



2015 YEAR IN REVIEW

Message from Chairman John D. Fox, Jr.

To All Association Members,

Your Association had a great year! I sincerely hope that you personally and your company did as well!

We celebrated our 25th Anniversary by bringing the Convention back to Alabama! It was a great success, resulting in record attendance and best ever financial return. Thanks to Mr. Keith Lusk with Golden Flake Snack Foods, the Convention Chairman and his committee. The Association is in great shape thanks to the hard work of our Board of Directors and staff.

Even better news is our Foundation! We have now awarded over \$1 Million in scholarships to the families and employees of our member companies! That has made a huge difference in the lives of many of our people! Just last year, we awarded 81 scholarships for a total of \$70,000,000. Contributing to that were the Spring and Fall Golf Outings and the Silent Auction Committee. Those companies worked long and hard on making those a success. Many thanks to Mr. Jay Mitchell with Mitchell Grocery Corporation, Education Foundation Chairman; Mr. Johnny Collins with Barber's Dairy, Silent Auction Chairman and their committees!

We brought in 19 new members last year and our Membership Chairman, James Cochran with Buffalo Rock and his committee worked hard to broaden our base. If you know of a company that is not a member, help us bring them in. The benefits of being a member are many! We provide a wealth of services and resources for our member. We look out for our members on many different levels, including legislative issues, protecting them from bad laws like soft drink taxes and encouraging good ones like the Healthy Food Financing. A special thank you goes to our Lobbyist, Mr. Pat McWhorter; Legislative Chairman, Mr. John Wilson and the entire Legislative Committee for working on our behalf in Montgomery and at the National level.

Our partnership with the Alabama Department of Agriculture & Industries and the Alabama Food Manufacturers and Producers Association has allowed the Buy Alabama's Best program to raise over \$600,000 for Children's of Alabama. We are so proud of being able to help kids beat cancer!

On a personal level, I want to give a big thank you to John D. Fox, Jr., our Chairman for the past two years. Johnny's accomplishments are too numerous to list. Suffice it to say he was a tremendous leader, both in our industry and for our Association. Thank you Johnny for all your countless hours of service!

Last but not least, I would also like to congratulate Ellie Taylor on her 20th Anniversary with AGA. She has been the driving force behind our Association moving forward. Congratulations also on being elected the Chair of the Food Industry Association Executives! The Association of Associations!

I look forward to serving you for the next year and a half. I promise to do my best to continue to strengthen our Association and make it provide even more benefits to you, our members.

Have a great 2016!

Sincerely,



Peter Gregerson, Jr.
Association Chairman



Peter V. Gregerson, Jr.
Association Chairman



2015 Alabama Legislative Review

2015 was a truly frustrating year all around. It began with Governor Bentley insisting on over \$500 million in new taxes to “change the way Alabama budgets.” The Legislature refused and passed a budget based on existing revenues, with drastic cuts to every state agency. The Governor vetoed that budget, and the Legislature had not allowed themselves time to override.

So, the Governor called the Legislature back to Montgomery prematurely in July, after making an agreement to hold the special session in August. No one was prepared to act on new budget proposals, even though the Governor now insisted that it would take about \$300 million to “fundamentally change the way Alabama budgets.” That session ended with no budget.

Then, the Governor called legislators back to Montgomery on September 8th to try yet again. This time, the hammer was over their heads. With no budget, state government was poised to shut down October 1st. Now, the Governor said it would take some \$200 million to “fundamentally change the way Alabama budgets.”

After much wrangling, wailing, and gnashing of teeth, a budget was passed last Wednesday, with about \$160 million in new revenues, and on Thursday, the Governor signed it into law.

Nobody is really happy with the result. The new revenue came from a transfer of the use tax from education, an increase of 25 cents per pack on cigarettes (the Governor originally demanded an 82.5 cent increase), and increased provider taxes on nursing homes and pharmacies. A Legislature that has tried all year to “unearmark,” or free up, tax revenues, earmarked the new taxes to Medicaid. Earmarking means those funds cannot be used for any other purpose.

Efforts to free up all state revenues and allow legislators to budget based on actual needs were killed by what is coming to be known as the “educrats.” That is the coalition of universities, state Department of Education, and local educators, teachers, etc. who protect their turf at all costs. Even when they relented and allowed the use tax funds to be moved over to the General Fund, education ended up freeing up more money than was sent out.

The budget signed into law totals about \$1.7 billion. The General Fund budget maintains current funding

levels for Medicaid, Corrections, Mental Health, Human Resources, Pardons and Paroles and the state’s trial court system. Legislators also approved \$16 million for reforms aimed at addressing Alabama’s prison overcrowding crisis.

But many other agencies saw cuts to their General Fund allocations, some steep. The Alabama Department of Senior Services got a cut of about \$1.4 million on \$30 million of state funding. The Alabama Emergency Management Agency will lose about \$700,000 of General Fund money from \$3.4 million. The Department of Environmental Management lost \$928,048 of its \$1.2 million.

The Alabama Department of Economic and Community Affairs (ADECA), lost about \$1.8 million of its \$9.3 million allocation. That could affect the department’s ability to match federal grants to help communities.

Negotiations are going on with the health care industry to find \$50 million to implement Medicaid reforms enacted during the 2015 regular session.

Many fear we will be back in the same situation next year. The use tax is a growing source of revenue, but taxes on tobacco, like most of the other revenue sources in the General Fund, have been on the decline for several years. Without substantial growth in the economy, it is doubtful this “fix” will keep up with the constantly rising costs associated with Medicaid and Corrections in particular.

Rep. David Faulkner introduced HB 27, an effort to nullify the Birmingham City Council’s raise of the minimum wage, but the bills could not get through the Senate. He has promised to bring it back during the 2016 legislative session. His bill would prohibit any local government raising the minimum wage. Only the state legislature would have that authority.

Governor Bentley has signed the budget into law, along with the cigarette tax, the use tax transfer and an accompanying bill allowing that transfer, and the nursing home and pharmacy provider tax increases. He has not acted on HB 20, removing an exemption from taxes on vehicles exported or removed from the state, and HB 43, extending sales and use taxes in Lawrence County to unincorporated areas. Both were carried by Rep. Ken Johnson.

2016 AGA Legislative & Regulatory Agenda

- Prevent additional regulation from government on retailers, suppliers, wholesalers at the state and federal levels.
- Support any legislation that will push part time hours up from 30 hours a week.
- Work to eliminate and minimize estate taxes at both the federal and state levels.
- Defeat legislation that would put increases on licensing fees through Alabama regulatory agencies such as the Alabama ABC Board, Alabama Department of Agriculture and Industries and the Alabama Department of Public Health.
- Defeat legislation what would increase new taxes on industry products such as tobacco, candy and soft drinks which are oftentimes easy targets.
- Work on both the federal and state levels on the Supplemental Nutrition Assistance Program. Ensure that we are preserving choice, staggering benefits and eliminating fraud and improper payments without increasing the burden on the retail community. Also ensure that Alabama receives the maximum benefits allowable for Alabama consumers.
- Work on both the federal and state level on menu labeling regulations. Initial compliance costs of menu labeling for grocery stores would exceed \$1 billion including costs for nutritional analysis of each item, developing menu boards and signs, store-level training and recordkeeping. In addition, more than 95% of foods sold at grocery stores are already labeled with NLEA Nutrition Facts. Work toward uniformed COOL implementation across the states.
- Work on both the federal and state level to clarify COOL requirements and communicate those to member companies.
- Actively oppose local and state minimum wage increases.
- Work at both the federal and state level on Labor Regulations. Specifically define full time and part time employees as well as securing union secret ballot elections.
- Work with the Alabama Department of Public Health/WIC on the approval of new items, requirements for the retail community, eWIC, price increases and future opportunities such as the school lunch program.
- Prevent plastic bag legislation on the state level and any additional requirements at retail outlets.
- Work on legislation that limits retailer liability when it's not our fault.
- Defeat legislation that would require liquid goods tax and/or create bottle bills/consumption taxes at both the state and local level. In addition to just the tax, prevent retailers from having the burden of collecting and storing bottles for recycling purposes.
- Work with senior legislators and industry experts on retail liquor privatization in our state. This could be a tremendous opportunity for grocery retailers and would decrease costs for consumers. AGA Task Force working in this area.
- Work at both the state and federal levels on Department of Transportation issues that are both burdensome and costly to the industry such as insurance and driver hour regulations. Continue to work with the Governor's office when there is a State of Emergency to ensure that DOT hours are waived.



