

# The Voice

of the Nebraska Grocery Industry  
January/February/March 2018

**Congratulations to our 2018 Award Winners**



**Dan Kramer**  
*Spirit of America Award*



**Mike Brtek**  
*Distinguished Service Award*



**Chad Davis**  
*Vendor of the Year*

**Awards were presented to Industry Leaders during the  
Legislative Dinner on January 18th**

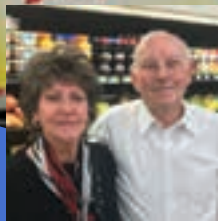


# Associated Wholesale Grocers

## WE DELIVER



DAVE AND SHARON KELLY  
MEMBER SINCE 2016



"We have been in the Grocery Business since 1954. Becoming a Member of AWG was a smart decision and we are enjoying the benefits from the lower cost of goods AWG has over other wholesalers. There has been strong consumer acceptance of the Best Choice and Always Save Brands and we look forward to building our sales by utilizing more of the programs AWG offers."

Torrington, Wyoming

### CONSISTENT GROWTH

We continue to deliver on growth each year. As our store count grows, so does the buying power we possess as America's largest co-operative food wholesaler. There is great strength in our numbers. Now reaching \$10 billion in sales in 2017, AWG's momentum is delivered to all retailers.

### AWG BRANDS

AWG's store brands - Best Choice, Always Save, Clearly Organic and Superior Selections - offer consistent quality that delivers big sales and a competitive advantage for AWG member retailers.



For a lower cost of goods  
PLEASE CONTACT:

Dave McKelvey 713-876-6240  
Keith Knight 615-290-6093  
Wayne Hall 608-347-7318  
Louis Stinebaugh 262-227-7559

Associated Wholesale Grocers, Inc.  
5000 Kansas Avenue,  
Kansas City, KS 66106





We're proud to offer the Our Family brand to independent retailers. It's a brand your customers can trust - WE GUARANTEE IT!

# HERE FOR YOURS.



*Our Family® anchors a broad portfolio of private brand items currently provided to retailers like you.*



Meat, deli, bakery, seafood, and ready to heat selections



Experience unique flavor profiles from around the world



Natural and organic selections

**TopCare®**

Health and beauty products for the whole family



A full line of quality baby care



Affordable pet care and toys

Visit [SpartanNash.com](http://SpartanNash.com) for more information or call:

Joe Hermes 616-878-2355  
Mike Soflin 402-661-0357



**SpartanNash®**  
Taking food places®

# C O N T E N T S

## features & departments

6	Fair Labor Standards Act Compliance Issues	18	Grocers in the News
8	January Legislation	20	Paid Family and Medical Leave
11	Calendar of Events	21	Sand Baggers Golf
12	Things You Need to Know	22	Other Stuff
14	In Memory	24	Nebraska State Senators
14	NGIA Scholarship Program	30	NGIA Legislative Dinner
17	Nebraska Food News... People - Places - Things	31	NGIA Award Winners

## advertisers

13	Advantage Solutions	34	National Tobacco
7	Altria Client Services	16	Nebraska Lottery
19	Anheuser-Busch Companies, Inc.	34	Omaha World Herald
13	Arctic Glacier	15	Pan-O-Gold Baking Company
IFC	Associated Wholesale Grocers	17	Pepsi
5	Bimbo Bakeries USA	15	Retail Data Systems
13	Cheyenne International LLC	26	Reynolds
22	Coca-Cola	IBC	Shazam
33	Crystal Farms	34	Sparboe Company
13	Diageo	3	SpartanNash
18	Dr. Pepper Snapple Bottling Company	12	Swedish Match
20	Fareway Stores	18	The Brenmar Company
19	Farmer-Bocken Company a Division of Core-Mark	23	The Hershey Company
23	Hiland Dairy	34	The Mark Anthony Brands
14	Kemps	29	Unico
27	Land O' Lakes/Dean Foods	32	Well's Enterprise
BC	Midland Insurance Agency	23	Wildhorse Distributing

Chairman of the Board:  
**Peter Clarke**

Vice Chairman of the Board:  
**DeLone Wilson**

Secretary/Treasurer:  
**Ted Stessman**

Immediate Past Chairman:  
**Mogens Knudsen**

Executive Director:  
**Kathy Siefken**

Directors:  
**Joel Allen**  
Hy-Vee

**Lonnie Eggers**  
SpartanNash Retail

**Don Emig**  
Republic National  
Distributing

**Tim Henderson**  
Henderson IGA

**Mick Lusero**  
Dr. Pepper/Snapple

**Shannon McCord**  
Ideal Market

**Clint Mullen**  
SpartanNash Warehouse

**Steve Pirtle**  
Associated Wholesale  
Grocers

**Pat Raybould**  
Russ's Market  
Super Saver

**Stu Wilsman**  
Rightway Grocery

**Dan Wright**  
Pan-O-Gold

Owned and Published by:

**Nebraska Grocery Industry Association, Inc.**

5935 South 56<sup>th</sup> Street, Suite B, Lincoln, Nebraska 68516-3301

Phone: (402) 423-5533 or 800-433-6742 • E-mail: [ksiefken@nebgrocery.com](mailto:ksiefken@nebgrocery.com).

*We retain the right to refuse any advertisement or copy content deemed inappropriate or inconsistent with our goals and objectives to serve our members.*



## Leading the Baking Industry in Nebraska



## Fair Labor Standards Act Compliance Issues

*Courtesy of UNICO*

Employers are routinely challenged with complying with the Fair Labor Standards Act (FLSA). Under the FLSA, an employer is required to maintain accurate and complete records (including all required identifying information) for covered and nonexempt employee hours worked each workday and total hours worked each workweek. Additionally, nonexempt employees are entitled to overtime pay, which is compensated at a rate of at least one and one-half times their regular rate of pay for hours worked in excess of 40 hours per week.

While these requirements seem relatively straightforward, as they are applied in the workplace, compliance can become murky. Below are some common issues that arise for nonexempt employees in the workplace.

### **What if nonexempt employees work past their scheduled work time?**

It is hard to find an employee in a traditional office setting that is immune from the daily hustle and bustle. Employees may be required to meet internal or external deadlines whether they are exempt or nonexempt. When it comes to FLSA compliance, employees are required to be paid for any time they work. This means that if a nonexempt employee is required or allowed to work—even if the employer did not expressly authorize the time—then the employee is required to be paid for that time. For example, if a nonexempt employee is working on a project and works past their scheduled shift to complete it, then they must be compensated. Employers may want to consider developing a process for pre-approving overtime work to avoid unexpected payroll expenses.

### **What if a nonexempt employee works at their desk during their lunch period?**

If the nonexempt employee is working through lunch, the employer will need to pay for that time. The FLSA does not require employers to compensate employees for meal breaks if the meal period lasts at least 30 minutes and the employee is completely relieved of duty and allowed to leave their duty station during that time (though they may be required to stay on the company's premises).

Employers can prevent the additional payroll expense by creating a policy prohibiting employees from remaining at their desks or work areas during lunch periods. Further,

employers should train managers to ensure they are not contacting employees while on a meal break and are encouraging employees to take their meal breaks. Be aware that automatically deducting time from an employee's pay for a meal break without requiring the employee to punch in or out can lead to compliance problems. Employees are required to be paid for any work-related interruptions during meal periods, such as answering calls and emails. Requiring employees to clock in or out may help with compliance in this area. Additionally, having employees regularly sign off on their time cards to ensure accuracy and noting or excepting any time worked during meal periods may help with compliance.

