

BottomLine



THE VOICE OF INDEPENDENT RETAILERS // VOL. 26, NO. 12 // DECEMBER 2015

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BottomLine



THE VOICE OF INDEPENDENT RETAILERS
VOL. 26, NO. 12 // DECEMBER 2015

features



HOLIDAY SEASON ALCOHOL DELIVERY SCHEDULE

Due to the upcoming holiday season and the ability to ensure the best possible service to all of our valued customers, please be advised of these alcohol delivery holiday schedule changes.



AFPD'S ANNUAL TURKEY DRIVES DISTRIBUTE THOUSANDS OF TURKEYS THROUGHOUT MICHIGAN AND OHIO

It was another successful year for the AFPD annual turkey drives in Michigan and Ohio. With the help from various groups and organizations around Metro Detroit, Lansing, Cleveland and Columbus who gathered together for the turkey drives, AFPD was able to help provide free turkeys to families in Michigan and Ohio for their Thanksgiving dinners.



COVER STORY //

AFPD'S DIAMOND ANNIVERSARY TRADE DINNER & BALL SHINES LIGHT ON ITS RICH HISTORY

For AFPD, next month will mark the 100th Annual Trade Dinner & Ball. This event will be the diamond anniversary for the association and will be held on Saturday, January 9th at Penna's of Sterling, in Sterling Heights, Michigan.



chairman's message

JOHN DENHA // AFPD CHAIRMAN

I am Thankful

I have reached the end of my first year as AFPD Chairman of the Board and I recently had some time over the Thanksgiving weekend to reflect on what we have accomplished. Although we have not made any major changes through the legislative process, sometimes winning for our industry is status quo, getting government our way so we can focus on our businesses and the people we serve. AFPD negotiated a minimal fee increase over a three year period for food establishment's license under the Michigan Department of Agriculture. This fee had not been increased since the early 1990s. Simultaneously we helped defeat a 50% license fee increase for MLCC licenses. AFPD also reached a compromise with the Michigan Lottery for retailers who accept credit cards. The compromise gives retailers an additional 1% incentive bonus if they hit their numbers instead of penalizing retailers who do not accept credit cards for lottery transactions. We will continue to work on this issue with the Michigan Lottery until we lower the penalty burden for retailers who accept credit card transactions. The Michigan Lottery is testing a pilot with some 30 retailers state wide using their own POS machines for credit card transactions through which the lottery will assume the credit card charges. We are hopeful this pilot is successful and will become the new way of doing business with the Michigan Lottery. In Ohio we have been working on defeating issues at the local level; issues ranging from weights and measures to age increases for the sale of tobacco products.

The AFPD staff led by our President and CEO, Auday Arabo, continues to do a great job! Once again the membership numbers have increased and the rebate and discount programs have gotten better than ever. My four SpartanNash stores each earned \$2,000 in rebates on average through the first three quarters of this year. This does not include the \$4,000 I am saving annually for switching to the AFPD credit card program – just for one of my locations! We have some exciting programs coming soon in 2016, so keep your eyes and ears open.

There are so many issues the AFPD staff continues to work on. We are proud to announce another great addition to the AFPD team; Filling our Director of Government Relations position will be Dan Papineau who comes to us from Michigan State Senator Jack Brandenburg's office. He will be an asset to our team and he is excited about fighting for our members' interests.

AFPD just completed our 35th Annual Turkey Drive and it was a huge success. We donated close to 5,000 turkeys this year from Mt. Pleasant, Lansing, and Metro Detroit to Cleveland and Columbus, Ohio. A special thank you for all those who donated to help feed so many people in need and those who sold our paper cut-out turkey hands at their locations! The overall cost of the Turkey Drive was well over \$75,000.

Thanksgiving found me reflecting on how thankful and proud I am of my family, especially my father Michael Denha who has been a grocer for close to 50 years. He is my role model and the man I look up to. He is the reason I am in the grocery industry and why I care so much about our future as an industry. Nowadays a second generation grocer is becoming a rare breed and a third generation grocer is closer to a unicorn, but as long as AFPD is around, we will always fight for our industry and families that make it so special. I hope to see a lot of you at our 100th Annual Gala in January. God Bless. ■

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Steve Hood	Public Relations
UHY-MI	Certified Public Accountant



Holiday Season Schedule

Due to the upcoming holiday season and our abilities to ensure the best possible service to all of our valued customers, please be advised of the following changes:

- Effective **Saturday, November 21, 2015 and running through Thursday, December 31, 2015**, all cut off times will be moved up to 9:00pm on current call in day. Example, a normal Thursday delivery has a call day of Monday, the orders for Thursday deliveries will be cut off at 9:00pm on Monday (the normal call day). This **WILL** remain the same schedule even during the holiday weeks mentioned below.
- All deliveries starting the week of November 23rd will be delivered a day in advance except

the following: Monday normal deliveries will be delivered Saturday, November 21st. All Friday deliveries on November 27th will be delivered as normal on the 27th.

- All deliveries starting the week of December 21st will be delivered a day in advance except the following: Monday normal deliveries for December 21st and December 28th will be delivered Saturday, December 19th and December 26th.

As always, we wish to thank you for your understanding and co-operation. RNDC of Michigan extends our best wishes to you and your families for a very Happy Holiday Season. ■



MICHIGAN //

MLCC FINANCIAL REPORT

The August 2015 Financial Report which shows the results of MLCC operations for the period of October 1, 2014 through August 31, 2015 and the report contains the same number of weeks of spirit sales as the August 2014 report. Steve Robinson, MLCC Financial Director, advised the Total Gross Sales increased over last year by almost \$67.1 million or 6.3%, and the Distilled Spirit cases sold increased 262,188 or 3.7%. Net Income from spirit sales increased approximately 12.3 million or 7.5%, and that Beer taxes are down by \$5.8 million, while Wine taxes are down by \$940,000. These taxes are lower primarily due to the new tax collection system. ■



AFPD's Annual Turkey Drives distribute thousands of turkeys throughout Michigan and Ohio

It was another successful year for the AFPD annual turkey drives in Michigan and Ohio. With the help from various groups and organizations around Metro Detroit, Lansing, Cleveland and Columbus who gathered together for the turkey drives, AFPD was able to help provide free turkeys to families in Michigan and Ohio for their Thanksgiving dinners. "Many retailers and other local businesses have given generously to this program," says Auday Arabo, AFPD president & CEO. "This is one way our local member work together with the community to provide families in need with a holiday meal."

This year marked the 35th consecutive year that AFPD has provided families in need with turkeys for the holidays. The Detroit event was held on Friday, November 20th and was once again held at Motown Snack Foods Warehouse and it was easy to see why so many volunteers come back year after year. "Just take a look at all the smiles on all the people," said Jim O'Shea owner of Motown Snack Foods. "It's about everybody coming together for the holiday season."

Since 1980, AFPD has donated more than 80,000 turkeys in the Detroit, Lansing, Columbus and Cleveland areas.

"It's our duty to help those who are less fortunate," AFPD member Ed Bahoura. "I think people, in general, just love to help one another and this year it looks like we had more faces and more volunteers."

Detroit's turkey drive was made possible from the efforts of dedicated AFPD members and volunteers who have continued to provide their time and resources, year after year, for the past 35 years to help the local community have a special holiday. "It's that time of the year to give back and when you have more, you do more," said Katrina Wilcox, a volunteer from Blue Cross Blue Shield of Michigan.

The turkeys, distributed along with locally donated item from Faygo, Pepsi, D&B Grocers, Prairie Farms and Coca-Cola, went directly to the local community to help provide a special holiday meal. "We house 106 veterans and this drive helps feed our Veterans and we sure do appreciate it," said Barry Cleveland, from the Michigan Veterans Foundation.

This year also marked the 6th annual turkey drives in Ohio which happened on Thursday, November 19th. The Cleveland Turkey Drive was held at The Andrews Osborne Academy in Willoughby, OH and the Columbus Turkey Drive was held at Broadway Market & Cafe, just north of the downtown area.

"For those that have been blessed with much, much more is required of you to give to those in need," said Arabo. "Our organization believes that we need to help all those in need and this our little piece and our way to give back to the community. I can't thank the volunteers enough like Blue Cross Blue Shield, DTE, Coke, Pepsi, Faygo, the list goes on and on. I want to thank them as well as all the other members who donated to this event. Without them, none of this is possible."

The Lansing High Five Turkey Drive was held on Tuesday, November 24th Marshall Street Armory from 11:30 a.m. to 7:30 p.m.. This event distributed 500 turkeys and side items to families selected by Christian Family Services.

It is truly heartwarming to be a part of our Annual Turkey Drive. To donate to the 2016 event, please call AFPD at (248) 671-9600. ■



AFPD'S ANNUAL *High Five* TURKEY DRIVE

AFPD warmly thanks these sponsors who provided goods and services to our 2015 Turkey Drive!



ASK THE MEMBER //

Why did you Volunteer for the AFPD Turkey Drive?



"I just like helping people and getting involved in the community and making sure people get a good, healthy meal for Thanksgiving."

AMY SAUNDERS // BLUE CROSS BLUE SHIELD OF MI



"It's that time of the year and I feel like I need to give back. When you have more, you do more, so this is my contribution."

KATRINA WILCOX // BLUE CROSS BLUE SHIELD OF MI



"It's a good way for our team to not only bond together, but to help a local cause and help out the community."

NEILLE BUCKLAND // BLUE CROSS BLUE SHIELD OF MI



"As part of my personal commitment to serving the community, it's a fabulous way to demonstrate our corporate citizenship and the way that we interact and serve the communities in which we live."

PATTY CONOVER // DTE ENERGY



"It's always great to help out a good cause. It's about the time you put in and the energy you have around the holidays."

NATHAN HOGAN // BLUE CROSS BLUE SHIELD OF MI



"I'm giving back because Thanksgiving is a time when families come together and they enjoy each other's company and a great meal and that's not the case for everybody nowadays. This is an event when everybody from different ethnicities and different origins come together for families in need."

TODD TURFE // DTE ENERGY



"It's a nice thing to do before the holiday and to give back to the community. It feels good to help."

MICHELLE CASTELLUZZO // BLUE CROSS BLUE SHIELD OF MI



"I like to help people and anyone I can help, I love to do it and it really makes a difference when you're helping people with food and you're giving people a more happy Thanksgiving."

