

BottomLine



THE VOICE OF INDEPENDENT RETAILERS // VOL. 28, NO. 8 // AUGUST 2017

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changes trickle down
to retailers and Further
Evolution of the Industry**

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SUPER SODA



[DRINKMUTANT.COM]

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BottomLine



THE VOICE OF INDEPENDENT RETAILERS
VOL. 28, NO. 8 // AUGUST 2017

features



COVER STORY //

CONSOLIDATION: SUPPLIER CHANGES TRICKLE DOWN TO RETAILERS AND FURTHER EVOLUTION OF THE INDUSTRY

Suppliers are taking note; over the years, suppliers have experienced consolidation in the industry at all levels that have trickled down to the retailers.



LIPARI FOODS OPENS A NEW WAREHOUSE

Last month, at the ribbon cutting of the new Lipari Foods warehouse in Warren, Jim Lipari proudly showed off the first product he ever sold. It was a bottle of barbecue sauce he started to sell out of his Ford station wagon in the 1950s.



RESOURCES //

SHORTAGE PROMPTS ACTION FROM AFPD, MICHIGAN STATE UNIVERSITY EXTENSION

With less and less people opting to go into the meat cutting profession, evident gaps are being left in meat departments in grocery stores everywhere. In an attempt to remedy the shortage of trained meat cutters in the industry, AFPD has teamed up with the Michigan Meat Association and Michigan State University Extension to provide a free meat cutting certification class.



chairman's message

PHIL KASSA // AFPD CHAIRMAN

Please Get Involved

Hard to believe summer is almost over. Time to get your stores ready for back to school and then Halloween and Thanksgiving and Christmas. It goes by fast even when you plan it out. As a third-generation grocer, we are always planning things out months in advance. One thing you also need to plan is attending as many industry tradeshow as you can. Just last month I attended two shows myself, and I am really looking forward to the Annual AFPD Holiday shows in September. I do not sell liquor, but this show has become so much more than a spirits event. This year, AFPD is holding a smaller tradeshow in Mount Pleasant and the big one will be at the Suburban Collection Showplace in Novi. Make sure you call the office for tickets.

The players in the industry keep shrinking, so make sure to never burn a bridge because you may have to walk across that bridge one day. Once again, major suppliers are going out of business or being purchased by others and this trickles down to the retailers and it also effects the manufacturers. Just recently SuperValu purchased Central Grocers Warehouse in Illinois for over \$61 million dollars from the bankruptcy court. Nothing seems constant anymore in our industry and if you are not on the forefront and in the know, you will be left behind.

More than ever, AFPD is so valuable to many of us in the industry because they share a plethora of information with us. If you live within the box you call your business, you will never keep up. You need to explore and research what others are looking into and doing. You either need to double down in this business, which I love, or you need to sell while you still can. Consolidation happens to those that are either asleep at the wheel or don't care or just do not change. The market forces and competition is greater today than ever and you either need to step up to the challenge or bail out.

Speaking of stepping up, AFPD always hold annual elections for our volunteer board of directors and I would encourage you to call the AFPD office and ask for a nomination form so we can get your name on the ballot. We need good people who care about the wellbeing of our industry, who are opinionated and ready to work. I'm also proud to welcome a few new board members to the AFPD board who come to use from the Indian community in Western Michigan. As you know, in Michigan, our top priority this year is to codify the half mile rule. And this new group, who has become a part of AFPD, will help us achieve that goal. We remain excited about our growth in the Chicago Metro area as well as all throughout Ohio. And the growth we have seen from Benchmark Beverage Company in Michigan has some people asking us to move that into Ohio and Illinois as well.

We are so blessed to have a great staff at AFPD and you truly do not know the dedication of the staff at AFPD until you get involved and need some help. They always come through because they are here to serve you, the AFPD member! Hope to see you at one of the upcoming AFPD tradeshow! God Bless. ■

EXECUTIVE COMMITTEE

Phil Kassa	Chairman, Heartland Marketplace/ Saturn Food Center, Food & Beverage
Tom Baumann	Supermarket Vice Chair, Ric's Food Center, Food & Beverage
Jerry Crete	Convenience/Liquor Store Vice Chair, Ideal Party Stores, MI Region #2
Michael Mitchell	Petroleum/Auto Retail Vice Chair, Markham Oil, Petroleum
Al Chittaro	Supplier Vice Chair, Faygo Beverages, Inc., Supplier
Paul Elhindi	Treasurer, Corner Market, Petroleum
Clifton Denha	Secretary, Wine Palace, Food & Beverage
Bobby Hesano	Vice Chair of Membership, D&B Grocers Wholesale, Supplier
Jim Garmo	Vice Chair of Vendor Programs Development, Kuzana Enterprises, Associate

FOOD & BEVERAGE GOVERNORS

Najib Atisha	Indian Village Market
Jacob Garmo	Village Food Market/ Fresh Food Depot
Al Jonna	Picnic Basket/Wine Merchants
Brian Yaldoo	Hills Fine Wine & Spirits

INDEPENDENT PETROLEUM RETAIL GOVERNORS

Ziad Koza	High Pointe Oil
------------------	-----------------

SUPPLIER GOVERNORS

Saad Abbo	U.S. Ice Corp.
Ken Hebert	Coca-Cola Refreshments
Jason Ishbia	Sherwood Foods
Marsha Keenoy	Diageo
Brian Pizzuti	RNDC of Michigan
Mike Quinn	Pepsi Beverages Company

ASSOCIATE GOVERNORS

Joe Abro	Abro & Co. CPA, P.C.
Tiffany Otis-Albert	Blue Care Network

REGIONAL GOVERNORS

Frank Ayar	Walter's Shopping Place, Michigan Region #1
Rishi Makkar	International Beverage, Michigan Region #3
Gary McGuirk, Jr.	Liberty USA/Eby Brown, Ohio Region #2
Brad Miller	SUPERVALU Midwest Region, Illinois Region #1

EMERITUS DIRECTOR

John Denha	8 Mile Foodland/Huron Foods
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STAFF & CONSULTANTS

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Judith Will Fleming	Director, Ohio Operations
Ila Konja	Bookkeeper/Insurance
Lisa Denha	Event Coordinator/ Publication Sales
Angie Kassab	Office Manager
Ken Schulte	Business Development
Mary Ann Yono	Business Development
Mahasen Salman	Business Development
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Capitol Strategies Group	Michigan Lobbyist
Morrit & Associates	Illinois Lobbyist
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Vanessa Denha	Public Relations, Denha Media and Communications
UHY-MI	Certified Public Accountant
Karla Atchoo	Accounting Consultant, Karla Atchoo & Associates, Inc.



AFPD Accepting Nominations for 2018 Board of Governors

It is time to exercise your right to help choose AFPD's Board of Governors for 2018. Any voting member of AFPD may be nominated to serve on the Board of Governors.

To be eligible, you must be a member in good standing for no less than the prior 12 months, and you must be nominated in writing *on or before Friday, September 29, 2017*. All nominations require the support of 10 additional members in good standing or a majority vote by the nominating committee.

The election results will be tallied on Tuesday, December 5, 2017.

A member is able to challenge any incumbent in their own respective category. This year we have elections for the following positions:

SIX (6) FOOD & BEVERAGE POSITIONS ARE UP FOR RE-ELECTION:

- Phil Kassa, Heartland Marketplace/Saturn Food Center, *2-year term*
- Najib Atisha, Indian Village Market, *2-year term*
- Al Jonna, Picnic Basket/Wine Merchants, *3-year term*
- Brian Yaladoo, Hills Fine Wine & Spirits, *3-year term*
- Cliff Denha, Wine Palace, *3-year term*
- Jacob Garmo, Village Food Market/Fresh Food Depot, *3-year term*

FOUR (4) INDEPENDENT PETROLEUM RETAIL POSITIONS ARE UP FOR RE-ELECTION:

- Paul Elhindi, Corner Market, *3-year term*
- Michael Mitchell, Markham Oil, *3-year term*
- Vacancy
- Vacancy

EIGHT (8) SUPPLIER POSITIONS ARE UP FOR RE-ELECTION:

- Ken Hebert, Coca-Cola Refreshments, *3-year term*
- Saad Abbo, U.S. Ice Corp., *2-year term*
- Bobby Hesano, D & B Grocers Wholesale, *3-year term*



THE VOICE OF **INDEPENDENT** RETAILERS

- Mike Quinn, Pepsi Beverages Company, *3-year term*
- Brian Pizzuti, RNDC of Michigan, *3-year term*
- Vacancy
- Vacancy
- Vacancy

TWO (2) ASSOCIATE POSITIONS ARE UP FOR RE-ELECTION:

- Tiffany Otis-Albert, Blue Care Network, *2-year term*
- Joe Abro, Abro & Co. CPA, PC, *3-year term*

SIX (6) REGIONAL POSITIONS ARE UP FOR RE-ELECTION:

- Frank Ayar, Walter's Shopping Place, Michigan Region #1 (Wayne, Oakland, Macomb Counties), *2-year term*
- Jerry Crete, Ideal Party Stores, Michigan Region #2 (North of M-46), *2-year term*
- Gary McGuirk, Jr., Eby-Brown, Ohio Region #2 (South), *3-year term*
- Brad Miller, SUPERVALU, Illinois Region #1, *3-year term*
- Vacancy, Ohio #1 (North)

AFPD urges members to nominate candidates who will devote their time to represent the food, beverage, and petroleum industries with professionalism and integrity.

Please send your nominations, with supporting signatures, *on or before Friday, September 29, 2017* to:

AFPD NOMINATING COMMITTEE
5779 WEST MAPLE ROAD
WEST BLOOMFIELD, MICHIGAN 48322

For more information, contact AFPD President & CEO Auday Arabo at (800) 666-6233 or aarabo@AFPDonline.org. ■



THE FOOD DEALER

SEPT.-OCT., 1967



ROBERT LANDY
Manufacturer
United Dairies



THOMAS GUSWILER
Broker
P. F. Pfeister Co.



SAM GREENBERG
Wholesaler
Grosse Pointe Foods



CYRILLA RILEY
Distinguished Service
The Detroit News



LEO GREEN
Honorary Member
N.A.I.F.R.