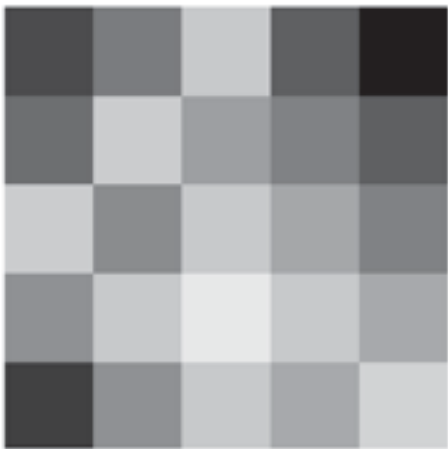
While the FLSA does not require employers to offer meal breaks to employees, state or local laws may require them. Employers need to comply with both the FLSA and any applicable state or local laws.

### **What if a nonexempt employee works remotely on nights or weekends?**

Employees have overwhelming access to laptops, tablets, and smartphones, so ensuring nonexempt employees are paid for any work done after hours (on their personal or work devices) is both essential and complex for employers. With certain limited exceptions, employers are required to capture all time worked by nonexempt employees.

Employers are encouraged to develop written policies and procedures that prohibit and/or prevent nonexempt employees from using mobile devices for work-related issues during non-working hours. Employers can help enforce this policy by prohibiting nonexempt employees from having remote access to work email and instructing managers not to contact nonexempt employees during non-working hours. Failing to create clear, strong policies could be costly to employers. If employees work from mobile devices, their time should be recorded.

Ultimately, employers can facilitate compliance by adopting and consistently enforcing policies and training employees and managers on the employer's expectations. If there are any questions about whether policies or practices are sufficient to avoid potential liability, the employer may choose to consult with employment counsel.



Altria



Bill#	Introducer	Comm.	Description	NGIA Stance
764	Crawford	Ag	Pure Food Act - Exempt certain operations from the definition of a food establishment under the Nebraska Pure Food Act – allows food that is prepared in an uninspected kitchen to be sold directly to consumers as long as signage is at the sale location or a label is on the package and the business makes less than \$25,000 gross income	O
770	McCollister	HHS	SNAP - Change provisions relating to the Supplemental Nutrition Assistance Program. Changes the back side threshold so employees can accept raises and work additional hours without losing benefits.	S
798	McDonnell	Revenue	Tax – Exemption. Provide a sales and use tax exemption for feminine hygiene products. Passage would make Nebraska non-compliant with SST so we could not collect sales tax on internet sales	O
811	Lindstrom	Judiciary	Fraud - Change prohibited uses of scanning devices and encoding machines – adds chip technology to Nebraska statutes.	S
829	Erdman	Revenue	Adopt the Property Tax Relief Act	M
843	Pansing Brooks	B&L	Labor – Wage. Provide protections for employees' wage disclosures – Employer cannot prohibit employee from sharing salary information with other employees. This is already federal law and is not necessary in Nebraska.	O
844	Crawford	B&L	Labor - Sick Leave – Mandatory. Adopt the Healthy and Safe Families and Workplaces Act – mandatory sick leave. Employees accrue 1 hour sick leave for every 30 hours worked up to 40 hours per year. Starts on 16 <sup>th</sup> day of employment. Carry over to next year allowed. Employer cannot require documentation regarding illness for which sick leave is used.	O
858	Hansen	B&L	Work comp - Provide annual adjustments for total disability income benefits under the Nebraska Workers' Compensation Act	O
899	Erdman	Revenue	Provide for an adjustment to the assessed value of destroyed real property	S
916	Hansen	B&L	Labor-Wage. Prohibit retaliation under the Nebraska Wage Payment Collection Act and the Wage and Hour Act - employer cannot retaliate or discriminate against an employee or applicant for employment due to filing a complaint under the Wage and Hour Act or if the employee testifies, assists, or participates in an investigation regarding a violation of the act.	O
928	McDonnell	B&L	Work Comp Death Benefit - Change provisions relating to compensation paid upon the death of an employee under the Nebraska Work Comp Act from \$10,000 to 14 x the state average weekly pay.	O
934	Kuehn	Judiciary	Pharmacy / Require identification prior to receipt of dispensed opiates	M GF 02/13/18
44	Watermeier	Revenue	Internet Sales Tax - Remote Seller Sales Tax Collection Act. Allows for taxation on Internet sales. Requires remote sellers who refuse to collect and remit sales tax to provide a notification to all purchasers from Nebraska. Penalty if the remote seller fails to provide notice. Remote seller must file with NE Revenue a form for each purchaser identifying all sales for the calendar year. AG came out with an opinion on 04-18 stating that the bill is unconstitutional unless changes were made. An amendment was filed to make it constitutional. Sen. Chambers filibustered the bill. It will be back on the agenda no earlier than 4-26-17	S GF 3/16-17; to SF 04/11/17; debated with no vote; Held over for '18



Bill#	Introducer	Comm.	Description	NGIA Stance
211	Hanson	Bus & Labor	Labor – tipped Minimum Wage – increased to 50% of the minimum wage rate in effect after Jan 2018. Under current law, if an employee’s tips combined with the employer’s direct wages do not equal the state’s minimum hourly wage (which is \$9 per hour) the employer must make up the difference. Blood, Howard, Kolowski, Morfeld, Quick, Vargas. Misinformation at hearing was substantial. Two of the committee members work with tipped employees	M/O GF 03-16-17 carry over to 2018
311	Morfeld	HHS	SNAP – Removes ineligibility of persons with felony convictions of controlled substances.	GF 04/27/17 carry over
436	Ebke	Bus & Labor	Franchisor - A franchisor would not be considered an employer of a franchisee or a franchisee’s employees, unless the franchisor is found to have exercised control over the franchisee or the franchisee’s employees that is not customarily exercised by a franchisor for the purpose of protecting the franchisor’s trademarks and brand.	S
462	Smith	Revenue	Tax –Streamline. Cleanup: Changes Articles to Article	
622	Wishart	Judiciary	Medical Marijuana Need to make sure our “No Drug Policy” remains enforceable.	GF 03/20/17
712 Start of '18 Bills	Albrecht	B & L	Unemployment - Require drug testing for certain applicants and recipients of unemployment benefits. An individual is considered to have refused to accept suitable work if the applicant fails a pre/employment drug screening test required by an employer as a condition of employment.	M
728	Wayne	Rev	Tax – Income. Increase individual income tax brackets to lower rates taxes owed.	M
731	Williams	HHS	Pharmacy - Provide for licensure of remote dispensing pharmacies	M
742	Lindstrom	Banking	Franchise - Change provisions relating to noncompete agreements under the Franchise Practices Act. Clarifies and broadens statute to include in or out of state franchisees or franchisors.	S GF 02/16/18
941	Wayne	Revenue	Tax – Fuel: Change the calculation of the tax on the average wholesale price of gasoline	M
947	Smith	Revenue	Tax – Property – this is the Governor’s tax package that reduces property taxes for both rural and urban property owners. It adopts the Nebraska Property Tax Cuts and Opportunities Act, changes income tax rates, and eliminates certain exemptions and credits.	M
952	Albrecht	B&L	Work Comp - Change provisions relating to dismissals of actions under the Nebraska Workers' Compensation Act. Allows Dismissal of actions without prejudice so petitioner cannot bring future action.	S
957	Lowe	B&L	Work Comp – Allow payments to be made electronically, on a prepaid card, or a direct deposit if all agree.	S
978	Harr	Judiciary	Garnishment - Sets a flat rate of a maximum of 20% that can be withheld from the paycheck and removes the head of household designation. Establishes that if you pay by check, each case must have its own check (because one error on a calculation stopped all garnishments in that check from moving forward). Online payments can be one payment for everyone and there is a fee of \$1.25 per case # to file online.	S
1014	Pansing Brooks	B&L	Labor - Discriminatory Wage Practices Act. Requires same pay for same work and prohibits discrimination-based sex, and provide protections for employees relating to wage disclosure	O

