TRADITION TRANSITION
The New “Tradition Transition” in Grocery

FEATURE:
From Holiday Tradition to Grocer Transition

GOVERNMENT:
State and Federal Updates

NOTABLE & QUOTABLE:
Industry Efforts During the Holidays
Not all independent grocers are going out of business. Independent grocers can still compete and win!

Not as profitable as you once were? Independent grocers are in a fight for their lives. Don’t be the next grocer forced to shut their doors. Continuing to operate in the same manner and hoping for different results will not be a winning long-term strategy. The future remains bright for those who embrace the change necessary to survive and prosper. While transitioning wholesalers may require some extra effort and a change to the status quo, isn’t it worth it to make the call sooner rather than later to learn how Associated Wholesale Grocers can provide you a lower cost of goods and a real chance to compete in the marketplace today and in the future?

For a lower cost of goods PLEASE CONTACT: Keith Ballinger 615-478-9664 Keith Knight 615-290-6093
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**ON THE COVER:**

A New Take On Old Traditions

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This publication is produced for members of Ohio's food industry.
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 Ron Light at ron_light@liparifoods.com
“Alexa, add one live, six foot Fraser fir Christmas tree to my online checkout cart, with 2-day shipping and delivery instructions to place tree on back porch next to the red patio chair.”

Traditions and transitions in the retail industry? Let’s talk about holiday parties and how a need for convenience has impacted holiday planning. For reference, consider an Ugly Christmas Sweater Party. What is the end result hosts desire and how do retailers help achieve this result? More importantly, what is the role of our industry in new technology-driven courses of action?

Destination Locations
Traditionally, it’s been commonplace to utilize a home or workplace as a party destination. However, with modern technology, party hosts and companies can now choose and reserve an event space, send a digital invitation, and receive a guest count in the span of a few hours. Thanks to online website bookings and Facebook event pages, logistics to a destination location are far easier to manage than prior venue visits, phone calls, and postage stamps.

Therefore, holiday parties are now being held at event venues, restaurants, coffee shops, and in the case of Jungle Jim’s, grocery stores. So, what does that mean for the retail industry? Well, if more and more parties are held offsite, planners are likely to utilize resources presented in or near the destination of their event. Hence, though it sounds crazy, creating a gathering space inside a retail store is advantageous to both the industry and the consumer.

Also, with traditions such as home cooked meals and live Christmas tree cuttings being set aside during holiday parties by door dash and live tree deliveries, our industry must allow for a medley of convenient retail options and as well as event space.

For instance, here at Jungle Jim’s, holiday planners can rent our Paradise Pavilion – an open air lounge – or hang out free of charge at our Beer and Wine Bar for an Ugly Christmas Sweater Party. They can use our space, buy our menu and drink packages, and afterwards, shop our store. Creating party sites in a retail store permits the ultimate theme for changing traditions during holiday seasons: personalized convenience.

Creating a 3-in-1 Retail Space
All in all, the results our consumers desire during holiday planning can naturally derive from 3-in-1 spaces that our industry can easily create: gathering spaces, convenient food, and retail floor to walk for extra entertainment. As in industry, we must seek out the desires of our consumers and grow during the changing holiday traditions.
OGA Efforts 2019
During 2019, CivicPoint partnered with the Ohio Grocers Association to monitor and advocate for issues, both regulatory and legislative, impacting members and the retail food industry as a whole.

Some of our key accomplishments include:

Regulatory and Legislative

- Tracked over 50 bills and resolutions that impact the association and the retail food industry.
- Monitored legislation, House Bill 58 and Senate Bill 165, that would require photo ID for SNAP participants, working to ensure no additional burdensome requirements would be placed on retailers if implemented.
- Successfully advocated for passage on Senate Bill 57, which establishes the regulation of hemp and legalized the sale of hemp products in Ohio.
- Pushed for legislation, House Bill 242, that would establish uniform standards pertaining to the regulation of auxiliary containers in Ohio.
- Lobbied for retail inclusion in the continual conversations surrounding sports betting in the state.
- Fought back attempts to raise tobacco taxes and the expansion of alternative retail alcohol opportunities in the operating budget.
- Monitored language included in the budget that sets a threshold of $100,000 in Ohio sales or 200-plus transactions into Ohio for sales tax collection by online sellers while also adopting conditions under which a marketplace facilitator must collect sales taxes. A big win for brick and mortar retailers across the state.