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Sells, Chris	R	House District 90	Suite 526-E	334-242-7600
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Williams, Jack W.	R	House District 102	Suite 524-F	334-242-7600
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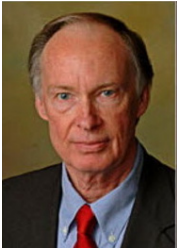


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Blackwell, Slade	(R)	15	729	334-242-7851
Brewbaker, Dick	(R)	25	734	334-242-7895
Bussman, Paul	(R)	4	738	334-242-7855
Chambliss, Clyde	(R)	30	733	334-242-7883
Coleman, Linda	(D)	20	738	334-242-7864
Dial, Gerald	(R)	13	732	334-242-7874
Dunn, Priscilla	(D)	19	737	334-242-7793
Figures, Vivian Davis	(D)	33	736	334-242-7871
Glover, Rusty	(R)	34	721	334-242-7886
Hightower, Bill	(R)	35	733	334-242-7882
Holley, Jimmy	(R)	31	732	334-242-7845
Holtzclaw, Bill	(R)	2	731	334-242-7854
Livingstone, Steve	(R)	8	731	334-242-7858
Marsh, Del	(R)	12	722	334-242-7877
McClendon, Jim	(R)	11	729	334-242-7898
Melson, Tim	(R)	1	735	334-242-7888
Orr, Arthur	(R)	3	730	334-242-7891
Pittman, Trip	(R)	32	730	334-242-7897
Reed, Greg	(R)	5	726	334-242-7894
Ross, Quinton T., Jr.	(D)	26	740	334-242-7880
Sanders, Hank	(D)	23	736	334-242-7860
Sanford, Paul	(R)	7	731	334-242-7867
Scofield, Clay	(R)	9	731	334-242-7876
Shelnutt, Shay	(R)	17	735	334-242-7794
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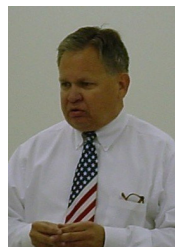
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District 6 Congressman Gary Palmer (R)



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District 3 Congressman Mike Rogers (R)



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Federal Legislative Update

DOL ISSUES LONG-AWAITED PROPOSED CHANGES TO FLSA EXEMPTIONS

In June the U.S. Department of Labor ("DOL") published on its website proposed regulations¹ that would radically change the minimum salary necessary to qualify for minimum wage and overtime exemptions under the Fair Labor Standards Act ("FLSA"). If DOL's proposed regulations become final, they would more than double the minimum salary necessary to qualify for an exemption from the current \$455 per week (\$23,660 per year) to approximately \$970 per week (\$50,440 per year). We say "approximately," here, because DOL also proposes to adjust that number annually based on a measure of inflation and wage fluctuation such as using the 40th percentile of average weekly wage data for full-time salaried employees from the Bureau of Labor Statistics ("BLS") or a similar method that incorporates the Consumer Price Index. We caution that these are not final regulations, but rather DOL's first draft offered for public comment. Still, employers should act quickly to meet with stakeholders throughout their organizations to determine how the proposed regulations might affect their workplace.

Summary of Key Proposals

Under current FLSA rules, in order to qualify for the typical exemption from the FLSA's mandated minimum wage and overtime requirements, an employee generally must satisfy both the minimum salary test and the applicable duties test. For example, in order to qualify for an executive exemption, the employer must show that an employee has a minimum salary of \$455 per week² and that the employee (1) has a primary duty of managing, (2) customarily and regularly directs the work of two or more full-time equivalent employees, and (3) has the authority to hire and fire or to make recommendations concerning ultimate employment decisions that are given particular weight. The duties test differs for each type of FLSA exemption. The same salary test applies to all of the white collar exemptions (executive, administrative, professional, and computer employee), except for the outside sales exemption, which has no minimum salary test.

Noting that a salary of \$455 per week is below the current federal poverty level for a family of four, DOL has taken the position that a salary of \$455 per week is simply too low to justify exempt status. The last time DOL increased the minimum salary threshold was in 2004. If the original 1975 salary test were adjusted to account for inflation, today's salary test would be \$1,083 per week.

DOL has proposed annually establishing the minimum salary necessary for the white collar exemptions using BLS data for the 40th percentile of average weekly wages for full-time salaried employees. As of June 2015, using current BLS data, the minimum salary to qualify for any of these exemptions is projected to be \$970 per week. DOL has also requested comments on whether it should allow employers to include nondiscretionary bonuses and incentive pay as part of an employee's minimum salary calculation. Under existing FLSA regulations, only an employee's base salary may be considered for the \$455 minimum salary test, excluding employers from considering bonus or incentive pay in order to satisfy the test. DOL has suggested it may allow employers to count up to 10% of an employee's nondiscretionary bonus or incentive compensation toward satisfying the salary test, provided that such bonuses or incentive compensation are paid to an employee on at least a monthly or more frequent basis. DOL says that it is unlikely to allow commissions, discretionary incentive pay, or the value of other fringe benefits to be counted toward satisfying the minimum salary.

Although employers likely will experience some sticker shock from the proposed increase in the salary test, they can breathe a sigh of relief that

nothing in DOL's proposal would increase the minimum wage, and DOL has signaled, at least for now, its reluctance to propose any changes to the duties tests necessary to qualify for exemption. DOL explained that although it recognizes imperfections with the duties tests, it believes that substantially increasing the minimum salary will remove from consideration some of the more questionable determinations, under the duties tests. DOL did, however, invite public comment on whether it should revisit the duties tests for any of the exemptions.

Take-Aways

Although the process of implementing new wage and hour regulations has often been painstakingly slow, we believe the Administration is working swiftly to implement the new regulations before President Obama leaves office. Employers should not wait for final regulations to begin assessing how the regulations will affect their organizations. How employees are classified (exempt versus non-exempt) often goes to the bottom line budgetary structure of any organization. Employers should gather stakeholders throughout their organizations now to evaluate how a substantial change to the minimum salary test will affect staffing, policy, compensation, benefits, production, supervision, customer contracts, and budgets.

The last new law to substantially affect how employers classify their employees was the Affordable Care Act ("ACA"), which implicated how employers classify full and part-time employees. In the wake of the ACA, many employers acted swiftly to preserve the status quo of their underlying budgetary assumptions (i.e. re-defining their part-time classifications to include only those employees who work under 30 hours per week, on average) without first considering how such a change would affect multiple layers of their organization. Compliance with an increased salary test will not be as easy as simply making the previously exempt employee non-exempt. By DOL's own estimates, the proposed regulations would cost employers almost \$2 billion in the first year of compliance, alone. In addition to the budgetary risks associated with overtime, employers will face challenges coming up with appropriate hourly rates for formerly salaried employees, employee retention, tracking and management of hours worked, and cultural changes. Employees frequently consider exempt status to be a reflection of their importance to an organization. Often times, an employer's fringe benefit programs will similarly reflect this importance by granting exempt employees greater schedule flexibility, vacation, sick leave, or similar benefits, and more employee-level discretion over how those benefits are used. Each of these considerations must be part of your organization's plan of action in anticipation of these proposed regulations becoming final.

Finally, employers should be sure to avail themselves of the right to comment on the proposed regulations. Once the proposed regulations are published in the Federal Register (likely within the week), individuals, employers, and special interest groups will have 60 days to submit their comments on the proposed rules. Under the Administrative Procedure Act, federal agencies have an obligation to consider each and every public comment they receive. In our experience, employers all too often find themselves victimized by new regulations without having asserted their right to comment on regulations before they become final. Comments may be submitted online at www.regulations.gov, once the comment period is open. Comments should reference these proposed regulations by using the code, "RIN 1235-AA11."

Article provided by Maynard Cooper & Gale.

Federal Legislative Update

SERVICE ANIMAL INFORMATION



Employers encounter a wide variety of different issues and experiences on a day to day basis in their stores. While you may not be able to necessarily predict what might happen, employers should educate themselves and their employees to adequately prepare for each situation. One emerging issue business owners are experiencing today is with respect to service animals.