Bill#	Introducer	Comm.	Description	NGIA Stance
1014	Pansing Brooks	B&L	Labor - Discriminatory Wage Practices Act. Requires same pay for same work and prohibits discrimination-based sex, and provide protections for employees relating to wage disclosure	O
1015	Briese	Gov	Public Records - This bill would prohibit reports that reveal the identity of the employee from being shared with the public. By excluding first injury reports as a public record this will curb the solicitations that attorneys send to the injured party. The attorney solicitations produce unnecessary conflicts and litigation when most cases are handled between the employee and employer or insurance carrier without an attorney.	S
1016	Briese	Revenue	Money Transmission Fee Act and provide income tax credits. Assesses a fee on individuals who transfer money to another state or country. \$166.66 or less is a \$5 fee; \$166.67 or more is 3% of the transaction. Requires quarterly reporting. Allows a 2% collection fee.	M
1084	Briese	Revenue	Tax – property/sales shift/school districts. This 80 page bill touches many areas by increasing taxes or removing exemptions and shifting those dollars to a property tax credit cash fund. Effective Jan. 1, 2019. Raises cigarette excise tax by \$1 to \$1.64 per pack; adds a surtax on any individual who is subject to state income taxes and has federal adjusted gross income of \$500,000 or more (2.5%) and is 5% for fed gross income of \$1M or more. The bill increases the sales tax rate to 6%; removes sales tax exemptions for pet related services, cleaning, storage and moving services, investment advice, personal care services (hair, massages, nails, spa, tattoo), maintenance, painting, repair and interior decoration services for single family housing, limo, taxi and other transportation services, travel agents, tour operators, lawn care, gardening, landscaping, parking lot services, swimming pool cleaning and maintenance, dating and escort services, instruction in music, dance, golf, custom meat slaughtering, real estate services for the sale of single family housing, Tanning, tele-floral delivery, labor of a contractor for any remodeling, restoration, repair or renovation; trade in for motor vehicle, motorboat, all-terrain vehicles. Foods sold at schools PTA, fees for political events, soft drinks, candy or bottled water. The bill also address the state aid to schools formula	O
1087	Wayne	Revenue	Tobacco - Change tax provisions for cigars, cheroots, or stogies to be 20% of the purchase price paid by the first owner but at a maximum of 50 ¢ per (should be mfg list price to distributor). OTP is already 20%. If maximum of 50 cents it would be less tax than the 20%.	M
1088	Wayne	Revenue	Internet Sales - Nebraska Education Formula and the Remote Seller Sales Tax Collection Act, terminate the Tax Equity and Educational Opportunities Support Act and the Property Tax Credit Act, and eliminate certain tax exemptions	M
1117	Crawford	Revenue	Tobacco Tax - Change certain cigarette and tobacco products tax rates. The bill would increase the tax on cigarettes by \$1.50 per pack, increase the OTP tax from 20% to 45% of the purchase price, and would also increase the tax on snuff from \$.44 to \$1.00 per ounce, with a proportionate tax at the like rate on all fractional parts of an ounce. This is the first tobacco tax increase bill to be introduced in Nebraska this legislative session.	O

Bill#	Introducer	Comm.	Description	NGIA Stance
1120	Larson	Gen Affairs	Liquor Omnibus bill: Many issues are addressed including: Requiring the NLCC to establish procedures for overdue accounts; a license holder must apply for an SDL at least 10 days in advance of the event; Growlers can be sold in containers of 64 ounces (currently 32); renewal of a license would be automatic unless the local governing body requests a hearing; Wholesalers are prohibited in selling liquor to an account that is 34 days overdue (Bricks in Omaha); unlawful for a wholesaler to accept a postdated form of payment; a second violations within 4 years may result in a suspension of the license for up to 48 hours; a third or subsequent violation within 4 years may result in suspension for 15 days; any licensee with no violation in the most recent 4 years shall have a new violation treated as a first violation; a second suspension occurring within 4 years is \$100 per day and the commission may order the license suspended for up to 48 hours and a cash penalty cannot be paid in lieu thereof. Money in the Nebraska Beer Industry Promotional Fund cannot be used for an employee of a licensee or anyone representing a licensee; Requires a music licensing agency to register with the Dept. of Revenue, an electronic copy of each variation of the performing/rights agreement providing for the payment of royalties made available from the music licensing agency to any proprietor prior to collecting or attempting to collect compensation. A music licensing agency may not unless 72 hours prior to the execution of a contract, it provides the proprietor a schedule of rates and terms, notice to Dept. of Revenue.	S and amend past due invoice portion. Neutral on most issues
1134	Vargas	B&L	Labor – If a business closes permanently or temporarily (for more than 6 months) and 25 or more employees lose their job, the business must give notice of the closing and all details surrounding the closing at least 60 days prior to the closing.	O

## Nebraska Grocery Industry Association 2018 Calendar of Events

- |             |  |             |  |
|-------------|--|-------------|--|
| Mar. 9-10   | AWG Spring Food Show - Omaha   | June 5-6    | Hy-Vee Auction/Golf, Des Moines                    |
| April 4-5   | AWG Springfield Food Show  | June 14     | NGIA Sandbaggers Spring Golf Outing at Iron Horse  |
| April 10-12 | Day In Washington Supermarket Industry Fly-In (FMI, NGA, FIAE)         | Aug. 8-9    | VMC Holiday Show (AWG)                             |
| April 18    | Nebraska Legislature Tentative Adjournment                             | Aug. 14-15  | AWG Springfield Food Show                          |
| April 18    | AWG Kansas City Food Show  | Aug. 15-16  | SpartanNash Fall Trade Show in Minneapolis         |
| May 2       | AWG Springfield Food Show - Fresh Sales (Chateau on the Lake, Branson) | Aug. 22     | AWG Kansas City Food Show                          |
| May 15-17   | FMI Future Leaders 2018, Louisville, KY                                | Sept. 14-15 | AWG Fall Food Show – Omaha                         |
| June 3-7    | National Grocers Executive Leadership Development Program              | Sept. 18    | Hackers & Snackers Golf Extravaganza – Quarry Oaks |
|             |  | Sept. 24    | B&R Stores Golf Outing                             |

(If you would like to have your event listed on the calendar, please contact the NGIA office)

## Things You Need to Know

**Tax Tip**...If a SNAP customer uses a manufacturer's coupon with the purchase, the dollar amount of the discount is subject to tax. If the customer uses a store coupon or receives a store discount, the value of that discount is not taxable.

### IRS Issues Standard Mileage Rates for 2018

The Internal Revenue Service has issued the 2018 optional standard mileage rates used to calculate the deductible costs of operating an automobile for business, charitable, medical or moving purposes. Beginning on January 1, 2018, the standard mileage rates for the use of a car (also vans, pickups, or panel trucks) will be 54.5 cents for every mile of business travel driven, up 1 cent from the rate in 2017.

### NLRB Reverses Joint-Employer Standard

In a 3-2 decision, the National Labor Relations Board reversed a controversial expanded definition of a "joint employer" adopted during the Obama administration that has increased businesses' exposure to lawsuits. "This is an important move to restore the common-sense definition of what constitutes this type of employment relationship

that stood for decades," NRF Senior Vice President for Government Relations David French said. "The board's 2015 decision created an impossible scenario where one business could unfairly and improperly be held accountable for the actions of another business. Today's vote puts an end to those harmful and unnecessary changes that exposed companies to almost limitless liability." - From National Retail Federation

### New I-9 Form For Federal Employment Verification

After September 18, 2017, businesses must use the new form (7/17/17N). Employers must complete a Form I-9 for all newly hired employees to verify their identity and authorization to work in the United States. The I-9 form:

- Requires new hire employees to distinguish between a representation of U.S. citizenship or non-citizen nationality;
- Reduces the number of acceptable identification documents; and
- Prohibits the use of some expired documents to demonstrate citizenship or identity

The new form and additional information on acceptable employment verification documents is available on the USCIS website at [www.uscis.gov](http://www.uscis.gov)



*Signed.* SEALED. DELIVERED.