Grassroots and Industry Advocacy

- Attended various campaign fundraisers and events throughout the year, building relationships and supporting legislative members, in an effort keep OGA’s voice strong and vibrant.
- Successfully helped to implement an incentive-based liquor commission program through our work with the Division of Liquor Control and JobsOhio.
- Wrote numerous letters providing OGA comment on legislation and various industry topics.
- Successfully held our annual Statehouse advocacy day for legislators and staff.

Stay Informed
OGA encourages all members to stay update on all the legislative and regulatory issues we are tracking. You can always find a full list of bills we are monitoring on OGAs website: www.ohiogrocers.org.

If you have questions or comments on any state or federal issue, please contact Kristin Mullins
OGA President and CEO, at (614) 442-5511 ex. 7110 or kristin@ohiogrocers.org
December 2019

As we entered the holiday season, impeachment proceedings continued to capture headlines across the nation, but behind the scenes several important policy issues were up for debate. On December 16, Congressional leaders and the White House reached an agreement to fund the government through fiscal year 2020. Negotiations had slowed over the fall due to disagreement on President Trump’s request for $8.6 billion in funding for a U.S.-Mexico border wall. Even with this agreement, gridlock in Washington D.C. persists, and yet, there are still many issues that impact independent retailers. Below are the policy issues that the NGA Government Relations team is actively advocating on a daily basis on behalf of independent grocers.

Taxes

Unfortunately, the end of the year spending package failed to resolve a drafting error in the Tax Cuts and Jobs Act (TCJA), known as the “retail glitch,” which has prevented retailers from being eligible for full and immediate expensing for interior remodels to stores. NGA will continue to push Congress to find a solution for this issue in 2020. Other tax items NGA advocated for that were included in the end of year spending deal were the Work Opportunity Tax Credit (WOTC) and New Markets Tax Credit (NMTC), which were originally set to expire at the end of 2019. Both the WOTC and NMTC were extended for one year, until Dec. 31, 2020.

Drug Pricing and DIR Fees

The House of Representatives voted on Speaker Pelosi’s drug pricing bill earlier this month. H.R. 3, the Lower Drug Costs Now Act, was passed on a party line vote – 230 to 192 – with only two Republicans supporting the measure. Senate Majority Leader McConnell had previously stated that the legislation would not get a vote in the Senate, but with House passage of the bill, hopes for a negotiation between House Democrats and Senate Republicans and the White House can now begin in earnest. With drug pricing reform a big-ticket item for both parties heading into the 2020 election cycle, NGA is focused on having DIR fee reform included in whatever consensus package moves forward.

Pensions

The Pension Benefit Guaranty Corporation released in December new information on the costs to employers who face arbitration or withdrawal liability from a multiemployer plan. NGA had previously filed comments, and the federal agency finally put forth new rules. Effective Jan. 1, 2020, there will be three hugely positive effects for employers: arbitration filing fees have been drastically reduced, PBGC clarified that the fees must be split between the employer and the pension fund, and the new rules provide employers with more control over the selection of the arbitrator.

Transportation

Although last year’s effort failed, Speaker Pelosi is renewing a push for a $1 trillion infrastructure bill. House Democrats are hopeful that a new, wide-ranging proposal has a better chance of reaching bipartisan support. The bill includes measures that are usually considered separately such as broadband, pipelines, schools, housing, and parks. The deadline to reauthorize surface transportation programs is September 30, 2020.

Trade

An agreement was reached in early December on the United States-Mexico-Canada Agreement (USMCA) after key revisions demanded by House Democrats were incorporated into the final agreement. The endorsement of labor leaders was critical to gaining Democratic support in Congress. At the time of this writing, the House was expected to vote on the bill before leaving for the holidays, however Senate Majority Leader Mitch McConnell said the upper body won’t consider the measure until early 2020. NGA joined with our food supply chain and retail partners urging Congress to ratify the USMCA, which would benefit grocers throughout the country.

