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of the Nebraska Grocery Industry

November/December 2007

To Santa



# MOMENTUM

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Chairman of the Board:  
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Hy-Vee

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Maline's Super Foods

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and objectives to serve our members.

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

*This section of the magazine is dedicated to announcing the changes, additions, promotions, etc., regarding members of the grocery industry in Nebraska. We invite members to submit information that can be included in this section.*

**Dick Kohmetscher** opened **Dick's Grocery** in **Lawrence** this fall. Opening a grocery store was not something Kohmetscher thought of doing prior to July 14 when owner **Pam Hoelting** closed **Hoelting's Food Mart**.

**Food Bonanza**, the grocery store at 29<sup>th</sup> and Leavenworth in **Omaha**, will become an **Avanza Supermarket** by the end of the year. **Avanza Stores** aim at serving the Latino marketplace, and carry an extensive variety of authentic Latino products.

Thanks in part to a \$70,000 loan approved by the Hitchcock County development board, residents of **Stratton** expect they'll be able to shop at their own community grocery store later this fall. Stratton-area residents will be asked to invest or donate money to provide \$83,000 more needed for the project.

**Marv's Grocery** in **Dodge** is for sale. **Claude and Rita Beck** have been the owners since July, 2005.

**No Frills Supermarkets** and Chief Executive **Rich Juro** are being honored for their consistent support of community policing initiatives. Those programs include the northeast precinct chess tournament, Omaha Weed and Seed Night Light, Com-

munities United Against Violence, and the National Night Out.

**Chris Higginbotham** and **Liz Varela** of **Hy-Vee** are being honored for helping to promote the Santa at the Southeast Precinct program, the Latino Police Officers' Easter Egg Hunt, and the Weed and Seed Night Light.



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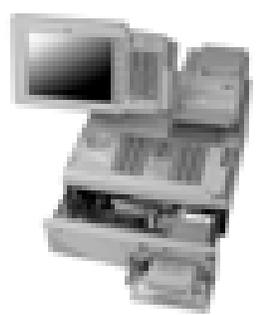
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## Nebraska Grocery Industry Association Elects New Officers



**Pat Hensley** was elected to serve as Chairman of the Board. Pat has spent his entire professional career in grocery retail. Since joining Hy-Vee 27 years ago, he has accumulated extensive knowledge and experience in supermarket operations, management, marketing and financial performance. He has risen through the ranks from aisle coordinator to store director. In his current position as assistant vice president of operations, Hensley oversees 36 stores in the company's Western Region, which includes Omaha and Lincoln. Functioning as a trainer, mentor and leader, Pat provides counsel on sales/profitability and employee issues, monitors budget needs, and exemplifies the company's standards and code of ethics. He also coordinates new store openings and renovations, assisting with every facet of construction from initial drawings through grand opening. Pat holds a B.A. in accounting from Buena Vista University and an M.A. in management from Bellevue University. He has served two terms on the Hy-Vee Board of Directors and is a recipient of the company's Community Involvement Award.



**Bill Huenemann** was elected to serve as Vice-Chairman of the Board. Bill and his wife, Sherry, are the owners of 5th Street IGA in Minden, Nebraska. Bill began his career in the grocery industry in 1979 when he became Store Engineer and Equipment Buyer that evolved into a position as Director of Store Development for Associated Grocers, Inc. of Ohio. He also served as Project Coordinator for Roundy's Columbus, Ohio Division. Bill moved to Nebraska in 1991 to become the Division Store Designer for Nash Finch, providing expertise to store owners in all aspects of store design and construction. The Division consisted of 5 distribution centers serving 200 independently owned stores in 8 states. In 1999, Bill and Sherry became the owners of 5<sup>th</sup> Street IGA. They have 3 children: Thad, Ben and Allison.



**Bob Maline** was elected to serve a three year term as Treasurer of NGIA. Bob started in the industry with Coca Cola Bottling in North Platte in 1970. He and his wife Sherry purchased Maline's in Sutherland in 1990. Bob served on the Lottery Advisory Board and has joined grocers in Lincoln during lobbying efforts. He's very active in the Sutherland Chamber of Commerce and sits on the board of Hershey State Bank.



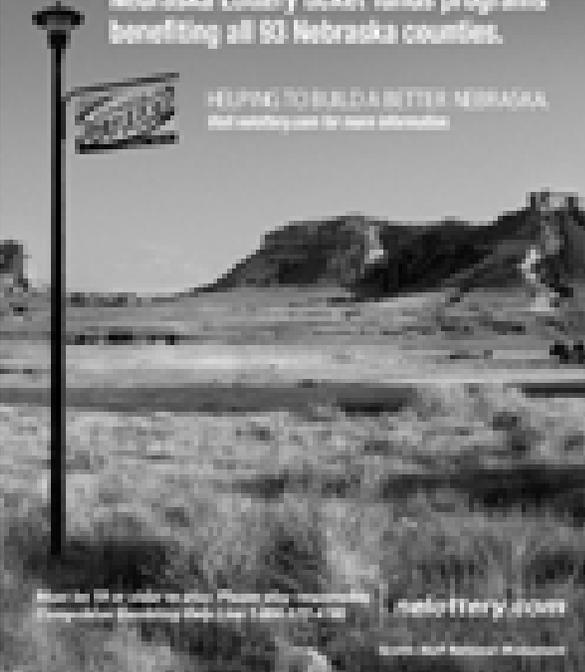
**Larry Baus** was elected to serve as Secretary of NGIA. Larry began his career in the supermarket industry in 1966 working as a clerk for Hinky Dinky in Lincoln. He continued working there through high school and college at UNL. During his 22 years with Hinky Dinky he was a grocery manager, assistant and store director at numerous locations, including Fremont, Lincoln, York and Wahoo. He also served as the produce supervisor whose territory included 26 stores from Omaha to McCook. Larry's experiences involving small and large operations, as well as marketing strategies for urban and rural communities were good preparation for store ownership. In 1988 he became a partner at Leon's Food Mart in Lincoln. After 6 years he sold his interest and purchased Wagners Food Pride. Larry and his wife Carol, with their partner Vicki Warner, also own and operate Village Market in Lincoln. Larry and his wife, Carol, have 3 married daughters and sons-in-law who also live in Lincoln. They have been blessed with 7 grandchildren.