SWEDISH MATCH




THE LONG-STANDING  
**LEADER**




Designed to Grow your OTP Category.

201 SOUTH BATTLEGROUND AVENUE, GREENSBORO, NORTH CAROLINA 27433  
T: 1-770-837-2200 | sales@cheyennecigars.com | www.cheyennecigars.com  
For Business purposes only. Not to be shipped or distributed to consumers.

**"SWAGGER, NOT STAGGER."**  
— TONY SINCLAIR



READY TO *Tanqueray?*  
ALWAYS IN MODERATION



CLEAR COLD  
**ARCTIC  
GLACIER®**  
PREMIUM ICE

...Proudly Serving Nebraska Grocers  
For Over 100 Years.

1-800-333-7340  
1-402-592-9262  
Omaha Headquarters

**WINNING  
TOGETHER**

Partner with Advantage Solutions  
for dynamic sales growth.

Advantage Solutions collaborates with clients to develop tailored, insight-based, integrated solutions designed to suit specific needs and maximize results—dramatically increased distribution and incremental case sales. Call (515) 278-1223, or visit [advantagesolutions.net](http://advantagesolutions.net) today.



**ADVANTAGE  
SOLUTIONS**



In Memory  
**Larry L. Schroeder**

*August 14, 1938 – December 23, 2017*

Larry L. Schroeder, 79, of Fairbury, died Saturday, December 23, 2017, at the Jefferson Community Health & Life Hospital in Fairbury with his family by his side. Larry was born August 14, 1938, in Beatrice, the son of Harlan and Alice Schroeder. He grew up in Lincoln and graduated from Lincoln High. While in school and after graduating, he worked as a clerk at Hinky Dinky grocery store.

They started their family in Lincoln and then moved to Grand Island in 1965 when Larry became the manager of the Hinky Dinky grocery store there. He received numerous awards for his outstanding work within the grocery store chain. He was made a district supervisor of Hinky Dinky stores. Larry then became manager of the new Hinky Dinky store that was built in Grand Island. They remained in Grand Island to raise their family.

## NGIA OFFERS SCHOLARSHIP PROGRAM FOR DUES PAYING MEMBERS

### *Purpose/Philosophy*

The Nebraska Grocery Industry Association has established the Nebraska Grocery Industry Association Scholarship Program to recognize and aid deserving students who are related to Nebraska's food industry by virtue of their parents' employment or their own part-time employment by businesses which are dues paying members of the Nebraska Grocery Industry Association (NGIA).

- Employees or children of employees of businesses which pay dues to Nebraska Grocery Industry are eligible to apply for a scholarship.
- All applicants must have been employed for at least one year as of the scholarship deadline in the year in which the scholarship is awarded. The applicant must still be employed by the NGIA dues paying member at the time the scholarship is awarded.
- Applicants must have a minimum 2.5 GPA on a 4.0 scale. Applicants must plan to enroll in an undergraduate course (full or part time) of study at an accredited two or four year college, university, or vocational-technical school. There are three categories: Full or Part Time Applicants, High School Applicants, Non-Traditional Applicants
- The scholarship award will be a grant of \$1,000 which must be used within 12 months of the awarding of the grant

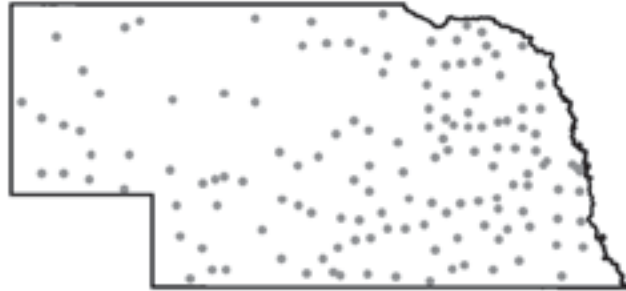
### **Application Procedure**

1. Members are asked to make copies of this request for application form available to their employees.
2. Applicants may obtain an application form at our website [www.nebgrocery.com](http://www.nebgrocery.com) (member programs page) or by contacting the NGIA office via telephone, fax or USPS mail.
3. Completed applications must be postmarked by April 1. Applications received after this date will not be considered.



**Retail Data  
Systems**

**PARTNERING WITH NEBRASKA  
GROCERS SINCE 1950**



**We are here... Where are you?**

**End to End Point of Sales Solutions for your store  
For a Free No Obligation Store Survey Contact  
Terry Rehmeier @ 800-564-4737 ext 101**



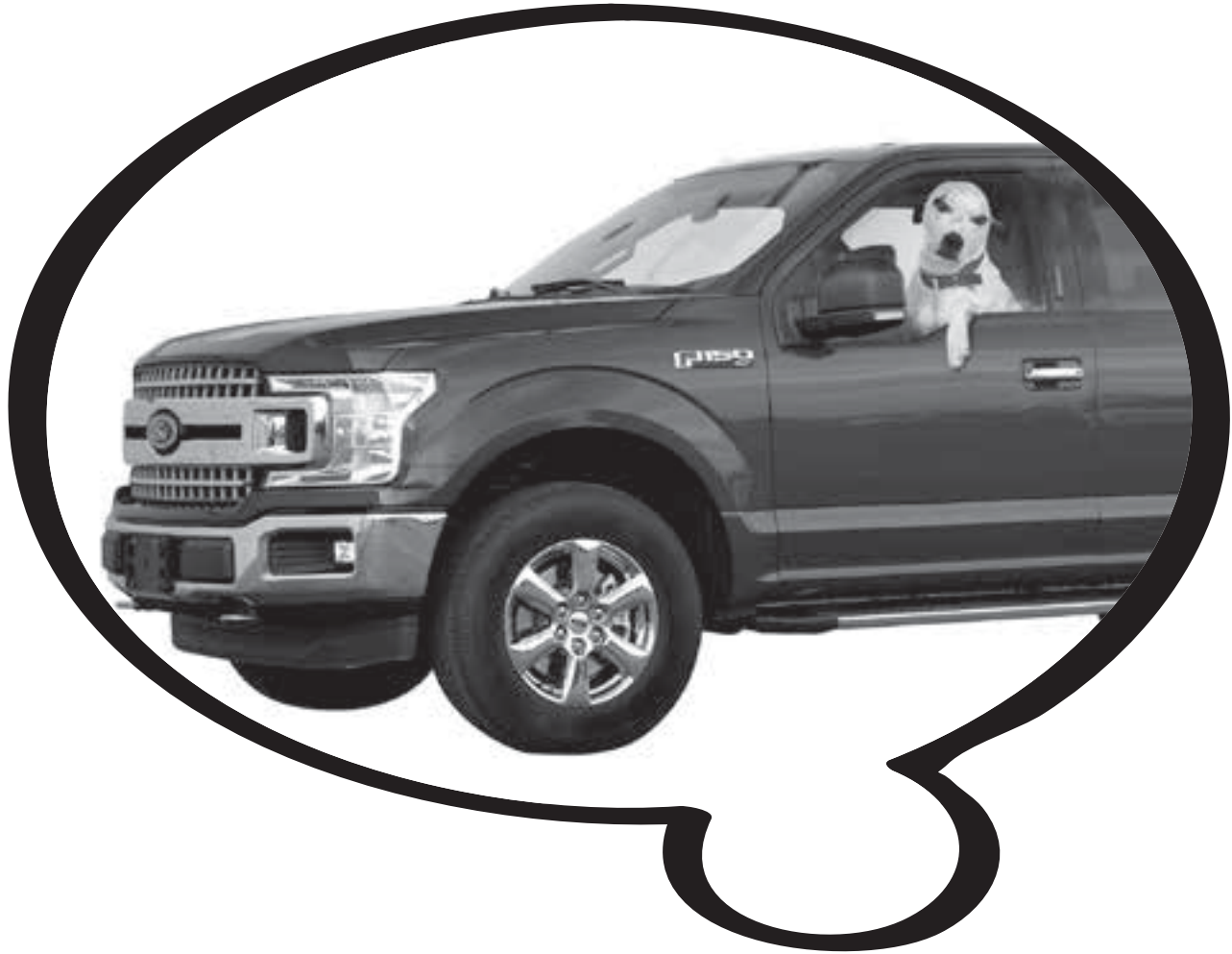
# Pan-O-Gold Baking Company

Bakers of Quality Bakery Items



13247 Cary Circle La Vista, NE 68138 402-339-4803





# Dream Big!

Truck\$ & Buck\$ is back, and this year we're giving away seven 2018 Ford F-150 XLT SuperCrew Flex Fuel Trucks!