Service animals are a federally regulated entity that falls under the Department of Justice's (DOJ) justification. In 2010 (and implemented in March of 2011) the DOJ provided guidance on service animals which are recognized under the Americans with Disabilities Act (ADA). They are specifically defined as only dogs and are "individually trained to do work or perform tasks for a person with a disability."

The question arises on how business owners are to properly interact with service animals and their owners as well as fellow customers. First, business owners should be mindful that the dog is not required to wear a vest and it is illegal to ask the owner to present a form or a type of certification that the animal is indeed a service animal. However, there are specific questions the business owner can ask: "(1) is the dog a service animal required because of a disability, and (2) what work or task has the dog been trained to perform" - but the word of the owner of the service animal must be accepted. Employers and employees cannot ask about the individual's disability or demand the service animal perform a specific task. In an instance where the service animal starts eating food off the ground or begins disrupting the safety of the store, then the animal itself can be removed - not the owner.

For more information on service animals and the specific rules, we recommend reading the ADA Guidelines on the issue at www.ADA.gov

COUNTRY OF ORIGIN LABELING

The United States Department of Agriculture Food Safety and Inspection Service released a notice in December 2015 that announced AMS's COOL regulations for muscle cuts of beef and pork, and ground beef and pork no longer be enforced at retail.

Separately, FSIS is developing guidance for federally inspected establishments related to geographic claims they may wish to make on beef and

pork muscle cuts and ground products with the COOL regulations no longer being enforced.



IPP has been directed not to take any independent action to enforce labeling requirements related to claims conveying that beef or pork products have been produced or processed in the United States or have been derived from animals born and harvested in the U.S. or any other country mentioned in the statement.

BENEFITS OF GIVING TO YOUR LOCAL FOOD BANK

Are you currently giving to your local food bank? If not, do you know the advantages of giving? In 1996, President Bill Clinton signed into law The Bill Emerson Good Samaritan Food Donation Act. This law protects good faith donors from civil and criminal liability, should the product later cause harm to its recipient. The Emerson Act gives uniform federal protection to donors who may cross state lines. The Emerson Act provides protection for food and grocery products that meet all quality and labeling standards imposed by federal, state and local laws and regulations.

Your local food bank in cooperation with Feeding America can provide free pick up and product tracking. In addition,

you can receive reductions in your tax bill, enhanced public image, help thousands of hungry Alabamians and increase employee and customer satisfaction that food is rescued for those in need in their local community. If you would like more information on donating to your local food bank, please contact the Association office at 205.823.5498.



Federal Legislative Update

MENU LABELING FINAL RULE

In September, the U.S. Food and Drug Administration (FDA) issued a draft guidance document that will help companies to comply with the menu labeling final rule, which requires that calorie information be listed on menus and menu boards in chain restaurants and similar retail food establishments with 20 or more locations. In July, FDA extended the compliance date an additional year, beyond the original December 2015 compliance date, to help facilitate efficient compliance across all covered establishments. The guidance document issued last week was an important resource in our efforts to assist those in covered establishments to comply with the rule by December 1, 2016. Ultimately, consumers will be able to make more informed choices for themselves and their families.

This guidance is intended to help establishments implement the rule and better understand the flexibility in the rule. The guidance also answers questions and helps explain how the final requirements work for different types of establishments. The guidance does not and cannot change the final requirements of the menu labeling rule.

We encourage covered establishments to consider the information in this draft guidance as they prepare to comply with the final rule by December 2016. We will work flexibly and cooperatively with individual companies making a good



faith effort to comply. We believe that this cooperative approach helps to improve the dialogue surrounding the requirements and facilitates successful implementation in a practical way.

As a result of these efforts, consumers will have ready access to calorie information they currently may not have to help them make healthy decisions. That's a worthy outcome of which we can all be proud.

For more information:

Draft Guidance for Industry: A Labeling Guide for Restaurants and Retail Establishments Selling Away-From-Home Foods - Part II (Menu Labeling Requirements in Accordance with 21 CFR 101.11) - www.fda.gov/Food/GuidanceRegulation/GuidanceDocumentsRegulatoryInformation/ucm461934.htm

Menu and Vending Machines Labeling Requirements - <http://www.fda.gov/Food/IngredientsPackagingLabeling/LabelingNutrition/ucm217762.htm>

FDA Statement on Extension of Menu Labeling Compliance Date - www.fda.gov/Food/NewsEvents/ConstituentUpdates/ucm453529.htm

SCAM ALERT FROM USDA

During the week of August 10, FNS began receiving complaints from SNAP retailer-applicants. There are a half-dozen documented instances in which a retailer-applicant was in the process of or had just submitted their SNAP application and was subsequently contacted by a Third Party Processor (TPP)/Independent Sales Organization (ISO) offering to assist them in becoming SNAP authorized for a price (typically \$299). In some instances retailers have provided their bank information and seen their bank accounts debited only to receive no further follow up or information from the company. We are continuing to review this issue and have posted an alert about this concern on the FNS website <http://www.fns.usda.gov/snap/urgent-notice>:

Scammers Offering Assistance to SNAP Retail Stores for a Fee

8/21/2015

There have been reports of SNAP applicant retailers receiving calls from a third party offering assistance obtaining SNAP authorization. In most instances, the individuals contacted have recently submitted their SNAP Retailer Application and

the scammer is offering to expedite their SNAP authorization for a fee. Never provide personal information or your credit card number over the phone to unsolicited callers. SNAP does not charge a fee for processing your retailer application, nor does any outside entity have the ability to expedite your application. Any request for information about you or your business will come via an official letter from USDA after you have filed an application. If you are uncertain about any request regarding your application to become a SNAP retailer, you may contact the SNAP Retailer Service Center at 877-823-4369. If you have already fallen victim to this or a similar scam, please visit: <http://www.ftc.gov/bcp/edu/microsites/idtheft/> for more information on identity theft.

SCAM

ALERT

COUNTRY DELITE FARMS



Alabama Legislative Update

HEALTHY FOOD FINANCING TO BECOME REALITY

In November 2014, the Alabama Grocers Association hosted a Healthy Food Access Grocery Summit along with Voices for Alabama's Children and the Joseph S. Bruno Foundation to understand the challenges grocers face when trying to develop or expand their businesses in underserved communities. It was attended by more than 40 representatives from the grocery industry, government and private sector. Speakers included Dr. Karen Landers, Alabama Department of Public Health; Jim Searcy, Alabama Economic Development Association; Bob Durand, Associated Wholesale Grocers; Ellie Taylor, AGA; and Brian Lang, The Food Trust. At the meeting, attendants discussed different strategies to encourage grocery store development and expressed interest in working toward the development of an Alabama healthy food financing program that could be modeled on comparable programs elsewhere in the country.

This Summit served as a catalyst to SB260 sponsored by Senator Greg Reed, the Healthy Food Financing Act. This bill passed in the 2015 Legislative Session and will provide financing for food retailers in low to moderate income areas of urban and rural Alabama. It also provides a vehicle for private and public funding as well as the ability to receive federal grant funding. It is housed under the Alabama Department of Economic and Community Affairs under Jim Byard.

Under this bill, retailers can construct, rehabilitate or expand stores in underserved communities in urban or rural low and moderate income areas. Projects eligible for financing include construction of new grocery stores as well as store renovations, expansion and infrastructure upgrades that improve the availability and quality of fresh produce and other healthy foods.

Applicants must demonstrate the capacity to successfully implement the project and the likelihood that the project will be economically self-sustaining, the ability to repay the debt, agree that for at least 5 years, at least 30 percent of food retail space will be for the sale of perishable foods, which may include fresh or frozen dairy, fresh produce, whole grains, fresh meats, poultry and fish. Applicants must comply with all data collection and reporting requirements set by the

Department and must promote the hiring of local residents.

Financing can be used for site acquisition and preparation, construction and build-out costs, equipment and furnishings, workforce training and security, pre-development costs such as market studies and appraisals, energy efficiency measure and working capital for first-time inventory and startup costs.

On Thursday, January 14, 2016, Senator Greg Reed held a Press Conference at the Piggly Wiggly Cordova in his district to announce that Governor Robert Bentley had set aside \$400,000 from the Appalachian Regional Commission for financing in the Healthy Foods Financing Act. Jim Byard, Alabama Department of Economic and Community Affairs also announced that ADECA has partnered with Pathway Lending, a community development financial institution that will make loans more easily accessible for businesses in rural areas and give special consideration to grocers and retailers that meet the regulations of the Healthy Foods Financing Act.