Six Receive AFD Service Awards

Three food firm representatives and two veteran newspaper editors were cited by the Associated Food Dealers of Greater Detroit for outstanding service to the food industry.

In conjunction with its annual awards banquet, held Sept. 19 at the Roostertail, the AFD presented three salesmen of the year awards, two distinguished service citations, and an honorary membership in the association.

Recipients of the Salesmen-of-the-Year honors were Robert Landy, sales representative for United Dairies Inc., manufacturer and distributor of dairy products; Samuel Greenberg of Grosse Pointe Quality Foods, wholesale grocer; and Thomas J. Guswiler, sales supervisor for P. F. Pfeister Company, food broker.

Recipients of the Associated Food Dealers' Distinguished Service Awards in behalf of the food

distribution industry were Kay Savage, food editor of the Detroit Free Press, and Cyrilla Riley, food editor of The Detroit News.

Leo Green, a retailer from Yonkers, New York, and a director of the National Association of Independent Food Retailers, was presented with an honorary membership and plaque for services rendered to the AFD.

Presenting the 1967 awards were Michael Giannotti, president, and Donald LaRose, chairman, of the Associated Food Dealers. Toastmaster for the evening was AFD executive director, Edward Deeb. Some 560 persons attended the big event.

Purpose of the outstanding service awards to individuals both in and out of the food field, is to give recognition to those persons who have distinguished themselves in their service to the industry.

(For related stories and pictures, see page 14.)

AFD Demands Reconstruction Aid From City

Officers of the Associated Food Dealers, representing independent grocers and local supermarket operators, met with Detroit Mayor Jerome P. Cavanagh's top aides recently to discuss problems concerning reconstruction and re-opening store owners have had since the civil disturbances ended last July.

Attending the meeting in behalf of the association were Michael Giannotti, president; Donald LaRose, chairman of the board; Salim Sarafa, vice-president; John George, AFD trustee; and Edward Deeb, executive director.

The association pressed for an eight-point program, with most of the emphasis on insurance aid and riot control measures.

The association urged the City of Detroit to encourage the following points:

1—Insurance aid to retailers who are unable to get insurance coverage at the city, state and Federal levels; and to urge that major insurance companies inaugurate "insurance pools," similar to the car insurance pools. (During the recent disturbances, the AFD asked President Johnson to establish Federal aid for all small retailers.)



Associated Food Dealers Airs Reconstruction Problems With City

(Continued from Page 3)

2—In the event of future disturbances, the AFD recommended that the police use all available and acceptable riot control measures, such as fire hoses, tear gas, curfew with strict enforcement, and appropriate chemicals.

3—Better protection against looting. The AFD stated that looting was outright larcenous, and that laws covering looting must be enforced fully.

4—Financial relief or compensation for businessmen affected by riots, especially for those who were either uninsured or incurred total loss of business.

5—Additional police protection, and greater enforcement of existing laws. Detroit cannot enforce its laws, the AFD said, with its police force operating below normal strength. (The AFD twice appealed to the Detroit Common Council to hire additional police and increase salaries to draw more men to the force.) The association representatives stated that salaries alone is not the reason for lack of proper manpower. "We believe that lack of morale stems from a lack of respect for law and order."

6—Allow small grocers and other small businessmen to reopen their stores on the land they own. We cannot allow discrimination against the small businessmen, just because he cannot afford to build large shopping centers or malls. It is the small businessman who is the heart and backbone of Detroit's and the nation's economies.

7—If violence brings rewards, then the city is in for very violent times. The AFD urged, therefore, that the Mayor, Common Council, and Police Commissioner each come out with strong statements and programs and inform the public that lawlessness will not be tolerated. Many leaders have made such statements, but they had lacked the necessary action.

8—The AFD finally urged that a concrete plan of action, in the event of future rioting, be outlined and instituted at once to prevent similar occurrences, and that the entire citizenry be advised of this plan so everyone knows what to expect.

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AND PROFITS, TOO...**

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Absolutely the finest, freshest, complete line of nuts from all over the world among which are the NEW Dry Toasted Peanuts (blanched and unblanched). All ready for display and impulse buying in modern attractive merchandising units.



This is one of the several different sized KAR Serve-Self Racks that make the customers stop and buy. Each engineered to hold easy to get packaged nuts.

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petroleum news & views

EDWARD WEGLARZ // AFPD DIRECTOR, PETROLEUM

Renewal of Motor Fuel Retail Outlet License

The Michigan Motor Fuels Quality Act, PA 44 of 1984, was updated to eliminate the \$100 annual licensing fee beginning March 29, 2017. A completed license application is still required to be submitted to The Michigan Department of Agriculture and Rural Development annually.

Motor Fuel Retail Outlet License renewal applications were mailed to licensed retailers in July.

Renewal applications must be submitted to the Michigan Department of Agriculture and Rural Development prior to September 1st.

2017 Motor Fuel Retail Outlet Licenses expire November 30, 2017.

Failure to apply on time and/or offer motor fuels for sale without a valid Motor Fuels Retail Outlet License may result in an administrative fine in accordance with section 10a of The Motor Fuels Quality Act.

A Motor Fuels Retail Outlet License will not be issued until all outstanding Administrative Fines and Weights and Measures invoices have been paid.

Incomplete Motor Fuels Retail Outlet License applications will result in a delay of a license being issued.



A distributor may be found in violation of Section 5 of The Motor Fuels Quality Act if found to have delivered motor fuels to a retailer that does not have a valid Motor Fuels Retail Outlet License.

Questions regarding your Motor Fuels Retail Outlet License may be directed to Michigan Department of Agriculture & Rural Development Central Licensing Unit at (517) 284-5771.

Questions regarding the Motor Fuel Quality Program may be directed to Michigan Department of Agriculture and Rural Development Motor Fuels Quality Program at (517) 655-8202. ■

FDA RELEASES "AGE CALCULATOR" APP FOR TOBACCO RETAILERS

The FDA recently released a free, voluntary smartphone application, "FDA Age Calculator," on the Google Play and iTunes app stores to help retailers comply with age restriction laws. With the "FDA Age Calculator," retailers can use their personal smartphones to help determine if the purchaser is old enough under federal law to buy tobacco products. Using the camera feature on a smartphone, the app is able to scan the back of the driver's license of the purchaser to determine if the customer is at least 18 years of age (the federal minimum age to buy a tobacco product). The birthdate listed on the photo ID can also be manually entered into the app by the retailer for a quick age calculation.

Importantly, the customer's personal information is not transmitted or shared and is not saved in the app, the retailer's smartphone, or a third-party or government server.

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Proud to be making crystal pure ice in Michigan since 1984.



michigan lobbyist report

MATT MINER // CAPITOL STRATEGIES GROUP

AFPD Introduces New Michigan Lobbyist

Greetings! My name is Matt Miner, CEO of Capitol Strategies Group. CSG provides multi-client lobbying for AFPD. We are excited to join the team and we look forward to continued success as the 2017-2018 legislative session rolls on.

The spring legislative session saw slow activity to begin the year, but finished with the advancement of several issues supported by AFPD. The major legislative item awaiting action by AFPD remains the codification of the half mile rule. House Bill 4504 introduced by Representative Webber has been referred to the House Regulatory Reform Committee. It is anticipated that the issue will get its day in court this fall, as grassroots efforts have made the issue a hot topic in the committee.

In the Senate, Senator Rick Jones has stepped up to champion the issue for AFPD and is working to secure a hearing in the Senate this fall. Senate Bill 501 differs slightly from House Bill 4504, but advances this major initiative for AFPD by codifying the half mile rule into statute.

Other hot issues for AFPD have made their way through the legislative process, including a couple signed into law by Governor Snyder. Here's a quick briefing on these issues:

HOUSE BILL 4169/PUBLIC ACT 66 - 500 FOOT RULE CORRECTION

AFPD pushed to codify changes to the 500 foot rule that arose from ongoing litigation with the MLCC. On July 12th, the Governor signed this bill.

HOUSE BILL 4207

Incentives for Food Retailers in Underserved Areas: HB 4207 allows for Community Redevelopment tax incentives to be granted to urban food initiatives which include grocery stores in targeted areas. This bill was reported out of the House Commerce and Trade Committee and awaits action by the full House.

SENATE BILL 228

Skimmers: Legislation was introduced mandating fuel retailers to install certain devices to combat skimmers. This legislation

was similar to legislation introduced in the past. AFPD met several times with the bill sponsor and worked out compromise language that was included in the substitute presented to the Senate Committee on Agriculture in May. If the bill moves from committee, it will include language approved by AFPD.

SENATE BILL 415 - SKIMMERS

Similar to SB 228, SB 415 mandates fuel retailers install certain devices to combat skimmers. This bill advanced from the Senate with language preferred by AFPD and currently sits in the House Commerce and Trade Committee where it awaits action.

SENATE BILL 140 - DEQ BUDGET

As with other attempts in the past, the DEQ attempted to siphon \$14.9 million in RPF money to use for non-petroleum cleanups. AFPD strongly opposed this measure and the final budget left this fund intact. We must continue to monitor this issue going forward, as this money grab appears to be a priority for the department.

SENATE BILL 372 - BEER TAG REPEAL

The burdensome "Beer Tag" is on its way to being a thing of the past. The Senate unanimously passed the repeal of the beer tag requirement, with AFPD support, and the bill awaits committee action in the House. It is anticipated that this bill will make its way to the Governor's desk this fall, putting to end this onerous government mandate.

SENATE BILL 74 - SELLING TOBACCO TO MINORS

AFPD pushed for compromise language included in the committee substitute passed in February. The bill has since sat on the Senate floor where it still awaits action by the full Senate.

HOUSE BILL 4583- LEGACY UNDERGROUND STORAGE TANK CLEANUP PROGRAM

HB 4583 amends the Natural Resources and Environmental Protection Act by creating the Legacy Underground Storage Tank Cleanup Program. AFPD supported this bill, which passed the House and is currently awaiting action by the Senate Committee on Natural Resources.