Ford Motor Company Trademarks and Trade Dress used under license to MDI Entertainment LLC.



[nelottery.com](http://nelottery.com)

Must be 19. Please play responsibly.  
Problem Gambling Help Line: 800-522-4700.



## Nebraska Food News...People – Places – Things

Construction on the new Osmond Grocery store, **Tiger Town Food & Floral Center** moved indoors some time ago, so residents have not been able to see the progress being made on the building. Owner James Bessmer, however, assures the public that crews are working as hard as they can to get it completed. As far as what is being done on the inside of the building, James said Everything - drywall, plumbing, cooling, electrical. All of that is being worked on simultaneously, he said.

**Dona Mary** in Gibbon is expanding, taking advantage of space available next door. The grocery store featuring clothing and Latin American foods and other products in the front of the establishment and restaurant in the back, began remodeling its restaurant January 1, which took about thirty days to complete. Remodeling the former community center side of the business also doubled the capacity of the grocery store and allowed for more products, including more produce selections.

**Ken's Market** in Coleridge reopened under the new name of Ken's Corner Market, it wasn't too surprising that there were customers waiting for manager Paula Dirks to unlock the door. Since their grocery store closed in June, most residents here had to drive nine

miles to Hartington or 13 miles to Laurel to buy their groceries. Some drove even farther to Sioux City or Yankton, South Dakota.

**Jo's Market** in Clearwater closed on January 27th. For the first time since the early 1880's Clearwater's Main Street will be without a grocery store. The community of Clearwater is meeting to determine if a new store is feasible.

The fast-growing Elkhorn area could be the location of Omaha's next **Hy-Vee**. A Hy-Vee supermarket and a separate Hy-Vee gas station are included on real estate brokers plans.

The 2018 **Russ's Wine and Food Experience** will be held at the Embassy Suites in Lincoln. Russ's Wine and Food Experience raised almost \$350,000 for the Lincoln Community Playhouse over the last nine years.

**Sun Mart of Falls City** recently donated \$1000 to Falls City Sacred Heart School as part of it's "Direct Your Dollars" campaign.

Grand Island grocery shoppers have a new option. **Fresh Thyme** opened its fifth Nebraska Location there on Feb. 21.



## Grocers In The News

**Bill's Food Mart** is celebrating 45 years of serving the 630 or so residents in Howells. Before Bill and Pat Wisnieski purchased the store, it was previously known as Bob's Food Store. Having no experience in the grocery business, Bill and Pat were willing to learn. Bill said it seemed logical for parents of kids to invest in the grocery store. Over the years items have been added, such as Mr. Water, Dave's Dry Cleaning, WIC, two days a week delivery service. There have been many changes in the store both inside and out, most recently the retaining wall and facade in 2015. The inspiration of the business has always been to get people what they want from their local grocer. Bill and Pat firmly believed in supporting their community. "We feel fortunate that we are in business in this small community. So much has changed in the past 45 years, but we are still here to serve our community, and hope we can do so into the future. Thank you for supporting your local grocery store."

**Rex and Diane Kumpula** received the Envision Wahoo Award. This award is dedicated to all of those who see the value in keeping community heritage and business tradition alive in Wahoo; they are the entrepreneurs that make the Wahoo community unique. The Kumpulas have been co-owners of **Wahoo Super** for 18 years, but this independent, hometown grocery store is more than just a place for area residents to get groceries and other staples. The Kumpulas greet their customers by name and make sure their employees provide great home town shopping experience. The Kumpulas also know the value of being a hometown business. They generously support activities of the Chamber, schools, churches and other organizations. They are pillars in the downtown business community and share commitment to Wahoo.



Rex and Diane Kumpula

**Dr Pepper Snapple Bottling Co.**  
Midwest Division Omaha, NE  
A Division of Dr Pepper Snapple Group

**Omaha & Lincoln:**  
402-972-4701

**Norfolk:** 402-371-9347

**BRENMAR**

YouTube

**FOODS**  
BBQ SAUCES, COOKING MIXES, GLUTEN FREE PRODUCTS, SNACKS,  
DRINKS, SALSA, DRESSINGS & MORE

**GENERAL MERCHANDISE**  
TOYS, CANDLES, BATH & BODY, SEASONAL, KITCHEN ACCESSORIES,  
SHIPPERS, COUNTER DISPLAYS & MORE

**PACKAGING**  
BAKERY, DELI, CATERING, RESTAURANT, PRODUCE PACKAGING, BAGS, LABELS,  
SIGNS, SEASONAL PACKAGING & MORE

**PROCESSING SUPPLIES**  
FOAM TRAYS, APPAREL, GLOVES, VACUUM BAGS, LABELS, FILM, KNIVES & MORE

**OMAHA, NE**  
CALL US TOLL FREE AT  
**1-800-783-7759**  
[www.brenmarco.com](http://www.brenmarco.com)

or visit us online



*Anheuser-Busch*  
*Proud Supporters of the*  
*Nebraska Grocery Industry Association*



*Supporting the*  
*Convenience and*  
*Food Service Industry*

[www.farner-bocken.com](http://www.farner-bocken.com)

FARNER-BOCKEN COMPANY | 1751 HWY 30 EAST | PO BOX 368 | CARROLL, IOWA 51401 | 1-800-274-8692



## Paid Family and Medical Leave Tax Credit

*Courtesy of UNICO*

This provision was in the 2017 Federal Tax Bill that passed in December. Employers are not required to provide paid leave to employees, but rather, offers incentives to employers to provide a certain level of paid family and medical leave to their employees as a tax credit. The law creates a new section in the tax code, Employer Credit For Paid Family And Medical Leave.

### What Credit is Offered?

Eligible employers will be able to claim a general business tax credit equal to 12.5% of the wages they pay to qualifying employees when they take family and medical leave. The credit is available only if the employer pays the employees on leave at least half of their hourly rate (or a prorated amount if they are not paid hourly), and only if the employer provides at least two weeks of paid family and medical leave per year. Employers that pay their employees on leave more than 50% replacement wages will be entitled to a greater tax credit. Specifically, the credit will increase by a quarter percentage point for every percent above the 50% rate the employer pays the employee on leave, up to a maximum tax credit of 25% if the employer pays the employees 100% of their regular wages. This credit is available for up to 12 weeks of paid leave per employee per year.

### Which Employees Must Be Offered Paid Leave?

Both full-time and part-time employees must be offered paid leave for an employer to be able to claim the tax credit. Employers must allow part-time employees to take a commensurate amount of paid leave, determined on a pro-rata basis. A “qualifying employee” is an individual who is employed by the employer for at least a year and paid no more than 60% of the compensation threshold for designation as a highly compensated employee under the tax code, or \$72,000 (60% of \$120,000, per Sec. 414(g)(1)(B) for 2017).