The Alabama Grocers Association is committed to seeing this bill through the final stages of implementation and will be meeting with ADECA, the Food Trust, Voices for Alabama's Children and the American Heart Association in the next few weeks.

Please continue to check your weekly Market Minute for further updates.



Alabama Legislative Update

2015 ALCOHOL BILL RECTIFYS ALABAMA SUPREME COURT DECISION

In March, the Supreme Court overturned a 2009 law that had allowed them to conduct wet-dry referendums for towns whose populations were 1,000 or more. The previous law enacted in 1984 only allowed for cities with populations of 7,000 or more in "dry" counties to hold votes on whether alcohol sales should be allowed. The original 2009 law had excluded municipalities within Blount, Clay and Randolph counties. Oneonta and other towns in Blount County challenged their exclusion from the 2009 law and voted for alcohol sales after a judge upheld the law but ruled they should not have been excluded.

Cities involved in this case that have gone "wet" since 2009 include Aliceville, Blountsville, Brent, Bridgeport, Carbon Hill, Cedar Bluff, Centerville, Centre, Chatom, Cleveland, Collinsville, Dora, Elba, Fayette, Frisco City, Geneva, Good Hope, Grove Hill, Guin, Haleyville, Hamilton, Jackson, Jemison, Monroeville, Moulton, New Brockton, Oneonta, Priceville, Reform, Rogersville, Samson, Slocomb, Stevenson, Sulligent, Thomasville, Thorsby, Town Creek and Winfield.



Legislation was introduced at the beginning of the 2015 Legislative Session to correct the flaws in legislation passed in 2009 allowing cities and towns above 1,000 population to vote to allow alcohol sales. Loss of this revenue would have been devastating to those cities that had enacted the law. Oneonta City Manager Ed Lowe was quoted as saying that Oneonta will suffer at 14 to 15 percent reduction in revenue if it is not permitted to sell alcohol. Aliceville Mayor W.R. McKinzey, Jr. also echoed these comments stating that alcohol sales brought in over \$100,000 to that city as well.

HB72 and HB73 by Representative Jimmy Martin were passed in the first 5 days of the legislative session, the fastest time a bill can become a law. The Governor wasted no time enacting the bills, signing both of them within hours of receiving them. They were literally Acts #1 and #2 in 2015. Thanks to all of our members who made grass roots calls concerning this legislation and be sure to thank all of your local legislators that voted for these bills.

AGA Washington Trip

Association President, Ellie Smotherman Taylor and members of the Alabama Grocers Association attended the FMI/NGA/FIAE Washington Conference April 15-17. The group addressed industry issues including the Affordable Care Act, Menu Labeling, Tax Policy, Labor Policy and Payment Data Security. Congressional visits included Senator Richard Shelby, Senator Jeff Sessions, Congressman Bradley Byrne, District 1; Congresswoman Martha Roby, District 2; Congressman Mike Rogers, District 3; Congressman Robert Aderholt, District 4; Congressman Mo Brooks, District 5; Congressman Gary Palmer, District 6; and Congresswoman Terri Sewell, District.



Alabama Legislative Update

ALABAMA WIC CHANGES FOR 2015

The Alabama WIC Department had several notices and changes that happened in 2015. Starting in October 2015 there were both Food Package changes and Minimum Stock Requirement changes. Changes included:

- Peanut Butter - No whipped, spreads, reduced fat, omega-e, organic, combinations with jelly, honey, etc.
- Cereals - No longer accept Kellogg's: All-Bran Complete Wheat Flakes, Crispix, Scooby-Doo!, Malt-O-Meal: Crispy Rice, Blueberry Mini Spooners, Frosted Mini Spooners, Oat Blenders with Honey, Oat Blenders with Honey & Almonds. Post: Grape-Nuts Flakes.
- Gerber 2nd stage infant fruits and vegetables in 4oz. Glass jars are no longer WIC approved.

- Soy Milk - No chocolate, Complete, DHA omega -3, fat free, light or organic. No quarts or twin packs.
- Tortillas - Guerrero whole wheat and corn, Ortega whole wheat are no longer accepted.
- Cobblestone Mill bread is no longer accepted.

New Alabama WIC brochures were mailed out to each retail location. If you did not receive one, please contact the WIC office at 888-942-4673. All authorized WIC vendors must comply with these program changes as well as all program requirements.



WIC FOOD INSTRUMENT ISSUE

The Alabama WIC Department received a tremendous number of Food Instruments for Infant Fruit and Vegetables rejecting for Amount Over Maximum due to cashiers allowing the participant to purchase 16- 2 packages. This results in lost revenue for your store. In 2015 we urged you to educate your cashiers to be mindful of the quantity list on the Food Instrument.

Please look at the Food Instrument below:

Alabama Department of Public Health		WIC Program		100002213
MOM TEST		First Day To Use	Last Day To Use	
Family ID: F00000000188		Oct 5, 2015	Nov 4, 2015	
64 Ounces	2nd Stage Infant Fruit/Veg (16-4 oz jars OR 8-4 oz. 2 pk)	Vendor Stamp		Pay Exactly
2 Box(s)	Infant Cereal (8 oz.)	Must be deposited within 60 days of first day of use		\$
				Corrected Amount
Authorized Signature **Present ID**				

You can make a difference - Tell a friend about WIC!

First Day to Use: Oct 5, 2015

Speaking **DUTCH**
Cheese - **Kaas** (käs)



Dutch Farms

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Alabama Legislative Updates

WEIGHTS AND MESAURES UPDATE

As of October 1, 2015, all retailers will be required to have either a third party certified agent or themselves as a registered agent and have filed their first report with the state. At least once annually, the individual or entity possessing and maintaining a weighing and measuring device shall have said device serviced and calibrated by a Registered Service Agent. It will be the responsibility of the Registered Service Agent to file all forms with the Alabama Department of Agriculture and Industries. Once a device is serviced, repaired, calibrated or installed, the Registered Service Agent will have one week to file the report.

If a violation is found relating to the operation, use or possession of a weighing or measuring device, the device will be placed under written notice of violation and the owner will have thirty days from the date of the violation notice to comply. If violations are not dealt with in the 30 day time frame, then the individual or entity will be subject to a \$500 fine per occurrence for the first violation and subsequent violations during the same twelve month period shall

result in a fine of twice the amount of the previous fine, not to exceed \$8,000.

If you have not already complied with this law, please call the Association office for a list of approved third party agents. If you do not want to use a third party agent, you must purchase your own weights that coincide with your grocery scales. Then once you receive your weights, you will need to send them to the Alabama Department of Agriculture to be certified. Once certified, your company designee will need to apply for a license as a serviceman and receive certification. Once your designee is certified, they can begin testing your scales and submitting the paperwork to the Alabama Department of Agriculture and each of your stores must be tested yearly.



SPIRIT OF ALABAMA AWARD

Mr. James Scott of Lighting Specialists was presented with the Alabama Grocers Association Spirit of Alabama Award at the Alabama Grocers Association Annual Convention in Point Clear, Alabama.

The award, presented by Alabama Grocers Association President, Ellie Smotherman Taylor, was given in honor of Mr. Scott's involvement in the formation of the Alabama Grocers Association in 1990, and for his unwavering dedication to AGA throughout the years and his role in helping start the Alabama Grocers Education Foundation.

Mr. James Scott is President of Lighting Specialists, a company that offers consultation, design, installation and financing of energy lighting systems for the grocery industry.

"I am honored to receive this award," said James Scott, Lighting Specialists. "The Alabama Grocers Association truly embodies the work of the grocery community in Alabama and is the Voice of the grocery industry in the state of Alabama."



James serves on the Alabama Grocers Association Board of Directors as an ex-officio Board member and was Association Chairman in 1992. He currently serves on the Benefits, Education and Services Committee, which oversees the fundraisers that support scholarships for the Alabama Grocers Education Foundation. This year the AGEF awarded 81 scholarships for a total of \$70,000 and in total has awarded over \$1 million dollars to deserving students.

"He has worked tirelessly for the Alabama Grocers Association. From the formation in 1990 to today, he continues to support the Association by recruiting new members, attending and raising funds for the Alabama Grocers Education Foundation and serves as a role model for other members of the Board. James saw the vision he had for AGA in 1990 and has worked since that time to make the AGA what it is today," said Taylor.