SENATE BILL 356 – SALESPERSON LICENSING

AFPD continues to oppose SB 356, which mandates that the MLCC license salespersons of spirits. This measure passed the Senate, but has not been brought up by the House Committee on Regulatory Reform. ■

— REBATES —



AFPD MEMBER EXCLUSIVE

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

DISTRIBUTOR PROGRAM

Eby-Brown

Delivering Solutions Daily

Take advantage of AFPD's group purchasing power!

DETAILS:

- **New Eby-Brown customers** will be eligible for 2% non-tobacco rebate if they agree to the distribution plant/AFPD pricing schedule.
- **Current Eby-Brown customers** will be eligible for 2% non-tobacco rebate only if they agree to the distribution plant/AFPD pricing schedule.
- **All AFPD customers** will be eligible for the Chain Buying Book.

GENERAL REQUIREMENTS:

- Customers need to maintain good credit standing
- Must purchase weekly averaging \$3,500 in total purchases.
- Must be serviced by MI, OH or PA Eby-Brown distribution plants to qualify.

This program provides a customized marketing plan and competitive retail pricing that is sure to help you increase sales and build a better bottom line.

TOTAL VALUE TO YOU:

\$1,040 2% Rebate*
(annual total paid quarterly)

\$850 Chain Buying Book
average savings

\$2,500 Est. AFPD member
program savings

\$4,390 **Total Member Benefits**
PER LOCATION

*Based on \$1,000 non-tobacco purchases weekly

TO SIGN UP FOR THIS PROGRAM, CALL THE AFPD OFFICE AT (800) 666-6233 OR EMAIL INFO@AFPDONLINE.ORG



michigan lottery report

ARIC NESBITT // MICHIGAN LOTTERY COMMISSIONER

Bonus Draws Returning to Daily 3 and Daily 4 Game in August

The Daily 3 and Daily 4 games are among the most popular games offered by the Michigan Lottery, making up about 25% of total sales. Promotions that have run with the Daily 3 and Daily 4 games have been among the most popular offered by the Lottery.

In March, the Lottery offered Bonus Draws for the Daily 3 and Daily 4 games. The promotion was a huge success leading to a 7% sales increase compared to March 2016. To build on this popularity, the Lottery will conduct Bonus Draws for the Daily 3 and Daily 4 games again in August. The promotion is scheduled to start on August 1st, and will offer Daily 3 and Daily 4 players the chance to win larger cash prizes.

For a limited time in August, Daily 3 and Daily 4 Bonus Draws will be announced during select midday and evening broadcasts of the winning numbers. Every

time there is a Bonus Draw, all Daily 3 prizes will be increased by 20%, and all Daily 4, prizes except straight and wheeled plays, will be increased by 20%.

The promotion is easy for retailers because it requires no additional action during the sale. Additionally, retailers will earn higher redemption commissions on all Bonus Draw prizes paid. We expect it to be popular again among players because there is no additional cost required for a player to take part in the Bonus Draw promotion.

We often hear from players who have a special story or reason they have played their numbers for years. That personal link, along with the chance to win cash, keeps players regularly playing the Daily 3 and Daily 4 games. Historically, Daily 3 and Daily 4 promotions have been very successful. They have proven to boost player awareness and interest in daily games, leading to increased sales and commissions for retailers. ■

Daily3	\$1 BET (\$0.50 BETS ALSO ELIGIBLE)	REGULAR PRIZE	BONUS PRIZE
STRAIGHT		\$500	\$600
BOX	3-way	\$166	\$200
	6-way	\$83	\$100
2-WAY	3-way Straight + Box	\$333	\$400
	6-way Straight + Box	\$291	\$350
	3-way Box	\$83	\$100
	6-way Box	\$41	\$50
1-OFF	Straight	\$284	\$341
	1-Off	\$36	\$44
WHEEL		\$500	\$600

Daily4	\$1 BET	REGULAR PRIZE	BONUS PRIZE
BOX	4-way	\$1,250	\$1,500
	6-way	\$833	\$999
	12-way	\$416	\$500
	24-way	\$208	\$250
2-WAY	4-way Straight + Box	\$3,200	\$3,840
	6-way Straight + Box	\$2,916	\$3,500
	12-way Straight + Box	\$2,708	\$3,250
	24-way Straight + Box	\$2,604	\$3,125
	4-way Box	\$600	\$720
	6-way Box	\$416	\$500
	12-way Box	\$208	\$250
	24-way Box	\$104	\$125
1-OFF	Straight	\$2,800	\$3,360
	1-Off	\$275	\$330

INSTANT TICKETS // PULL TAB TICKETS

NEW INSTANT TICKETS:

On sale August 1st:

- IG 209 – Hit It Big – \$20
- IG 221 – Cash Club – \$5

INSTANT GAMES SET TO EXPIRE:

Expiring August 7th:

- IG 734 – \$100 Frenzy – \$2
- IG 735 – Bonus Jackpot – \$3
- IG 736 – Win Big – \$5

Expiring September 4th:

- IG 720 – Blazing 7'2 – \$1

NEW PULL TAB TICKETS:

On sale August 1st:

- MI 596 – Kickoff Cash – \$1
- MI 595 – Cherry Twist – 50¢

PULL TABS SET TO EXPIRE:

Expiring August 8th:

- MI 559 – Money Night Lights – \$1

Expiring August 21st:

- IT 861 – \$25,000 Jackpot – \$5

Expiring September 12th:

- MI 558 – Baggin' Bucks – 50¢
- MI 560 – Win It All – 50¢

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

Daily 3&4

**BONUS
DRAWS™**

FOR A LIMITED
TIME IN AUGUST!

— WIN —
20%
MORE
ON DAILY 3&4

**ANY DRAW CAN BE
A BONUS DRAW!**

- Daily 3&4 BONUS DRAWS will be announced during the broadcast of the midday and evening winning numbers.
- For each BONUS DRAW, all eligible Daily 3&4 prizes will be increased by 20%.

*During the March Bonus Draws promotion
players won over \$1.1 million in bonus prizes!*

DAILY 4 STRAIGHT AND WHEELED BETS NOT ELIGIBLE.

Daily 3 odds: Straight: 1 in 1,000; 3-Way Box: 1 in 333; 6-Way Box: 1 in 167; 1-Off Straight: 1 in 1,000; 1-Off One Digit: 1 in 167. Daily 4 odds: Straight: 1 in 10,000; 4-Way Box: 1 in 2,500; 6-Way Box: 1 in 1,666; 12-Way Box: 1 in 833; 24-Way Box: 1 in 416; 1-Off Straight: 1 in 10,000; 1-Off One Digit: 1 in 1,250.

Knowing your limits is always the best bet. Call the Michigan Problem Gambling Helpline for confidential help at 1-800-270-7117.





ohio lobbyist report

TERRY FLEMING // TC FLEMING & ASSOCIATES

AFPD is on the Watch in Ohio

The last Ohio report talked about the two year-\$64 billion state budget and the fact that AFPD, along with others, were successful in having all tax increases removed from budget; which included tobacco, alcohol and sales tax increases proposed by Governor Kasich. The Governor did sign the bill, but he line-item vetoed 14 provisions, including the freeze on Medicaid expansion. He also vetoed the language giving House and Senate authority to appoint members to the Oil and Gas Review Committee. This Committee would make decisions regarding permits being issued on state parks for oil and gas drilling. Most all of the other vetoes concerned language dealing with health care. The Ohio House overrode 13 of the 14 veto's the sole exception being the freeze on Medicaid expansion. The Ohio Senate has yet to act on overrides, but is expected to return in early August to consider overrides. The Senate must agree with House for the overrides to become effective. None of this has any bearing on the rest of the Budget Bill, including the Ohio Lottery, at AFPD's request, from establishing an incentive-based

program for lottery agents in Ohio, similar to the Michigan plan.

At AFPD's request, one Senator and three House members, along with Liquor Control folks and representatives from the Governor's office agreed to a meeting to discuss liquor control issues in Ohio with the goal of establishing a program similar to, but not the exact same as the Michigan program. We will keep members advised of the results of these meetings.

On the political front Vice President Pence was featured speaker at the Ohio Republican Party annual dinner and he focused much of his attention on Obamacare and the need to repeal and replace. He also spoke of dealing with the opioid crises in Ohio and touched on immigration. As mentioned before, there are four Republicans announced for the Governor race in 2018, Lt. Governor Mary Taylor, Attorney General Mike DeWine, Secretary of State Jon Husted and Congressman Jim Renacci. On the Democrat side, there is a push being made to recruit former State Representative, State Treasurer and Attorney General Richard Cordray, he has not officially announced, but friends indicate he will run which most likely will clear the field of the other four announced candidates.

Summer time is a good time to contact your State Senators and Representatives while they're home for the summer. Let them know what's on your mind and remember to encourage your fellow businessmen to join with you to help AFPD be the voice of small businesses in Ohio. ■





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ohio liquor report

JIM CANEPA // OHIO DIVISION OF LIQUOR CONTROL

Moving Forward After the Liquor Modernization Project Deployment

The saying ‘business as usual’ may be what you’re thinking now that the Liquor Modernization Project deployment is over, but that couldn’t be further from the truth. The momentous milestone of transitioning 465 contract liquor agencies onto one system was an extremely large lift, but so is the work that follows.

Our team is now dedicated to ensuring the business practices around the enterprise live up to the new technology that is in place. There are still many moving parts as a result of this launch, and you don’t need me to tell you – change is hard. There are new processes, a new company making deliveries of the product and a new system for everyone to learn.

The momentous milestone of transitioning 465 contract liquor agencies onto one system was an extremely large lift, but so is the work that follows.

Every day we are learning what is working well, and we are also learning where some weaknesses still lie. We knew everything wouldn’t be perfect, but we are striving every day to make changes where we can to make sure the customers in this state get the product they want, when they want it.

As our team continues to work through the remaining issues from this new launch, we must remind you, our relationship with you is not over. That is how we’ll turn those weaknesses I spoke of

into strengths. The engagement of Agencies, permit holders and other stakeholders remains vital to our success. Two-way communication must continue as it’s the key ingredient to a successful enterprise.

