolleta, or how about a bite of berrini? 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 (provolleta 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 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 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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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

May 5-23
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) 669-6665. 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 may be filed with any EEOC office 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 PFOS, 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 death in rats.
Showcasing your products and services to qualified buyers from supermarkets, convenience stores, specialty stores, bars, restaurants and drug stores.

AFD: Working hard for the food and beverage industry for over 87 years!

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AFD/Beverage Journal Holiday Show
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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.

**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.

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

**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!

**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)

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.

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

Dr. and Mrs. Mansour enjoyed the show.

**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

The Country Fresh booth!
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.

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

Our Faygo friends!

Jerry Sortman of H&J Sales & Marketing at the H&J booth

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

Ernesto Ostheimer of Sherwood Foods was all business!

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.

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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 750ml and $12.99 for the 1.5 liter, they expect brisk sales! Jim Wojnarski has his hands full.
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