



# WHERE have all the workers GONE?

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...where has the workforce gone?

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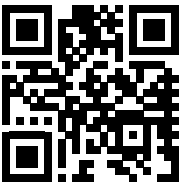


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# CHAIRMAN'S MESSAGE

## Two Years Gone By Now...

Hard to believe, two years have gone by since I accepted the honor of becoming the Chairperson of the Ohio Grocers Association. It seems like yesterday that our President and Chief Executive Officer Kristin Mullins surprised me during a phone conversation and asked if I would consider leading the OGA as Chairperson over the next two years. It was an honor to be "asked" and Kristin informed me that I would be the first non-executive committee person to handle the role. After careful consideration in regard to my work at Buehler's Fresh Foods and discussion with the most important person in my life, Joanna my wife for 40 years, we came to agreement that I would become Chairperson of the OGA working directly with Kristen Mullins. I do recall in my conversation with Kristin that she informed me that the responsibilities of the role would be "somewhat" minimal and that all I would need to do is lead a couple of Executive Committee Meetings during the year. In hindsight...not so much.

### A Start During the Pandemic

The term started in the 2020 year right at the beginning of the Pandemic. It was "amazing" to work with the OGA through the initial stages of the pandemic and observe the commitment of Kristen Mullins and the entire staff at the OGA as the represented and served our membership and the industry as a whole. It was refreshing to observe a team of people do what is necessary to help our membership steer our way through the many demands that the virus created for our industry. The amount of communication and "Best Practices" that was created and distributed by the staff was simply awesome. OGA coordinated their information with the NGA, FMI, and Ohio Government agencies. There were so many questions we all had in regard to the steps we needed to take and the guidance provided by the OGA team was invaluable. Important to take a moment to recognize Chris Schweitzer and Shane Schaefer for the work they accomplished during the pandemic assisting our industry. **Great Job by All!!**

### Revenue Challenges and Goals

As we all know, the key revenue providers for the OGA consist of many events where we get together in person - for galas, golf tournaments, and education. Those events were impossible to conduct as we protected our membership

and staff through proper social distancing so the OGA team had to pivot and create "virtual" events to ensure our revenue stream was not significantly impacted. The OGA team and the entire membership was amazing as we seamlessly converted to virtual and the events went on during the past two years.

A goal of the Executive Committee and the Board of Directors for the Ohio Grocers Association was to create a strategic plan for the association. The question was how to get this done in a middle of the pandemic with all of our members doing what was necessary at store level to serve our customers. It would not have gotten done without the full support of our Executive committee and the Board of Directors. I could not have been more fortunate then to work with such a high-energy, committed group of people. The highlight of the past two years from my perspective was getting to know and work with the Executive Committee during the term. Special thanks to Jennifer Williams, Jeff Osborne, Matthew Kishman, Aaron Saltzman, Ed Callihan, and Phill Adams. *What a team - and you are the best.*

The Board of Directors along with the Leadership at OGA recognize that a strategic plan is a journey and that the strategies and tactics will always be evolving so while we are pleased with the direction the team has established we recognize that our work does not stop with the development of the plan. The entire membership of the OGA has to work together to support the plan and the Association. As my term comes to an end you can be sure I better understand the essential services our OGA brings to our industry and specifically to our membership. **There is no better Association than the OGA to represent our issues to local, state, and federal regulators.** The effectiveness of our Association will only become stronger as we the members support Kristin and her team.

Finally, I would like to congratulate Jennifer Williams who has been an invaluable resource during my term as the first woman Chairperson of the OGA. Jennifer is an outstanding retailer and leader, she will have my full support as we move forward.

*Thanks for the commitment from each of you. It has been an honor to serve.*

- Mike



Mike Davidson,  
Buehler's Food  
Markets, Inc.  
OGA Chairman

...evolving  
TO MEET MEMBER NEEDS

The Strategic Plan planning process was developed and executed during the past two years. Your entire Board of Directors participated in the planning process and the key to the approach was to ensure that what was agreed upon would serve the needs of our industry and membership.