The Alabama Grocers Association Spirit of Alabama award was established in 2006 to honor those that support the Association and have commitment to the State of Alabama food industry.



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AGEF Spring Golf Outing
April 7, 2016
Inverness Country Club
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Visit www.AlabamaGrocers.org for more information and for details.

Alabama Grocers Education Foundation Scholarships

The Alabama Grocers Education Foundation hosted 2 golf tournaments, a ticket raffle and a silent auction to raise funds to award our scholarships. A special thank you to all of our golf tournament sponsors, players, goody bag contributors; all of our raffle ticket buyers; and the silent auction committee for all your help in making 2015 a very successful year for the AGEF. We appreciate everything each of you do for our Foundation. Since the formation of the AGEF, the Association has awarded over a **Million Dollars** in scholarships.

2015 Student Scholarship Recipients

Samantha Adams, Winn-Dixie #500
 Noah Brown, Son's Supermarket
 Hannah Clifton, Piggly Wiggly #75
 Jacob Cook, Son's Supermarket
 Payton Kimbrell, JMBL
 Ling Hui Liu, A&R Supermarket #65
 Zackery Samaniego, JMBL
 Taylor Shivers, Winn Dixie #445
 Jacob Drummond, Son's Supermarket #176
 Heather Garrison, Gateway Foodland #135
 Amber Gibson, Piggly Wiggly #65
 Chelsie Hall, Gateway Foodland #133

Wynisha Howard, Piggly Wiggly #128
 Cherity Hughes, Piggly Wiggly #235
 Samuel Hughes, Bruce's Foodland Inc. #369
 Sarah Johnson, Triple N Enterprises #313
 Andrew Smith, Piggly Wiggly #263
 Cydney Smith, Piggly Wiggly #294
 Kennedy Sneed, Rouses Supermarket #53
 Annette Steinhaus, Winn-Dixie #570
 Marina Sudduth, Piggly Wiggly #65
 Kelsea Williams, Piggly Wiggly #128
 Billy Winkles, Gateway Foodland #135
 Vincent Zicarelli III, Piggly Wiggly #269

2015 Parent Scholarship Recipients

Zachary Aderholt, Walmart #409
 Krystal Hunt, Golden Flake Snack Foods
 Jade Ajlouny, Piggly Wiggly #265
 Ashley Aken, Chiquita
 Harlie Baswell, Triple N Enterprises #310
 Morgan Beaird, Golden Flake
 Priya Bhatt, Big B Grocery #5
 Hannah Bridgmon, Walmart #409
 Abigail Brooks, Associated Wholesale Grocers
 Noelle Carpenter, Associated Wholesale Grocers
 Joseph Clark, Mitchell Grocery Corp.
 Cassidi Crosby, Givorns Inc. #63
 David Culotta, Jr., Piggly Wiggly #262
 Cassidy Dunbar, Snyder's-Lance Inc.
 Raven Edwards, Associated Grocers of the South
 Amanda Flamerich, Publix Super Markets, Inc. #1082
 Rachel Garner, The Pictsweet Company
 Kelli Frye, Piggly Wiggly Alabama Distributing Co.
 Jessica Hamner, Western Markets

Halle Hoskins, Wells Enterprises
 Roger Ingram, Piggly Wiggly Cost plus 10 #190
 Blake Jackson, Advantage Sales & Marketing
 Ashley Johnson, Publix Super Markets, Inc. #391
 Caleb Jones, Mitchell Grocery Corp.
 Alexandria Kamer, Associated Wholesale Grocers
 Jacob Leslie, Data Cash Register
 Jared Martin, Piggly Wiggly #235
 Lance Martin, Piggly Wiggly #235
 Wade Martin, Piggly Wiggly #235
 Macy Murray, Bunzl Distributing
 Cheyenne Nelson, Kelley Foods of Alabama, Inc
 Madeleine Reagan, Blue Bell Creameries
 Emily Taylor, Wal Mart #434
 Emily Trucks, Peake and Associates
 Alicia Underwood, Mitchell Grocery Corp.
 Michael Ward, Mayfield Dairy Farms, LLC
 Thomas Womack, Winn-Dixie #457
 Amy Wright, Byars Wright

2015 Piggybacks and Memorial Scholarships Recipients

Colin Arnold, Gateway Foodland Piggyback
 Ethan Bethune, Hardin Memorial Scholarship
 Amanda Bryant, Bill Ragland Memorial Piggyback
 Jonathan Bryant, Bill Ragland Memorial Piggyback
 Heather Calvert, Associated Grocers of the South Piggyback
 Cameron Campbell, PWADC Piggyback
 Mary DiChiara, Jimmy Allison Memorial Scholarship
 Jerica Frazier, Bill Ragland Memorial Piggyback
 Anna Freeman, Bill Ragland Memorial Piggyback

Nishmeth Hernandez, Langley Piggyback
 Chelsey Higgins, Piggly Wiggly of Red Bay Piggyback
 Kristin Hill, Associated Grocers of the South Piggyback
 Joshua Jones, John E. Wilson Memorial Piggyback
 Whitney Kilgore, Gateway Foodland Piggyback
 Allison Majesky, Alan J. Frankel Memorial Scholarship
 Jennifer McKinney, Piggly Wiggly of Red Bay Piggyback
 Quentin Rouse, Piggly Wiggly of Red Bay Piggyback
 Sean Taylor, James L. Smotherman Memorial Scholarship

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 Dutch Farms
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 R.L. Zeigler
 Red Diamond
 Snyder's-Lance, Inc.
 Super Foods Supermarkets
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 Truno Retail Technology Solutions
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 Vietti Foods
 Wells Enterprises
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 WP Rawl

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 Hoover, AL 35244
 205-403-2821

Clark Gas Company
 Dick Smith
 4525 Parkway Drive
 Florence, AL 35630
 256-768-0072

Colorado Boxed Beef Company
 Michael Parrott
 6150 Xavier Drive
 Atlanta, GA 30349
 404-569-5859

Crown Poly
 Jimmy Clark
 14 Winding Lake Drive
 Hamilton, GA 31811
 323-585-5522

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Gorton's Seafood
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 15114 Morning Tree
 San Antonio, TX 78232
 210-493-2413

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 8419 Hanley Industrial Cr.
 St. Louis, MO 63144
 314-962-2550

Imperial Distributors
 Jeff Gallant
 33 Sword Street
 Auburn, MA 01501
 215-421-5585

Lehr, Middlebrooks Vreeland
 Whitney Brown
 2021 Third Ave. N
 Birmingham, AL 35203
 205-323-9274

Pepsi Cola Dr. Pepper Bottling
 Nicole Estes
 1766 Bankhead Hwy.
 Winfield, AL 35594
 205-487-6471

Pictsweet
 Mike Garner
 10 Pictsweet Drive
 Bells, TN 38006
 731-663-7600

Pike Road BBQ Company
 Kasey Oakley
 90 Melison Drive
 Pike Road, AL 36064
 334-399-6492

Refrigerant Solutions, Inc.
 Debra White
 116 Hilltop Business Cnt. Dr.
 Pelham, AL 35124
 205-987-4745

Retail Technologies
 Gregory Hall
 PO Box 9729
 Mobile, AL 36691
 251-666-5151

Tyson Foods
 Steve Trombley
 2734 Saratoga Rd.
 Deland, FL 32720
 386-734-8927

Westervelt Lodge
 Kevin McKinstry
 1400 Jack Warner Pkwy.
 Tuscaloosa, AL 35404
 205-562-5408



ABOUT AGA

THE ALABAMA GROCERS ASSOCIATION IS A STATE TRADE ASSOCIATION REPRESENTING THE RETAIL FOOD INDUSTRY SINCE 1990. SINCE OUR BEGINNING, THE AGA HAS GROWN TO OVER 125 RETAIL MEMBER COMPANIES, REPRESENTING OVER 1,000 RETAIL OUTLETS, AND OVER 225 MANUFACTURERS, BROKERS, WHOLESALERS AND OTHER MEMBERS. OUR MEMBERS RANGE IN SIZE FROM LARGE BILLION DOLLAR COMPANIES TO SMALL INDEPENDENT OPERATORS. OVER 90% OF GROCERY FOOD RETAILERS IN THE STATE OF ALABAMA BELONG TO OUR ASSOCIATION.

Putting the Resources of the Country's
#1 Food Wholesaler to Work for You!