### What Type of Leave Must Be Offered?

The tax credit applies for “family and medical leave,” as defined under sections 102(a)(1)(a)-(e) or 102(a)(3) of the Family and Medical Leave Act. Other types of leave such as paid vacation leave, personal leave, or other types of medical or sick leave are not considered family and medical leave for tax credit purposes.

### When Would This Leave Apply?

This is a two-year pilot program that applies to wages paid in taxable years starting in 2018. The credit would not apply to wages paid in taxable years starting after December 31, 2019.





**Nebraska Grocery Industry Association**

presents

**One of the Greatest Social Events of the Year!**

**The NGIA Annual "Sand Baggers" Golf Outing**

at

**Iron Horse Golf Club**

Sponsorship and Golf Registration Form

**Thursday, June 14, 2018; 10:00 a.m. shotgun start!**



Iron Horse Golf Club is located between Mahoney State Park and Ashland, Nebraska, just minutes from Omaha and Lincoln. This unique golf course is built around an old rock quarry and features incredible views and exceptional course conditions.

**10:00 a.m. shotgun start.** The tournament is a Texas Scramble format. Three flights will be established after scores are turned in. Prizes include a \$50 Pro Shop Gift Certificate for each Flag Prize Winner and each Flight Winner. Fees include the driving range, green fees, cart fees, 2 beverages on the course, box lunch and dinner. Each team sets their own foursome. Those players without a full group will be combined with other players.

**This tournament is included in the annual sponsorship package.**

**Sponsorships are still available:**

- Pre-event publicity, 1 entry fee, hole signage, and recognition in *The Voice* \$500
- We would be interested in donating goodie bag items or prizes.



**I want to Play Golf! Sign Me Up:**

\_\_\_ **Members of NGIA: \$130 per player** \_\_\_ **Non-Members: \$235 per play**

Name \_\_\_\_\_ Name \_\_\_\_\_

Name \_\_\_\_\_ Name \_\_\_\_\_

Company Name \_\_\_\_\_ Contact Person \_\_\_\_\_

Address \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Phone: \_\_\_\_\_ Fax: \_\_\_\_\_ E-mail Address \_\_\_\_\_

\_\_\_ Enclosed is my payment for the above players/sponsorship \_\_\_ Please forward a statement

We prefer payment by check but in the event you must use a credit card please provide the following:

Credit Card: \_\_\_ MasterCard \_\_\_ Visa \_\_\_ Discover Card # \_\_\_\_\_ Sec.# \_\_\_\_\_

Exp. Date \_\_\_\_\_ Name on card \_\_\_\_\_ Signature \_\_\_\_\_

**Please return this completed form by June 1 to:**

**NGIA, 5935 S. 56<sup>th</sup> St., Suite B, Lincoln, NE 68516 or email to [rich@nebgrocery.com](mailto:rich@nebgrocery.com)**

## Other Stuff

**Q: Some of our staff members are traveling for a conference. Our expense policy requires employees to share a hotel room, but some of the staffers are insisting on their own room. Is our policy valid?**

**A:** There are no laws that specifically prohibit a company from having such a policy. The assumption is that most employers who implement such a policy do so for budgetary reasons. However, your policy should outline the specifics of business travel in your company. Further, it should be included in your handbook and should be clearly communicated to employees before travel. In addition, the policy should apply uniformly to all employee travel, and not just to certain departments. Your policy and practices should, however, account for those employees with special needs that may require them to have their own room. It may be necessary to accommodate such requests if they are related to issues such as medical privacy and/or religious reasons. There is no one right way to address this issue, so it will depend on your organization's culture and travel policies. While budget is likely the main factor for your shared-room policy, it should not be the only consideration. Such a practice could potentially impact morale. As an alternative, many employers will use more affordable hotels and limit other travel expenses to enable employees to lodge separately. Some travel policies set a dollar amount limit for hotel stays and allow employees choosing to stay in more expensive rooms to pay the difference above the company reimbursement rate.

**Q: Do company owners need to fill out a Form I-9?**

**A:** The owner of a business will need to complete a Form I-9 to

document the legal right to work in the United States if the owner is employed by the business and takes a salary or other form of compensation, including food and lodging. This includes owners in a partnership if the owners are hired by the partnership and are receiving compensation for work performed. Failure to comply with this requirement may result in monetary penalties ranging from \$375 to \$16,000 per violation, with repeat offenders receiving penalties at the higher end. Penalties for substantive violations, which includes failing to produce a Form I-9, range from \$110 to \$1,100 per violation. In determining penalty amounts, Immigration Control Enforcement (ICE) considers five factors: the size of the business, good faith effort to comply, seriousness of the violation, whether the violation involved unauthorized workers, and history of previous violations.

**Q: Can I place my cell phone number on the Do Not Call Registry?**

**A:** You may place your personal cell phone number on the National Do Not Call Registry. NOTE: Despite e-mails and Facebook posts that claim otherwise, there is no new cell phone database, and the government is not releasing cell phone numbers to telemarketers.

**Q: If we give away something from our store as a prize as part of an in-store promotion, do we owe sales tax on the value of the prize?**

**A:** Yes, and item taken from inventory and given away are subject to use tax on the store's cost of the item given.





NATIONAL DISTRIBUTOR OF  
TOBACCO BRANDS AND ACCESSORIES

713 N. Frontier, Papillion, NE 68046  
888-293-2635

[www.WildHorseDist.com](http://www.WildHorseDist.com)



**A HERITAGE OF BRINGING GOODNESS TO THE WORLD.**

A long history of iconic brands, innovative products and a dedicated sales team equates to optimum day-to-day sales, but for our customers, it equates to day-to-day goodness in their lives. And that's what we've always been about.

The Hershey Company is proud to support the  
Nebraska Grocery Industry Association.



[thehersheycompany.com](http://thehersheycompany.com)

**MORE PURE AND FRESH OPTIONS FROM  
YOUR LOCAL HILAND DAIRY**

From regular and flavored milks to  
lactose-free, organic and milk alternatives,  
Hiland Dairy is committed to supplying you  
with the products your customers want.



Pure & Fresh      NO Artificial Growth Hormones      All Hiland Milk is Tested for Antibiotics

[HilandDairy.com/image-library](http://HilandDairy.com/image-library) • 800-779-4321