Now that the Division has completed the technology portion of moving our enterprise forward, it’s time to move forward with how we do business. As customers walk into Agencies across the state, they may have noticed many of them have a new point-of-sale register. Come August 1st, as customers walk into Agencies, they will likely see something else that is brand new! In an effort to provide the best selection of products to consumers, the Liquor Enterprise will begin selling 50 ml’s of selected products as individual bottles. This provides consumers an option to sample a product before purchasing a larger bottle size, and is a great solution for recipes which call for a small quantity of a product. This move will keep Ohio competitive with other states, including neighboring states.

It’s small steps like this that will ensure Ohio remains competitive. We know the importance of a strong and growing spirituous liquor industry, and we will continue to work diligently to make sure our stakeholders have what they need to succeed.

Providing the best customer service has been the focus of this entire transition. The state now has in place a system which allows for all partners – Agencies, warehouses, brokers and suppliers – to view the same information at the same time. Products are tracked through the entire process, from delivery to the warehouses to the point where consumers purchase their products. We understand the process for you is much simpler; find a product you like, and order it. It’s a process we hope you enjoy with ease. Our processes to make that experience as enjoyable and efficient as possible has just advanced leaps and bounds and we are dedicated to keep that momentum moving forward. We appreciate your partnership and are committed to keeping the lines of communication open. I wish you a happy and safe summer. ■

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Illinois lobbyist report

STEPHEN S. MORRILL // MORRILL & ASSOCIATES, PC

Recap of 2017 Legislative Session in Illinois – Still Not Over

For the first time in two years, and only after a lengthy overtime session, the State of Illinois has a fully operational budget – state government had been running pursuant to court orders and consent decrees, along with niche appropriations affecting K-12 education and non-general revenue fund sources of state income. The spending plan took effect in July after both legislative chambers overrode Republican Governor Bruce Rauner's veto of a budget package that was cobbled together by Democrat legislative leaders with an eye toward attracting support from about a dozen rank-and-file GOP lawmakers.

Facing threats by rating agencies of a credit downgrade to "junk" absent a budget being enacted by July 1, the Governor declared a special session for the last ten days of June. The legislature failed to advance a budget by June 30, but legislative leaders insisted that both chambers continue to work into July to pass three bills that emerged as the budget package: SB 6 (appropriations), SB 9 (tax increase) and SB 42 (budget implementation). These three bills were vetoed by Governor Rauner on July 4, with both chambers immediately voting to override each veto, resulting in an enacted state budget beginning July 5th.

Of interest within SB 9 are the following: (a) a **permanent** income tax increase, with the individual income tax rate increasing from 3.75% to 4.9% and the corporate tax rate increasing from 5% to 7%; (b) elimination of targeted business incentives regarding tax havens; and (c) reinstatement of the R&D tax credit, among other tax changes. Importantly for AFPD, SB 9 **did not include any new service taxes or sugary beverage tax**. SB 9 is projected to generate \$5.4 billion in new state tax revenues. In addition

to increased tax revenues, the budget package is expected to spend only \$36 billion (a reduction of \$3 billion from prior years), and includes mechanisms to pay up to \$8 billion of the current \$15 billion backlog of unpaid state bills.

Showing a willingness to address some of the key elements in Governor Rauner's business-and-government reform agenda, Democrat leaders advanced their versions of worker's compensation reform, pension reform, procurement reform, and local government consolidation. These reform measures do not go far enough, in the view of Governor Rauner.

Though a full state budget is now in place, the General Assembly will soon return to Springfield to address school funding reform – something that is necessary because the enacted budget requires distribution of state aid pursuant to an "evidence based funding formula," which is yet to be enacted. Without an education funding reform bill becoming law, the appropriated state funds for K-12 schools cannot be distributed. While both chambers advanced such a school funding reform bill (SB 1), Governor Rauner made clear his intent to veto the bill, claiming it represents an unwarranted bailout for the Chicago Public Schools. As the bill has yet to be released from the Senate chamber and sent to his desk, Governor Rauner has called a second special session to begin Wednesday, July 26 "for the purpose of considering appropriate legislation" regarding education funding reform.

Beyond the ongoing budget drama, we continue to monitor important legislation to AFPD, including:

SB 1597

A statewide plastic bag ban offered by Senator Terry Link, which remains on the Senate floor as negotiations continue.

HB 3157

A bill sponsored by Representative Sonya Harper to identify and collect data on food deserts in Illinois, which unanimously passed both chambers and awaits action by the Governor. ■



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Consolidation: Supplier changes trickle down to retailers and Further Evolution of the Industry

■ BY VANESSA DENHA GARMO // DENHA MEDIA & COMMUNICATIONS



Suppliers are taking note; over the years, suppliers have experienced consolidation in the industry at all levels that have trickled down to the retailers.

“Consolidation is a natural occurring event and follows the law of nature that acknowledges the survival of the fittest is always a fact,” said Bobby Hesano, President and CEO of D&B Grocers Wholesaler and Distributors. “Consolidation occurs when retailers lose sight of what the consumers are looking for at any point in time.”

That natural transition has resulted in non-traditional businesses popping up. “We are seeing more and more non-traditional retailers entering the food category in a very big way – dollar stores, drug stores, hardware stores and many

others,” said Al Chittaro, President of Faygo Beverages. “The independent retailers have to reinvest in their stores and find a niche. They have to hang on to their customers at all costs. We continue to look for efficiencies when servicing all our customers.”

For example, explained Hesano, basic commodities like canned meats and vegetables have been processed and packaged for the mass market. “The trend now for organic and fresh product is healthier for food preparation and consumption. When retailers fail to see the change, they will lose that customer to those who do. In our market, Kroger and Busch’s have realized and accepted the change and have provided the items the consumers are looking for in organic produce, fresh and ‘Made in Michigan’ items. Those that didn’t



are gone and normally consolidated into the ones that did. Like Kroger buying Great Scott and Hillers. Conversely Busch's has opened two new stores."

The consolidation factor has resulted in many stores closing over the years in fact just looking at Detroit for the last 20 to 30 years, there was a massive grocery exodus. The industry lost Chatham, Great Scott, Farmer Jack, A&P, Vescio and wholesalers like Abner Wolf and Metro Grocery. "All good operators that fail to change with the changing marketplace," said Hesano, "Will go out of business, unless they accept the changes and change with them."

"We think this trend of stores closing will continue as the national account retailers add 400 to 500 stores per year," said Chittaro.

Fast forward to today; independent grocers are not only contending with Big Box stores in the neighborhoods, they are now competing with a national giant – Amazon. "This is a perfect example of a retailer, Amazon, realizing they had pretty much captured their market and in order to grow, needed to react to customer needs," said Hesano, "In their case they needed a better vehicle to deliver fresh product that was hard for them to do. Hence, Whole Foods was consolidated to Amazon. Whole Foods for their part was comfortable with their business and failed to see Kroger, Meijer and I am sure many more across the country coming to take their business. Like any other industry, when a new player enters the game, everyone becomes a little apprehensive. Amazon needs to be taken seriously and retailers need to focus on what their customers want and need."

"The industry will yet again get more competitive. All retailers will have to react to this recent purchase," added Chittaro.

The consolidating of the industry has been a topic of discussion within AFPD for years. "It's part of our reality," said Auday Arabo, AFPD President and CEO. "It's one of the many reasons why operating an association, which is the umbrella of all aspects of the industry, is so important. Everyone needs to be under one group to adjust to the changes in the industry and to keep businesses thriving."

Hesano is not only a long-time member, but has been on active on the board for years. "One of the best ways for manufactures to know their customers is to be a part of organizations like AFPD," said Hesano. "While representing the retailers are an integral part of facilitating the communication between manufactures and retailers to make sure they are on the same page when it comes to market trends and the ever-changing retail directions."

Suppliers and retailers, inside one group, are able to learn from each other.

"We all have much more in common rather than apart," said

Ed Weglarz, Executive Vice President for Petroleum. "By having both supplier and retailer categories as members of AFPD, we have the opportunity to discuss problems, promotions, and challenges encountered by both groups, face-to-face. Usually we find that the rumored problem on the street is much simpler when it gets talked about and more easily addressed. Oftentimes we get input from an unrelated industry who faced a similar problem and already has a solution in place."

Members of the board agree. "By effectively communicating the needs of both sides – to keep an open mind when having those multiple conversations," said Chittaro.

Retailers agree. "AFPD has helped by having other retailers and wholesalers in the same room fighting the same fight, whether it's costly government regulations or having different ideas to enter the future," said Phil Kassa, co-owner of Heartland Marketplace and other businesses, "Together, God willing, we can fight the fight. Individually we will all get crushed."

"Suppliers must listen to what their retailers must have and need," said Hesano. "Some of the things retailers learn about from their suppliers are market and product trends. Suppliers should always be on the leading edge of new and innovative ideas that they should share with their retailers in order to make them more successful. The formula is simple, "The more successful the supplier can make the retailer, the more successful the supplier will be".

Members believe it's imperative for suppliers to be at the table. "We want to use our financial resources to legislatively help protect the food industry," said Chittaro. "We want to hear what the industry problems are and help support or resolve outstanding issues. Being a part of an association like AFPD allows you/us to be a 'voice' in a dynamic industry."

The food, beverage and petroleum industries are not much different from others in the marketplace. "Whether it is automobile, electronics or even the service industry," said Hesano. "Consolidation will always be a part of any industry. The smart retailer or manufacturer will continually educate themselves within their own business combined with national and global knowledge as well. China continues to buy up US companies that have become complacent and makes them successful by applying new vision and listening to the constant changes around them."

To be successful in the market consolidations is to always look forward and anticipate change. Business owners may not always be right, but just the effort to anticipate will make the owner more equipped to face whatever changes come his or her way.

"Ask yourself – how will we compete against current and new competition? How will we keep our customers? Try to emulate the best practices in the industry," said Chittaro. ■



Lakeside Party Store Shows Incredible Dedication

■ BY STEPHEN JONES // DENHA MEDIA & COMMUNICATIONS

Jim Conway sets the bar exceptionally high for service industry owners, and his relentless work ethic trickles down to all facets of his shop, NorthShore Market. Conway got his start, purchasing NorthShore in 2005, after years of running his own lawn service and managing the floor at a store for another owner. NorthShore operates as a party store, ice cream parlor and pizza shop that sits right on the edge of Lobdell Lake in Linden, and because of its unique location, Conway and his staff go the extra mile to offer its customers extraordinary service.