CIANA MAZZELLA // DTE ENERGY



"This my third year volunteering at the event and it's just nice to come out and give our time for people who have a need this time of year."

BECKY HAGOOD // BLUE CROSS BLUE SHIELD OF MI

AFPD warmly thanks these companies and individuals for their donations toward our 2015 “High Five” Turkey Drive. With your help, we provided 4,804 needy families with turkeys for their Thanksgiving dinners!

COMPANIES

7 Mile Foods	Firestone Mini Mart	Midway Markets	Solway Interests, LLC
Action Impact	Franklin Market	Mike's Fresh Market	Southfield Center Party Store
Alpine Marketplace	GJ Shue Inc.	Motor City Liquor	Stan's Market
Andy's Market	Greenfield Market	Mug & Jug Discount Beverage Shop	Steve's Country Corner
Antonio's Liquor	Greenfield Party Store	Nestle DSD	Studstill Signature LLC
Art & Dicks Party Store	Handy Mart	New Merchant Food Center	Suburban Liquor Shoppe
Art's Liquor Shoppe	Harbor Springs IGA	Oakland Family Services	Sunshine Market
Bellanca LaBarge Attorneys and Counselors	Harding's	Oakland Liquor Party Store	Superland Market
Belmont Shopping Center	Hills Fine Wine & Spirits	Orchard Market Place	Telegraph 9 Subway
Benito's Pizza	Ideal Party Store	Pace Custom Printing	The Wine Tasters
BP of Farmington	Imperial Market	Park Lane Cork & Bottle	Total Beverage
Busatti's Liquor Store	In N Out	Park Place Wine Shop	Treasure Island
Busatti's Party Store	Isaiah Project Food Pantry	Plum Hollow Market	UHY Advisors
Business Machines Company	Kassab's Town & Country	Prestige Automotive	USA Speed Stop
Cloverleaf Sunoco	Kroger Co. of MI	RE/MAX Classic	Victory Liquor & Foods
Columbia-Cook Automotive	Lake Lansing Road Mobil Service	Regal Spirits	Vreeland Market
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Detroit Wine & Liquor	Life for Relief & Development	Rusko's Service Center	Wayne County Executive Outreach
DML Psychological Services PLLC	LifeSecure Insurance Co.	Save A Lot Clinton Twp	Whitehall Custom Car Wash
East 55th Shell	Lipari	Save A Lot Pontiac	Whitehall Shell Car Wash
Easy Pick Mini Mart	Majestic Market	Savon Foods Super Market	Williams Lake Market
Family Foods Market	Marcoin, Inc.	Schuster's Service Center	Wine Depot Party Shop
Farmer Jay Market	Market Square of Birmingham	Shue's Interstate Sunoco	WorldPay
	Metro Food Center		

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Alan & Judith Neiberg	Daniel Buske	James Goss	Kevin Scott	Raja Abbo
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DONATIONS RECEIVED AS OF DECEMBER 1, 2015



petroleum news & views

EDWARD WEGLARZ // AFPD DIRECTOR, PETROLEUM

Cold Weather Sales Opportunities

If you sell fuel or repair cars, the cold winter weather provides extra sales opportunities for your business. While the repair garage members take advantage of the cold weather opportunities, I've noticed the C-Store, Gas Station retailers are squandering these opportunities. While you might not have a garage full of tools, there are some functions you can perform for the motorist, and make some extra money doing so.

WINDSHIELD WASHER FLUID

Make sure you have an adequate supply of windshield washer fluid available for sale. Offer to "install" the fluid for the customer; this service could be the "deal-maker". On inclement weather days this item is a must on your "suggestive selling" list. Keep a couple gallons right on the counter at the cashier on messy days.

WINDSHIELD WIPERS

Windshield wipers tend to be one of the mystery parts of a car. Most wiper blade packaging has detailed, easy to understand, installation instructions. Offer to install the wipers. Practice on your own car. This is, more often than not, the "deal-maker". Keep an adequate stock on hand, in a highly visible area of the store. Wiper blades are a great profit booster, also.

DE-ICER FLUID

De-Icer fluid to aid in thawing frozen car locks is another item that you need to keep in your inventory, for those days when the weather changes dramatically from relatively warm and wet to very cold and dry. Or, for those customers who wash their cars on very cold days, and suffer from frozen door or trunk locks. GRAPHITE to keep the locks lubricated is another shelf item not to be overlooked.

FUEL LINE ANTI-FREEZE

Fuel line anti-freeze is another item that should be a part of your "auto service" shelf. Motorists that operate their vehicles on the bottom quarter of their fuel tank are likely to victims of fuel line freeze-up problems.

Suggest to the customer that a dose of fuel line anti-freeze installed as a preventative measure during cold weather is a good investment.

SNOWBRUSH, ICE SCRAPERS

Failing to maintain an adequate inventory of snowbrushes/ice scrapers is inexcusable. It seems most every motorist misplaces last winter's snowbrush, and is a potential candidate for a replacement. Keep a selection of at least two different choices of snowbrushes for the customer.

GLOVES

Another item that customers lose with the change of seasons is gloves. A rack of several varieties of utility style gloves are a must. Keep them displayed in sight for all customers. Again keep a selection of gloves on display.

PRE-MIXED ANTIFREEZE COOLANT

Pre-mixed, ready to install, anti-freeze is another shelf item that you need to keep in inventory. Customers who are low on coolant can install the premixed version of antifreeze without fear of improperly mixing antifreeze with water. Offer to "install" the anti-freeze if you are adequately staffed. In any case warn the motorist to add the coolant to the overflow reservoir only, not directly to the radiator, and DO NOT REMOVE THE RADIATOR CAP unless the engine is "stone cold"! A hot engine can have a cool radiator that will spray the customer with scalding fluid when the radiator cap is removed. Whenever the cap is removed, it needs to be done slowly and carefully to avoid being scalded.

SALT

Don't forget to inventory thawing salt for your own use and for sale. This is an impulse item that many customers, whether driving or walking to your store, find themselves in need of at the most inappropriate times. Keeping a supply of salt on hand is also handy for your own use on those days when icing problems present themselves on your driveways.

These are a few of the sales and profit opportunities that you cannot overlook. Not all customers are buying at the "big box" stores, and not all customers are prematurely prepared for inclement winter weather. You are convenient, therefore, you need to be prepared to satisfy their immediate, unexpected need. ■



AFPD MEMBER EXCLUSIVE

Members with questions call the AFPD office at 1-800-666-6233



Technology • Supply Chain • Category Consultation

REBATE PROGRAM

New to the Midwest based on sales, Core-Mark is the largest c-store distributor in the USA

Earn monthly rebates!

Rebates will come in two (2) forms, a Non-Cigarette Rebate and Cigarette Rebate* based on volume purchases per invoice.

To qualify for both rebates, the customer must:

1. Purchase a minimum of \$1000 non-cigarette per invoice or total invoice greater than \$5000.
2. Customer must purchase weekly from Core-Mark International, Inc.
3. Customer must be current with payment terms.
4. Be currently participating in at least five Core-Mark Marketing programs. To be presented by Core-Mark Sales representative.

Rebates will be sent out by AFPD

**Cigarette rebates will not apply in states with Fair Trade Minimums*

NON-CIGARETTE REBATE

The entire invoice purchase amount determines the rebate percentage threshold level. The percentage, based on the chart below, is only applied to the non-cigarette purchases.

NON-CIGARETTE REBATE CHART	
INVOICE TOTAL	INVOICE REBATE
\$3,000 - \$3,499	0.25%
\$3,500 - \$3,999	0.50%
\$4,000 - \$4,499	0.75%
\$4,500 - \$4,999	1%
\$5,000 - \$5,499	1.5%
\$5,500 - \$5,999	1.75%
\$6,000+	2%

CIGARETTE REBATE

Cigarette base cost before rebate will be manufacturer list price. Rebates will not apply in states with Fair Trade Minimums. To qualify for cigarette rebates, customer must purchase a minimum of 25 cartons per week.

CIGARETTE REBATE CHART	
INVOICE QUANTITY (per week)	INVOICE REBATE
0-24 Cartons	\$0 per carton
25-74 Cartons	20¢ per carton
75-100 Cartons	30¢ per carton
101+ Cartons	50¢ per carton

Core-Mark will pay your annual AFPD membership dues every year for all those who qualify for this program as long as you remain a Core-Mark customer!

To sign up for this program, call the AFPD office at (800) 666-6233 or email info@AFPDonline.org



the millennial mindset

TYLER YALDO // TMY CONSULTING

A Helping Hand

This past month, around Thanksgiving, AFDPD held their annual High Five Turkey Drive for which AFDPD members helped raise money to help our local charities. We raised enough money to deliver over 5,000 turkeys to local charities plus extra goodies and drinks for those in need. It was a great experience and really makes you feel good about doing good things for the community. I believe holidays like Thanksgiving or the upcoming holiday season poses a great opportunity for our members to reach out to the communities in which they serve. Partnering up with associations like AFDPD or charities surrounding your local community and finding creative ways to give back to the community will really bring your store into the spotlight. Consider it beneficial because you are both marketing and giving back to the community which gives your store a better image in your neighborhood. Whether it is for the holiday season and allowing one of “Santa’s little helpers” to collect change from customers or selling something with name recognition like AFDPD’s High Five Turkey Drive, where we send members turkey hand cut outs that customers can write their names on if they donate any amount. I always urge retailers to reach out to the community and the holiday seasons are the most opportune for this. Even going as far as hosting a give-away contest or raffle for prizes! One member of AFDPD always raffles off a huge gift basket of liquors for the holiday season.

Giving back to the community and showing off your philanthropic arm is always important in continuing success, especially in a business that relies on the surrounding citizens to support it. Churches, schools, day cares, hospitals, charities, etc. are all great partnerships to develop and work together on projects to increase your businesses image. Here is a step by step guide on how to execute a “Giving Back” campaign:

FIND A CAUSE

It is important to find a cause that relates to the community that you are located in. This will call for



the most participation from the surrounding members of the community and also show them that your store cares and is aware. For example: an inner city market can create a giving back campaign that raises money to buy books for school children.