**Tracy Bahle** of Kraft Foods was elected to serve a 3 year term as a representative of the Associate Members. Tracy Bahle's grocery career started with Shaver's Food Mart in 1974 at the age of 14. He worked for Shaver's and then for Baker's during High School. Tracy worked at Baker's full time for 8 years before joining Kraft Foods in 1985. Tracy has progressed through several managerial positions with Kraft and currently resides in Norfolk with his wife Theresa and their three children. Tracy is responsible for Kraft's business at Affiliated Foods Midwest and Fareway Stores. Tracy enjoys golf and working outdoors.

**MONUMENTAL ASSISTANCE.**

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# NGIA Members Sponsor Tailgate Parties at Governor's Mansion

NGIA members donated products for the Tailgate Parties held at the Governor's Mansion prior to home football games this year. B&R Stores, Hy-Vee and No Frills Supermarkets each sponsored an individual Tailgate. Other members of our industry who donated product include: Advantage Sales & Marketing, American Italian Pasta, Crystal Farms, Cubby's, Farmland Food, Frito Lay, Grandpa's C Mart, Henderson's IGA, Leon's, Lou's Thrifty Way, Maline's Super Foods, McKinney's Food Center, Meadow Gold, Pepsi, Plum Creek Market, Reed's Food Center, Rightway Inc., Sara Lee, Sparboe Farms, Tabora Farms, Village Market, Wagner's Food Pride, and Wells Blue Bunny.



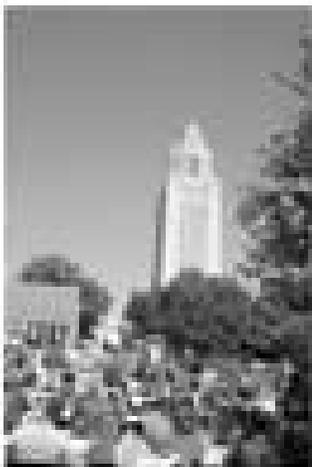
Lonnie & Kathryn Eggers, Theresa & Tracy Bahle, Governor Heineman, Carl & Nancy Andersen



Governor Heineman, Stu Wilsman, Ron & Karla Cose, Jeff & Cindy Holling



Tailgaters enjoy the food



People from across the State of Nebraska join in the fun



Tailgaters line up to enter the Governor's Mansion



No Frills Sponsorship of one of the Tailgates



Jerry Betz and Bob DeStefano enjoy the great weather during one of the Tailgates



Jim Murray, Governor Heineman, Craig Meier, First Lady Sally Ganem, and Tom Branich pose for a photo



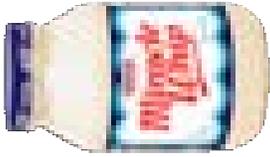
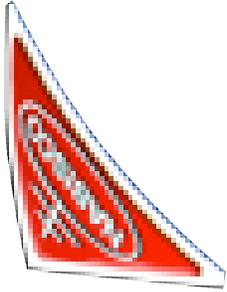
Pat Hensley of Hy-Vee joins the crowd during the Tailgate

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0 Sugar, 0 Fat**

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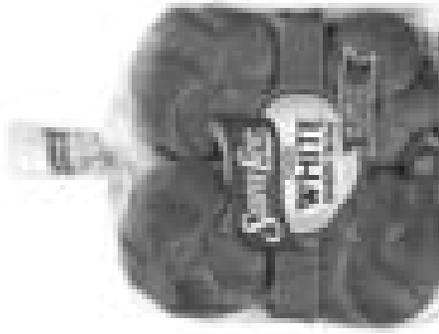
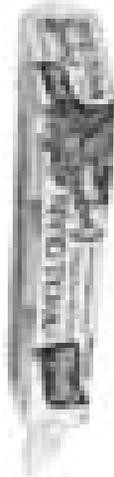
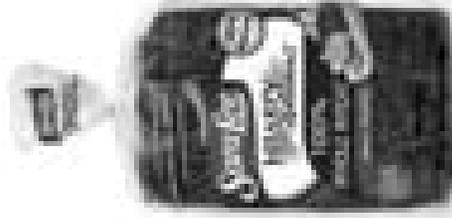
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**WE MAKE IT GREAT!!!**



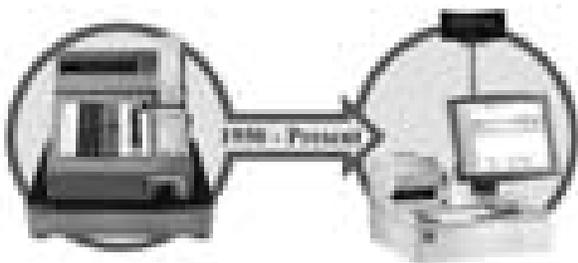
## NGIA Website Up and Running

As requested by members, NGIA now has a website available for members. The address is: <http://nebgrocery.com>. Registration forms, sponsorship opportunities, membership applications and other information of importance to the Nebraska food industry can be found on the website. Please take a minute to visit the site and give us your feedback on other items you would like to have available on the website.

## Employers Must Use New Version of Form I-9 and M-274 by December 7, 2007

The United States Citizenship and Immigration Services (“USCIS”) has released the new version of the Form I-9, Employment Eligibility Verification, and updated the companion M-274, Handbook for Employers, Instructions for Completing the Form I-9. These documents are available through the “Immigration Forms” section on the USCIS website: <http://www.uscis.gov/I-9> and the New Form I-9 (rev. June 5, 2007) and new M-274 (rev. November 1, 2007) can be downloaded.

The USCIS recommends employers use the new Form I-9 immediately but indicates the old Form I-9 can be used until December 7, 2007. **Employers are urged to begin using the new Form I-9 as soon as possible and certainly on or before December 7, 2007, to avoid any potential compliance problems.**



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**Form I-9, Employment Eligibility Verification**

Please read instructions carefully before completing this form. The instructions must be available during completion of this form.

**ANTI-DISCRIMINATION NOTICE: It is illegal to discriminate against work eligible individuals. Employers CANNOT specify which document(s) they will accept from an employee. The refusal to hire an individual because the documents have a future expiration date may also constitute illegal discrimination.**

**Section 1. Employee Information and Verification.** To be completed and signed by employee at the time employment begins.