Laura Strange is VP of Industry Relations, Communications and Marketing for the National Grocers Association and a regular contributor to our Federal Update. Istrange@nationalgrocers.org
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Please don’t get me wrong and assume I’m completely against modern culture and all the features it brings – many of which have become indispensable parts of our lives. (How did we manage to call friends and family during the holidays on a land line of all things, instead of Skyping them from our desktop or face-timing them from our Portal? Absurd!) But it’s time that we recognize many of the traditions we find old and outdated have merely been given a facelift to seem modern and new. Don’t believe me? Well, allow me to be your Ghosts of Christmas Past and Present as I take you on a journey of comparisons to show that everything new is just a transition from something old. So grab your Grandé Caramel Bruleé Latte and enjoy!

Bah, Humbug.

**EVERYTHING OLD IS NEW AGAIN**

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**At the Store Front…**

Tradition isn’t exclusive to the home. There are plenty of traditions (or at least longstanding behaviors) that exist in the retail world which have transitioned from something old to something new…

Who goes to the store with a paper list anymore? We’ve done away with paper and pencil in order to use our phones or tablets to create that grocery list…and are blissfully ignorant, with noses stuck in our smart devices, as we run our carts into the ankles of unsuspecting shoppers gathering enough cans of cranberry sauce to accommodate the in-laws for Christmas dinner.

And while the shopping experience itself has changed, the culmination of that experience has also transitioned to something different, as long checkout lines have been replaced with long curbside pick-up lines. What’s better than listening to the Muzak® version of Baby It’s Cold Outside (and contemplating whether that song really is as creepy as people say) while standing in line with a cart full of groceries waiting to pay the frazzled cashier wearing the obligatory santa hat? Sitting in your car with the radio playing the Pentatonix version of Mary Did You Know, while kids in holiday vests and elf hats heft bags into vehicle trunks for the thousandth time, hoping no one runs over their feet and that the egg nog you ordered doesn’t spill all over their khakis.

Forget gathering around a fireplace and enjoying a Hot Toddy Holiday Tasting at your local grocers, where aisles of shelves complete strangers can hang out with others wearing ugly sweaters and pretentious offerings. Ah, the tradition of enjoying holiday spirit in the couch next to the produce aisle.
Oh, those yuletide household traditions we hold dear are now morphing into something we think is completely new and unique...

Is that the UPS driver delivering Christmas cheer in the form of those orders you placed from your phone or desktop in order to avoid Black Friday crowds? The man wearing brown isn’t a whole lot different than that Jolly Old Elf delivering presents on Christmas Eve – except his sleigh runs on horsepower instead of magic reindeer power.

And what about the gifts themselves? It may not be Santa’s elves tirelessly laboring at the North Pole workshop, but those Amazon employees loading conveyor belts and packing trucks seem a lot like those manic munchkins.

Even that innocent little guy who keeps kids in line during the holidays – the Elf On a Shelf – has gotten a tech upgrade. Instead of a seated little scamp keeping an eye on the home during the holidays, we’ve got doorbells watching our front yard, cameras in our living rooms and Alexa keeping track of everything happening in our households – each of them letting us know who’s being naughty or nice. It seems that a disembodied voice and all-seeing eyes are challenging the creepy counter crawler as a new spy for Santa.

Why spend the day slaving over a turkey or ham to ensure that your hourly basting has results in a delicious main course? Or that those hand-smashed potatoes have just the right amount of milk and butter without the lumps. Instead, get a feast for a king (or at least a combo deal for 10) by dialing your local food delivery service and have it hubbed or dashed to your door! Why worry about your Mother-In-Law’s face when she sees canned yams, when you can have holiday tacos delivered to your door – with extra guac! The dining delivery service and culinary offerings have become more the norm than exception and may very well replace the home-cooked meal for family gatherings.

Yes, it’s surely tongue-in-cheek, but there’s a certain need for old-fashioned traditions during the holidays. They remind us of childhood; teach us to value family and history; and allow us to create our own memories and magic during the most wonderful time of the year. Merry Christmas (and Happy Holidays) from everyone in the OGA family to you and yours!
Get Lucky this Holiday Season

OVER $124 MILLION IN TOTAL CASH PRIZES AVAILABLE IN THESE GAMES!

The $10 Happy Holidays ticket may not be available at all locations. Lottery players are subject to Ohio laws and Commission regulations. Please play responsibly.