FIND ANOTHER HAND

Whatever your cause may be, try to find an establishment like a church, school, charity, etc. that will help you in this cause. They will be able to help get the word out by promoting your campaign. It also creates a sense of credibility for the customer that is willing to donate.

CREATE A PLAN

This calls for creativity. You have to be creative and develop a campaign that makes it fun and beneficial for people to donate to the cause. Like AFDPD’s turkey hand cut outs, which model how children draw an outline of their hand to model a turkey! Those cut outs are so people can write their names or a special message that is posted around the store. Another good idea is to create stickers or pins that say I donated to this cause and it could also sport your stores name, logo, phone number, and address.

I have full faith that all of our members could become as creative as possible to find new ways to give back to the community at the same time increasing the success of your business. I strongly urge anyone in the retail business to consider these types of campaigns at different times of the year. Not just for one event. Also, AFDPD makes it easy for members around Thanksgiving with our High Five Turkey Drive campaign. For more information or to make sure you are on the list to participate for next year, please call our office at (800) 666-6233 or email me at tyaldo@afpdonline.org. ■

"WHO BRINGS ENERGY TO THIS COMMUNITY?"

Strong communities are the foundation of a healthy, thriving environment for all people. That's why DTE Energy helps power communities through supporting projects and programs that enhance life. We take pride in our efforts to provide positive youth development. We partner with local leaders to promote community initiatives from environmental education to economic development, including community outreach services. We're using our energy to serve.



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michigan lobby

JOSEPH A. GARCIA // HONIGMAN MILLER SCHWARTZ & COHN LLP

Michigan Finally Passes a Road Funding Package

ROAD PACKAGE

After the debacle of the failed attempt to fund roads by increasing the sales tax was resoundingly and overwhelmingly defeated by voters, the Michigan Legislature and Governor Snyder finally arrived at a road funding fix. HB 4738 which raises the gas tax and HB 4736 which increases vehicle registration fees were barely passed by the House (56 yes/50 no) on October 21, 2015 and amended and passed by the Senate (20 yes/18 no) on November 3, 2015. The Governor signed these bills and the six other bills tie-barred to this package on November 10. The content of the two key bills are as follows:

- **HB 4738 Raises the Gas Tax by 7.3¢ as of January 1, 2017.** The gas tax total at that time will be 26.3¢. The bill also increases the diesel fuel tax from 15¢ to 26.3¢ to achieve parity with the gas tax. Finally, the tax is tied to inflation in the future, which likely means automatic increases. The whole gas tax increase is projected to raise approximately \$400 million.
- **HB 4736 increases vehicle registration fees by 20%, or an average of \$20.00 per vehicle in Michigan.** This too is scheduled to be effective on January 1, 2017, and to be completely phased-in by January 2021. The fee increase is expected to generate \$200 million.
- **Total funding is expected to generate \$1.2 billion** from the \$600 million in new tax and fee revenue, and from an additional \$600 million which is supposed to be culled from existing general funds which will be shifted to road funding. Items to be cut in the future have not been identified. Additionally, the possibility of funding now for immediate road improvements has been discussed, but not resolved.



POWDERED ALCOHOL BAN (SB 240)

This new law prohibits a person from using, possessing, or selling powdered alcohol. The bill was passed by the Senate on May 20, passed the House on October 13, and was signed into law by Governor Snyder on October 28, 2015 (Public Act 165 of 2015). Violation of the Act by a licensee is a misdemeanor punishable by up to 6 months imprisonment, or a maximum fine of \$500, or both.

SECONDARY LOCATION SDM'S (HB 4895)

This bill would allow a merchant who holds an SDM at a location where there are fuel pumps to obtain a secondary location permit to sell beer and wine at the gas station c-store. The bill is commonly referred to as the Meijer exception. The bill also eliminates existing parking space requirements for SDM's who own/operate fuel pumps, and reduces the minimum distance between the main location where alcoholic liquor is sold and the fuel pumps from 50 feet to 5 feet.

Two important issues were discussed and voted on in the House Regulatory Reform Committee as amendments to the bill.

First, Representative Klint Kesto (R-Commerce Township) offered our amendment to create a rational quota system for SDM's, similar to the SDD quota, so as to restrict the total number of beer and wine retail licenses in Michigan. His arguments were cogent and smart, but his amendment on our behalf failed on a vote of 7 yes to 8 no.

Second, the Committee Chairman, Representative Ray Franz (R-Onekama) mistakenly offered an



amendment to reduce the minimum inventory requirement from \$250,000 to \$50,000. His amendment was originally adopted, but at his request one week later, he asked for reconsideration and defeat of the amendment.

Finally, the bill currently remains in Committee at least until the Legislature reconvenes in December.

SPECIAL ELECTIONS

Because Representatives Todd Courser (R-Lapeer) and Cindy Gamrat (R-Plainwell) respectively resigned and were expelled in disgrace, a primary election to replace them was held on Tuesday, November 3, 2015. While they both ran again for their former seats, neither did very well.

■ **District 82 (Lapeer)**

Winner: Gary Howell (R)

Former School Board President – 27%

Courser finished in 7th place – 7%

(out of 11 candidates)

■ **District 80 (Allegan County)**

Winner Mary Whiteford (R)

Former GOP County Vice-Chair – 50%

Gamrat finished in 3rd place – 9%

(out of 8 candidates)

Also, elected in District 75 was David LaGrand (D).

He is on the Grand Rapids School Board and a former Grand Rapids City Commissioner. The seat was open because Representative Brandon Dillon resigned to become Chair of the Michigan Democratic Party.

All three winners will run in a General Election to be held on March 8, 2016. Until then, the House will operate with only 107 members. ■



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michigan lottery

M. SCOTT BOWEN // MICHIGAN LOTTERY COMMISSIONER

Preliminary Results Show Record 2015 Fiscal Year for Michigan Lottery; Retailers Receive Record Commissions

The preliminary results are in for the Lottery's 2015 fiscal year, and the news is very good for retailers, the Lottery, and most importantly, Michigan's School Aid Fund.

Preliminary numbers show that for the 11th consecutive year, Lottery sales eclipsed \$2 billion. This is impressive and the result of teamwork between the Lottery and its 11,000 retailers across the state. Preliminary 2015 figures show a record \$2.8 billion in Lottery sales, topping the previous record set in 2014 by about \$176 million. Retailers also enjoyed a record year in 2015, with commissions hitting a record of nearly \$204 million, up about 8% from the previous record of \$188.6 million set last year.

The Lottery's instant game portfolio was a major part of our 2015 success. Instant games remain a favorite for the most loyal Lottery players, as well as casual players. The Lottery's team puts a great deal of focus and effort into developing instant games that will attract



SARAH SUCHYTA, KEY ACCOUNT SPECIALIST FOR THE MICHIGAN LOTTERY, PRESENTS MIKE LABERTEAUX, MERCHANDISING MANAGER FOR WALTERS-DIMMICK PETROLEUM, WITH AN OVERSIZED CHECK FOR \$50,000, WHICH REPRESENTS THE BONUS COMMISSION THE COMPANY RECEIVED FOR SELLING THE TICKET THAT WON A \$310.5 MILLION POWERBALL JACKPOT

players to retailers and boost sales. That work paid off in a big way in 2015, with total sales of instant games surpassing \$1 billion for the first time in the Lottery's 43-year history, an 11% increase compared to 2014. At 11%, the year-over-year growth in instant game sales is one of the highest growth rates in the nation.

The hard work of retailers and the Lottery also led to a record contribution to the state's School Aid Fund. Preliminary figures indicate the Lottery's contribution to the School Aid Fund will be about \$795.5 million, marking nine straight years of \$700 million-plus contributions to support public education. The Lottery's contribution provides about \$495 for each pupil in the state's K-12 public school system. Since it began in 1972, the Lottery has provided about \$19.6 billion to support public education.

Posting record numbers in 2015 wouldn't have happened without each retailer's hard work and commitment to the Lottery's mission. We're excited about the opportunities 2016 presents, and look forward to working with retailers to break more records!

MICHIGAN LOTTERY RETAILER COLLECTS \$50,000 BONUS COMMISSION

Julie Leach, of Three Rivers, won a \$310.5 million Powerball jackpot with a ticket bought at the Three Rivers West Shell gas station, located at 1223 West Michigan Avenue in Three Rivers. Leach matched all of the winning numbers drawn in the September 30th Powerball drawing: 21-39-40-55-59 and the Powerball, 17, to win her big prize. The Three Rivers West Shell gas station is owned and operated by Walters-Dimmick Petroleum Inc., located in Marshall.

The Lottery recently presented Mike LaBerteaux, merchandising manager for Walters-Dimmick Petroleum, with an oversized check for \$50,000, which represents the bonus commission the company received for selling the jackpot-winning ticket. ■

INSTANT TICKETS / PULL TAB TICKETS

NEW INSTANT TICKETS:

On sale December 1st:

- \$50,000 Money Match \$2 (IG # 745)
- Super Bingo \$5 (IG # 751)
- Ice Cold Cash \$5 (IG # 777)

INSTANT GAMES SET TO EXPIRE:

Expiring December 7th:

- The Numbers Game \$1 (IG # 673)
- Match for Cash \$1 (IG # 674)
- Hot Millions \$20 (IG # 679)

Expiring January 4th:

- Royal Riches \$10 (IG # 677)

NEW PULL TABS TICKETS:

On sale December 1st:

- Double Cherry Slots 50¢ (MI # 567)
- Pac Man \$1 (MI # 566)

PULL TABS GAMES SET TO EXPIRE:

Expiring December 14th:

- Grills Gone Wild \$1 (MI # 528)

Expiring January 4th:

- \$5,000 Jackpot \$1 (IT # 850)
- Pick Up The Tab 50¢ (IT # 851)
- Million Dollar Payout \$1 (IT # 852)
- Extreme Green 50¢ (IT # 853)

Expiring January 6th:

- Cash For Life \$1 (MI # 522)

TICKET ACTIVATION: Retailers are reminded to activate all game tickets before putting them on sale to ensure winning tickets may be redeemed by players.

HAVE A Happier Holiday!



SET YOUR HOLIDAY SALES AGLOW

Watch your sales rise as the temperature drops this holiday season with the Michigan Lottery's new holiday instants. Customers will light up with the chance to win up to **\$500,000**, making it the perfect gift they'll want for themselves too. So stock up today, because when holiday instant tickets can win BIG for a little cash, everyone's holiday gets a little happier.