## 2018 Nebraska State Senators

Senator	Dist. #	Hometown	Office Phone #	Email
Joni Albrecht	17	Thurston	402-471-2716	jalbrecht@leg.ne.gov
Roy Baker	30	Lincoln	402-471-2620	rbaker@leg.ne.gov
Carol Blood	3	Bellevue	402-471-2627	cblood@leg.ne.gov
Kate Bolz	29	Lincoln	402-471-2734	kbolz@leg.ne.gov
Bruce Bostelman	23	Brainard	402-471-2719	bbostelman@leg.ne.gov
Lydia Brasch	16	Bancroft	402-471-2728	lbrasch@leg.ne.gov
Tom Brewer	43	Gordon	402-471-2628	tbrewer@leg.ne.gov
Tom Briese	41	Albion	402-471-2631	tbriese@leg.ne.gov
Ernie Chambers	11	Omaha	402-471-2612	Does Not Have Email
Robert Clements	2	Elmwood	402-471-2613	rclements@leg.ne.gov
Sue Crawford	45	Bellevue	402-471-2615	scrawford@leg.ne.gov
Laura Ebke	32	Crete	402-471-2711	lebke@leg.ne.gov
Steve Erdman	47	Bayard	402-471-2616	serdman@leg.ne.gov
Curt Friesen	34	Henderson	402-471-2630	cfriesen@leg.ne.gov
Suzanne Geist	25	Lincoln	402-471-2731	sgeist@leg.ne.gov
Michael Groene	42	North Platte	402-471-2729	mgroene@leg.ne.gov
Steve Halloran	33	Hastings	402-471-2712	shalloran@leg.ne.gov
Matt Hansen	26	Lincoln	402-471-2610	mhansen@leg.ne.gov
Burke Harr	8	Omaha	402-471-2722	bharr@leg.ne.gov
Mike Hilgers	21	Lincoln	402-471-2673	mhilgers@leg.ne.gov
Robert Hilkemann	4	Omaha	402-471-2621	rhilkemann@leg.ne.gov
Sara Howard	9	Omaha	402-471-2723	showard@leg.ne.gov
Dan Hughes	44	Vanango	402-471-2805	dhughes@leg.ne.gov
Rick Kolowski	31	Omaha	402-471-2327	rkolowski@leg.ne.gov
Mark Kolterman	24	Seward	402-471-2756	mkolterman@leg.ne.gov
Bob Krist	10	Omaha	402-471-2718	bkrist@leg.ne.gov
John Kuehn	38	Heartwell	402-471-2732	jkuehn@leg.ne.gov
Tyson Larson	40	O'Neill	402-471-2801	tlarson@leg.ne.gov
Brett Lindstrom	18	Omaha	402-471-2618	blindstrom@leg.ne.gov
Lou Ann Linehan	39	Elkhorn	402-471-2885	llineham@leg.ne.gov
John Lowe	37	Kearney	402-471-2726	jlowe@leg.ne.gov
John McCollister	20	Omaha	402-471-2622	jmccollister@leg.ne.gov
Mike McDonald	5	Omaha	402-471-2710	mmcdonald@leg.ne.gov
Adam Morfeld	46	Lincoln	402-471-2720	amorfeld@leg.ne.gov
John Murante	49	Gretna	402-471-2725	jmurante@leg.ne.gov
Patty Pansing Brooks	28	Lincoln	402-471-2633	ppansingbrooks@leg.ne.gov
Dan Quick	35	Grand Island	402-471-2617	dquick@leg.ne.gov
Merv Riepe	12	Ralston	402-471-2623	mriepe@leg.ne.gov
Jim Scheer	19	Norfolk	402-471-2929	jscheer@leg.ne.gov
Paul Schumacher	22	Columbus	402-471-2715	pschumacher@leg.ne.gov
Jim Smith	14	Papillion	402-471-2730	jsmith@leg.ne.gov
John Stinner Sr.	48	Gering	402-471-2802	jstinner@leg.ne.gov
Theresa Thibodeau	6	Omaha	402-471-2714	tthibodeau@leg.ne.gov
Tony Vargas	7	Omaha	402-471-2721	tvargas@leg.ne.gov
Lynne Walz	15	Fremont	402-471-2625	lwalz@leg.ne.gov
Dan Watermeier	1	Syracuse	402-471-2733	dwatermeier@leg.ne.gov
Justin Wayne	13	Omaha	402-471-2727	jwayne@leg.ne.gov
Matt Williams	36	Gothenburg	402-471-2642	mwilliams@leg.ne.gov
Anna Wishart	27	Lincoln	402-471-2632	awishart@leg.ne.gov





**1**  
Dan Watermeier  
Syracuse  
471-2733



**2**  
Rob Clements  
Elmwood  
471-2613



**3**  
Carl Blood  
Bellevue  
471-2627



**4**  
Robert Hikemann  
Omaha  
471-2621



**5**  
Mike McConnell  
Omaha  
471-2710



**6**  
Theresa Thibodeau  
Omaha  
471-2714



**7**  
Tony Vargas  
Omaha  
471-2721



**8**  
Burke Harr  
Omaha  
471-2722



**9**  
Sara Howard  
Omaha  
471-2723



**10**  
Bob Krist  
Omaha  
471-2718



**11**  
Ernie Chambers  
Omaha  
471-2612



**12**  
Merv Riepe  
Ralston  
471-2623



**13**  
Justin Wayne  
Omaha  
471-2727



**14**  
Jim Smith  
Papillon  
471-2730



**15**  
Lynne Walz  
Fremont  
471-2625



**16**  
Lydia Braech  
Bancroft  
471-2728



**17**  
Joni Albrecht  
Thurston  
471-2716



**18**  
Brett Lindstrom  
Omaha  
471-2618



**19**  
Jim Scheer  
Norfolk  
471-2929



**20**  
John S. McCollister  
Omaha  
471-2622



**21**  
Mike Hilgers  
Lincoln  
471-2673



**22**  
Paul Schumacher  
Columbus  
471-2715



**23**  
Bruce Bostelman  
Brainard  
471-2719



**24**  
Mark Koltzman  
Seward  
471-2756



**25**  
Suzanne Gelat  
Lincoln  
471-2731



**26**  
Matt Hansen  
Lincoln  
471-2610



**27**  
Anna Wishart  
Lincoln  
471-2632



**28**  
Patty Parsing Brooks  
Lincoln  
471-2633



**29**  
Kate Bolz  
Lincoln  
471-2734



**30**  
Roy Baker  
Lincoln  
471-2620



**31**  
Rick Kolowski  
Omaha  
471-2327



**32**  
Laura Ebke  
Crete  
471-2711



**33**  
Steve Halloran  
Hastings  
471-2712



**34**  
Curt Friesen  
Henderson  
471-2630



**35**  
Dan Quick  
Grand Island  
471-2617



**36**  
Matt Williams  
Gothenburg  
471-2642



**37**  
John S. Lowe Sr.  
Kearney  
471-2726



**38**  
John Kuehn  
Hearthwell  
471-2732



**39**  
Lou Ann Linehan  
Elkhorn  
471-2885



**40**  
Tyson Larson  
O'Neill  
471-2801



**41**  
Tom Briesse  
Allison  
471-2631



**42**  
Mike Groene  
North Platte  
471-2729



**43**  
Tom Brewer  
Gordon  
471-2628



**44**  
Dan Hughes  
Venango  
471-2805



**45**  
Sue Crawford  
Bellevue  
471-2615



**46**  
Adam Morfeld  
Lincoln  
471-2720



**47**  
Steve Erdman  
Bayard  
471-2616



**48**  
John P. Stinner  
Gering  
471-2802



**49**  
John Muramba  
Gresha  
471-2725





## Pure quality. Pure profits.

Customers always reach first for trusted LAND O LAKES® Milk. Our FlavorTight™ bottle preserves fresh flavor and essential nutrients by blocking out harmful light. That's why LAND O LAKES® Milk starts pure from the dairy and stays pure for the family table.

Simple goodness, naturally.

Find out how the natural, simple goodness of LAND O LAKES® Milk and dairy products can maximize your profits by calling 402-474-8700.



**LAND O LAKES® Original Milk and Dairy Products**

# coupon redemption in the **digital age**

seamless redemption for  
**digital, electronic & paper coupons**



Proudly Offered through  
**Nebraska Grocery Industry Association**  
For more information call ACS at 1-800-260-4642.



# Making HR Easy

## HUMAN RESOURCE SOLUTIONS

### HR Advice Service For Our Most Valued Customers

When you need answers to tough HR questions, where can you go? Your lawyer? Friends? The web? These options either cost too much or leave you with incomplete answers. We have an outstanding human resource service called UNITEL HR Solutions that can help answer some of your questions.