If you’re interested in becoming a retailer, please call the Office of Sales at 216-774-5680 or visit ohiolottery.com/eApplications to get started.
For the 2019 Holiday Season, please appropriately plan your seasonal promotions as all state laws and regulations will remain in full force and effective throughout the season. Below are a few laws to keep in mind.

Stay Familiar with Liquor Law Around the Holidays

Advertising
No advertising shall condone or encourage the excessive consumption of alcohol or portray a person in an intoxicated state. No permit holder shall represent, portray, or make any reference to Santa Claus or children. Always remember, a retail permit holder shall not participate in any advertisement sponsored by an alcohol beverage manufacturer or wholesale distributor unless specifically authorized by law.

Gift Cards and Certificates
Gift cards and certificates are permitted for sale and may be redeemed for food and alcoholic beverages. However, the use of gift cards and alcoholic beverages is subject to strict regulation. The law requires that when gift cards or certificates are used on-premises in exchange for food and alcohol beverages, the value of the alcoholic beverages cannot exceed more than 30% of the total value of the gift card or certificate. This obviously means that food must also be purchased with a gift card or certificate.

With regard to off-premises use, the sale of gift certificates for the purchase of beer, wine, or mixed beverages is permitted. A permit holder may limit the use of any gift certificate by printing on its face that the gift certificate may not be used for the purchase of alcoholic beverages.

Merchandising and Packaging
Ohio law prohibits any merchandise or thing of value from being given away in connection with the purchase of an alcoholic beverage. For example, a retailer shall not base a promotion in which every purchase of an alcoholic beverage results in a portion of the proceeds being donated to a charity. Donations are a “thing of value” and cannot be tied to a purchase of alcoholic beverages.

Ohio law allows a manufacturer to package alcoholic beverages with a non-alcoholic item without increasing the price of the alcoholic beverage. So retailers may sell such holiday gift packages again for this year’s Holiday Season as long as they are in compliance with Ohio’s alcoholic beverage regulations.

Permits and Tastings
The holder of a class C1, C2, or C2x permit may qualify for a class D8 liquor permit. The D8 license allows the holder to sell samples of beer, wine, and mixed beverages, but not spirituous liquor. The tasting samples shall not exceed two ounces and no patron shall consume more than four samples in a day. However, a manufacturer, supplier, broker or their registered solicitor (but not a wholesale distributor) of beer, wine, or mixed beverages may conduct consumer product instruction or provide sample servings of the manufacturer’s supplier’s or broker’s products on the premises of a retail permit holder who holds a D-8 permit. In this instance, tasting samples may be provided without charge on the D8 premises to patrons. The manufacturer, supplier, or broker providing a sample serving shall purchase the beer, wine, or mixed beverages at the ordinary retail price from the D-8 permit holder and shall limit the amount and frequency of the sample servings to those authorized pursuant to the D-8 permit.

A class D permit holder may conduct “consumer product instructions” or “sample servings” under Liquor Control Commission regulations. A retail establishment with a class D permit is licensed for “general” on-premises consumption. This distinguishes the restrictions on tasting samples of the class D permit from a class C permit, even when the C permit holder is issued a class D8 permit as described above.

Tasting samples of spirituous liquor are permitted in Agency Stores. Again, a D8 permit must be obtained for an agency store in order to qualify the store for the sale of spirituous liquor tasting samples. There are limitations on such tasting samples to make certain the spirituous liquor tasting samples are conducted in a controlled and responsible manner.

Being responsible and cognizant of the laws will help you and your patrons enjoy the holiday season. This information is not to be considered legal advice. Please consult a competent attorney on specific questions.

David Raber is an attorney who practices all aspects of alcohol beverage law throughout the state of Ohio. Contact him at 614-221-5212 or DRaber@lrelaw.com.

Always Check I.D.
Remember to check identification at the time alcohol is purchased. Proper forms of identification under Ohio law include driver’s licenses, in-state or out-of-state, an identification card issued by State of Ohio or an equivalent identification card issued by another state, a military identification card issued by the U.S. Department of Defense; or foreign passports. All of the foregoing forms of identification must display a picture of the individual for whom the license, card, or passport is issued and show that the person buying is at least twenty-one years of age.
Holiday Safety Tips

The holidays should be an enjoyable time for everyone. Yet each year, hospital emergency rooms treat nearly 9,000 people for injuries, such as falls, cuts and shocks related to holiday lights, decorations and trees.