Overall odds of winning Holly Jolly Jackpot: 1 in 4.73. Overall odds of winning Holiday Wishes: 1 in 4.66. Overall odds of winning Holiday Ice: 1 in 3.88. Overall odds of winning Money Tree: 1 in 3.61. If you bet more than you can afford to lose, you've got a problem. Call 1-800-270-7117 for confidential help.



michigan food safety report

KEVIN BESEY // MICHIGAN DEPARTMENT OF AGRICULTURE AND RURAL DEVELOPMENT DIRECTOR

MDARD's Laboratory Plays Key Role in Consumer Food Safety

MDARD and local health department inspectors are in retail stores, restaurants and food processing facilities every day, assuring that food being produced and sold in Michigan is safe and wholesome. They inspect facilities, assist with plan reviews, check for violations of the Michigan Food Law and federal Food Code, and work with businesses to help them come into compliance when problems are found.

But sometimes it's not possible to tell if there's a food safety problem just by looking, and that's where MDARD's William C. Geagley Laboratory, located in East Lansing, comes into the picture. Routine laboratory screening of food samples can help identify potential food contamination issues early on, and early detection can limit or prevent foodborne illness, and the economic effects of food related outbreaks on food businesses in Michigan and beyond.

The Geagley Laboratory is an ISO 17025 accredited facility and meets international standards for efficiency and technical competency. The laboratory values quality and assures its testing results are accurate and reliable.

Each week, routine samples of ready-to-eat foods are purchased and collected by food inspectors during their regular inspections, and delivered to the Geagley Laboratory for testing. Ready-to-eat foods include products like deli salads, pre-wrapped sandwiches, pre-packaged, sliced fruits and vegetables, spices and salsas. Over 600 samples are tested routinely each year, in addition to samples that are collected and tested as part of foodborne illness investigations, samples collected at food processors for the U.S. Food and Drug Administration, and other sampling programs.

Samples received by the laboratory are assigned a sample-specific number to allow the lab to track and share the results of each specific sample. Almost all food samples received by the laboratory are screened for Salmonella, Listeria, and pathogenic E. coli. If the screen test is positive, additional testing is done to grow and identify the pathogen. If a pathogen is found, the sample goes to the Michigan Department of Health and Human Services' Microbiology Lab for PFGE (genotype) matching. The results are entered into a database maintained by the Centers for Disease Control and Prevention to see if the pathogen found here matches any organism causing illness outbreaks in other parts of the country. This match can help track the source and spread of foodborne illness.

In addition to pre-packaged food samples collected by food inspectors, the Laboratory Division also collects its own samples of fresh whole produce from warehouses and distribution centers as a part of the department's Food Assurance Program. These samples are tested for microbiological contamination in addition to pesticide residues.

Dairy products are also collected by MDARD dairy inspectors and sent to the Geagley Laboratory for testing. The laboratory is FDA certified for dairy product testing, which meets the requirements of the Pasteurized Milk Ordinance and the Manufacturing Milk Law, and allows dairy products to be shipped out of state. Dairy samples are tested for total coliforms, E. coli, phosphatase (an enzyme that, if present, indicates the product was not completely pasteurized), and somatic cell count, which can indicate infection in dairy cows. The lab also tests for antibiotics, sanitizers and other substances not allowed in dairy products. The test results provide valuable feedback to producers and help them monitor products for potential problems.

As you can see, the work of our food inspectors and the microbiologists and laboratory scientists at the Geagley Laboratory goes hand in hand. MDARD is proud of its efforts to work cooperatively with our industry partners to assure a safe, wholesome food supply for the residents of Michigan and beyond. ■



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Members with questions call the AFPD office at 1-800-666-6233



REBATE PROGRAM

1.5% Rebate*
on ALL purchases
from Lipari Foods!



GROCERY STORES:

- Must meet average weekly sales of \$500 per grocery store
- **Bonus Add-On:** Eligible for an additional 0.5% rebate if participating in Lipari Foods Store Supply Program (up to 2% total)

CONVENIENCE STORES:

- Must meet average weekly sales of \$200 per convenience store
- **Bonus Add-On:** New Lipari customers are eligible for an additional 1.5% rebate paid through 6/30/2016 if signed up before 12/31/2015 (up to 3% total)

ADDITIONAL DETAILS:

- Rebate is calculated on customer's cost from Lipari Foods, not retail price
- Payouts will be sent quarterly from AFPD
- Program will run through 6/30/2016
- All existing Lipari customers may qualify

*Exclusions and Rules:

Excludes special order items. Some customer exclusions apply. Cannot be combined with any other Lipari rebate program. Channel of trade defined by Lipari classifications. **Program not available in Illinois.**

To sign up for this program and to place an order, please complete this form and fax to AFPD at (248) 671-9610 or email info@AFPDonline.org.

AFPD MEMBER ID#: _____

LIPARI CUSTOMER ID#: _____

CONTACT NAME: _____ PHONE: _____

NAME OF STORE: _____

STORE LOCATION: (If you have multiple locations, attach store list)

ADDRESS: _____

CITY: _____ STATE: _____ ZIP: _____



ohio lobby

TERRY FLEMING // TC FLEMING & ASSOCIATES

Ohio Political Update

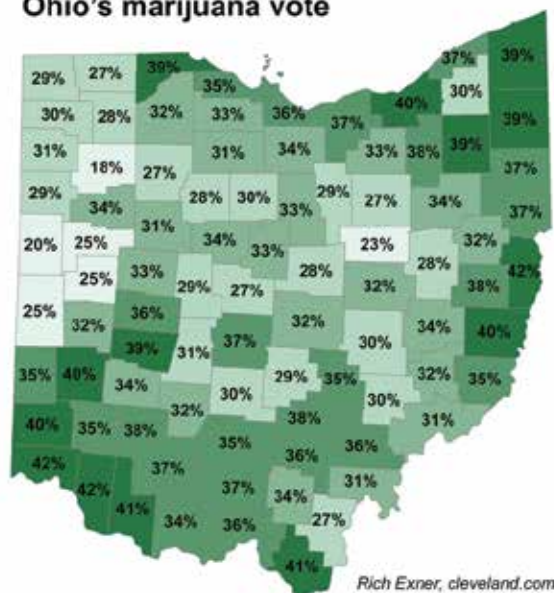
The Ohio General Assembly is back in session after the recent statewide elections. Both House and Senate quickly acted on a bill that would restore small business tax cuts that were inadvertently left out of the state budget bill passed earlier this year. This has been a very slow process and very little has been done on major issues. It's expected they will be in session till the week before Christmas and then adjourn until next year.

AFPD did meet with the Ohio Department of Liquor and suggested that they adopt the Michigan program on privatizing many of the liquor options and thus make more money for the state and open the process to more retailers. The meeting was very amicable and hopefully fruitful. AFPD also met with Ohio Department of Agriculture, Weights and Measures Division to discuss various fuel options and how they should be addressed. Franklin County Auditor Clarence Mingo continues to seek AFPD support or supporting a bill that would give County Auditors authority to oversee all weights and measures in a county at no cost to the retailer.

“The measure lost by a 2-1 margin. The supporters vowed to come back next year with another ballot initiative, while opponents have said they will seek legislative action to legalize medical marijuana.”

The statewide elections in Ohio were surprising only in the margin of defeat of State Issue 3, which

Ohio's marijuana vote



would have legalized both recreational and medical marijuana. The measure lost by a 2-1 margin. The supporters vowed to come back next year with another ballot initiative, while opponents have said they will seek legislative action to legalize medical marijuana. State Issue 2, which would prohibit the establishment of a monopoly in the constitution passed by a small margin and State Issue 1, changing the way Ohio draws state legislative districts, passed easily. One issue that wasn't on ballot but continues to gain some support would be to change term limits to 8 years period, stopping people from jumping from House to Senate and Senate to House.

On the national front, Ohio Governor John Kasich continues his uphill fight to be Republican nominee for President. He is hoping for a strong showing in New Hampshire to give him the momentum he needs for the states that follow. AFPD has reached out to Governor Kasich on possible fundraiser but has yet to hear from the campaign. AFPD has supported Lt. Governor Mary Taylor's 527 Super PAC, Onward Ohio, if Kasich were to leave for any reason next year, Taylor would be a two year incumbent Governor.

Lastly, I wish all AFPD members a very happy holiday and let's make 2016 the year we double membership in Ohio, with your help. ■

For information on becoming an
Ohio Lottery retailer, please contact the Sales Department at 216.774.5680

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ohio liquor

BRUCE D. STEVENSON // OHIO DIVISION OF LIQUOR CONTROL

Holiday Season Trade Practices

With the season upon us, I would like to wish all of you happy holidays and thank you for your help with what promises to be a very successful year. We expect to set a record for liquor sales, topping one billion dollars at the same time we are building a new liquor computer system to replace a 40-year-old legacy system. Our liquor agencies partners who sell spirits at wholesale to the many on- premise licensees have done a tremendous job serving their customers and worked diligently to make this achievement possible under less than ideal circumstances. In 2016, we will continue to add muscle to our new system, testing the improvements and rolling out the new benefits throughout the year as they are completed.

I also wanted to provide some information as a reminder to all alcohol beverage industry members about some seasonal issues and best practices. We want to help ensure that businesses understand and comply with Ohio's rules and regulations in order to have a successful and prosperous holiday season.

CORKING FEES PROHIBITED

Charging a "corking fee" is the practice of an establishment that is a public place, such as a restaurant, allowing patrons to bring in and consume alcoholic beverages that were not purchased from that establishment. The Division's position is that this activity is prohibited by Ohio law and could subject the permit holder and patron to enforcement action.

PURCHASING FROM AN AUTHORIZED SOURCE

Retail permit holders are prohibited from purchasing alcoholic beverages for resale from an unauthorized source, such as another retail permit holder, a non-licensed individual, or even one of Ohio's neighboring



states. Regardless of the type of alcohol beverage involved (beer, wine, low-proof, or spirituous liquor), make sure you purchase products through the normal wholesale distributor.