“We deliver out on the lake with wave runners and I recently, just before Father’s Day, purchased a T-Rex costume,” said Conway. “I have gone out a few times with it [T-Rex costume] and my daughter out on the other wave runner with the food.”

It’s amusing behavior like this that makes NorthShore a family-favorite in Linden and Argentine Township. Not only does their store go the extra mile to offer their customers unique services, like lakeside delivery, they also show their community they care by holding annual customer appreciation days in the later part of the summer.

“We get along pretty good with the community,” explained Conway. “We do a big car show, and it’s a customer appreciation day for me, where we have a pig roast, and no charge to any of the customers. Anybody who comes through the door; they basically eat for free.”

Conway has worked hard to build NorthShore’s reputation as a business that puts the community first, but he wouldn’t be able to do it without the tremendous help he receives from his staff.

“I’ve got dedicated employees,” Conway said. “One of them has been with me for 10 years, certain employees are dedicated, and they like to work for me.”

Conway also receives a great deal of support from his daughters, especially his oldest, Briana, who serves as NorthShore’s



manager. In fact, it was Briana who ran the store when Conway got into two very serious accidents within hours of each other in January of 2016 and was restricted to bed rest for a few months.

“She really stepped up,” Conway said. “Every employee played a part in helping out here and there, but when it comes to the dedication part of it and trying to make everything go smoothly she was definitely the one.”

Conway fell asleep at the wheel and slammed into a tree. Briana drove him to the ER where he learned of his injuries: several broken ribs, two fractures in his sternum, a bruised lung and a nicked aorta. In light of these injuries, Conway had to be transported from Brighton to Ann Arbor, and during that commute the ambulance flipped over. After this tragic series of events, Briana took the reins at NorthShore and was committed to keeping up the great work set by her father.

“She worked a lot of hours,” explained Conway. “Some on the clock, some off the clock, she had to take me to doctor’s appointments, therapy and do deposits daily.”

Conway has a younger daughter, Taylor, who helps out in the store as well, but he doesn’t allow her to spend too much time there because he wants her to stay focused on her studies. Like her father and older sister, Taylor is a hard worker who genuinely wants to make a difference. Taylor started out as a marine biology major who has since shifted her focus towards children’s psychology because she loves making a positive impact on youth. Family and employees who care for one another like family is an element of NorthShore that Conway is grateful for. The presence of a family is something Conway also feels he benefits from as a member of AFPD.

“The mom and pop stores have to stick together, and that’s what they do for us,” Conway said. “I can write an email to them, and they make sure to come up and talk to me if they see me at an event. They make sure we know our voices are heard, and they’ll fight for us too.”

Conway has instilled dedication and great work habits in his daughters and employees who are like extended family, and it shows in the outstanding work they do serving the community through NorthShore Market. ■

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Lipari Foods Opens a New Warehouse

Last month, at the ribbon cutting of the new Lipari Foods warehouse in Warren, Jim Lipari proudly showed off the first product he ever sold. It was a bottle of barbecue sauce he started to sell out of his Ford station wagon in the 1950s.

"This is what started it all," said Jim, holding up the last existing bottle. "I have it in my office. I told everyone if they touch and break it, they have to leave the country."

His son Thom who started to work in the family business in the 1970s, shared the company history. "The vision and the entrepreneurial spirit to start something from scratch - from zero - is amazing," said Thom. "He (his dad) gets all the credit for this business. It is because of him. I am so proud of him."

The new facility was built where two junk yards used to sit. After opening his new building just across the street in 2006, Thom took the elevator to the second floor. "I was so excited at the time, because I never owned a building with an elevator in it," he said, "then, I looked out the window of my office and thought I was going have this great view, instead I was looking at two junk yards. I said to myself, one day I will build a new warehouse on that site and today is that day."

Last December, a Strategic Fund's approval of a \$1.9 million tax capture for the project, made the \$39.4 million expansion a reality.

City of Warren, Macomb County and the State of Michigan were all instrumental in the cleanup of the site and development. "This project would not have happened if we didn't have their help," said Thom. "This is an example of government working together and helping business."

Ashley Capital developed the state-of-the-art 252,000-square-foot freezer, warehouse and truck terminal that Lipari will occupy on 17.95 acres of brownfield property at 26200-26700 Bunert Road, south of East Eleven Mile Road.

The expanded space will accommodate Lipari's organic growth, acquisition strategy and new products.



Lipari, a privately held, wholesale food distributor, consolidated work at the Warren site, creating 150 new jobs with the ability to create nearly 400 new jobs once the site is employed at full capacity.

"We are proud of it," said Thom. "If it wasn't for the Lipari team, we would not be in this position today. In order to have a good company, you have to have great people. We have a great team and a great company. We appreciate all the people who have been with us for years and the new people, as well."

He also thanked the vendors, and customers -- everyone they do business with on a regular basis.

"The biggest message I have for AFPD members is that there is a lot of noise out there and much happening to independent grocers, but we are alive and well," said Thom. "We are doing good; there is a great future for all of us. We have to work hard and no matter what we face, we can survive."

Thom also made note of the role AFPD has played in their success. "AFPD has brought in more customers," said Thom. "They have been a great support to us, especially with reaching our customer base. We work together well in the community."

Lipari serves more than 8,000 customers across 12 states. ■



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Trade Shows Essential for Retailers to Remain Viable

■ BY ASHOURINA SLEWO // DENHA MEDIA & COMMUNICATIONS

With more than 30 years of experience in putting on trade shows, AFPD knows what it takes to keep independent retailers ahead of the game and on par with large chain retailers. From bringing the trade shows to Michigan to providing perks that can only be found at their trade shows. “Our mentality is that if it doesn’t work, we pull the plug, so our trade shows continue to grow and more people attend,” said Auday Arabo, President of AFPD. “People come all the way from Traverse City and all throughout Michigan to attend our trade shows.”

Arabo stresses the importance of retailers attending the trade shows. “For retailers, they are really at a loss if they don’t attend the trade shows,” said Arabo. “Most retailers, for whatever reason, believe that they need to be at their stores at all times and that is really the worst thing that you could do. If you don’t attend, you’re not able to see what’s out there with the competition and what they’re doing or what the new trends are, what the marketplace has to offer. You don’t stay ahead of your competition.”

Typically, AFPD puts on three trade shows throughout the year, two of which take place in September and one in April. At these trade shows, retailers can expect “show-only” deals that cannot typically be found at other trade shows or at any other time of the year.

The first of two trade shows will be September 6, with the second one following a few weeks later on September 27. Taking place in Mount Pleasant, the first show is the eighth annual holiday food and beverage buying show in mid-Michigan. The second show, the nineteenth annual holiday food and beverage buying show will be held in Novi. Both taking place between 2 to 8 pm, the shows are open only to retailers.

“They are beneficial in a lot of ways, retailers are given many opportunities,” said Arabo. “Everything from being able to look at what the new trends are in the marketplace, looking for new products, access to working with new companies, access to seeing old friends and then on top of that you also have special trade show pricing from a lot of vendors.”

According to Arabo, these trade shows were largely born out of a need that independent retailers were not shy about expressing. The chief complaint, Arabo found, was that independent retailers wanted the same opportunities that the larger chain stores were getting and in turn, Benchmark Beverage Company was created.

“Benchmark Beverage Company was created for retailers to get ahold of niche items and the more cutting-edge items,” said Arabo. “The independents always complained that chains were getting everything first and so with that being the case, gift sets at that time of the year normally get allocated to chain stores. Well, our gift sets are more geared towards making sure independents have the opportunity to purchase first before chains do.”

These Benchmark Beverage Company gift sets are just one of many perks afforded to retailers that attend these trade shows. Over the last 10-15 years, AFPD has expanded their trade shows to cover an array of other products and services, moving beyond what were once just liquor trade shows.

“Historically, 10-15 years ago, this was just a liquor show,” said Arabo. “We’re not just liquor anymore, though, it’s more of food, and service, and everything else. There’s liquor stores with food, supermarkets with gas. Everywhere you look, there is somebody doing something related to food and we try to have a big enough tent to invite everybody underneath the tent and actually interact and be a part of something bigger, so they’re not isolated on their own.”

“I know that it’s hard to find good help nowadays, but you really need to take a couple hours out of your day to attend our show and see what is available out there,” said Arabo. “The industry, like the world, continues to move forward and evolve and if you’re not informed, you’re going to be left behind.” ■

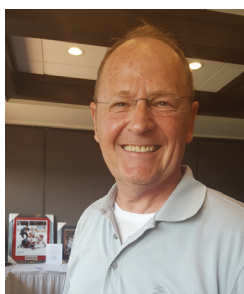


Why do You Like to Participate in AFPD Events?



"I come to AFPD events to network, to meet people and to see people I haven't seen in a while."

— **BRANDON BINNO**



"I know that everything is done for the betterment of the community, whether it be the scholarships or having a voice in the legislature. Every time I participate in the AFPD, there is a benefit to me without even thinking about it. The events are done thoroughly well with great attention to detail. There is almost no stone unturned. They do a fabulous job."

— **RICH MICHANOWICZ** // VEKTOR
VODKA & MICHIGAN SPIRITS
ASSOCIATION



"They are always fun and energetic and it's always great meeting new people. No one puts on events like AFPD. They know what they are doing."

— **PAUL JABARO** // HEALTH
INSURANCE AGENT

"AFPD puts on class-act events and they take great care of their members. The food is always good, the company is great and the prizes at events are always fabulous."

— **PETER NAJOR** // DAVE'S
SUPERMARKET



"AFPD events are great. The golf outing is fun. They are friendly and hospitable people; I like networking with these people."

— **MARK SEMAN** // SEMAN SERVICES

"AFPD does everything top notch. They know how to put on an event. They think of every detail. It's great networking and lots of fun."

— **RON GARMO** // RUNNING RIGHT HEATING & COOLING

"I have golfed in their outings a few times and I really like their events. I have been to many outings like AFPD's, but few come close to this event."