Home is Where the Danger Is…

U.S. fire departments respond to an estimated average of 210 home structure fires per year that began with holiday trees in 2015-2018. These fires caused more than $17.5 million in direct property damage.

The leading cause of tree fires were short circuits, ground faults, faulty cords, faulty plugs or faulty wiring as well as candles.

Keeping Your Family Safe This Holiday Season

Here are some safety tips to remember to keep you and your family safer this holiday season.

• When setting up a tree at home, place it away from fireplaces and radiators out of the way of traffic and do not block doorways.
• Never use lighted candles on a tree or near other evergreens. Always use non-flammable holders and place candles out of children’s reach.
• Indoors or outside, always use lights that have been tested for safety and indicate conformance with safety standards.
• Check each set of lights, new or old, for broken or cracked sockets, frayed or bare wire or loose connections and throw out damaged sets.
• Use no more than three standard-size sets of lights per single extension cord.
• Plug all outdoor electric decorations into circuits with ground fault circuit interrupters to avoid potential shocks.
• Turn off all lights when you go to bed or leave the house. The lights could short out and start a fire.
• Childproof your fireplace by placing a hearth gate around it.
• Safely dispose of your tree when it begins dropping needles. Dried-out trees are highly flammable and should not be left in a house or garage or placed against the house.

Keeping You Safe and Healthy This Holiday Season

Here are four wellness reminders to help keep you healthy through the holidays.

• Exercise – Remember to keep up with your exercise routine. Playing with the little ones outside or taking a walk after a big meal will help you not feel as full and listless.
• Nutrition – Remember to make healthy choices during the holidays. Eat plenty of vegetables, fruits and whole grains. If you do like enjoying holiday treats, try to limit your portion size. Having a healthy snack before you go to a holiday party can help prevent you from snacking on unhealthy party food.
• Water – Drink plenty of water to keep you hydrated. Staying hydrated can help you feel full and helps with fatigue during the holiday season.
• Sleep – Get plenty of rest and aim for 7-8 hours of sleep every night. Becoming sleep deprived or run down can heighten emotions and make it more difficult to cope with holiday stress.
We help Ohio injured workers get back to health, work and productivity.
Community Outreach:

SpartanNash Fights Hunger
The SpartanNash Foundation is fighting against hunger! They raised $271,150 during the Foundation’s fundraising campaign in the Family Fare, D&W Fresh Market, VG’s Grocery, Dan’s Supermarket and Family Fresh Market stores. This money, together with $75,000 in grants in their distribution center communities, will support more than 100 local food banks and food pantries, providing the equivalent of 3.5 million meals this holiday season.

AWG Celebrates Giving Tuesday
Associated Wholesale Grocers (AWG) employees are celebrating Tuesday, Dec. 3, known as “Giving Tuesday,” by highlighting work in each of its 10 distribution centers throughout the year to raise more than $75,000 for nonprofit and charitable organizations, with matches by AWG through the AWG Cares Employee Charitable Foundation.

KeHe Diversetrade Initiative
KeHE Launches New Diversetrade Initiative For Product Sourcing. Kehe has debuted a new initiative to help identify and support diversity within the food marketplace. The purpose of the new KeHE Diversetrade program is to source woman-owned, minority-owned, LGBT-certified and veteran-owned suppliers by helping them navigate distribution by removing barriers and increasing opportunities for success.

Prairie Farms “Parties On”
Prairie Farms has sponsored a 'Party On Give On' holiday campaign. As part of this campaign, they are giving back to charities enrolled in its charitable giving program, Our Caps, Your Cause. Participants will be required to vote for an Our Caps Your Cause charity, and each week the top 31 charities, determined by the highest number of votes from contest entries, will receive 1,000 cap credits—$50 for each charity.

What’s Hot:

Aldi Adds Compostable Tableware
Last year, Aldi made a pledge to reduce single-use plastic, including committing to a goal of having 100% of its packaging to be reusable, recyclable or compostable by the year 2025. Chipping away at that honorable goal, the retailer announced it will be selling new compostable tableware in stores in eight states.