NO GIFTS TO PERMIT HOLDERS/EMPLOYEES

Manufacturers and wholesale distributors cannot provide cash, gift cards or any other item of value to a retail permit holder or their employees with the exception of normal utilitarian items listed in Ohio Administrative Code, Rule 43. Please also note that permit holders may not provide gifts of any kind or value to any state employee, including employees of the Division of Liquor Control.

CONSIGNMENT SALES

Ohio law prohibits consignment sales for holiday or seasonal packages and also specifically prohibits the return or exchange of product due to a reset. Under Ohio Administrative Code Rule 43, the return or repurchase of products by a manufacturer or wholesale distributor is allowed under certain parameters. Manufacturers and wholesalers may repurchase product when a retailer loses their permit privileges, replace damaged or discontinued product, if it is about to become unpalatable, or within seven days of being delivered in error.

More resources and links to the Ohio Revised Code and Ohio Administrative Code are available on the Division's website at www.com.ohio.gov/liqr. ■



Unwrap The Holiday Excitement



Increase your sales this holiday season by offering something extra to your customers.
At Lipari Foods we offer exclusive brands as well as national brands to help
make sure your holiday sales are merry and bright.

New customers contact Joe Calo at joe_calo@liparifoods.com

liparifoods.com



ATFD's Diamond Anniversary Trade Dinner & Ball Shines Light on its Rich History

■ BY KRIS HARRIS



Celebrating an anniversary is a special time. It's a time to reflect on the past and look toward the future. Year after year, we remember and commemorate special events in our life. For AFPD, next month will mark the 100th Annual Trade Dinner & Ball. This event will be the diamond anniversary for the association and will be held on Saturday, January 9th at Penna's of Sterling, in Sterling Heights. If you haven't been to a Trade Dinner & Ball in the past, this is the year to go.

The event is not only a great way to celebrate AFPD, but it's also provides a great opportunity for members to come together, outside of the day-to-day grind, and enjoy the fruits of last year's labor. To truly appreciate the Trade Dinner & Ball, you need to look back at how it's changed over the years to the spectacle it is today.

"It reminds you of the history of the how the association grew from a bunch of meat cutters in the city of Detroit and how we also used to have a number of the dinners at COBO Hall over the years, to this elegant event that's really second to none in the industry, anywhere in the country," said Auday Arabo, AFPD president and CEO.

Over the years, the event has moved in and around the Detroit-area and has featured both a wide-range of entertainment and distinguished guests. In 1984, Senator Carl Levin was the guest of honor for the 68th Annual event, which was held at Royalty House in Warren and featured the talents of Gaylord and Holiday. In 1975, the event moved to the Raleigh House in Southfield and featured the Tommy Dorsey Orchestra, with special guest Detroit Police Chief Phillip G. Tannian. The 53rd Annual event made a trip back to Detroit and was held at Cobo Hall and featured the Glenn Miller Orchestra.

This year marks a perfect time for the event to return to Penna's of Sterling Heights, as it also hosted the 75th Anniversary event in 1991, which at the time featured a newly expanded building and performances by The Contours. "It's very special to return to Penna's," said Arabo. "The Penna family has been great to AFPD over the years and it's all about timing. So to have our 100th anniversary gala celebrated there with a notable family-owned banquet center really means a great deal to both the Penna family, as well as for AFPD."

The 90's marked a major transitional point for the gala. In this decade the event was elevated and transformed

into a festive event. It was under the guidance of Joe Sarafa, then President of AFD, that the celebration made some of the biggest changes. Sarafa, realizing the talents of those around him, turned the event over to Lamia Arcori and Fran Munaco in hopes to make it a truly special experience for the members. Lamia and Fran were the wives of former AFD Chairmen, Frank Arcori (1992-93) and Tony Munaco (1981-82). It was after Frank and Lamia attended their first event, that things started to change.

Prior to getting involved in the planning, Arcori noticed that she and Frank were the youngest members in attendance at the dinner and set out to attract AFPD members from various generations. "To make a long story short, Fran and I took charge of the trade dinner," said Lamia Arcori. "The following year, we had almost 600 guests where prior years they would host up to maybe 400 guests. Fran and I did the decorating, center pieces, theme menu, band and all that was to take place that evening. I'm Proud to say within the next two or three years, the AFD Ball became a fun and exciting time reaching a guest list of 1,000 to 1,100."

Since that time, the Trade Diner & Ball has continued to evolve and transform. Members enjoy entertainment in the forms of gaming tables, Boogie Heads, and a live band as well as food and cappuccino stations and a cigar area.

"We've listened to people and people don't want to hear long speeches," said Arabo. "They want an event, a night to celebrate as an industry. They work all year and a lot of blood sweat and tears goes into their work and they want one night to celebrate as one collective group. It's a party to thank people for attending which is why our silent auction and giveaways are second to none. For example, just for attending, last year we gave away a Rolex and a pair of diamond earring studs. This year's door prizes are going to be amazing as well."

In step with Sarafa's keen eye for spotting talent within the organization, Arabo has helped in the evolution of the evening's entertainment, which has gone from hiring outside performers to looking in-house at the talents of current AFPD members. As a result, Mark Kassa, owner of Heartland Market in Farmington Hills and a member of the band Slight Return, was given the opportunity to headline the event. "Auday let me take over the entertainment about five years ago and Auday is great because he's open to ideas," Kassa

**MADE IN THE
MOTOR CITY**





explained. "They had to trust me on it. I told him to give me one opportunity and I guarantee you, I'll give you quality," said Kassa.

Slight Return will perform again this year and Kassa is looking forward to taking the stage at the 100th Anniversary celebration. "This is a great time and obviously it's going to be a special event with the 100th anniversary. We're going to have the same line-up as last year with Steve Aho on vocals and Dal Bouey, who is a phenomenal singer," said Kassa. "But this year, I'm going to do something different. We're going to have nice stage, a concert-looking type stage with video screens, a hazer and really nice lighting. It's going to be completely different from other years, so it should add a really nice touch to the event."

The Trade Dinner & Ball is also made possible by the generous contributions of various members and suppliers of AFPD. Some who have helped over the years, such as D&B Grocers, will help again this year. "We first got involved about 12 years ago and the last four years we've been sponsoring the casino games," said Bobby Hesano, owner of D&B Grocers. "We want to show our support for AFPD and all the nice things the Trade Dinner provides to all of our members."

Each year, there is one part of the event that Hesano looks forward to most. "The beginning part of the reception, when everyone is arriving and you start talking and you get to walk around with the members, that's the best hour-and-a-half to two-hours of the event. It's the opportunity to mingle with people in the industry," said Hesano.

It could be said that the event's centerpiece is the ice sculpture that you see when you first arrive. It's a perfect way to welcome guests to the event and is courtesy of Saad Abbo, president of U.S. Ice. "It really started with Auday more than anybody else. He asked me if we did any ice sculptures and I told him we deal with a guy that's been doing it for more than 20 years," said Abbo. "I wanted to be there to show my support for the retailers," said Abbo.

With this year's 100th anniversary, there will be plenty of ice on display. "There's going to be samples of ice in everything. For your drinks we'll have those ice balls, we're thinking about doing center pieces for the tables and maybe an ice bar to help show off the liquor," said Abbo. "In the entrance, there's going to be a few pieces out there that show off the ice sculptures because it's the 100th year and I want to show my support for them as much as I can."

Of all the suppliers that have helped make the celebration a success year after year, there has been a few that have established a long history with the Trade Dinner. Pepsi, in particular, has had sponsorships with the event that date back to more than 50 years ago and they are looking forward to continuing the tradition for the 100th celebration. "It's always been a good fit for us because our company is working with the same retailers that are comprising AFPD membership and so it's just a natural fit for us," said Mike Quinn, Director of Sales - Great Lakes Region for Pepsi Beverage Company. "Our company is really all about continuing to build relations and partner with companies that promote and sell our products."

Like sponsors and guests, Pepsi is a loyal member. "We're proud to be involved in and participating in this 100th year because I think it's going to be a great celebration. It shows the strength of the organization and the membership of independent businesses and that one hundred years later it's still alive and strong in our marketplace."

Quinn is looking forward to the event and thinks it's success, year after year, is a result of a couple of key components. "I think it's two things. Number one, it's truly a celebratory evening where people do enjoy themselves and it's getting back together with old friends that you don't see all the time so it's a great connection of those relationships," Quinn said.

As AFPD puts the final details together for the 100th Anniversary Annual Trade Dinner & Ball, it offers a reminder of the long history of the association and all the ways it's helped independent retailers in the industry. This diamond anniversary will not be one to be missed, as members will gather together to celebrate AFPD's rich history.

"To this day the party is an essential part of AFPD," said Arcori. "People are able to meet hundreds of grocers and wholesalers, politicians and other titles involved with this industry."

Mark your calendar for Saturday, January 9th as the bling will be in full swing at AFPD's 100th Annual Trade Dinner & Ball.

"Our 100th anniversary gala will leave a lasting imprint on a number of people's mind. From the decorations to the center pieces, we're really planning to showcase how special the association is and how special this night in history will be," said Arabo. ■

Kris Harris is a writer for Denha Media & Communications.



A Family Legacy in a Logging Town

■ BY LISA CIPRIANO

What started out as a small general store almost a century ago in the then logging town of Newberry, Michigan has developed into a family legacy — rolling along for four generations strong.

The idea for Rahilly's was born in 1919 when Joseph Rahilly's grandfather bought a small "mom and pop store" to serve the lumber camps that dominated the area during that time. The torch later was passed to Rahilly's father and then to Joseph in 1980 who proudly continues the family legacy to this day along with his sons, Joe Junior and Chad.

Since then, they've seen many changes in both the grocery industry and Newberry. They moved a block away to a larger location, but still proudly carry-on the family tradition of serving the entire Upper Peninsula county of Luce, Michigan.

Rahilly's IGA Inc. is located on West Helen Street right off the main drag of M-123, downtown Newberry. "We're 30 miles from Lake Michigan and 30 miles from Lake Superior and serve everyone in between and then some," said Rahilly. To better serve his valued customers, Rahilly's father decided to become an IGA branded store in the 1950s. Since then, they have developed into a full-line grocery store that has become a one-stop shopping destination for the entire county with the help of 45 employees.