Print Name: Last	First	Middle Initial	Maiden Name
Address (Street Name and Number)		Apt. #	Date of Birth (month/day/year)
City	State	Zip Code	Social Security #

**I am aware that federal law provides for imprisonment and/or fines for false statements or use of false documents in connection with the completion of this form.**

I attest, under penalty of perjury, that I am (check one of the following):

- A citizen or national of the United States
- A lawful permanent resident (Alien #) A \_\_\_\_\_
- An alien authorized to work until \_\_\_\_\_  
(Alien # or Admission #) \_\_\_\_\_

Employee's Signature	Date (month/day/year)
----------------------	-----------------------

**Preparer and/or Translator Certification.** (To be completed and signed if Section 1 is prepared by a person other than the employee.) I attest, under penalty of perjury, that I have assisted in the completion of this form and that to the best of my knowledge the information is true and correct.

Preparer's/Translator's Signature	Print Name
Address (Street Name and Number, City, State, Zip Code)	
Date (month/day/year)	

**Section 2. Employer Review and Verification.** To be completed and signed by employer. Examine one document from List A OR examine one document from List B and one from List C, as listed on the reverse of this form, and record the title, number and expiration date, if any, of the document(s).

List A	OR	List B	AND	List C
Document title: _____		_____		_____
Issuing authority: _____		_____		_____
Document #: _____		_____		_____
Expiration Date (if any): _____		_____		_____
Document #: _____		_____		_____
Expiration Date (if any): _____		_____		_____

**CERTIFICATION - I attest, under penalty of perjury, that I have examined the document(s) presented by the above-named employee, that the above-listed document(s) appear to be genuine and to relate to the employee named, that the employee began employment on (month/day/year) \_\_\_\_\_ and that to the best of my knowledge the employee is eligible to work in the United States. (State employment agencies may omit the date the employee began employment.)**

Signature of Employer or Authorized Representative	Print Name	Title
Business or Organization Name and Address (Street Name and Number, City, State, Zip Code)		Date (month/day/year)

**Section 3. Updating and Reverification.** To be completed and signed by employer.

A. New Name (if applicable)	B. Date of Rehire (month/day/year) (if applicable)
-----------------------------	--

C. If employee's previous grant of work authorization has expired, provide the information below for the document that establishes current employment eligibility.

Document Title: \_\_\_\_\_ Document #: \_\_\_\_\_ Expiration Date (if any): \_\_\_\_\_

**I attest, under penalty of perjury, that to the best of my knowledge, this employee is eligible to work in the United States, and if the employee presented document(s), the document(s) I have examined appear to be genuine and to relate to the individual.**

Signature of Employer or Authorized Representative	Date (month/day/year)
--	-----------------------

## LISTS OF ACCEPTABLE DOCUMENTS

LIST A Documents that Establish Both Identity and Employment Eligibility	LIST B Documents that Establish Identity	LIST C Documents that Establish Employment Eligibility
<b>OR</b>	<b>AND</b>	
1. U.S. Passport (unexpired or expired)	1. Driver's license or ID card issued by a state or outlying possession of the United States provided it contains a photograph or information such as name, date of birth, gender, height, eye color and address	1. U.S. Social Security card issued by the Social Security Administration ( <i>other than a card stating it is not valid for employment</i> )
2. Permanent Resident Card or Alien Registration Receipt Card (Form I-551)	2. ID card issued by federal, state or local government agencies or entities, provided it contains a photograph or information such as name, date of birth, gender, height, eye color and address	2. Certification of Birth Abroad issued by the Department of State ( <i>Form FS-545 or Form DS-1350</i> )
3. An unexpired foreign passport with a temporary I-551 stamp	3. School ID card with a photograph	3. Original or certified copy of a birth certificate issued by a state, county, municipal authority or outlying possession of the United States bearing an official seal
4. An unexpired Employment Authorization Document that contains a photograph (Form I-766, I-688, I-688A, I-688B)	4. Voter's registration card	4. Native American tribal document
5. An unexpired foreign passport with an unexpired Arrival-Departure Record, Form I-94, bearing the same name as the passport and containing an endorsement of the alien's nonimmigrant status, if that status authorizes the alien to work for the employer	5. U.S. Military card or draft record	5. U.S. Citizen ID Card ( <i>Form I-197</i> )
	6. Military dependent's ID card	6. ID Card for use of Resident Citizen in the United States ( <i>Form I-179</i> )
	7. U.S. Coast Guard Merchant Mariner Card	7. Unexpired employment authorization document issued by DHS ( <i>other than those listed under List A</i> )
	8. Native American tribal document	
	9. Driver's license issued by a Canadian government authority	
	<b>For persons under age 18 who are unable to present a document listed above:</b>	
	10. School record or report card	
	11. Clinic, doctor or hospital record	
	12. Day-care or nursery school record	

**Illustrations of many of these documents appear in Part 8 of the Handbook for Employers (M-274)**

**Instructions****Please read all instructions carefully before completing this form.**

**Anti-Discrimination Notice.** It is illegal to discriminate against any individual (other than an alien not authorized to work in the U.S.) in hiring, discharging, or recruiting or referring for a fee because of that individual's national origin or citizenship status. It is illegal to discriminate against work eligible individuals. Employers **CANNOT** specify which document(s) they will accept from an employee. The refusal to hire an individual because the documents presented have a future expiration date may also constitute illegal discrimination.

**What Is the Purpose of This Form?**

The purpose of this form is to document that each new employee (both citizen and non-citizen) hired after November 6, 1986 is authorized to work in the United States.

**When Should the Form I-9 Be Used?**

All employees, citizens and noncitizens, hired after November 6, 1986 and working in the United States must complete a Form I-9.

**Filling Out the Form I-9**

**Section 1, Employee:** This part of the form must be completed at the time of hire, which is the actual beginning of employment. Providing the Social Security number is voluntary, except for employees hired by employers participating in the USCIS Electronic Employment Eligibility Verification Program (E-Verify). **The employer is responsible for ensuring that Section 1 is timely and properly completed.**

**Preparer/Translator Certification.** The Preparer/Translator Certification must be completed if **Section 1** is prepared by a person other than the employee. A preparer/translator may be used only when the employee is unable to complete **Section 1** on his/her own. However, the employee must still sign **Section 1** personally.