**The plan included reinforcement of our Mission Statement and 5 key components:**

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## STATEHOUSE NEWS

### State & Congressional Redistricting Maps in Limbo

The Ohio Supreme Court struck down the third General Assembly redistricting map by a vote of 4-3 and ordered the Ohio Redistricting Commission to draw a new map no later than Monday, March 28. The ruling puts a May 3 primary for General Assembly districts further in doubt. In a per curiam opinion, the Court said the plaintiffs in the case showed beyond a reasonable doubt that the latest plan violates Article XI Sections 6(A) and 6(B) of the Ohio Constitution but refused to weigh in on an argument that the plan also violates Section 1(C). Additionally, the Court did not take additional steps that had been argued by the plaintiffs and Democrats, including declaring another submitted plan to the commission as constitutional. Furthermore, the latest Congressional redistricting map awaits a ruling from the Ohio Supreme Court as well. Both processes have wreaked havoc on the General Assembly calendar this year.

### Senate Debate Regarding Internet Lottery in Ohio

The Senate continues to consider a bill that would authorize internet lottery in Ohio and also prohibits the Commission from conducting internet lottery game versions of certain number match lottery games. We commend the sponsor for his willingness to engage with OGA and other retail partners, seeking to achieve an outcome that benefits all parties involved. We recognize that iLottery systems are in a number of surrounding states and likely a big component of the future of Ohio Lottery. However, we continue to advocate for legislative safeguards, so that the existing long-standing brick and mortar lottery partners, including many OGA members, are protected. Again, we are encouraged with the continual conversations we are having with the interested parties and legislators. For additional questions please contact Kristin Mullins.

### Online Marketplace Transparency Moves Closer

Legislation, [HB272](#) & [SB184](#), that would require online marketplaces to verify basic information that any reputable business readily provides and, in most cases, is already collected by online marketplaces. This would boost the reputation of legitimate sellers by removing bad actors and ensures that small businesses are not forced to compete against criminals. [HB 272](#) & [SB184](#) would go a long way in giving all Ohioans assurances that the products they are purchasing via online marketplaces are legitimate.

A large part of OGA's legislative and lobbying efforts involve a partnership with the team at CivicPoint. CivicPoint is a full-service public affairs firm in the heart of Mid-America dedicated to helping their clients influence policy and public opinion makers to achieve their goals. Operating in Washington D.C. and throughout seven states, their multi-state government affairs team is uniquely qualified to drive change at the state and federal level, benefitting from their varied experiences and utilizing best practices from across their footprint to serve local clients. In Ohio, the CivicPoint team works closely with clients, legislators, state administrators, and other interested parties to enhance cooperation, support alignment of goals, anticipate opportunities and potential roadblocks, and add significant value to our clients including the Ohio Grocers Association (OGA).

### Making Your Voice Heard



OGA advocates for its members at the Statehouse and in Washington. Supporting our efforts in the legislature are GR podcasts, member reports and – new in 2022 – an expanded Statehouse Day.



## WASHINGTON REVIEW

### Congress Revisits 2022 To-Do List

#### Gridlock to Continue

Earlier this year, Punxsutawney Phil, the nation's most famous groundhog, saw his shadow, leading us to brace for six more weeks of winter, but that doesn't mean things are warming up in the nation's capital. While the invasion of Ukraine and an open seat on the U.S. Supreme Court has Capitol Hill buzzing, both parties have their eyes already set on the midterm elections that will likely lead to an extended period of partisan gridlock.

Despite this political groundhog day, NGA remains focused on advocating on behalf of independent grocers throughout the country, ensuring their priorities are heard on both sides of the political aisle. Consumer worries regarding the persistent supply chain challenges and soaring inflation have elevated concerns in both the Administration and Members of Congress, particularly vulnerable Democrats hailing from battleground states. Expect to see a renewed focus on the economy, including efforts to pass legislation, dubbed the COMPETES Act of 2022, to increase America's economic competitiveness with China. Both the Senate and House versions of this bill have undergone a number of changes to address broader economic and foreign policy concerns. At the time of this writing, a problematic provision that would create mandatory online country-of-origin labeling for internet sales of a variety of imported products, including foods was removed from the bill following advocacy efforts from NGA members.

#### NGA Assisting with Drafting Tax Legislation

The majority of NGA's tax work in 2021 was spent been playing defense and by Q2 of that year, the White House and Congressional Democrats had their sights on a \$3-\$6 trillion Build Back Better package that would be paid for, in part, by substantial tax increases on businesses and individuals. Democrats however continue to be locked in negotiations over their BBB spending plans and will likely look to budget reconciliation to move legislation. NGA and various tax coalition partners continue to be hard at work fighting against tax hike proposals.