Even for a small town in Michigan's U.P., there is still competition. "But, what sets us apart is our



reputation after being here for so long," Rahilly said. Serving and pleasing the customers are his daily rewards. Rahilly is not proud of just one particular aspect of his store. He's proud of everything. "Being well stocked and friendly are what keeps them coming back to our store over the competition. We make sure that we have everything our customers need," continued Rahilly. That kind of convenience is especially important in small towns like Newberry.

Much like the town of Newberry, the grocery store industry has changed since his grandfather's days and even since Rahilly took over for his dad in 1980. "Technology and scanners have changed the game," Rahilly explained. But, they have rolled with the changes in ways his grandfather or father never could have imagined. Rahilly and his sons have brought his grandfather's dream well into the 21st century. Rahilly's IGA Inc. has a website to advertise sales and offer coupons to its customers as well as its own Facebook page to connect and correspond with them digitally. It has more than 500 "likes" and solid five star rating from customers shows that Rahilly's dedication to friendly customer service is working.

Rahilly has been a member of the AFPD since 1998. Aside from the discounts and rebates, he says the best thing about being a member is the AFPD monthly publication. "I like to read it every month to see what the other guys are doing even in the petroleum industry," explained Rahilly. He says he would recommend that anyone in his business become a member and let AFPD help keep you on top of your game. ■

Lisa Cipriano is a writer for Denha Media & Communications.

RETAILER: RAHILLY'S IGA

Location: Newberry, Michigan

Founded: 1919

Employees: 45

AFPD member since: 1999

Slogan: "Where Pleasing You Pleases Us"

www.rahillysiga.com



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Offering the Best Brake in Town, Just ask Around

■ BY KRIS HARRIS

Jim Smith comes from an automotive family in every sense of the word. From parking to service to parts — they’ve done it all. So it’s no surprise that today he runs Smith Brake, the most reputable brake shop in town.

The legacy started years ago when the family business was located in the heart of Youngstown, OH. “My family actually started in the 20’s with a parking deck in downtown, Youngstown and then they got into service work,” said Smith. “My Uncle Ed was a mechanic, so he had all the cars coming in when they’d break down. Instead of towing them out somewhere, he started working on them. That’s when the town was booming,” Smith said.

As the years went by, the family branched out and started selling parts as a parts dealer. “They got into parts after that and became a NAPA store. They did everything actually, but they specialized in brake service,” said Smith.

It was at this time that Jim followed in the family footsteps and began to work in automotive repair. “I went to work in ‘74 and worked there until my father passed away in ‘88. My brother took over and it was just one of those things where I didn’t want to be partners and I left in ‘89,” explained Jim.

When Smith decided to leave the service business, he spent the next few years selling cars and insurance, but really didn’t enjoy the work. He knew brake service and decided to get back into doing what he loved most. That’s when he decided to open Smith Brake. “I opened up 19 years ago, just right out of my house for a couple of months and it grew until I could rent a small



building,” said Smith. “And then — four years later — I bought a building and I’ve grown since,” Smith said.

Smith has proven that you can be successful by doing just one thing, if you do it right. Word starts to spread around and eventually people make you the “go-to” place in town. “We do 95-97% brake work and I really don’t advertise. All my business is repeat and referral,” said Smith. “We have a good reputation here and I live by my reputation. People come here number one, because I’m honest and number two, they know I do quality work and my prices are fair. Everybody that comes in here is like family. It’s just the way we run it.

Providing quality service at a good price is one thing, but to compete with chain operations, Jim has to keep in mind that time is also money to the customer. “I get people in and out in a timely fashion, usually about an hour, hour and a half, and so that’s how I can compete with the big guys. I’m a lot less than the big guys and quality is second to none. I mean I’m a nut about quality. I’m a very simple business and that’s what we do.”

Smith Brake is also truly a family business, where everyone is helping out in one way or another. “It’s myself, I’m still a working owner, I have my son-in-law working here and I have two daughters; where one daughter does the books and one daughter does odds and ends. It’s absolutely a family business.”

AFPD’s CareWorksComp program has helped save Smith Brake 53 percent on their worker’s comp, which translates into a savings of more than \$1,300 for this year alone. In total, this program has saved Ohio members \$440,000 last year,

which is a big reason why Smith’s daughter decided to sign up for the program. “My daughter was shopping around for worker’s comp,” he said. “I would definitely recommend AFPD to someone because of the workman’s comp saving. My daughter watches my money like that and if she needed to change, she would change, and so yes we’d recommend it.”

Simple service done right is Smith Brake’s recipe for success. When you treat customers like family and are a “nut” for quality, you will develop a reputation around town. And sometimes there is no better advertising than what you can get from a loyal customer. ■

Kris Harris is a writer for Denha Media & Communications.

RETAILER: SMITH BRAKE

Locations: Youngstown, Ohio

Founded: 1996

Employees: 4

AFPD Member Since: 2010

Slogan: “Youngstown’s Most Reputable Brake Service”





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Jim Hiller: Family Legacy to Learned Teacher

■ BY KRIS HARRIS

Jim Hiller grew up in the grocery business — literally. From a young age he was involved in daily operations of retail stores and even after retiring from the industry, he has no plans to slow down. “I grew up in the grocery business,” said Jim Hiller. “My father was in it and when I graduated law school, my practice was populated with supermarket people. When I left the practice of law, it was to go into the grocery business because I loved it,” Hiller said.

When he sold the Hiller chain it was on its 3rd generation, son Justin was the company’s vice president. Sid Hiller, Jim’s father started the business and was an AFPD board member.

Over the years, Hiller built his grocery store chains to be destination spots; stores that would offer products that you couldn’t get anywhere else. “A normal supermarket carries around 12,000 items. At our largest, we carried 75,000 items,” said Hiller. “I had products that you just couldn’t find anywhere else and consequently, we had customers that would shop once a week or once every other week and drove 50 miles. But when they did shop, they bought 500 dollars worth of products and that was a model that worked for us,” Hiller said.

These days, Hiller continues to give back to the industry that he’s helped shape. His knowledge of the grocery business is something he wants to share with other retailers and he’s excited to share what he’s learned with AFPD members. “It is my goal, now, to try to deliver to members of AFPD some of the essence of what made me a success,” said Hiller. “We are doing consulting work for businesses, and hopefully businesses that are members of AFPD, with the goal of hoping to make them more successful and to compete against these huge multi-national corporations who have unlimited monies,” Hiller said.

Hiller feels that independent retailers are not only important, but essential to the vitality of the industry. The connection that independent retailers have with their customers and the community, at large, cannot be matched by the big box chains. “I think first and foremost, it’s our ability to connect with various lifestyle segments of the community. I think that was our biggest accomplishment,” said Hiller.



JIM WITH HIS GRANDSON, ETHAN HUGHET HILLER

A strong membership and strong leadership gives Jim reason to believe that AFPD will continue to remain a force in the grocery industry. “I see the value of independent retailers learning to compete successfully in an extremely aggressive market environment, because without all the independents, our society and community is far, far worse,” said Hiller. “What we bring is authenticity and the ability to have a connection with a real human being. I would like the association to become able to make its members complete, not just effectively, but to be able to compete victoriously. That’s the goal,” said Hiller.

When he’s not consulting, he has plenty to keep him busy as he’s proud to say he’s a new grandfather. “Justin had a little boy named Ethan on the 26th of September of this year,” said Hiller, who is looking forward to spending as much time with his grandson as time, and others, will allow. “I’m glad to report that I spend as much time with Ethan as he and his wife will let me,” joked Hiller.

Hiller looks forward to the future of the grocery industry and would give the following advice to a new retailer who is just starting their journey, “My advice is, spend at least an hour a day learning. See what’s happening, what are the trends. See what the world is bringing to your doorstep and listen to it,” Hiller said.

Hiller’s years as a retailer have come with great success and he’s now looking forward to staying involved in the industry and helping make sure others achieve great success as well. ■

Kris Harris is a writer for Denha Media & Communications.



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Learn Roadway Safety Tips from Accident Fund's Transportation Safety Campaign



According to the U.S. Department of Labor, nearly 1,900 drivers suffered fatal work injuries due to transportation incidents in 2014, which accounted for 40% of fatal workplace injuries. When we say “drivers,” we’re talking about more than just long-haul truckers or other workers whose primary job is to operate a vehicle. Because accidents can happen in a flash, it’s critical for everyone on the road to understand the importance of safe driving.

With that in mind, Accident Fund has created a Transportation Safety campaign that covers a wide variety of safety topics pertaining to driver safety. Here’s a short overview of just a few of the campaign topics:

DEFENSIVE DRIVING

A good defensive driving attitude is the key to safety on the road — use this guide to help create a proper environment in your workplace.

MOTOR VEHICLE SAFETY

Visit www.accidentfund.com to learn more about distracted, drowsy, aggressive and impaired, as well as training tips and motorcycle safety.

THREE-POINT CONTACT

A significant number of drivers are injured each year from slipping and falling when entering and exiting their vehicle. This flyer gives the principles and tips to keep in mind when adhering to proper three-point contact procedures.

The campaign site contains many other marketing pieces, links to helpful resources, transportation safety articles and more. Be sure to visit our Transportation Safety site today for lots of useful safety information and tips. Additional safety tools and resources can be found in the toolbox on our website at www.accidentfund.com. ■

BROUGHT TO YOU BY:





Ohio Group Rating Filing Deadline

It is truly incredible how quickly the year has passed! It's hard to believe that we are already at the Ohio Group Rating filing deadline, but it is here. There were lots of new deadlines this year with the BWC changes to prospective billing and I hope that together we were able to keep your members informed of all of those changes so that the transition has been easy for them. Let's continue to share with your members throughout the rest of 2016 and into 2017 so that our businesses are confident that they have all of the latest information.

UPCOMING DEADLINES:

- **December 31, 2015** is the due date for the next premium installment. (Please see the attached update about premium installments in this email)
- **January 22, 2016** is the enrollment deadline for Group Retrospective Rating programs

GROUP RETROSPECTIVE RATING

Group Retrospective Rating is a program that may provide an alternative to traditional Group Rating for some of your members. Please review the image below for information about a series of

webinars we are conducting that will help businesses understand Group Retro. The Group Retro deadline is in January, so businesses still have time to learn more.