**Section 2, Employer:** For the purpose of completing this form, the term "employer" means all employers including those recruiters and referrers for a fee who are agricultural associations, agricultural employers or farm labor contractors. Employers must complete **Section 2** by examining evidence of identity and employment eligibility within three (3) business days of the date employment begins. If employees are authorized to work, but are unable to present the required

document(s) within three business days, they must present a receipt for the application of the document(s) within three business days and the actual document(s) within ninety (90) days. However, if employers hire individuals for a duration of less than three business days, **Section 2** must be completed at the time employment begins. **Employers must record:**

1. Document title;
2. Issuing authority;
3. Document number;
4. Expiration date, if any; and
5. The date employment begins.

Employers must sign and date the certification. Employees must present original documents. Employers may, but are not required to, photocopy the document(s) presented. These photocopies may only be used for the verification process and must be retained with the Form I-9. **However, employers are still responsible for completing and retaining the Form I-9.**

**Section 3, Updating and Reverification:** Employers must complete **Section 3** when updating and/or reverifying the Form I-9. Employers must reverify employment eligibility of their employees on or before the expiration date recorded in **Section 1**. Employers **CANNOT** specify which document(s) they will accept from an employee.

- A. If an employee's name has changed at the time this form is being updated/reverified, complete Block A.
- B. If an employee is rehired within three (3) years of the date this form was originally completed and the employee is still eligible to be employed on the same basis as previously indicated on this form (updating), complete Block B and the signature block.
- C. If an employee is rehired within three (3) years of the date this form was originally completed and the employee's work authorization has expired **or** if a current employee's work authorization is about to expire (reverification), complete Block B and:
  1. Examine any document that reflects that the employee is authorized to work in the U.S. (see List A **or** C);
  2. Record the document title, document number and expiration date (if any) in Block C, and
  3. Complete the signature block.



*The Food Industry is Invited to...*



Thomas K. Zaucha  
N.G.A. President & CEO



## 2008 N.G.A. Annual Convention & Supermarket Synergy Showcase

February 5-8, 2008 • Paris Las Vegas Hotel • Las Vegas, NV



*"Seeing N.G.A.'s commitment to the survival of businesses like ours was huge. As a result, our family business has recharged entrepreneurial drive at the third-generation level."*

*Mike Needler  
President and CEO  
Fresh Encounter*

- The only industry association devoted exclusively to the needs of the independent sector;
- Value for all Trading Partners;
- Unparalleled business solutions and opportunities;
- Network, learn and advance your company; and
- Come away with new ideas, perspectives and solutions.

### Group Registration Discounts

Be sure to take advantage of N.G.A.'s special group discounts. N.G.A. is offering for every four full registrants, the fifth absolutely free. Additionally, for every four spouse registrants, the fifth spouse registrant is free. Be sure to submit all the forms at the same time accompanied with your payment.

Discover more about our S<sup>3</sup> concept show floor, workshops, general session and special events. Visit our website [www.nationalgrocers.org](http://www.nationalgrocers.org) or contact Karen Voorhies at [kvoorhies@nationalgrocers.org](mailto:kvoorhies@nationalgrocers.org) or (703) 516-0700.

# MARKETPLACE EXCELLENCE

## 2008 Convention Preliminary Schedule of Events

### Monday, February 4

1:00 p.m. – 5:00 p.m. Convention Registration and Ticket Exchange

### Tuesday, February 5

7:00 a.m. – 5:30 p.m. Convention Registration and Ticket Exchange

8:00 a.m. – 4:30 p.m. Trading Partner Business Sessions

8:00 a.m. - 2:00 p.m. Financial Management & Technology Symposium

5:00 p.m. – 6:45 p.m. Opening Keynote Session

6:45 p.m. Free Time to Enjoy Individual and Group Dinners

### Wednesday, February 6

6:30 a.m. – 5:00 p.m. Convention Registration and Ticket Exchange

7:00 a.m. – 7:55 a.m. Super Breakfast Session

8:00 a.m. – 10:15 a.m. Concurrent Workshop Sessions

10:30 a.m. – 12:00 p.m. General Session

12:00 p.m. – 4:00 p.m. S<sup>3</sup> Concept Show Floor

- WGA and Asparagus Club Silent Auction

- N.G.A. TV "Independently Speaking"

3:30 p.m. – 5:00 p.m. U.S.A. Best Bagger Championship – Preliminary Rounds and National Finals

5:00 p.m. – 6:30 p.m. Grocers Awards Reception

6:30 p.m. – 9:00 p.m. Free Time to Enjoy Individual & Group Dinners and Hospitality Suites

### Thursday, February 7

6:30 a.m. – 5:00 p.m. Convention Registration and Ticket Exchange

7:00 a.m. – 7:55 a.m. Super Breakfast Session

8:00 a.m. – 10:15 a.m. Concurrent Workshop Sessions

10:30 a.m. – 12:00 p.m. General Session

12:00 p.m. – 4:00 p.m. S<sup>3</sup> Concept Show Floor

- Asparagus Club Silent Auction (Auction Ends at 3:30 p.m.)

- N.G.A. TV "Independently Speaking"

12:15 p.m. – 2:15 p.m. Spouse Luncheon/Fashion Show hosted by WGA

4:00 p.m. – 7:00 p.m. Free Time and Hospitality Suites

6:45 p.m. – 7:00 p.m. International Best Bagger Championship

7:00 p.m. – 7:30 p.m. Chairman's Reception hosted by Asparagus Club

7:30 p.m. – 10:00 p.m. Chairman's Dinner and Gala

### Friday, February 8

7:00 a.m. – 8:00 a.m. "Breakfast with Sessions"

8:15 a.m. – 9:15 a.m. "Breakfast With Session"

10:00 a.m. – 4:00 p.m. Store Tours

10:00 a.m. – 4:00 p.m. Asparagus Club and G-PEC Golf Tournament



February 5-8, 2008  
The Paris Las Vegas Hotel  
Las Vegas, NV



**Retailer/Wholesaler**  
**N.G.A. Convention 2008 Registration Form**  
 February 5-8 • Paris Las Vegas Hotel • Las Vegas, NV  
 (You may copy this form for additional registrants.)