#### HR Hotline:

- Talk directly to SPHR/PHR certified HR consultants on hotline
- Get immediate guidance and best practices advice to handle the toughest HR issues swiftly, and get right back to business
- Calls last 35 minutes on average and most are followed up with a written summary

#### HR Comply:

- Comprehensive library has step-by-step guides for federal and state law compliance, COBRA, and FMLA.
- Contains thousands of invaluable templates, forms, guides, and online tools



#### HR Training:

- Access to over 200 self-paced employee training courses
- Courses web-based and available anytime 24/7
- Receive Certificates of Completion - especially useful for state mandated Harassment courses

*"UNITEL HR Solutions has been a valuable resource for us. We have been very impressed with the professionalism and expertise their certified professionals have displayed. This is an exceptional service that can help companies stay compliant and save time and money by having HR support available when they need it. I highly recommend you check out HR Solutions."*

*-Deb Ward, CEO, TSL, Chairwomen COMPTEL Board of Directors*

*"I am really enjoying this site. I have accessed it now for several searches and HR initiatives we are currently working on and really liked it. It has a wealth of information, and I am finding it very useful. Thank you!"*

*-Melanie A. Weber, Human Resource Manager - Golden West*

Learn More at:  
[www.unicogroup.com/hr-solutions](http://www.unicogroup.com/hr-solutions)



**Carl Zeutzius, CIC, CWCA**  
Risk Advisor  
4435 O Street  
Lincoln, NE 68512  
402.434.7275  
czeutzius@unicogroup.com



unitelinsurance.com 402.434.7200 (toll free)  
Where Connections Make a Difference.

## NGIA Legislative Dinner Another Success!

Members of the food industry filled the ballroom at the Cornhusker Hotel as they met with Governor Pete Ricketts, state officials and regulators, along with state senators. The Scholarship Silent Auction broke all records! None of this is possible without our volunteers who show up early to assist with set up and decorations. Former Husker football and volleyball athletes were present for photos and autographs. A special thank you to Sherry Maline for making the final bid during the live auction for the autographed volleyball signed by our Championship Team!





## NGIA Presents Awards to Industry Leaders During NGIA Legislative Dinner

### *Spirit of America Award*



**Dan Kramer**, Sr. Vice President of Government and Community Affairs for SHAZAM, was presented the Spirit of America Award during the NGIA 2018 Legislative Dinner. Under Dan's leadership SHAZAM has been an integral part of and has supported the food industry for many years. Dan received the Spirit of America award in recognition of his willingness to go "more than the extra mile" when necessary. Dan's unwavering work in protecting our industry from higher debit card fees by educating United States Senators on the real impact processing fees have on our industry and the long-range problems we face was a pivotal point in maintaining federal law that is so important to our businesses. Our sincere thanks to Dan for his continued loyalty, participation and support of NGIA.

### *Distinguished Service Award*



**Mike Brtek** is the owners of Lou's Thriftyway located in Norfolk, Nebraska. Mike was awarded the Distinguished Service Award in recognition of his unwavering and constant support of and participation in NGIA events. Mike served on the NGIA Board of Directors for 12 years and was instrumental in building it into a strong association. While on the Board, Mike served as an officer and worked his way through the positions, serving as Chairman of the Board. Mike has given his time and talent to NGIA through his volunteer positions on various committees. He and his family made trips to Washington, DC to help tell the story of the grocery industry and lobby for legislation that help independent grocers grow. We offer Mike, our sincere thanks for all he has done on behalf of the food industry.

### *Vendor of the Year*



**Chad Davis** is the Senior Regional Sales Manager – North Plains, for Bimbo Bakeries USA. Chad has proven to be an exemplary model as a representative of our Associate Membership. Bimbo Bakeries USA is a caring and generous company that continually donates to industry causes. Under Chad's leadership, Bimbo Bakeries USA provides support to NGIA issues and events. They support and promote the grocery industry through donations to the Governor's Tailgates throughout the season as well as to other events when requested. Chad is a very strong supporter of NGIA and we appreciate the constant and continued participation of his team members.




# Rock Star Ice Cream



## Rock Star Customer Solutions

- A dedicated sales team focused on your growth
- Direct sales store coverage in the category
- Brings comprehensive portfolio of brands to grow the category
  - Blue Bunny®
  - Weight Watchers®
  - Sweet Freedom®
  - Cadbury
  - Bomb Pop®

## Chart Topping Consumer Needs

- Indulgent taste of Real Ice Cream 
- Thicker ribbons of fudge/caramel
- More chunks of chocolate, cookie dough and brownies
- Perfect portion of ice cream and wafer
- Wrappers that don't stick and better protect the flavor
- Imaginative flavor combinations



Makers of Blue Bunny® Ice Cream

[www.wellsenterprisesinc.com](http://www.wellsenterprisesinc.com)

©2014 Wells Enterprises, Inc. All rights reserved. CADBURY and associated designs are trademarks owned by Cadbury UK Ltd. and used under license. Yoplait is a registered trademark of YOPLAIT MARQUES (France) used under license. ©2014 Yoplait USA, Inc. WEIGHT WATCHERS on food and beverages is the registered trademark of WW Foods, LLC. WEIGHT WATCHERS for services and PointsPlus are the registered trademarks of Weight Watchers International, Inc. Trademarks are used under license by Wells Enterprises, Inc. ©2014 Weight Watchers International, Inc. All rights reserved.





Pure protein.  
**PURELY  
DELICIOUS.**

NO MATTER HOW YOU SLICE IT...  
...A GOOD PARTNER IS HARD TO FIND.




Mark Anthony Brands Inc. is proud to be a partner of the Nebraska Grocers Association and all the hard work that they do!

THANK YOU NGIA FROM

# Stoker's

30% Volume Growth,  
Over 5x Competitors' Brands Growth\*



*Bobby Stoker*


Contact us today! 1.800.331.5962

\*SOURCE: MSA Data - Latest 52 Weeks Ending 01-20-2018; Top Ten Brand Families

Omaha World-Herald

# SAVOR

Formerly known as Food Express



**Omaha's #1 place to promote your products!**

**337,810 total deliveries for February 14, 2018**

The SAVOR subscriber & non-subscriber section wraps advertiser inserts and includes food editorial, feature stories, recipes and other diet information.

**SAVOR gives you 100% Omaha Metro coverage:**

Distribution in all Douglas and Sarpy County Zip Codes and select Zip Codes in Cass, Washington & Saunders counties.

**78%** have read Food Express:  
**65%** past week

**5%** past 6 months  
**8%** past 3 months  
**22%** past month

**84%** have made a purchase as a result of seeing Food Express advertisers or inserts.

**Advertising options:**  
ROP advertising and insert distribution

To find out more about advertising in the Omaha World-Herald, or to place an ad, contact Brandon Bell: **402-444-3114** or email: **brandon.bell@owh.com**

Publishes every Wednesday

Source: The Consumer Preference Online Panel Study © 2017 by The Omaha World-Herald. All Rights Reserved.



**SPARBOE Companies**

Your family owned fresh shell egg and egg products provider

**WBEA**  
Women's Business Enterprise





SHAZAM's focused on strengthening community financial institutions by offering choice and flexibility for all your merchant processing needs. Call us today to learn more about SHAZAM Merchant Services.

**Now that's epic.**



Strengthening Community Financial Institutions

shazam.net/epic | 855.314.1212 | @SHAZAMNetwork

Nebraska Grocery Industry Association  
5935 South 56th, Suite B  
Lincoln, Nebraska 68516-3301

Address Service Requested

PRSR STD  
U.S. POSTAGE  
**PAID**  
Lincoln, NE  
Permit No. 40



## MIDLAND INSURANCE AGENCY



Contact us for your  
homeowners, rental,  
auto, commercial or  
recreational vehicle  
insurance needs.

**Doug Cunningham**

*Agency Manager*

doug@midlandinsagency.com

**Marcy Heggen**


*Agent*

marcy@midlandinsagency.com

1918 N 203rd St, Elkhorn, NE 68022

(402) 934-1075

www.midlandinsagency.com

 Like us on Facebook!