SUPERVALU

THE INDEPENDENT RETAILER'S SHOPPING LIST FOR SUCCESS

- Retail Accounting
- Retail Systems Department
- Advertising & Sales Promotions
- Loyalty Marketing Program
- Category Management Program
- Center Store Program
- Pharmacy Program
- Retailer Insurance Program
(Risk Planners)
- Retail Pricing
- Retail Training Services
- Strategic Planning
- SUPERVALU Harbor
- Customer Service "Hot Line"
- Private Label Controlled Brands
- Design Services Group
- Market Analysis Research
- Market Shopping (e-VALU)
- Electronic Shopping
- GM Seasonal Merchandising
- Cross-Dock Supply Program
- Fuel Program
- Credit/Debit/EBT Program

Understanding the dynamics
of today's grocery business
is **our business**.
Helping your business to
succeed is **our mission**.

We are here to assist in the
development of your business.

**CONTACT US TODAY.
LET US GO TO WORK FOR YOU!**

Mark Gossett
Executive Vice President
(678) 398 - 3530

Denny Gnesda
Vice President of Market Development
(678) 398 - 3541

Charles Weathington
Director of Market Development
(678) 398 - 3536

Terry Albonetti
Area Marketing Director
Indianola, MS Distribution Center
(901) 277 - 7891

Jack Carlisle
Area Marketing Director
Anniston Distribution Center
Quincy, FL, Latin America & Caribbean
(678) 398 - 3537

Alabama Grocers Association 2015 Convention

The 2015 Alabama Grocers Association Convention was held at the Grand Hotel Marriot Resort in Point Clear, Alabama. We were celebrating our 25th Anniversary with the theme “Coming Home”.

Tuesday Business Session Speakers



Keynote Speaker
Alabama Governor Robert Bentley



Payment Technology Seminar
Mr. David Harvey, Bank of America



Leadership Seminar
Dr. Kevin Elko



Health & Wellness Seminar
Lt. Col. Bruce Bright



Health & Wellness Panel Participants
Mr. Matthew Dent, Buffalo Rock; Ms. Shannon McManus, Publix Super Markets, Inc.
& Mr. Darwin Metcalf, Western Supermarkets, Inc.

Monday Night Casino & Silent Auction



Best Bagger winner Chandler Pody and Chris Litz, & James Mowery with Publix Super Markets, Inc.



Tuesday Night Entertainment Alabama's own - Taylor Hicks



Alabama Grocers Association 2015 Convention

4 Star Sponsors

Alabama Power Company
Anheuser-Busch, Inc.
Associated Wholesale Grocers
Barber's Dairy
Bimbo Bakeries
Buffalo Rock Company/Pepsi
Coca-Cola Bottling Company United, Inc.
Community Coffee Company
Country Delite Farms
Dutch Farms
Flowers Baking Company
Frito-Lay
Golden Flake Snack Foods

Kraft Foods
Mayfield Dairy Farms
Merrill Lynch
Post Consumer Brands
Purity Dairies
R.L. Zeigler, Co.
Red Diamond, Inc.
Snyder's-Lance, Inc.
The Hershey Company
TRUNO, Retail Technology Solutions
United - Johnson Brothers of Alabama
Vietti Foods Company, Inc.



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Alabama Grocers Association 2015 Convention Supporters

Diamond Sponsors



PUBLIX SUPER MARKETS CHARITIES



Platinum Sponsors



Gold Sponsors



Silver Sponsors



Alabama Grocers Association 2015 Convention Supporters

Exhibitors

Ace Hardware	Dutch Farms	Red Diamond
Alabama Catfish Producers	ECR Software Corp.	Reese Group
Alabama Dept. of Agriculture	Flowers Baking Company	Retail Data Systems
Alabama Power Company	Fresh Frozen Foods	Retail Technologies, Inc.
AlaBev	Frito-Lay	Sherwood Food Distributors
Anheuser Busch	Golden Flake Snack Foods	Smucker's
Auburn University/ADPH	Gregory Pest Solutions	Snyder's-Lance
Associated Wholesale Grocers	Kraft Foods	Spina Marketing
Bamawise	Mars Chocolate North America	Tampico
Barber's Dairy	Mayfield Dairy Farms	That Sauce
Bimbo Bakeries	Merrill Lynch	The Hershey Company
Buffalo Rock Company/Pepsi	MillerCoors	The Pictsweet Company
Children's of Alabama	Milo's Tea Company	The Traylor Group
Coca-Cola Bottling Co. United	Mrs. Stratton's Salads	Truno
Community Coffee Company	Palermo Villa	United Johnson Brothers
Community Food Bank of AL	POS Plus, Inc.	Vietti Foods
Conecuh Sausage	Post Consumer Brands	Wells Blue Bunny
Country Delite Farms	Prairie Farms Dairy, Inc.	Westervelt Lodge
Dairy Farmers of America	Propel GPS	Whitfield Foods
DCR Profit Control Systems	Purity Dairies	
Dean Sausage	R.L. Zeigler Co.	

Advertisers

Acosta Sales & Marketing	Frito-Lay	The Hershey Company
Advantage Sales & Marketing	General Mills	Truno
Alabama Power Company	Golden Flake Snack Foods	United-Johnson Brothers
Anheuser-Busch	Jackson Thornton	Vietti
Associated Grocers of the South	Johnny Fleeman Gourmet Foods	Wal-Mart
Associated Wholesale Grocers	Kraft Foods	Winn-Dixie
Barber's Dairy	Mayfield Dairy Farms	
Bevco Beverages	Merrill Lynch	
Bimbo Bakeries	Mitchell Grocery Corporation	
Blue Bell Creameries	Moore's Marinade & Sauces	
Buffalo Rock/Pepsi	Piggly Wiggly Alabama Dist.	
Byars-Wright	Post Consumer Brands	
China Doll	Publix Super Markets, Inc.	
Coca-Cola Bottling Co. United	Purity Dairies	
Community Coffee	R.L. Zeigler	
Country Delite Farms	Red Diamond	
Crystal Farms	Snyder's Lance	
Dutch Farms	Spina Marketing	
Flowers Baking Company	SuperValu	
Fresh Frozen Foods	Tampico	





MAKE FRIENDS WITH RED DIAMOND®.

Red Diamond competes in growth categories and drives multiple purchases in your store.



Available at your Alabama grocer.

Alabama Grocers Association 2015 Food Industry Finest Luncheon

The Alabama Grocers Association held the Annual Food Industry Finest Luncheon on Wednesday, October 20th honoring our Retailer, Wholesaler and Vendor of the Year.



Mr. Chris Litz
Publix Super Markets, Inc.
2015 Retailer of the Year



Mr. David Bullard
Piggly Wiggly AL Dist. Co.
2015 Wholesaler of the Year



Mr. Bob Crawford
United-Johnson Brothers of AL
2015 Vendor of the Year

GREAT SEAL SPONSORS

Coca-Cola Bottling Co. United, Inc.
Mitchell Grocery Corporation
Publix Super Markets, Inc.
Super Foods Supermarkets
United-Johnson Brothers

STATE FLAG SPONSORS

Advantage Sales & Marketing/Mars Chocolate
Associated Wholesale Grocers
Bimbo Bakeries
Buffalo Rock Company/Pepsi
Gateway Foods
Piggly Wiggly Alabama Distributing

COAT OF ARMS SPONSORS

Alabama Crown	SuperValu
AlaBev	Supreme Beverage/MillerCoors
Barber's Dairy	Truno
Bevco Beverages	Western Supermarkets
Birmingham Bud	
BTC Wholesale Dist.	
Byars-Wright, Inc.	
Country Delite Farms	
Dutch Farms	
Frito-Lay	
Golden Flake Snack Foods	
Manning's Marketplace	
Merrill Lynch	
Milo's Tea Company	
Red Diamond	



Legislative Panel also highlighted the event and included: Senator Cam Ward, District 14 and Representative Lynn Greer, District 2, seen above with AGA Chairman, Mr. Greg Gregerson, AGA President, Ellie Taylor and Patrick McWhorter, The McWhorter Group. Mr. Kirk Fullford, Deputy Director of the Legislative Fiscal Office also spoke to those in attendance.