**STEP 1. BADGE AND DIRECTORY INFORMATION**

FIRST NAME: \_\_\_\_\_ LAST NAME: \_\_\_\_\_  
 NICKNAME: \_\_\_\_\_ TITLE: \_\_\_\_\_  
 COMPANY: \_\_\_\_\_ EMAIL: \_\_\_\_\_  
 COMPANY ADDRESS: \_\_\_\_\_ CITY: \_\_\_\_\_ STATE: \_\_\_\_\_ ZIP: \_\_\_\_\_  
 COMPANY PHONE: ( \_\_\_\_\_ ) \_\_\_\_\_ COMPANY FAX: ( \_\_\_\_\_ ) \_\_\_\_\_  
 MY WHOLESALER IS: \_\_\_\_\_ DIVISION: \_\_\_\_\_ SPOUSE (if attending): \_\_\_\_\_

Yes, I will also be attending Tuesday's Symposium on February 5 at the N.G.A. Convention (free with your registration).

**STEP 2. REGISTRATION TYPE AND FEES (Please see reverse for GROUP rates and included events.)**

**Full Registration**

	<u>Members</u>	<u>Non-Members</u>
<input type="checkbox"/> Retailer	\$ 400	\$ 600
<input type="checkbox"/> Wholesaler	\$ 400	\$ 600
<input type="checkbox"/> State Association Staff	\$ 400	\$ 600

**For every 4 FULL registrants, the 5th registrant is FREE.**

**I am also registering a spouse or child**

<input type="radio"/> Spouse	\$ 250	\$ 300
<input type="radio"/> Child _____	\$ 99	\$ 150

**For every 4 SPOUSE registrants, the 5th spouse is FREE.**

*(See reverse side for full details)*

(Under 18)

(Name(s))

**Total Fee**    \$ \_\_\_\_\_    \$ \_\_\_\_\_

**A \$50 processing fee applies to all cancellation/refund requests. NO REFUNDS ISSUED AFTER JANUARY 18, 2008.**

**STEP 3. HOTEL INFORMATION**

Arrival Date: \_\_\_\_\_ Departure Date: \_\_\_\_\_     King Bed     2 Queen Beds

Non-Smoking     Smoking     I need information on SUITES, please contact me.  
 Sharing room with: \_\_\_\_\_ Remarks/Special Requests: \_\_\_\_\_

Single/double rate at **Paris Las Vegas**. (One night's deposit required.)

• **\$169\* plus 9% Clark County Room Tax of \$15.21 = \$184.21**

Single/double rate at **Bally's Las Vegas**. (One night's deposit required.)

• **\$159\* plus 9% Clark County Room Tax of \$14.31 = \$173.31 (Limited number of rooms available.)**

After January 9, reservations will be accepted at N.G.A. rate based on availability.

\*Add \$30 per night for third person. Paris Las Vegas and Bally's Las Vegas do not accept quads.

I DO NOT REQUIRE HOTEL ACCOMODATIONS    In case of emergency, you may contact me at:

Hotel name and/or emergency number: \_\_\_\_\_

**STEP 4. YOU MUST PROVIDE PAYMENT TO PROCESS YOUR REGISTRATION AND HOTEL DEPOSIT**

Credit/Debit Card (will also guarantee hotel room)     Check Enclosed (Payable to National Grocers Association) to cover registration.  
 AMEX     Discover Card     MasterCard     VISA

Card # \_\_\_\_\_ Exp. date \_\_\_\_\_

Name as it appears on card: \_\_\_\_\_ Signature: \_\_\_\_\_

**Mail or fax form to: N.G.A. Registration and Housing, 1005 North Glebe Road, Suite. 250, Arlington, Virginia 22201-5758**

**Phone: (703) 516-0700 • FAX: (703) 812-1821**

Please check here if you require any special assistance to fully participate.

**FOR N.G.A. USE ONLY**

Date Received: \_\_\_\_\_



# Registration Information

Your full registration covers these events and programs:

- 4 Keynote Sessions
- 30+ Educational Workshops
- Trading Partner Business Sessions (*Invitation Only*)
- 4 Super Breakfast Sessions
- N.G.A. Financial Management and Technology Symposium
- Supermarket Synergy Showcase (S<sup>3</sup>) Innovative and Interactive Concept Show
- U.S.A. & International Best Bagger Championships
- Grocers Awards Reception
- Asparagus Club Silent Auction
- Chairman's Reception *hosted by the Asparagus Club*
- Chairman's Dinner and Gala
- Closing General Session



**FAX**  
(Credit/Debit Card Only)  
703-812-1821



**MAIL**  
N.G.A. Registration and Housing  
1005 N. Glebe. Rd.  
Suite 250  
Arlington, VA 22201  
(Do not mail if previously faxed.)



**PHONE**  
703-516-0700

## Special Discounts

N.G.A. encourages company associates to attend as a team. You may copy this form for additional registrants. **For every 4 FULL registrants (at \$400 or above), the 5th registrant is FREE. For every 4 spouse registrants (at \$250 or above), the 5th spouse registrant is FREE. Please submit all forms at the same time accompanied by proper payment. Group discounts are not available online.**

## Convention Registration Payment Policy

The National Grocers Association **cannot bill your company**. Faxed forms or on-line registrations can only be processed with Credit/Debit Card payment information. Forms that are mailed must contain Credit/Debit Card payment information or be accompanied by a check **payable to National Grocers Association**.

## Hotel Reservations

N.G.A. has secured a block of rooms at Paris Las Vegas and Bally's Las Vegas. Reservations must be made through N.G.A.'s Registration and Housing. **After January 9, reservations will be accepted at the N.G.A. rate based on availability.**

**On or before January 31**, all reservation changes must be in writing and faxed to N.G.A.'s Registration and Housing for processing.

Paris Las Vegas and Bally's Las Vegas require one night's room deposit by credit/debit card to guarantee your room. Please note, all credit/debit cards utilized for deposit purposes will be indebted immediately after the reservation has been made. Acceptable Credit/Debit Cards are American Express, Discover Card, MasterCard and VISA.

Single/double rate at **Paris Las Vegas**. (One night's deposit required):

- **\$169\* plus 9% Clark County Room Tax of \$15.21 = \$184.21**

Single/double rate at **Bally's Las Vegas**. (One night's deposit required.)