UNEMPLOYMENT COMPENSATION

Unemployment Tax Season is quickly approaching! The Ohio Department of Job and Family Services (ODJFS) will mail the Contribution Rate Determination for 2016 to employers later this month. Employers have only 30 days from the mailing date of the notification to appeal the new tax rate if there are discrepancies in the information used to determine the rate.

Most employers have an opportunity to "buy down" this rate by making a voluntary contribution by 12/31/15. Businesses that are commonly owned may find that applying for a common rate group can reduce their unemployment tax liability. Applications for common rate groupings and for discontinuance of current groupings must be filed with ODJFS by December 31, 2015.

Understanding this tax notice and your various options can get you one step closer in controlling your unemployment expenses. To receive help with unemployment tax matters please contact Kammy Staton at (800) 837-3200, extension 57165. ■

BROUGHT TO YOU BY:



CareWorksComp Invites You to a Free Webinar Series

Webinar Topic Information

Understanding Your Workers' Compensation Savings Options

These webinar will provide employers with information about their workers' compensation enrollment options. It will also discuss pertinent BWC updates.

Webinar Dates

- Tuesday, December 1, 2015
10:00 a.m. - 11:00 a.m.
- Tuesday, December 8, 2015
10:00 a.m. - 11:00 a.m.
- Tuesday, December 15, 2015
10:00 a.m. - 11:00 a.m.

To Register

Reserve your webinar seat for the dates and times listed, go to: <https://attendee.gotowebinar.com/rt/8153269416906652929> and choose the date you prefer.

Speakers

Julia Hall
Program Manager
CareWorksComp

Shawn Combs
Program Manager
CareWorksComp

Questions?

If you have any questions please contact CareWorksComp's Julia Hall, toll-free at 1-800-837-3200, ext. 51576 or via email at julia.hall@careworkscorp.com or Shawn Combs, toll-free at 1-800-837-3200, ext. 57264 or via email at shawn.combs@careworkscorp.com.



Is There Any Certainty in Estate Taxes?



■ BY RANDALL A. DENHA, J.D., LL.M.*

While it is true that the imposition of taxes is a certainty, the shape and form of such taxes, especially in an estate planning context, is anything but certain. Just when one believes the ground to be firm in any particular tax context, the sands begin shifting. The federal estate tax has been just such an example the past several years, and estate plans should account for future uncertainty.

The estate tax is a popular political football, and both sides of the table have spent a considerable amount of time and effort kicking it back and forth in the last fifteen years. The current state of estate, gift and generation-skipping transfer ("GST") tax is that they are all subject to a unified exemption rate of \$5.43 million, and then any amount above that number is subject to a tax rate of 40%. The exemption is indexed for inflation, so it will increase every year. At least, it will increase every year according to current law. The Fiscal Year 2016 budget submitted to Congress contains a proposal by the administration to return the estate, gift and GST taxes to the same conditions they were in during 2009, before the current

unified exemption and rates took effect. So, estate and GST taxes would have an exclusion amount of \$3.5 million, and gift taxes would be inapplicable on gift amounts under \$1 million for a lifetime. The top tax rate on amounts over these figures would return to 45%, and the exemptions would not be indexed for inflation.

Now, this isn't the first budget to include this proposal, and it likely won't be the last. The chances of it finding a receptive home at any time in the near future without a substantial change in Congressional composition is very, very small, especially considering the unusual effort put forth by both parties to secure the current exemption. Additionally, the administration has sought other changes in estate taxes and estate planning, suggesting the elimination or limitation to such estate planning vehicles as GRATs, Crummey trusts, and others, and those proposals have so far failed to see the light of day in a legislative sense. However, the signal that these proposals do send is that there is always the potential for change.

Those wishing to take advantage of GRATs or Crummey trusts and other endangered planning vehicles

should do so now, since there's at least a stated desire to significantly diminish the estate and gift savings associated with such planning in the future. Estate planning should also consider that, while the law currently allows a more generous exemption amount and lower tax rates, proposals are continually surfacing to restore older rates as a method of raising revenue. Those with estate plans should reevaluate them with the potential for change in mind - estate plans should evolve and adapt to changes in the law, even potential changes. One should ask whether one's estate plan is prepared for such changes, and the advice of an estate planning attorney can provide a fortress of protection against negative consequences for the estate. ■

**Randall A. Denha, j.d., ll.m., principal and founder of the law firm of Denha & Associates, PLLC with offices in Birmingham, MI and West Bloomfield, MI. Mr. Denha continues to be recognized as a "Super Lawyer" by Michigan Super Lawyers in the areas of Trusts and Estates Law; a "Top Lawyer" by D Business Magazine in the areas of Estate Planning and Tax Law; a Five Star Wealth Planning Professional and a New York Times Top Attorney in Michigan. Mr. Denha can be reached at 248-265-4100 or by email at rad@denhalaw.com.*



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OHIO //

Ohio voters say no to legalizing marijuana

■ BY ANNE SAKER // THE CINCINNATI ENQUIRER

In a major blow to marijuana legalization nationwide, Ohio voters recently rejected a sweeping initiative that would have ended pot prohibition in the Buckeye State.

Unofficial election results found that the proposed constitutional amendment, known as Issue 3, was defeated 65.1% to 34.8%.

Voters did write into the Ohio Constitution a provision known as Issue 2 that prohibits the establishment of a “monopoly, oligopoly or cartel” in the state’s founding document. The ballot issue, which the state legislature wrote expressly to defeat the marijuana language, passed 52.6% to 47.4%.

At the Ohio Chamber of Commerce in Columbus, opponents of legalization rejoiced in their double victory, achieved even though they were outspent by a whopping 20-to-1 ratio. Curt Steiner, campaign director for Ohioans Against Marijuana Monopolies, told the gathering that important issues such as the medical use of marijuana were “overshadowed by the brazen nature and far-reaching extent of the statewide money grab attempted by Issue 3 backers — an attempt voters concluded was, in this instance, an unsavory abuse of the ballot issue process.

“Issue 3 was nothing more and nothing less than a business plan to seize control of the recreational marijuana market in Ohio,” Steiner said. “Issue 3 was designed and built primarily to garner massive and exclusive profits for a small

group of self-selected wealthy investors. Issue 3 was about greed, not good public policy.”

At a hotel half a mile away investors in and supporters of the Ohio plan mourned the results. Ian James, executive director of the private investor group ResponsibleOhio, did not concede the election in remarks just before 10 p.m. ET. But he acknowledged that the outcome did not look good for his campaign.

“This is a bump in the road,” James said. “When the statehouse refuses to deal with the voters, the voters have to make the deal to make sure that their voices are heard, and the only way you can do that is through the petition process.”

Even the large urban counties, Hamilton, Franklin, Cuyahoga, Lucas and Montgomery, where Issue 3 supporters had hoped their support would rest, came out against legalization.

Tuesday’s outcome concluded a yearlong campaign by ResponsibleOhio, the private organization that put \$20 million into the effort to persuade voters to legalize marijuana. Had the issue won, Ohio would have been the sixth jurisdiction to legalize after Alaska, Colorado, the District of Columbia, Oregon and Washington state.

Election night came with extra drama when ResponsibleOhio raced to court with an hour before polls were officially to close at 7:30 p.m. Former state Sen. Eric Kearney, representing ResponsibleOhio, asked for an

injunction to keep the polls open another 90 minutes because new precinct election computers had slowed voting, and some voters were turned away. A judge agreed to the request. The Secretary Of State’s Office then delayed all election results until 9 p.m.

Voters who voted no on Issue 3 expressed concern about exposing children to marijuana. Karen Olchovy of West Chester said voting down legalization was the main reason she voted. “I basically don’t want it available for my kids.”

Katie Kauffeld, of Mariemont, who voted no on Issue 3, said, “I don’t have a problem with the legalization of marijuana, I have a problem with the monopoly and the way this particular amendment was written up. I feel like it gives certain players in the game a monopoly on the situation, and I’d like to see a different setup for it.”

Democratic Rep. Mike Curtin of Columbus, who led the campaign against Issue 3, said that despite the defeat, the Ohio Legislature cannot ignore the electoral sentiment and should address how to relax restrictions on marijuana.

“I’m optimistic the legislature will take the bull by the horns and allow the public debate to continue,” Curtin said. “I would hope that they would do it in a very subdued, methodical, intelligent way.”

OHIO VOTERS

continued on page 39



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MICHIGAN //

Road Funding Package to Governor's Desk



Recently, the House passed amended versions of the roads package, and the package now heads to Governor Snyder for approval. In a statement on Tuesday night, Governor Snyder praised the legislature on this \$1.2 billion plan and is prepared to sign the bills.

The package includes HB 4614, HB 4616, HB 4370, HB 4736, HB 4737, HB 4738, and SB 414. This 600/600 proposal generates \$600 million in new revenue and \$600 million in existing revenue, mostly from the General Fund, by 2021. With some critics showing concern for the heavy reliance on the General Fund, Governor Snyder insists the fund will grow to accommodate the roads, preventing future program cuts.

HB 4616, dealing with diesel fuels, cleared the Senate 20-18 and the House 56-51. A Senate adopted substitute generates \$200 million from a 20 percent increase in registration fees in HB 4736. This bill passed the Senate 20-18, and cleared the House 55-54. HB 4738 changes the gas tax from 19 cents per gallon to 26.3 cents per gallon beginning January 1, 2017. The bill

passed the Senate with a vote of 20-18, and the House 55-52. The gas tax and diesel tax increases will begin January 1, 2022. Inflationary increases are indexed to the national Consumer Price Index.

HB 4614 applies sales tax to alternative fuels based on per-gallon equivalent to motor fuels, had no changes and passed the Senate 21-17 and the House 55-52. The amended version of SB 414 has the rollback tax occurring when General Fund growth exceeding the rate of inflation times 1.425. The legislators also compromised to hold off implementation until January 1, 2023. HB 4370 also did not see many changes, except for the income multiplier changing from 3.4 percent in tax year 2017 to 3.2 percent in tax year 2018. The measure passed the Senate 28-10 and the House 62-45. HB 4737, dealing with the Michigan Transportation Fund and MDOT, passed the Senate 27-11 and the House 73-34.

Senator Virgil Smith (D-Detroit) was the sole Democrat who sided with Republican legislators on any of these bills.