Association News

AGA MEMBERS LEARN ABOUT DEVELOPMENT IN LABOR, EMPLOYMENT & EMPLOYEE BENEFITS LAW

Mr. Matt Stiles with Maynard Cooper Gale and Mr. Scott Smith with True Network of Advisers gave a seminar on Tuesday, September 29th to AGA members on the recent developments in labor, employment & employee benefits law. Topics included:

- Joint Employment after Browning Ferris
- FLSA Update - Proposed Exemption Regulations
- DOL proposed FLSA Regulations for Minimum Wage & Overtime.
- Practical Considerations for Proposed FLSA Regulations
- Act Now to Prepare for Proposed FLSA Regulations
- DOL's Proposed FLSA Regulations: Where do we go from here?
- New Healthcare System
- King vs. Burwell
- Obergefell vs. Hodges
- Affordable Care Act Update - 1094/1095 Reporting

Those in attendance received some great insight into what to expect in the next couple years and where the current laws stand. We appreciate both Mr. Stiles and Mr. Scott taking time to help the AGA members understand what is coming up in the near future relative to the Healthcare Law.



Buy Alabama's Best Campaign

AGA was proud to again be a part of the Buy Alabama's Best Campaign in 2015. We were successful in promoting Alabama products with displays, ads and sampling events as well as help raise money for Children's of Alabama. Our efforts to find a cure for childhood cancer raised over \$30,000 in 2015 alone and to date we have raised over half a million dollars. Please help support the program again in 2016!



Join us in March and September to promote Alabama products that are made, manufactured and produced in the state. To date with the help of our retailers and suppliers we have been able to donate over half a million dollars to Children's of Alabama.





Bring your own shade

Refreshment brought to your
local grocery store by

Coca-Cola

Brought to you by Birmingham Coca-Cola Bottling Company.
A division of
Coca-Cola Bottling Company **UNITED**, Inc.

*No artificial flavors,
no added preservatives.
Since 1886.*

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Member Companies - Retailers

A & R Supermarkets	Johnson Giant Food #2
Autry Greer & Son's	Langley & Norman, LLC
B & W Foods, Inc.	Langley, Inc.
Baker Foods, Inc.	Locust Fork Produce & Grocery
Buy-Lo Quality Foods	Main Street Foods
Big B Grocery	Manning, Inc.
Big Star Supermarket	Maplesville Supermarket
Bill & Sons Supermarket	Marino's Associated Foods Hdq.
Bozeman's Cost Plus LLC	Mason's Market, LLC
Bruce's Foodland Supermarkets	McGehee Road Super Foods
C & M Discount Grocery	Norman Foods
Calhoun Enterprises Hdq.	Perryland Supermarket
Capitol Farmers Market	Piggly Wiggly
Cash Bargains	Piggly Wiggly #003 Supermarket
Dadeville Foodland	Piggly Wiggly #053 of Jemison
Discount Foods, Inc.	Piggly Wiggly #065
Dorsey's Supermarket	Piggly Wiggly #075
Edgar's Foodland, Inc.	Piggly Wiggly #088
Family Foods	Piggly Wiggly #093
Farmers IGA Foodliner	Piggly Wiggly #095
Fayette Shop & Save Grocery	Piggly Wiggly #134
Food Champs, LLC	Piggly Wiggly #211
Food Fare	Piggly Wiggly #57
Food Giant Supermarkets, Inc.	Piggly Wiggly Brundidge
Food Giant, Inc. Hdq.	Piggly Wiggly Discount Foods
Forster & Howell, Inc.	Piggly Wiggly of Haleyville
Fourth Avenue Supermarket	Piggly Wiggly of Hokes Bluff
Freeman's Shur Valu Foods	Piggly Wiggly Supermarket # 593
Fuller's Supermarket	Platt's Food Store #477
Gateway Foods	Priceville Foodland
Givorns Foods	Publix Super Markets, Inc.
Goar's Big Star	Ragland Brothers Retail Companies
Gracy's Market, Inc.	Rainbow Foods #369
Grant Foodland	Reform Mercantile
Gregerson's Foods, Inc.	Rouses Market
Griner's Foodland	Russell Piggly Wiggly
H&T General LLC	Save-A-Lot Food Stores
Hackleburg Market	SCVS, Inc.
Hills Foodland	Son's of Parrish Supermarket
Hometown Grocery, Inc.	Son's Supermarket
Hopper Family Market	South Alabama Grocers, LLC
Houchens Industries	Star Super Market
Hudd's Food Center	Stock N Save
J.T.M. Corp.	Super Foods Supermarkets Hdq.
JKH Market, LLC	Super-Sav Foods, Inc.
JMBL, Inc.	T. Cain Grocery, Inc.

Member Companies - Retailers *Continued*

The Kroger Company
Torme's Foods
Triple I Foods, Inc. d/b/a Eclectic Piggly Wiggly
Vernon Sav-Mor
Walmart
West Blocton Food Center

Western Supermarkets Hdq.
Williams Grocery & Supply, Inc.
Winn-Dixie
WM Grocery
Wright's Market

Member Companies - Brokers

Acosta Sales & Marketing
Advantage Sales & Marketing
Alliance Sales & Marketing
Bamawise
CROSSMARK
D & T Sales and Marketing
Graham Food Brokerage
Jason Stidham Sales, Inc.

Peake & Associates
Pilleteri's Sauces & Seasonings
Ram, Inc.
Reese Group
Retail Product Management
SellEthics Marketing Group
Southern Food Brokers
Wolgemuth & Associates

Member Companies - Others

Ace Hardware Corp.
Alabama Power Company
America's First Federal Credit Union
American Video & Alarm
Byars Wright Insurance
Clark Gas Company
Cobbs, Allens, Hall Insurance
Coins 2 Cash - Talton Communications
Contrive Media
Cooks Pest Control
DCR Point of Sale Systems
Dent, Baker & Company, LLP
ECRS
EDPM, Inc.
FMS, Inc.
Graphic Media Solutions
HERBCAD Commercial Design Services
Imperial Distributors
Jackson Thornton
Learn Something
Lehr Middlebrooks Vreeland & Thompson, PC.
Lighting Specialists, Inc.
Mass Mutual
Maynard Cooper & Gale, PC
Merrill Lynch

Mid-South Newspapers, Inc.
MSI Inventory Service Corporation
North American Money Order Company
Professional Advantage
Promotional Creations
Refrigerant Solutions, Inc.
Regions
Reliant Inventory Services, Inc.
Retail Data Systems
Retail Technologies
Rushing Enterprises
S.S. Nesbitt & Co. Inc.
S&H Management Group
Spina Marketing
Talladega Superspeedway
Taylor Sales and Service
The Hilton Group of Alabama
The McWhorter Group
The Traylor Group
Thompson Insurance, Inc.
TRUNO, Retail Technology Solutions
Western Union
Westervelt Lodge

Member Companies - Manufacturers

Alabama Crown Distribution Company	Golden Eagle Syrup
AlaBev	Golden Flake Snack Foods, Inc.
Alex Kontos Fruit Company, Inc.	Great Lakes Cheese Company
Altria Client Services, Inc.	Gorton's Seafood
Anheuser-Busch	Hawks Boiled Peanuts
Barber's Dairy	Hickory Foods/Bubba Burgers/Flanders
Bevco Div.-National Beverage	Hiland Dairy Foods
Bimbo Bakeries U.S.A.	Hormel Foods
Blue Bell Creameries	Ice Coffee Company
Borden Dairy	Ice Cream Specialties
Brown's Dairy	Indianapolis Fruit Company
Bud's Best Cookies, Inc.	International Wines, Inc.
Buffalo Rock/Pepsi	ITG Brands
Bunzl, Inc.	Johnny Fleeman's Gourmet
C & M Food Distributing	Joshen Paper & Packaging
C Lane Company, LLC	Kelley Foods Of Alabama
C.F. Sauer	Kraft Foods
China Doll Rice	Mars Chocolate North America
Coca-Cola Bottling Company United, Inc.	Mayfield Dairy Farms
Coca-Cola Refreshments USA - Dothan	McCall Farms
Coca-Cola Refreshments USA - Montgomery	McCormick & Company, Inc.
Coca-Cola Refreshments USA - Oxford	MillerCoors
Coca-Cola Refreshments USA - Scottsboro	Milo's Tea
Coca-Cola Refreshments USA - Tuscaloosa	Mondelez International
Colorado Boxes Beef	Mrs. Stratton's Salads
Community Coffee	Nalty's Seasoning
Conecuh Sausage Company, Inc.	Nestle Purina PetCare
Constellation Brands	Nestle USA
Country Delite Farms	Palermo Villa, Inc.
Crown Poly	Pepsi Cola Dr. Pepper Bottling
Crystal Farms	PepsiCo Warehouse Sales
D & D Foods, Inc.	Pictsweet
Dairy Farmers of America	Pike Road Barbeque Company
Daisy Brand, Inc.	Polks Meat Products
Dean Sausage Co., Inc.	Post Consumer Brands
Dr. Pepper Snapple Group	Purity Dairies
Dutch Farms	Quirch Foods
E & J Gallo Winery	R.E.D. Stamp, Inc.
Edlinco	R.J. Reynolds Tobacco Company
Fieldstone Meats Of Alabama, Inc.	R.L. Zeigler Company
Flowers Baking Company	Red Diamond, Inc.
Fresh Express	Royal Food Company
Fresh Frozen Foods	Royal Oak Enterprises
Frito Lay Inc.	Sargento Foods
Frozen Specialties, Inc.	Slaphappy BBQ
General Mills	Smithfield