- **\$159\* plus 9% Clark County Room Tax of \$14.31 = \$173.31 (Limited number of rooms available.)**

\*Add \$30 per night for third person. Paris Las Vegas and Bally's Las Vegas do not accept quads.

## Hotel Cancellation Policy

**On or prior to January 31, all cancellation requests must be made in writing and faxed to N.G.A.'s Registration and Housing for processing. On and after February 1**, you should make changes or cancellations directly with the hotel. To receive a full refund, cancellations must be sent to Paris Las Vegas and Bally's Las Vegas at least 48 hours prior to your scheduled arrival date, and a cancellation number obtained from the hotel. If you decide to depart the hotel before your scheduled check-out date without notifying the hotel at check-in, you could be subject to a one-time \$50 fee.

## Convention Registration Cancellation/Refund Policy

**A \$50 processing fee applies to all cancellation/refund requests. NO REFUNDS WILL BE ISSUED AFTER JANUARY 18, 2008.**

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## NGIA To Hold Annual Legislative Reception & Dinner

Invitations will be forwarded to all state senators and other state officials regarding the Legislative Reception & Dinner that is scheduled for Thursday, January 17, 2008. The Reception will begin at 5:30 with the meal being served at 6:30. The event will be held at the Embassy Suites, 10<sup>th</sup> & P Streets in Lincoln. We urge all members to contact your Senator to invite him/her to sit with you during the Dinner (then let us know so arrangements can be made for you to sit together!). If you need to know the name of YOUR senator, call us.

### Silent Auction to be held during Legislative Reception

NGIA will hold a Silent Auction during the Reception from 5:30 – 6:30. This fun-filled event has become more popular each year. Items for the Auction can be forwarded to the NGIA office or they can be left with any one of our board members.

### UNL Athletes to be Guests

UNL Athletes will be invited to appear as our guests. Each member will have an opportunity to have their photo taken with the athletes, the photo will be developed, autographed and returned to members to take home with them that evening. We'll wrap up the evening with Q&A from the players.

**Tickets are \$50 and can be purchased from an NGIA Board Member, a Lincoln Grocery Store Operator, or by contacting our office.**

Carl Anderson, Advantage Sales, Omaha  
Bill Ashley, Convenient, Food Mart, Omaha  
Larry Baus, Village Market, Lincoln  
Rick Bjorn, IGA Market Place  
Mike Brtek, Lou's Thriftyway, Norfolk  
Dick Cosaert, Cubby's, Omaha  
Bob DeStefano, Nash Finch, Omaha  
Greg Dillavou, Hy-Vee, Lincoln  
Steve Dillard, Associated Wholesale Grocers, KC  
Kelly Dingwell, Affiliated Foods Midwest, Norfolk  
Marty Dlouhy, Russ's Market, Lincoln  
Gary Ebeler, Sun Mart Foods, Lincoln  
Brain Hayes, Super Saver, Lincoln  
Pat Hensley, Hy-Vee, Council Bluffs  
Bill Huenemann, 5<sup>th</sup> Street Food Pride, Minden  
Mark Hutson, Save-Mart, Lincoln  
Maurice Jantze, Milford Supermarket, Milford  
Marty Jarvis, B & R Stores, Lincoln  
Nick Kelso, Super Saver, Lincoln  
Matt Kempston, Super Saver, Lincoln  
Mogens Knudsen, Plum Creek Market Place, Lexington  
Rich Juro, No Frills, Omaha

Jeff Lemon, Russ's Market, Lincoln  
Matt Ludwig, Hy-Vee, Lincoln  
Bob Maline, Maline's Super Foods, Sutherland  
Crystal McCarthy, Russ's Market, Lincoln  
Dave McCleery, Russ's Market, Lincoln  
Jim Moore, Ideal Grocery, Lincoln  
Tyler Popp, Russ's Market, Lincoln  
Jeff Quandt, Hy-Vee, Lincoln  
Pat Raybould, B&R Stores, Lincoln  
Scott Schlatter, Hy-Vee, Lincoln  
Tom Schulte, B&R Stores, Lincoln  
Todd Schumacher, Russ's Market, Lincoln  
Greg Smith, Roberts Dairy, Omaha  
Jim Stehlik, Norman's IGA, Nebraska City  
Ted Stessman, Farner Bocken, Omaha  
Bill Wagner, Super Saver, Lincoln  
Vicki Warner, Wagner's, Lincoln  
Tim Weixelman, Sun Mart Foods, Lincoln  
Steve Williamson, Sun Mart Foods, Lincoln  
Chad Winters, Leon's, Lincoln  
Frank Woodward, Hy-Vee, Lincoln



## NEBRASKA GROCERY INDUSTRY ASSOCIATION, INC

5935 South 56th Street, Suite B  
Lincoln, Nebraska 68516-3301

Telephone (402) 423-8533 • Fax (402) 423-8636 • ksjelken@nebgrocery.com

### Nebraska's Legislative Reception & Best Bagger Contest January 17, 2008 Embassy Suites – 1040 P Street – Lincoln

#### **Legislative Reception Details:**

The Legislative Reception will begin at 5:30 p.m. State Senators and State Officials are invited to attend as our guests. Members are paired with their State Senator during the Reception and Dinner. The evening includes tickets for two cocktails, dinner, Best Bagger Contest, Silent Auction, and a Photo & Autograph session with UNL Athletes. The cost is \$50 per ticket. Tickets are available through any NGIA Board member or Lincoln grocery store. You may also contact our office.

#### **Best Bagger Contest Details:**

Each store owner may enter ONE contestant and each company with multiple stores may enter TWO contestants. (You may have your own contest within your store or stores to determine who will represent your business in Nebraska's Best Bagger Contest.)

**1st Place:** A trophy and an all expense paid trip to the NGA Convention and Trade Show in Las Vegas, NV, on February 5-8 2008. The trip includes travel, hotel accommodations and registration fees plus \$150 for miscellaneous expenses at the Convention. In addition, N.G.A., awards the winner from each state a \$250 cash prize.