Meijer Cuts Down Waste
Meijer aims to cut down on in-store food waste. Meijer wants to do more to reduce food waste and become a more sustainable business. Customers can purchase food — including meat, produce, seafood, deli and bakery products — close to its best-buy date at a reduced price.

Crimson Cup Provides A-Latte
Crimson Cup Coffee has #lattecartons now! It's basically to-go milk cartons for adults! The new offerings combine sustainably sourced coffee and local milk from Arps Dairy, Inc., and pure, simple ingredients!

Graeter’s Celebrates With New Packaging
Graeter’s Ice Cream has revealed its new packaging design celebrating its 150th birthday. The ice cream brand is unveiling a special pint design on one of its signature flavors to celebrate a very important milestone shared with The Ohio State University. Graeter’s Ice Cream Buckeye Blitz flavor will feature the school’s signature scarlet and gray adorned with the iconic Block O and celebrate the major milestone between the two Ohio-loved brands.

Giant Eagle Enlists Alexa
Giant Eagle has enlisted Amazon’s Alexa virtual personal assistant to help keep pharmacy patients up to date on their medications. Under a collaboration with Amazon and medication management specialist Omnicell, Giant Eagle pharmacies now allow patients to set medication reminders and request prescription drug refills through Alexa.
Awards & Recognition:

Crimson Cup Ethiopian Roast Honored
The Good Food Awards has honored Crimson Cup’s Kossa Kebena organic craft coffee as 2020 finalist. The Good Food Awards recognize delicious and sustainable craft foods and beverages that are good for you and good for the planet. Kebena Kossa farm in Western Ethiopia’s Limmu Kossa District grows this award-winning coffee, and partners with Crimson Cup to bring the delicious offering to the States.

FoodDive Names Honors Coke CEO With Executive of the Year
FoodDive recently named the CEO of Coke, James Quincey, as Executive of the Year. Since he became CEO in May 2017, Quincey has added coffee, sports drinks and sparkling water to its portfolio while innovating some of its key brands such as Diet Coke. In more than two years overseeing the Atlanta-based company, Quincey has helped Coca-Cola become a “total beverage company” through acquisitions and innovations in many of the more than 500 brands in its global portfolio.

Moving Up

Online Shopping at Buehler’s
Online grocery shopping is now available at Buehler’s Dover Parkside. Customers can order groceries online for curbside pickup the same day. Dover Parkside is the sixth Buehler’s store to offer this service, joining Wooster Milltown, Medina River Styx, Canton, Wadsworth and Ashland.

Meijer Goes Small and Grows
Supercenter retailer Meijer plans to open a second small-format store – a 41,000-square-foot mixed-use center called the Woodward Corner Market, in Royal Oak, Mich., in January. The store will bring a mix of fresh, convenient food and everyday low pricing to customers in the region, the Grand Rapids, Mich.-based retailer said.

Aldi Offers Same-Day Alcohol Delivery
Aldi has added beer and wine to its national grocery delivery partnership with Instacart – available for same-day delivery (where permitted by state and local laws) online or through its (Instacart) mobile app. Customers ordering alcohol must be age 21 or older and are required to enter their birthdate at checkout and present a valid government ID at the time of delivery.

Sheetz Expands to Columbus Area
Altoona, Pennsylvania-based Sheetz Inc. announced on Facebook that it plans to bring its brand to Central Ohio in 2021. Sheetz currently has 40 locations in the state, predominately located in Northeast Ohio. The company declined to comment on where it will be locating in Columbus as well as how many stores it might have in the works. The company has stores in six different states and has built a reputation for its made-to-order food as well as grab-and-go sandwiches and baked goods like its sprinkle doughnuts. It recently added the meatless Beyond Burger to the menus at all of its shops. The family-owned company was founded in 1952.

“Notable and Quotable” spotlights Ohio grocers and industry leaders. To share your news with fellow grocers, email design@ohiogrocers.org, or call 614-442-5511 ext. 7130.
Loss Prevention Summit Covers Everything

It might seem like an exaggeration to say that the 2020 Loss Prevention Summit covers everything, but this one certainly has a lot! “Preparing Your Team and Business for Threats, Crisis and Compliance” will do just that. Four important topics will be presented in classroom-style presentation to allow interaction with the speakers, as well as question and answer time.