— **DAVE KHOURY**

"AFPD is a great association that knows how to bring people together and the events are a lot of fun."

— **ANDREW PERLIN** // RUNNING RIGHT HEATING & COOLING



"The events are always fun. I know many of the people at the events. I love hanging out with guys when we can speak the same language. We talk shop and it's always a great time."

— **ROY RABBAN** // JACKSON
SAVE-A-LOT



Shortage Prompts Action from AFD, Michigan State University Extension

■ BY ASHOURINA SLEWO // DENHA MEDIA & COMMUNICATIONS

With less and less people opting to go into the meat cutting profession, evident gaps are being left in meat departments in grocery stores everywhere. Employers are finding it difficult to find motivated employees willing to train for, what is considered to be, a grueling, labor-intensive job. In an attempt to remedy the shortage of trained meat cutters in the industry, AFD has teamed up with the Michigan Meat Association and Michigan State University Extension to provide a free meat cutting certification class.

Meat cutters are in high demand in both meat departments of grocery stores and industry processors. “We absolutely feel the shortage,” said John Denha, owner of 8 Mile Foodland in Southfield and co-owner of Huron Foods in Waterford. “Over the years, the old time butchers have just retired or moved on to other things and the younger generation has decided not to enter the industry, they’re deciding to do other things like go to college and get their degrees. They want to be lawyers, accountants and stuff like that. They’re moving into other industries.”

According to Jeannine P. Schwehofer, meat quality extension educator at Michigan State University Extension, meat processors and grocers “continue to identify trained labor as an issue in their operations and request training courses.” This meat cutting course, however, is the first step in remedying the shortage.

“This class is a good start if you have employees willing to work in 35 to 10 degrees all day and lift 80-pound pieces of meat all day,” said Denha. “The butcher or meat cutter position doesn’t happen overnight, so if you have a dedicated trainee, then yes, the class will be successful.”

Many believe that the dwindling of certified meat cutters in grocery stores is due to the dedication and motivation that is needed in order to sustain a career as a meat cutter. Working as a meat cutter involves less than ideal working conditions, as one must work in low temperatures and frequently carry heavy meats.

“I believe there is a shortage of meat cutters because it is heavy work, which is done in a cooler,”



said Kassa. “A lot of younger people are not into manual labor today.”

Denha expressed similar sentiments stating that, “Meat cutting is a very labor-intensive job, and you’re in the cold all day and you’re lifting heavy pieces of meat. This class will help to train people, whereas stores do not want the liability of training or having to pay for training because this job takes a lot to train for. With Michigan State coming in and training them, we [grocery store owners] get a base meat cutter, we can take that person and mold them to our system”

Even though the job is labor-intensive and does not present to be the most appealing career choice, Schwehofer believes that this certification class can remedy the prevalent shortage of meat cutters. “This training is a first step in helping to alleviate the shortage of meat cutters,” said Schwehofer. “Once this pilot training is completed, we will have feedback from participants, employers and store owners that will help shape future trainings that will be needed.”

While the target audience of the meat cutting certification class are employees of grocery stores and meat processors looking to advance their career in meat cutting and processing, the class is open to employees who do not yet work in the meat department.

Classes start August 23 and go through October 24. Each class is limited to 10 spaces per class and in order to participate in the course, a nomination/registration form must be completed and emailed Schwehofer.

“AFD is the voice of and for the independent retailer, they know that we are having this shortage of employees and the hardest department to train is the meat department and they are moving in the right direction to help us keep our departments going,” said Denha. ■

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How to Spot Employee Burnout

■ BY THE MICHIGAN BLUES PERSPECTIVE

Over time, the stress and pressure of a demanding job can start to wear on employees. This can lead to fatigue, low morale, lack of enthusiasm and even depression—symptoms indicative of burnout. And it happens more than you might think: In the U.S., 28% of workers report feeling overworked and overwhelmed “very often.” It can also come on gradually, meaning employees may not notice burnout is happening until it’s too late and they want to quit.

That’s where you come in. If you’re aware of the signs of burnout, you can help stop it before it gets too bad—improving the lives of your employees and preventing the loss of talented team members.

WHAT TO LOOK FOR

Employee burnout can manifest itself in a variety of ways.

Employees can determine if they are suffering from burnout by

thinking about questions like: “Do I feel like I have no control over my work?” You can also help spot the signs by keeping an eye out for the following in your employees:

- Fatigue
- Passive disposition toward work
- Diminished enthusiasm toward work
- Increased irritability
- Low morale
- Increased apathy
- Decreased productivity

WHAT TO DO ABOUT IT

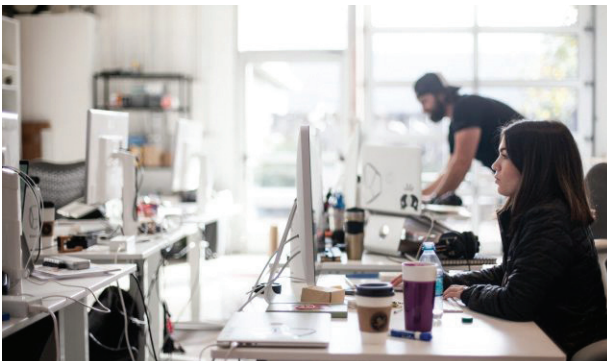
Ideally, the best approach to treating burnout is preventing it from ever starting. You can do this by actively listening to employees’ concerns, enabling employees to make self-care a priority and making sure that quality work receives positive feedback. If employees are already showing signs of burnout, these strategies can help reverse it:

- **Be a good listener.** Make yourself and other managers accessible and approachable so employees feel comfortable expressing their concerns. If it’s a larger office and people aren’t quite so comfortable sharing, set up an office survey so you can get a pulse on what their real feelings are. Take employees’ feedback seriously—seeing that their issues are acknowledged and that steps are taken afterwards to improve the situation will go a long way.
- **Provide outlets for fun and wellness.** Breaking up strenuous work days with healthy, creative activities can help alleviate the psychological effects of burnout. Consider implementing a workplace fitness program or engaging in non-work-related team activities. These can be as simple as taking a lunchtime walk together or participating in 15-minute creative challenges.
- **Establish professional boundaries.** Whenever possible, encourage employees to actually sign off at night and on weekends so they can achieve better work-life balance. Even being a little more flexible with work hours or letting some employees work from home every now and then can keep employees feeling positive and motivated.
- **Acknowledge employees’ successes.** Burnout often results from employees feeling underappreciated by higher-ups. Show employees that their work is valued by recognizing their efforts and creating opportunities for advancement. Whether through a shout-out email for a job well done or a raise and promotion, this instills a sense of purpose and growth in the work employees do. ■

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■ Legislative Update

■ Motor Vehicle Claims

■ 2017

Act Summary

Workers' Compensation Claims Involving Motor Vehicle Accidents

- Effective with dates of injury on or after July 1, 2017.
- Requires workers' compensation claims to be charged to the Surplus Fund Account in lieu of to a state fund employer's experience in certain circumstances when a claim is based on a motor vehicle accident involving a third party.
- Allows a state fund employer who believes that a claim may qualify to be charged to the Surplus Fund Account under the act to file a request with the Administrator of Workers' Compensation for a determination.
- Employer must file **AC-28** (Request To Charge the Surplus Fund for Non-At-Fault Motor Vehicle Accident).
- Requires the Administrator to make the determination within 180 days after the Administrator receives the request.
- If approved by the Bureau of Workers' Compensation, any amount collected by the Administrator through the subrogation process for compensation or benefits that was charged to the Surplus Fund Account will be credited to the Surplus Fund Account and not applied to an individual employer's account.
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DOJ Abandons Defense of Increased Salary Level in 2016 Overtime Rule

Government seeks limited appeal of overtime rule decision; Labor Department plans to issue new regulation

■ BY ALLEN SMITH, J.D.

The Department of Justice (DOJ) has abandoned its defense of the increased salary level in the 2016 overtime rule. The DOJ said in a brief on June 30th to the 5th U.S. Circuit Court of Appeal that the Department of Labor (DOL) intends to revisit the \$47,476 per-year (\$913 per-week) salary limit set by the rule through new rulemaking.

But the DOJ is appealing the portion of the November 2016 district court decision that said the DOL did not have the authority to set any salary-level threshold for the exemptions. It disagreed with the assertion from the 21 plaintiff states challenging the overtime rule that before 2016, the salary level was "set so low as to be inconsequential." The DOJ noted that an increase in 2004 led to 1.3 million white-collar workers who were exempt under the previous regulations gaining Fair Labor Standards Act (FLSA) protection, "a result that was not inconsequential."

"The DOJ's reply brief reads as if it is trying to thread a needle: confirm that DOL can issue a salary-level test under its authority in Section 13(a)(1) of the FLSA while leaving in place some measure that continues to preclude the 2016 salary level from going into effect," said Alfred Robinson Jr., an attorney with Ogletree Deakins in Washington, D.C., and former administrator of the DOL's Wage and Hour Division.

LONG HISTORY OF SALARY-THRESHOLD TEST

For more than 75 years, the DOL has used a three-part test to identify workers who are employed in a bona fide executive, administrative or professional capacity and thus are exempt from the minimum wage and overtime pay protections of the FLSA. For that three-part test to be

satisfied, a worker must:

- Be paid on a salary basis.
- Earn a specified salary.
- Satisfy a duties test.

"Although plaintiffs defend the district court's broad reasoning, they offer no basis to call into question a regulatory test that has been in place since the FLSA's inception," the DOJ said.

Secretary of Labor Alexander Acosta said at his confirmation hearing that he wants to raise the salary-level threshold from the 2004 level of \$23,660—the amount in place before the blocked 2016 overtime rule—to an amount that reflects inflation: "somewhere around \$33,000."

"Labor departments in Republican and Democrat administrations alike have asserted the ability to set a salary level as part of the white-collar exemption tests," said Alexander Passantino, an attorney with Seyfarth Shaw in Washington, D.C., and former acting administrator of the Wage and Hour Division. "Eliminating the salary test and moving toward a more-rigorous duties test is not an outcome many would like to see."