**2nd Place:** A trophy and \$200.

**3rd Place:** A trophy and \$100.

**DEADLINE:** Complete and forward registration forms to NGIA office by January 3, 2008

#### **JUDGING IS BASED ON THE FOLLOWING CRITERIA:**

- Speed
- Proper "Bag Building" technique
- Number of bags used per order
- Distribution of weight between bags
- Style - Attitude - Appearance

**\*\* Both Paper and Plastic Bags will be used for this Competition**

#### **Participation in the NGIA Best Bagger Contest allows Retailers to:**

1. Offer employees a chance to attend an industry event!
2. Offer an additional benefit to employees: A chance to win an all-expense-paid trip to NGA's Annual Convention & Trade Show to take part in the national competition.
3. Build pride in store operations and personnel and increase employee motivation.
4. Develop a "Customer Care" image.
5. Boost in-store enthusiasm.
6. Provide recognition of good employees.
7. Obtain more visibility for your store through local and national media coverage.
8. Enhance the grocery industry image as a great place to work.

# JUDGING CRITERIA:

## Speed - 10 points

Contestants should bag orders significantly more quickly than the average bagger.

<u>Time</u>	<u>Points</u>	<u>Time</u>	<u>Points</u>
35 seconds or less	10	51.1 - 55 seconds	5
35.1 - 39 seconds	9	55.1 - 59 seconds	4
39.1 - 43 seconds	8	59.1 - 63 seconds	3
43.1 - 47 seconds	7	63.1 - 67 seconds	2
47.1 - 51 seconds	6	More than 67 seconds	1

## Proper Bag Building Technique - 10 points

Contestants should be able to arrange groceries CORRECTLY within a bag. His or her packing should involve these steps:

### **Paper:**

- (1) Place heavy cans on the bottom of the bag.
  - (2) Frame boxed items around the bag's walls to create a "cushion" for other items.
  - (3) Insert bottles and other glass-encased groceries in the center of the sack.
  - (4) Place crushables, such as produce and eggs, on the top.
  - (5) Slip small items, like packs of gum, in the spaces in the bag.
- (Two points will automatically be deducted from a bagger's "Bag Building Technique" score if more than two bags are used.)

### **Plastic:**

- (1) Build walls by placing any non-crushables, except 2 liter bottles, on the sides of the bags.
  - (2) Fill out the walls and bottom with any non-crushables to create a tight foundation. This will keep bag upright.
  - (3) Top off the bag by sliding small items into available spaces and placing light non-crushables on top.
  - (4) Bags should stand on their own when full, without falling over.
  - (5) Place all crushable items in a single bag.
- (Two points will automatically be deducted from a bagger's "Bag Building Technique" score if more than three bags are used.)

## Distribution of Weight Between Bags - 5 points

Contestants should know how to distribute groceries between sacks so that all sacks in an order are approximately equal in weight. To calculate the score, weigh each bag and record the weight. Take the heaviest bag weight, minus the lightest bag weight and subtract the difference from the total possible points.

Example: The heaviest bag weighs 15.75 pounds and the lightest bag weighs 14.25 pounds. The weight difference between the two bags is 1.50 pounds. Subtract this difference from the total possible points ( $5.00 - 1.50 = 3.50$ ). The total points to be awarded is 3.50.

## Style - Attitude - Appearance - 5 points

All contestants should present a neat appearance. Contestants will be judged in part on their composure and self-assuredness.

## Best Possible Score for Each Heat - 30 points

# Entry Form

## Nebraska Grocery Industry Association

### *2008 Best Bagger Contest*

**January 17, 2008**

**Embassy Suites, 1040 P Street, Lincoln, NE**

*Contestant Meeting begins at 3:00 p.m. Preliminaries begin at 3:30 p.m.*

*Finals begin at 6:00 p.m.*

**Winner will compete in 2008 National Best Bagger Contest  
to be held on Wednesday, February 6, 2008 in Las Vegas, NV**

PLEASE TYPE OR PRINT

Contestant Name \_\_\_\_\_

Company Name \_\_\_\_\_

Mailing Address \_\_\_\_\_

City, State, Zip \_\_\_\_\_

Telephone (\_\_\_\_) \_\_\_\_\_ Fax (\_\_\_\_) \_\_\_\_\_

Owner \_\_\_\_\_ Coordinator if other than owner \_\_\_\_\_

Single Operator \_\_\_\_\_ Multi Operator \_\_\_\_\_ # Stores Represented \_\_\_\_\_

Number of Baggers competing at store level \_\_\_\_\_

Home Store \_\_\_\_\_ Home Town \_\_\_\_\_

Age \_\_\_\_\_ Number of Years Bagging \_\_\_\_\_ Hobbies: \_\_\_\_\_

\_\_\_\_\_

Contributions to the community or other accomplishments \_\_\_\_\_

\_\_\_\_\_

**Mail To:**

**BEST BAGGER CONTEST**  
**Nebraska Grocery Industry Association**  
**5935 South 56th Street, Suite B**  
**Lincoln, NE 68516-3301**

PLEASE COMPLETE THIS ENTRY FORM AND REMIT TO NGIA NO LATER THAN

**January 3, 2008**

# SAMPLE GROCERY LIST

The baggers in the NGIA and the N.G.A. National "Best Bagger" contest will be ranked for individual style, their ability to arrange items properly (even distribution of weight between bags), the number of bags used and the speed in which they bag.

Each contestant will bag identical grocery orders consisting of no more than 40 commonly purchased items. The list provided below is similar to that used for the '07 "Best Bagger" contest. The breakdown on points for speed is related to this list.