Topics covered include:

- Cyber Security: Technology, Risk and the Law
- Open for Business – Disaster Preparation and Recovery
- Opiate Crisis Management: Is Your Workplace Prepared?
- EMV 2020: Are You Prepared for Chip Payment at the Pump?

We encourage members to register their compliance and LP team members as well as any managers or personnel who might benefit from the information presented. There is no limit to the amount of attendees who can come, and registration/attendance is absolutely FREE!

The 2020 LP Summit is Wednesday, February 11 from 8:00am until 12:00pm and will be held at the Mt. Carmel Fitness Center (7100 Graphics Way, Lewis Center, OH 43035). For more information, contact Shane Schaefer at 614-448-1629 or email shane@ohiogrocers.org. Registration will also be available online at ohiogrocers.org.

Compliance and Training

OGA is your source for Compliance and Training material. While our website is a fantastic resource for members, we also provide compliance aids (such as our SuperPoster) and training kits (such as our Pathway programs).

SuperPoster New For 2020

OGA’s State and Federal SuperPoster is everything you need for compliance in one place! The 2020 SuperPoster is brand new, and features three State updates (including the mandatory Minimum Wage update) and a mandatory Federal update. Postings included are:

STATE POSTINGS:
- Ohio Minimum Wage
- Discrimination Notice
- Minor Labor Laws
- Ohio No Smoking Poster
- Public Employee Risk Reduction Poster
- Self-Insured Workers’ Compensation
- Unemployment Insurance
- Workers’ Compensation

FEDERAL POSTINGS:
- Family and Medical Leave Act
- Employee Polygraph Protection Act
- Equal Employment Opportunity
- Federal Minimum Wage
- USERRA
- OSHA - Job Safety & Health Protection
- IRS Withholding Notice
- Anti-Discrimination Notice
- Payday Notice

Pathways Kits Provide Valuable Training and Information

You’ve probably seen information about the new and updated Pathways to Selling Alcohol Safely training program available from OGA, but did you know we also have two other Pathway programs? The Pathway to Food Safety is a safe-handling procedures training program. Our Pathway to Workplace Safety is an OSHA-approved compliance program designed to provide employees and managers with safety fundamentals in the workplace.

Find out more about all three programs on our website: www.ohiogrocers.org. Go to “Resources & Training” to learn about each program or order them online!

If you have any questions or comments on any Association or Foundation issue or event, please contact Kristin Mullins, OGA President & CEO, at (614)442-5511 ext. 7110 or email kristin@ohiogrocers.org.
A REGIONAL LEADER

American Seaway Foods Services understands what it takes to grow and profit in the challenging retail food industry. We are dedicated to creating strong partnerships with our customers, providing personalized service and support.

ABOUT

American Seaway is a full-line retail grocery wholesaler serving Western Pennsylvania and Ohio with nine distribution facilities. We deliver over 15,000 national brands plus Food Club, Top Care, Valu Time and Full Circle Organics. We operate a state-of-the-art fresh food manufacturing facility.

DEDICATED TO PROVIDING THE LOWEST COST OF GOODS

BENEFITS

• Unique rebate programs paid quarterly
• Aggressive private label funding program
• Monthly “hot” deals and closeout opportunities
• Retail allowance payment plan
• Twice yearly food shows - perishable and dry goods

• Weekly ad plan support
• DSD/central bill programs
• Cross-dock programs
• Dollar program
• POS technology support
• Shelf tag printing
• Strategic pricing analysis and support

For more information, contact American Seaway Foods
(412) 967-4764 or (800) 362-8899
THE OGA BROWN BAG - IRONGATE EQUESTRIAN CENTER - APRIL 25, 2020

Papa's Got a

BRAND NEW BAG

...and You Should See What's In It!

New Venue! The Irongate Equestrian Center

New Format! More Networking & Sampling Stations

New Entertainment! Video Horse Racing

New Sponsorships! More Sponsor/Promo Options

Make Plans Now!

The OGA Brown Bag Celebration - Saturday, April 25, 2020

Call, email or visit our website for more information!