"It is a shrewd move by the DOJ to request that the 5th Circuit confirm the scope of the delegation language in Section 13(a)(1) of the FLSA for the DOL to define and delimit the executive, administrative and professional exemptions from the minimum-wage and overtime requirements," Robinson said.

RULEMAKING SHOULD BE 'WELCOME NEWS' FOR EMPLOYERS

He added that the news that the DOL intends to revisit the salary level threshold through new rulemaking "should be welcome news by employers and employees since the ultimate goal is to set a more reasonable salary-level test. If the 5th Circuit removes the cloud overhanging

DOL's authority to establish a salary level, then hopefully a new rulemaking by DOL will eliminate any need for any court to evaluate whether the 2016 salary level is arbitrary or capricious. The concern is that the 2016 salary level does not become effective in the interim."

As Robert Boonin, an attorney with Dykema in Detroit and Ann Arbor, Mich., explained, the DOJ's "approach may be substantively and politically understandable but it is not without risk. The court may take the view that its role is to either uphold or set aside the injunction—an 'all-or-nothing' approach."

"There is a lot of uncertainty in this area right now," noted Jeffrey Brecher, an attorney with Jackson Lewis in Melville, N.Y. "The DOL says in its brief that it will not issue a new proposed rule until the litigation is resolved or at least its authority to set a salary level."

Rep. Mark Takano, D-Calif., said he was "deeply disappointed by the DOL's refusal to defend the threshold set by the Obama administration, which would have protected 13 million middle-class workers." He added, "After a two-year rulemaking process that included consideration of roughly 300,000 public comments, the DOL does not need more time to reconsider the threshold. They need to enforce it as written."

Steven Suflas, an attorney with Ballard Spahr in Denver and Cherry Hill, N.J., said the DOL's stance was no surprise. "As expected, the DOL informed the 5th Circuit that it was going to revisit the 2016 salary-level increases by way of new rulemaking. However, at the same time, the DOL now has defended its historical position that white-collar exemption requires a minimum salary level, in addition to the traditional job duties and salary-basis tests." ■



Note to Brick-And-Mortar Grocers: Amazon Truly Believes In You—Now Act Fast

■ BY GREG FEINBERG // AISLE 9, SPECIAL TO THE SHELBY REPORT

Amazon's acquisition of Whole Foods Market is not an indication that the brick-and-mortar grocery business is going away. Amazon's acquisition of Whole Foods is an admission that the grocery business was never going to be overtaken by online retailers. While Amazon took a shot, the fact is brick-and-mortar still accounts for over 90% of sales in the clear majority of sectors and virtually 100% of the operating profits. Last year, online shopping accounted for only 2% of the sector's sales, according to Kantar Retail.

The problem with brick-and-mortar retail sales, in general, is that retailers forgot to embrace change and ignored the demands of their clients. Shoppers today want a retail experience. They want customization. They embrace innovation and specialization. Too many retailers ignored this and doubled down on their successful strategies from the 1980s and 1990s by acquiring similarly bland stores.

Macy's bought out several of its equally "all things to all people" competitors and now has more poor-performing stores than ever. Many grocers followed suit. To make matters worse, these retailers began to invest their capital into e-commerce platforms (where they have no expertise) instead of into their stores, product innovation and improving the shopping experience (where they do have expertise.) By purchasing Whole Foods, Amazon concedes that consumers will not purchase groceries online. Amazon will not eliminate the retail grocery business as they did bookstores. Amazon will focus its innovation and ingenuity to improve the shopping experience of consumers in grocery stores. What Amazon knows is how to sell to its customers. And it knows

that its customers will continue to go to the grocery store. It also knows that grocery stores are not effectively selling to their customers. The grocery store, as we know it, will change. But it will not go away.

Grocers still have the upper hand in improving their shopping experience and providing innovative and customized products in exciting ways. They have more stores than Amazon/Whole Foods and are geographically closer to their customers. They know the grocery business far better than Amazon and can provide a more diverse and interesting shopping experience through their experience in selling general merchandise and health and beauty care items. However, if grocers continue to act in the same manner and do not embrace change, they will be the next bookstores.

Whole Foods has 460 stores, which represents a very small percentage of the grocery business—less than 2%. It is time for grocery, drug and mass retailers to reassess how they do business in their stores and how they utilize their valuable brick-and-mortar space. Amazon spent over \$30 million per store for this space. Within these walls, Amazon will not use drones and its Prime membership works no differently than every other loyalty card.

The playing field is level for now. It is time for grocers to aggressively restructure their stores, shopping experiences, inventory, promotions, etc.

Amazon will not be restricted by old-school business practices such as:

- National brands demanding blind loyalty;
- Restrictive and slow category resets;
- Centralized buying; or
- Fear of new and experimental products and services.

Shoppers are not moving online as much as they are gravitating to retailers that provide unique products and exceptional shopping experiences. Grocers, therefore, need to rely less on major brands and devote more shelf space to healthier, organic and innovative products. They need to become more international in their offerings, catering to the cultural spectrum of customers that shop in their stores. Buyers must be challenged by executives to look for the most unique products instead of the ones that are simply willing to pay slotting fees. Retailers must look to also lower prices by eliminating third-party distributors or at least negotiating margins that do not add another 20-25% or more to the delivered prices. Reliance on private label brands will further dilute the shopping experience.

Experientially, stores should re-invigorate their bakeries, customize their butcher shops while offering more non-meat alternatives. Coffee kiosks should not be outsourced to the same company that is on every other city block. Tortilla machines and fresh sushi stations can add a dynamic flare. Successful stores of the future will look more like international marketplaces with separate kiosks and new discoveries.

The window of opportunity to listen and adjust to the consumer mindset is closing. Merely staying the course is no longer an option. If you are a grocer, you need to look for, or create, dynamic new brands and shopping experiences. If you are a brand owner, you must offer retailers win-win solutions in their fight to create a better shopping experience and capture more customers.

Greg Feinberg can be reached at gfeinberg@aisle9group.com. Aisle 9 is a retail consulting and CPG sales agency located in Los Angeles. ■

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Merger of British American Tobacco, Reynolds American Approved

Announced in January, this week shareholders approved the \$49 billion deal



■ BY NACS ONLINE

In July, shareholders of both British American Tobacco (BAT) and Reynolds American put their stamp of approval on BAT buying Reynolds, a merger announced in January, the Chicago

Tribune reports. Together, the two companies will become the world's largest publicly traded tobacco firm. BAT already owned a minority share in Reynolds.

"We look forward to welcoming Reynolds group employees to British American Tobacco and to realizing the benefits of operating these two great companies as one stronger, global tobacco and 'Next Generation Products' business," said Nicandro Durante, CEO of BAT.

The takeover provides BAT with more entry into the U.S. market, while also acquiring more

vapor and nicotine replacement products. BAT estimated that \$400 million would be saved in annual costs by better supply chain management, corporate operations consolidation and more purchasing control.

With the merger, BAT will acquire Reynolds' brands Camel, Native American Spirit and Pall Mall cigarette brands, along with Newport menthol cigarettes, from which the company receives nearly half of its net sales. In 2004, BAT's Brown & Williamson division merged with R.J. Reynolds Tobacco Co. to become Reynolds American. ■

Skimmers Switch to 'Shimmers'

A new tool in the arsenal of criminals out to steal credit card data is a card-shaped device that's paper-thin

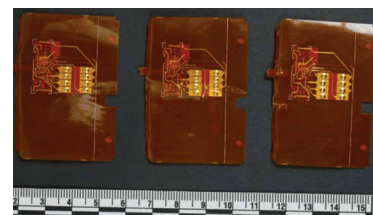
■ BY NACS ONLINE

Just when you thought the tide might be shifting toward the good guys in the skimming game, the bad guys unleash a new weapon—the shimmer, WFMV-TV reports. The paper-thin device about the size of a credit card can be wedged into the card slot of a gas pump or ATM. A microchip embedded in the shimmer, along with flash storage, can grab credit and debit card data that thieves use to create a counterfeit magnetic strip card.

The good news is that shimmers only work on mag-stripe card

readers, not on chip readers. The bad news is that it's even harder to see if a shimmer has been secreted inside the card reader.

The Better Business Bureau (BBB) is alerting the public to be on the lookout for shimmers by monitoring credit and debit card statements. "So, it's account information, it's pin numbers, it's the encrypted information that's already taken place. They'll take that information, and then create dummy cards from that data that was harvested from that machine," said Sandra Guile, a BBB spokeswoman.



The BBB also noted that when inserting a card into a reader with a shimmer, the card sometimes become stuck, FOX19 in Cincinnati reports. Other suggestions for consumers to protect themselves from shimmers include opting for the chip reader, withdrawing funds inside the bank instead of at the ATM and covering the keypad with your hand when entering a PIN. ■



Grocery Shopping Takes More Than One Stop

Increasingly, Americans are no longer satisfied with shopping for food in one store



■ BY NACS ONLINE

For more consumers today, buying groceries involves multiple trips to several stores, USA Today reports. Half of U.S. supermarket shoppers visit three or more stores to purchase bread, milk and household products and buy five items or more per store, according to the Magid research company.

This way of shopping echoes the way Americans shopped before the advent of the modern supermarket in the mid-20th century. While most U.S. consumers aren't visiting a butcher, baker and produce seller like their ancestors, today's shopper stops by the big box, warehouse, natural foods, specialty and no-frills stores to fill their grocery lists.

"If you look at a traditional 40,000 [to] 50,000-square-foot supermarket, it's a dinosaur. It's extinct," said Phil Lempert with supermarketguru.com. "People don't want to go to one store and walk up and down the aisles and look at 50,000 products. It's just not a great experience."

Pushing the shift toward more

stores has been the rising popularity of small markets, along with the upheaval in the specialty food market and more loyalty to house brands. "We're in the throes of the decline of the one-stop shop," said

Matt Sargent, senior vice president at Magid. "We're seeing smaller specialty stores pulling from super centers and the traditional grocery stores."