- 1 - can Campbells Pork and Beans 16 oz.
- 1 - can Campbells Tomato Soup 10 3/4 oz.
- 1 - can Campbells Soup (vegetable) 19 oz.
- 1 - can Campbells Home Cookin' (Hearty Vegetable) 10 oz.
- 1 - jar Prego Spaghetti Sauce 30 oz.
- 1 - can Franco American Spaghetti 15 oz.
- 1 - 6 pack V-8 Juice 6 oz. each
- 1 - 7.5 oz. pkg. Pepperidge Farm Goldfish 7 1/2 oz.
- 1 - box Pepperidge Farm Snack Sticks 6 1/2 oz.
- 2 - pkgs. Pepperidge Farm Cubed Stuffing 7 oz.
- 1 - pkg. Pepperidge Farm Bread 16 oz.
- 1 - jar Vlasic Crunchy Dill Pickles 16 oz.
- 1 - bottle Bar-B-Que Sauce 28 oz.
- 1 - can Early California Large Pitted Olives 6 oz.
- 1 - Swanson Fried Chicken, White Dinner 11 1/2 oz.
- 1 - can Swanson Premium Chunk White Chicken 5 oz.
- 1 - Swanson Chicken Pot Pie 7 oz.
- 1 - Great Starts Breakfast 4 3/8 oz.
- 1 - box Southport Cookie Collection 9 3/4 oz.
- 1 - Mrs. Pauls Fish Sticks 12.9 oz.
- 1 - Campbells Cup Chicken Noodle Soup 1.5 oz.
- 1 - pkg. Chicken Flavored Ramen Noodles 3 oz.
- 1 - jar Maries Salad Dressing 12 oz.
- 1 - envelope of seasoning
- 2 - single-roll pkgs. of Paper Towels
- 1 - 4 pack Light Bulbs 40 watt
- 1 - 4 pack Soap 3 1/2 oz. per bar
- 1 - pkg. Potato Chips 6 1/2 oz.
- 1 - dozen Eggs

This is a **sample** grocery list to use **No grocery list for the NGIA 'Best Bagger' contest will be provided.** Contestants will be required to bag in the state and national contest as if in an everyday store situation. Contestants will compete in the first heat using paper and in a second heat using plastic. The scores will be combined for a total, overall score.



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## DOL Introduces New Tool for Calculating Overtime Pay

The U.S. Department of Labor (DOL) has released its latest **elaws Advisor – the FLSA (Fair Labor Standards Act) Overtime Calculator** – to help employers and workers understand and calculate overtime pay.

This new Advisor computes the amount of overtime pay due in a sample pay period based on information from the user. The Overtime Calculator gathers input from users about certain factors used in determining overtime, including the primary method of paying workers, any additional compensation such as bonuses, commissions, and shift differentials, and information pertaining to hours worked.

The Calculator then totals up straight-time and overtime hours worked during a sample pay period and – based on the user’s inputs – calculates the overtime pay required. A key feature demonstrates how the calculations were made. (The Calculator does not attempt to calculate overtime in all situations and actual pay period earnings may differ from the results provided by the Overtime Calculator.)

The Overtime Calculator Advisor is the latest addition to the FLSA Suite. DOL’s elaws (Employment Laws Assistance for Workers and Small Businesses) Advisors (<http://www.dol.gov/elaws>) are designed to help employees and employers understand their rights and responsibilities using a question-and-answer process that simulates a conversation with a DOL employment law expert by explaining the requirements clearly and in plain English.

The Advisors are easy to use, always accessible and free. In addition to the Overtime Calculator, the FLSA Suite of Advisors includes:

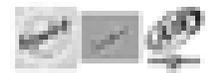
- *The Coverage and Employment Status Advisor* (<http://www.dol.gov/elaws/esa/flsa/scope/screen9.asp>) helps identify which workers are employees covered by the FLSA;
- *The Hours Worked Advisor* (<http://www.dol.gov/elaws/esa/flsa/hoursworked/default.asp>) provides information to determine which hours spent in work-related activities are considered FLSA “hours worked,” and therefore, must be paid;
- *The Overtime Security Advisor* (<http://www.dol.gov/elaws/overtime.htm>) helps determine which employees are exempt from the FLSA minimum wage and overtime pay requirements under the Part 541 overtime regulations;
- *The Child Labor Rules Advisor* (<http://www.dol.gov/elaws/esa/flsa/cl/default.htm>) answers questions about the FLSA’s youth employment provisions, including at what age young people can work and the jobs they can perform; and
- *The Section 14(c) Advisor* (<http://www.dol.gov/elaws/eas/flsa/14c>) helps users understand the special minimum wage requirements for workers with disabilities.

The Department also offers other elaws Advisors covering a wide range of federal employment laws such as the Family and Medical Leave Act and the Uniformed Services Employment and Reemployment Rights Act. To view the Advisors, visit <http://www.dol.gov/elaws>.

# REFRESHING COMBO



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CHICAGO 800-899-8448  
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## Thank you Nebraska Grocery Association!

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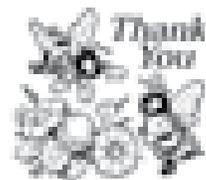
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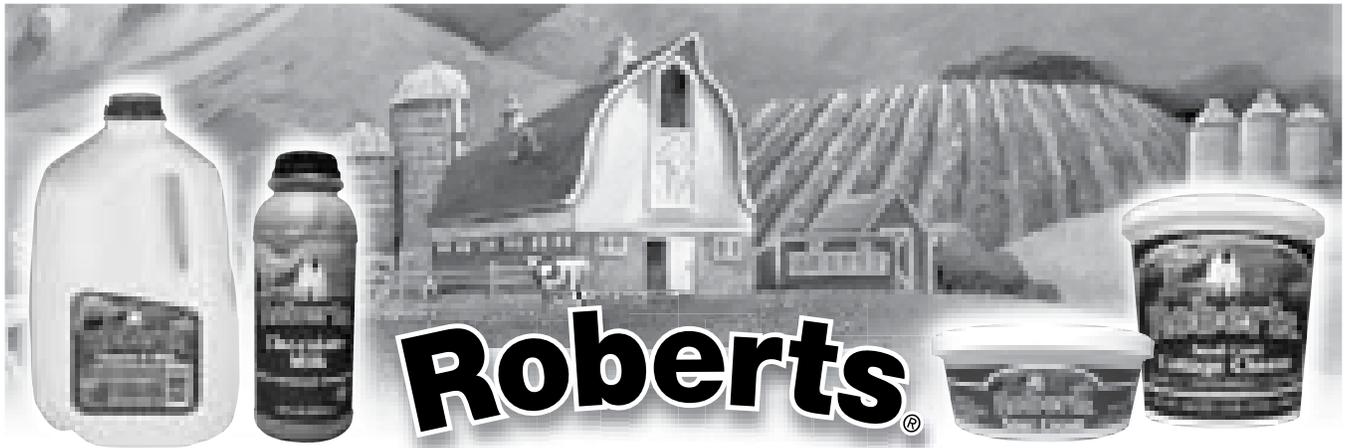
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