Senate Minority Leader Jim Ananich (D-Flint) and House Minority Leader Tim Greimel (D-Auburn Hills) were particularly critical of this plan. Mr. Ananich called this plan a “political plan” and doesn’t believe the roads will improve as the years continue. Mr. Greimel echoed these concerns, adding that, not only does this further burden families and seniors, but it also will not be implemented until 6 years from now.

Business groups mostly praised the package, including the Grand Rapids Regional Chamber of Commerce, the Michigan Chamber of Commerce, and the Small Business Association of Michigan. The Detroit Regional Chamber and Business Leaders for Michigan initially opposed this plan, but now offer tepid praise. The Michigan Municipal League viewed the plan as underwhelming; Karen Holcomb-Merrill of the Michigan League for Public Policy believes this plan jeopardizes other key services.

Governor Snyder has said he will take time to read and review these bills, however he is fully expected to sign them. ■



MICHIGAN //

Read the Red – A Tool for Clerks

■ JOHN KRONECK, MA, LPC, CPC-R // MICHIGAN DEPARTMENT OF HEALTH AND HUMAN SERVICES

In Michigan Tobacco Vendor Compliance Checks (commonly referred to as tobacco stings) have been required by the Federal Synar Amendment for 23 years. Principally, the Synar Amendment was put in place in 1992 to reduce underage access to tobacco and keep our children healthy. Compliance with the Synar Amendment is a condition of funding for states receiving the Substance Abuse Prevention and Treatment (SAPT) block grant. In Michigan's case we could lose over \$22 Million.

Over the years the state has paid attention to the problems clerks faced when they sold tobacco to minors. A significant number of the clerks had difficulty calculating the age of the customer with just the birth date on the ID. Therefore, when the State of Michigan – Secretary of State came out with the vertical license showing the specific date an individual turns 18 and 21 years of age, it proved itself to a valuable benefit and the *Read the Red* Initiative was born.

Community Coalitions sponsored an information campaign using a replica of an

ID from the State of Michigan Secretary of State's office and added some wording, as shown above. Some communities have continued this effort. The focus is to show clerks they do not need to calculate the age any longer, they can simply – *READ the RED!* In some regions they laminated these cards to protect them and extend their length of use in busy stores. Each card is approximately 4x5 1/2, small enough to be placed on or near a cash register and large enough for clerks to be reminded, if its vertical, *Read the Red* dates. Today many stores have card scanners and other electronic tools to tell us if the individual attempting to purchase is underage. In these situations, the *Read the Red* card serves as a reminder to check the ID. In addition, the *Read the Red* card is a great tool to use in orientation with new employees.

When the state implements tobacco compliance checks, the participating youth are told to be honest. The state is not trying to 'trick' anyone, they are just inspecting to see if the stores are checking ID. Therefore, youth will hand the clerk their real ID, which

**IF IT'S VERTICAL: READ THE RED!**

No More Calculating Ages! Printed in red on the vertical license are the dates when the card owner will be 18 and 21 years of age. Remember to "*READ THE RED*", and no calculating will be needed.

will indicate they are underage. If asked their age, the youth will also truthfully reply.

We understand that those who own stores are our neighbors and friends. As important as it is to keep tobacco out of the hands of minors, it is also important to us that we work together. *Read the Red* is an innovative device to help us reach these goals. ■

OHIO VOTERS

continued from page 36

When ResponsibleOhio gathered enough signatures in July to make the Nov. 3 ballot, the state's political structure coalesced to launch its offensive. Curtin recruited Steiner, a longtime political consultant in Columbus, to craft a large coalition of

organizations opposed to legalization.

Through the summer and fall, ResponsibleOhio outspent Ohioans to End Marijuana Monopolies. But the No on 3 group acquired endorsements from more than 140 groups around the state — an extraordinary melding of medical, legal, banking, law enforcement, chambers of commerce, political entities, trade unions and mental

health and addiction agencies.

Ohioans Against Marijuana Monopolies raised barely \$1 million to fight ResponsibleOhio's \$20 million campaign treasury. But the constituent groups used their internal communication systems as well as news conferences and debate platforms to warn against the dangers of legalizing marijuana in Ohio. ■



NATIONAL //

President Obama Strikes Automatic Enrollment from ACA

The president signed into law a budget package that includes a provision to remove the health-care law's mandatory automatic enrollment provision

■ NACS ONLINE

Recently, President Obama signed into law a bipartisan budget package that includes legislation to permanently strike the Affordable Care Act's (ACA) mandatory automatic enrollment provision off the federal books.

The mandatory automatic enrollment provision would have required employers with more than 200 full-time employees to automatically enroll employees into coverage if a plan was not voluntarily chosen or declined by an employee. If this requirement would have remained in effect, employees could have lost the opportunity to select the coverage that best meets their own health-care needs, and employers could have been subject to duplicative and costly regulations.

Striking the ACA's automatic enrollment provisions has been a top legislative priority for the E-FLEX Coalition, of which NACS is a participant. The advocacy effort to bring this legislation to President Obama for his signature included hundreds of meetings with members of Congress, congressional staff, grassroots efforts and a strong partnership of E-FLEX Coalition members.

"Retailers welcome the repeal of the ACA's automatic enrollment requirement, a provision that had the potential of forcing employees into a health plan that they did not want or need and creating an administrative nightmare for businesses. Striking this redundant requirement off the books puts health decision-making back in

the hands of American workers and their families, and provides employers with relief from potentially problematic and burdensome regulations," said Christine Pollack, vice president of government affairs at the Retail Industry Leaders Association.

The Employers for Flexibility in Health Care (E-FLEX) is a coalition of leading trade associations and businesses in the retail, supermarket, temporary staffing, restaurant, hospitality, construction and other service-related industries, as well as employer-sponsored health plans insuring millions of American workers. Members of the E-FLEX Coalition have been working to implement the health-care law in ways that help ensure employer-sponsored coverage remains a competitive option for employees. ■

Poverty, Not Food Deserts, Contribute to Bad Eating Habits

A recent study found that access to healthy food doesn't mean eating better

Bringing healthy food to underserved areas has little impact on changing bad eating habits, according to a recent study, *The Atlantic* reports. The theory that giving poor people more access to healthy foods would improve their nutrition doesn't pan out, according to research by the U.S. Department of Agriculture, Princeton and the University of Pennsylvania, which was published in the Chicago Policy Review.

The new study found that after controlling for education and income differences, variations in proximity to food explains under 10% of the variation in eating healthy foods. The researchers also pointed out that building grocery stores that stock healthier fare had little impact on what the area's residents consumed.

The findings support earlier studies that found no relationship between what a store offers and its customer's body-mass index.

Improving access to fresh food only enacted slight changes to food consumption.

What does appear clear is that income has a large role in nutrition, not necessarily access to healthy food. So the better focus should be on poverty, not the location of the nearest grocery store. While it's easy to blame obesity and poor eating habits on the scarcity of healthy food, it seems like poor education and low income are better predictors. ■

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Fast-Food Workers Again Strike for \$15/Hour Wage

The higher minimum wage movement kicked off a 12-month campaign with walkouts in dozens of locations



■ NACS ONLINE

Fast-food workers demanded a minimum wage of \$15 an hour during a strike held in 270 cities across the country, USA Today reports. The protest is the start of a 12-month-long strategy to flex the political muscle of 64 million minimum-wage employees.

The walkouts are the biggest since a series of rallies calling for higher pay and the right to unionize

began in 2012, according to Fight for \$15. Demonstrations took place in Boston, New York City, Philadelphia and other cities with workers from McDonald's, Burger King and other quick-service restaurants, as well as home care, child care, farm, FedEx and nursing home minimum-wage employees.

The workers kept up the protests throughout the day, rallying in the mornings and marching to local city halls in the afternoon. Protestors

also planned to congregate outside the Republican presidential debate in Milwaukee on Tuesday evening. The issue has been discussed by both Republican and Democratic presidential candidates, with most Republicans against a higher federal minimum wage, while the Democrats are in favor of raising it to either \$12 an hour (Hillary Clinton) or \$15 (Bernie Sanders and Martin O'Malley).

Already, the protests have seen success, with Los Angeles, San Francisco and Seattle all citing the demonstrations as the main impetus for upping their minimum wage to \$15 an hour, plus McDonald's, Target and Walmart also agreeing to a higher starting wage. Currently, 29 states and Washington, D.C., have higher minimum wages than the federal level of \$7.25. New York is contemplating a \$15 an hour minimum wage. ■

NACS Show Educational Sessions Available On-Demand

Continue your NACS Show experience by purchasing recorded educational sessions

October saw the industry come together for a record-breaking NACS Show in Las Vegas, with 24,392 total attendees. The NACS Show also saw an impressive and record-setting 12,309 attendees gain knowledge and insights from 62 educational sessions—averaging 198 attendees per session.

Based on these numbers, attendees are seeing more and

more value in education sessions at the NACS Show. To help attendees, and others, continue to gain new knowledge and grow their skills, NACS is offering the NACS Show Education Sessions On-Demand. These recorded presentations allow you to stream sessions featured at the 2015 NACS Show from the convenience of your computer, tablet or mobile device.

From the popular foodservice programs to educational sessions that cover best practices on marketing, fuels, human capital and much more, the NACS Show Education Sessions On-Demand provide access to the presentation slides matched with audio so attendees can re-watch sessions that they attended, view sessions they missed and share content with their employees. ■



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JANUARY 9, 2016

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Penna's of Sterling // Sterling Heights, MI

MARCH 16, 2016

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Join us at the Palace of Auburn Hills to cheer on the Pistons while we launch the second edition of our history book!
Palace of Auburn Hills // Auburn Hills, MI

APRIL 28, 2016

AFPD'S 32ND ANNUAL INNOVATIONS BUYING SHOW

AFPD's longest running trade show has retailers looking to fill their shelves for the spring and summer months. The Annual Innovations Buying Show is known for high-quality attendees, non-stop interaction and exhibitor satisfaction. Admission for AFPD members is free. Must be 21 years old to attend this show.
Shenandoah Country Club // West Bloomfield, MI

JUNE 28, 2016

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Every year, the AFPD Foundation awards academic scholarships in the amount of \$1,500 each to extraordinary and deserving students in Michigan. Help the AFPD Foundation invest in the leaders of tomorrow. Tickets and sponsorship opportunities available.
Detroit Athletic Club // Detroit, MI

publishers statement

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