To fight back, supermarkets are reinventing themselves as fun places to be, even while filling a shopping basket, by focusing on in-store events, specialty and local products, and prepared foods. "We don't just look at our competitors as being traditional grocery stores. We're starting to shift our thinking to 'share of stomach.' There's

\$1.5 trillion that Americans spend on food, whether a grocery store, convenience store [or] dollar store. We want a greater stake," said Kristal Howard, Kroger spokeswoman. ■



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Bellanca & LaBarge (313) 882-1100

Cummings, McClorey, Davis & Acho, PLC (734) 261-2400

Day Ketterer Ltd. (330) 650-4362

Denha & Associates, PLLC. (248) 265-4100

Foster Swift Collins & Smith, PC (Labor & Employment Law)
..... (248) 539-9919

Hammoud & Dakhllallah Law Group . . . (313) 551-3038

Kecskes, Silver & Gadd, PC (734) 354-8600

Kullen & Kassab, PC (258) 538-2200

Pepple & Waggoner, Ltd. (216) 520-0088

Willingham & Cote, PC (Alcohol issues) . . . (517) 351-6200

LIQUOR SHELF TAGS

Saxon, Inc. (248) 398-2000

LOTTERY

IGT Global Solutions (517) 272-3302

Michigan Lottery (517) 335-5648

Ohio Lottery 1-800-589-6446

MILK, DAIRY & CHEESE PRODUCTS



Lipari Foods, Inc. (586) 447-3500



Sherwood Food Distributors **M IL**
..... (313) 659-7300



Dairymens **O** (216) 214-7342



Prairie Farms Dairy Co. **M** . . . (248) 399-6300

Country Fresh. 1-800-748-0480

Dairy Fresh Foods, Inc. (313) 295-6300

MISCELLANEOUS

Pavelid Technology (248) 330-7833

OFFICE SUPPLIES



Office Depot (855) 337-6811

PAPER PRODUCTS & PACKAGING SUPPLIES

Bunzl USA. (810) 714-1400

Joshen Paper & Packaging (216) 441-5600

PIZZA SUPPLIERS

Hunt Brothers Pizza. (615) 259-2629

POINT OF SALE & RETAIL TECHNOLOGY



Great Lakes Data Systems (LOC Software)
..... (248) 356-4100 ext. 107

Active Software & Hardware (248) 577-9000

BMC-Business Machines Company. (517) 485-1732

Reward Geek (248) 268-9000

RSA America, LLC (312) 471-6700

PRINTING, PUBLISHING & SIGNAGE



Fisher Printing. (708) 598-1500

Ahearn Signs, Inc. (734) 699-3777

Huron Web Offset Printing. (519) 845-0821

Pace Custom Printing. (248) 563-7702

PRODUCE DISTRIBUTORS



Heeren Brothers Produce **M** . . (616) 452-2101

Anthony Marano Company (773) 321-7500

PROPANE



Pinnacle Propane Express. . . (847) 406-2021

Corrigan Oil 1-800-FAST-OIL

REAL ESTATE




Sell Your Business Program . . 1-800-666-6233

NAI Farberman (Commercial Real Estate) (248) 351-4386

Signature Associates (248) 359-3838

REFRIGERATION SOLUTIONS (COMMERCIAL)

 **SRC Refrigeration (Growlers)** . . .1-800-521-0398
National Resource Management, Inc. . . (781) 828-8877
RW International (586) 920-2796

RETAIL FIXTURES & DISPLAYS

Detroit Store Fixture Co. (313) 341-3255
Display Max (810) 494-0400
Retail Sign Systems (616) 863-6600
Tyler Supply Company (269) 345-2121


REVERSE VENDING MACHINES & SERVICE






UBCR, LLC. (248) 529-2605
Universal Video, Inc. (248) 798-6699

SECURITY, SURVEILLANCE & MORE

 **Advanced Surveillance Technologies, Inc.**
 1-800-278-6004
Central Alarm Signal (313) 864-8900
Davis Bancorp, Inc. (847) 998-9000

SODA POP, WATER, JUICES & OTHER BEVERAGES

 **Monster Energy Company** . . .1-800-666-6233
 **Muscle Milk** 1-800-666-6233
 **Lipton Rebate Program/Pepsi Beverages**

. Detroit  1-800-368-9945
 Howell  1-800-878-8239
 Pontiac  (248) 334-3512
 Cleveland  (216) 252-7377
 Twinsburg  (330) 963-5300

 **Coca-Cola Refreshments (Metro Detroit Program)**
 Metro Detroit  (313) 868-2008
 Belleville  (734) 397-2700
 Port Huron  (810) 982-8501
 Cleveland  (216) 690-2653

 **Faygo Beverages, Inc.**  . . . (313) 925-1600
Absopure Water Company (734) 207-4906
Dr. Pepper Snapple Group/7UP (313) 937-3500
LXR Biotech, LLC (248) 836-4373




TOBACCO COMPANIES & PRODUCTS

8 Mile Smoke (844) 678-6453
Altria Client Services (513) 831-5510
R.J. Reynolds Tobacco Company (336) 741-0727

TRUCKING COMPANIES

North Shore Transportation Group . . . (224) 210-1844



UNIFORMS, LINENS, WORK WEAR & SUPPLIES

 **Detroit Chemical & Paper Supply /**
1st Impressions (586) 558-8805
 **Socks Galore Wholesale** . . . (248) 545-7625
 **UniFirst Corporation** (888) 256-5255 ext. 232

UNEMPLOYMENT DEFENSE

 **Packer & Associates** (248) 348-5610

WASTE DISPOSAL & RECYCLING

 **Midwest Recycling**  (American Red Cross boxes)
 (313) 304-9099
Planet Environmental (313) 473-9886

WINE & SPIRITS COMPANIES

 **Benchmark Beverage Co.** . . .1-800-666-6233
BuzzBallz, LLC (972) 242-3777
Diageo 1-800-462-6504
Heaven Hill Distilleries 1-800-348-1783
Luxco (313) 333-4637
Native Spirits Limited (602) 741-6119
Pernod-Ricard USA (248) 717-3177
Proximo Spirits (810) 278-0599
Remy Cointreau USA (248) 347-3731
Southern Glazer's Wine & Spirits of Michigan
 (248) 698-1660
Vektor Vodka (602) 741-6119

WINE & SPIRITS DISTRIBUTORS

 **RNDC of Michigan (Non-Alcohol Program)**
 1-888-697-6424
Great Lakes Wine & Spirits 1-888-860-3805

FOOD RESCUE / FOOD BANKS

MICHIGAN

Feeding America West Michigan Food Bank
 (616) 784-3250
Feeding America West Michigan Food Bank -
Benton Harbor (269) 983-7229
Feeding America West Michigan Food Bank -
Cadillac (231) 779-0056
Feeding America West Michigan Food Bank -
Ishpeming (906) 485-4988
Feeding America West Michigan Food Bank -
Sault Ste. Marie (906) 632-0348
Food Bank of Eastern Michigan (810) 239-4441
Food Bank of South Central Michigan . . (269) 964-3663
Food Gatherers (734) 761-2796
Forgotten Harvest (248) 967-1500
Gleaners Community Food Bank (866) GLE-ANER
Greater Lansing Food Bank (517) 908-3680
Kalamazoo Loaves & Fishes (269) 343-3663
The Manna Food Project (231) 347-8852
Western Upper Peninsula Food Bank . . (906) 482-5548

OHIO

Akron-Canton Regional Foodbank . . . (330) 535-6900
Cleveland Foodbank (216) 738-2265
The Foodbank, Inc. (937) 461-0265
Freestore Foodbank (513) 482-4500
Mid-Ohio Foodbank (614) 274-7770
SE Ohio Foodbank & Kitchen (740) 767-4500
Second Harvest Food Bank of Clark, Champaign and
Logan Counties (937) 325-8715
Second Harvest Food Bank of North Central Ohio
 (440) 960-2265
Second Harvest Food Bank of the Mahoning Valley
 (330) 792-5522
Shared Harvest Foodbank (800) 352-3663
Toledo Northwestern Ohio Food Bank . . (419) 242-5000
West Ohio Food Bank (419) 222-7946

ILLINOIS

Central Illinois Foodbank (217) 522-4022
Eastern Illinois Foodbank (217) 328-3663
Greater Chicago Food Depository . . . (773) 247-3663
Northern Illinois Foodbank (630) 443-6910
Peoria Area Food Bank (309) 671-3906
River Bend Foodbank (563) 345-6490
St. Louis Area Foodbank (314) 292-6262
Tri-State Foodbank (812) 425-0775

If you are a supplier of a product/service and would
like the endorsement of AFPD, call us today at
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SEPTEMBER 6, 2017

AFPD'S 8TH ANNUAL MID-MICHIGAN HOLIDAY FOOD & BEVERAGE SHOW

Connect with buyers and have some fun at the Mid-Michigan Holiday Food & Beverage Show. Let AFPD work hard to help you sell your holiday products and promotions.

Comfort Inn & Suites // Mt. Pleasant, MI

SEPTEMBER 27, 2017

AFPD'S 19TH ANNUAL HOLIDAY FOOD & BEVERAGE BUYING SHOW

As Michigan's premiere holiday show, retailers and on- and off-premise licensees come from miles to see, sample and buy a wide variety of new products. Admission for AFPD members is free. Must be 21 years or older to attend this show.

Suburban Collection Showplace // Novi, MI

NOVEMBER 16 & 17, 2017

AFPD "HIGH FIVE" TURKEY DRIVES

As the holiday season approaches, the AFPD turkey drive committee has pledged to put a turkey on the Thanksgiving table of over 6,000 needy families throughout Michigan, Ohio and Illinois that may not otherwise enjoy this special meal.

Michigan // Ohio // Illinois

JANUARY 6, 2018

AFPD'S 102ND ANNUAL TRADE DINNER & BALL

Join over 1,000 leaders in the food, beverage & petroleum industries at this one-and-only black tie gala. Delight in fine cuisine, dancing and entertainment and engage with colleagues and friends to celebrate the strength and vitality of AFPD and the members it serves.

Penna's of Sterling // Sterling Heights, MI

publishers statement

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CONTACT:

T: (800) 666-6233

F: (866) 601-9610

E: info@AFPDonline.org

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