Member Companies - Manufacturers *Continued*

Smucker's
Snyder's-Lance, Inc.
Southern Belle Dairy
Sunset Farm Foods, Inc.
Supreme Beverage
Tampico
The Hershey Company
Trend Sales
Turkey Creek Snacks
Tyson Foods

United Johnson Brothers
Ventura Foods
Vietti Foods Inc.
Walter P. Rawl & Sons, Inc.
Wells Blue Bunny Dairy
White Oak Vineyards
Whitfield Foods, Inc.

Member Companies - Wholesalers

Allison Wholesale Inc.
Associated Grocers of the South
Associated Wholesale Grocers
BTC Wholesale Distributors
General Produce

Mitchell Grocery Corporation
Piggly Wiggly Alabama Distributing Company
Sherwood Food Distributors
SuperValu, Inc.

2016 Industry Calendar of Events

January 12th-13th - Piggly Wiggly Alabama Distributing Food Show - BJCC, Birmingham, Alabama

January 26th-27th - Associated Grocers of the South Food Show - BJCC, Birmingham, Alabama

January 20th - Buy Alabama's Best Retailer Luncheon, The Club, Birmingham, Alabama

January 28th - Associated Wholesale Grocers Memphis Food Show

February 24th - Buy Alabama's Best Legislative Press Conference, The Capital City Club, Montgomery, Alabama

February 28th - March 2nd - National Grocers Association Convention, Las Vegas, NV

March 1st-31st - Buy Alabama's Best Promotional Month

April 7th - *Alabama Grocers Education Foundation Spring Golf Outing, Inverness Country Club, Birmingham, Alabama*

April 19th-21st - Washington Fly-In, Washington, DC

April 15th - Associated Wholesale Grocers Nashville Food Show

April 19th - Associated Wholesale Grocers Gulf Coast Food Show

April 28th - Associated Wholesale Grocers Memphis Food Show

May 10th - 11th - Piggly Wiggly Alabama Distributing Food Show - BJCC, Birmingham, Alabama

June 7th - Piggly Wiggly Alabama Distributing Golf Outing, Bent Brook Golf Course, Bessemer, AL

June 20th - 23rd - Food Marketing Institute Convention, McCormick Place, Chicago, IL

July 25th - 27th - *Alabama Grocers Association Convention, Grand Hotel Marriott Resort, Point Clear, AL*

August 2nd-3rd - Associated Grocers of the South Food Show - BJCC, Birmingham, Alabama

August 16th - Associated Wholesale Grocers Gulf Coast Food Show

August 18th - Associated Wholesale Grocers Nashville Food Show

August 25th - Associated Wholesale Grocers Memphis Food Show

August 31st - Buy Alabama's Best Press Conference, Children's of Alabama, Birmingham, AL

September 1st - September 30th - Buy Alabama's Best Month

September 13th - 14th - Piggly Wiggly Alabama Distributing Show, BJCC, Birmingham, Alabama

September 19th - 20th - Alabama Wholesale Distributors Association Convention - Beau Rivage, Biloxi, Mississippi

October 20th - *Alabama Grocers Education Foundation Fall Golf Classic, Inverness Country Club, Birmingham, Alabama*

October 26th - *Alabama's Food Industry Finest Luncheon, The Club, Birmingham, Alabama*

It's ICE CREAMIER!



Folks everywhere know Mayfield Ice Creamier is the creamiest ice cream around. Made with only the freshest cream straight from our own dairy, it's no wonder Mayfield has been a favorite throughout the south for generations. Try it and you'll see just why we say Mayfield's not just ice cream—it's ice creamier!

MAYFIELD
ICE CREAMIER

Message from President Ellie Taylor



As we start the new year, we are filled with anticipation and new resolutions and we strive for 2016 to be the best year it can be for all of us on both a personal and professional basis. As you go through 2016, I challenge you to get the best “Bang for your Buck” out of your membership dues this year. We all know that what we get

out of something is what we put into it. And what you can get out of AGA can be invaluable for your company. Here are some ways you and your company can be more involved and receive your maximum benefit in 2016.

Attend the 2016 Annual Convention. This conference will be July 25-27 at the Marriott’s Grand Hotel in Point Clear, Alabama. Go ahead and mark your calendar! This year’s speakers will focus on leadership and store level management as well as a regulatory panel. It is critical to spend time each year to educate your employees on industry trends, federal and state mandates and network to learn the best practices.

Participate in our grass roots survey. As you know, our legislative effort is critical for the success of the grocery community in our state. Please take time to let us know your relationships with local legislators throughout the state so we can better serve you in Montgomery.

Encourage your employees to sign up for the scholarship program. The Alabama Grocers Education Foundation has awarded over \$1 million in scholarships. How many have employees from your company received? Please encourage your students to participate. Applications are online from December 15 to February 15.

Participate in the Food Industry Finest Luncheon on October 26. This luncheon supports our SACK PAC and is critical to our mission in Montgomery. Each year, numerous pieces of unwanted and unnecessary legislation are defeated by your Association in Montgomery, saving our members thousands of dollars in taxes and onerous compliance expenses. The SACK PAC helps ensure that our voice is heard in Montgomery. This year our keynote speaker will be Mr. Kevin Elko.

Attend the AGEF Golf Outings. What a great way to raise money for scholarships and to network with your colleagues! These are a great event and everyone enjoys

the comradery. Plan to be at one or both of these. April 7th and October 20th at Inverness Country Club in Birmingham, AL.

Nominate someone for our Retailer, Wholesaler or Vendor of the Year award. There are some fabulous people in our industry doing remarkable and innovative things. Please take time to reward these individuals by nominating them for these prestigious awards. These nominations will be in the Spring.

Send a bagger to this year’s bagging contest. This year we will have the contest in conjunction with the Food Industry Finest Event on October 26th. We plan to make it a great media event and really highlight the important role the bagger plays in customer service in our stores.

Read your weekly Market Minute. Every Tuesday, we custom draft a weekly update with all the state, federal and other relevant information that you need to know. We don’t “weigh” it down with meaningless info but try to keep it short, concise and meaningful.

Have AGA facilitate a legislator at your store or office. State and federal lawmakers are usually in the districts by mid-Summer. This is the perfect chance to host them at your facility and AGA would love to be there and help make it possible. Just like good relationships with your customers, it is invaluable to build relationships with our elected leaders.

Get involved with Alabama products. Alabama products have a \$2-billion-dollar economic impact on our state and along with the food service industries, employ one out of every four Alabamians. If you are a retailer, consider getting involved in the Buy Alabama’s Best program by participating in advertising, displays, selling icons for Children’s, and other promotions. The program has awarded over half a million dollars to Children’s of Alabama to help find a cure for pediatric cancer. 2016 marks the 10th anniversary of this wonderful program.

For more information on any of the items above, please let me know. Thanks to all of you for your support and membership! Happy 2016!

Ellie Smotherman Taylor
President



It's really very simple.
The best you can give them is

Everyday
GOODNESS.



Barber's
FRESHNESS. GUARANTEED!



You know it's good nutrition, essential to their *everyday* health...it's good tasting, so they'll reach for it every time...it's Barber's premium milk, guaranteed fresh *everyday*. Very simple. It's good for them *everyday*. Good for you, Mom.