NGA has also been working with various offices to promote tax credits for the independent grocery industry. NGA has helped to draft and introduce the Supermarket Tax Credit for Underserved Areas Act ([H.R. 4687](#)) and is working on a tax credit bill to help independents with the costs of becoming eligible to offer SNAP Online Purchasing.

#### Child Nutrition Programs

2022 will likely jumpstart discussions on Capitol Hill surrounding the future of federal nutrition programs. NGA is currently working with the House Education and Labor Committee as they intend to mark up the first Child Nutrition Reauthorization legislation since 2010. Secondly, the House and Senate Agriculture Committees are beginning the process of preparing to write the next Farm Bill with the expiration date of the 2018 bill set to occur in 2023. Although the House may move quickly to reauthorize child nutrition programs, finding bipartisan consensus in the Senate remains the largest obstacle to a bill becoming law. Additionally, at the time of this writing, Farm Bill hearings were slated to kick off as early as February, which means that the Nutrition title and pandemic-era programs like P-EBT will get a thorough review by the Agriculture Committees.

*As NGA celebrates its 40th anniversary this year, we will look to continue to champion the independent sector by advocating for a level playing field and policies that advance independent community grocers and wholesalers. While we have made progress over the last 40 years, there is always more work to be done to ensure independent grocers will maintain their position as the heart of local communities across the nation.*

Laura Strange is Vice President, Industry Relations, Communications & Marketing for the National Grocers Association and a contributor to our Federal Update [lstrange@nationalgrocers.org](mailto:lstrange@nationalgrocers.org)



### Representing the Independent Grocer

For more information on issues affecting the independent grocer and how you can make your voice heard in Washington, DC, visit: [www.grocerstakeaction.org](http://www.grocerstakeaction.org).





## MEMBER SPOTLIGHT

*When looking for quality products, it's hard to overlook a company that has been in business for 108 years and four generations. One thing that is certain is that change is constant from day to day, year to year and generation to generation. A business that consistently delivers, manages to navigate through change while continuing to evolve and stay relevant is one that stands the test of time. Velvet Ice Cream is just that company.*

### Spotlight on Velvet Ice Cream

#### A True Original

Starting with the first gallon of hand-cranked vanilla ice cream that Joseph Dager made in 1914, Velvet has never compromised its recipes, traditions or values because they are what make the company a true original. Still family owned and operated, Velvet is headquartered in Utica, Ohio and distributes its products to Ohio, Indiana, Kentucky, Michigan and West Virginia through a full service Presell DSD model.

Velvet Ice Cream offers a one-of-a-kind ice cream program that customers continually embrace. Their sales team works hard to provide a wide variety of high quality, indulgent ice cream and frozen food products and a first-class sales program that gets products on the freezer shelf and into the customers hands.

With an increase in ice cream consumption, Velvet has doubled down on ensuring they have the necessary ice cream inventory to keep freezers full, and customers happy. A premier ice cream company located right here in the Midwest is within reach to help grow your ice cream and frozen food categories.

#### Experience Velvet Ice Cream

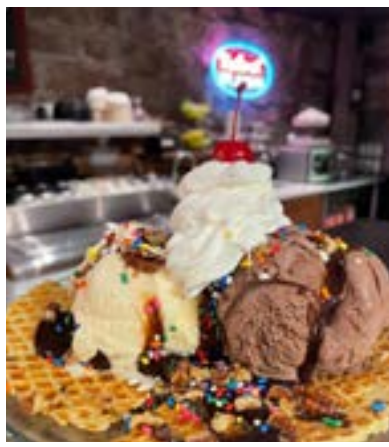
What better way to experience what Velvet Ice Cream has to offer than visiting Ye Olde Mill this season! Travelers will know summer is just around the corner with the May opening of a perennial visitor favorite.

Ye Olde Mill in Utica, Ohio was originally built in 1817 and has been the home of Velvet Ice Cream since 1970. It sits on 20 acres of picturesque land in Licking County and features a catch and release fishing pond, playgrounds, a Buckeye Tree grove and all the ice cream you can eat!

Each year the Mill serves up good eats and sweet treats for 150,000 visitors from all over the country in a turn of the century ice cream parlor and restaurant. Ye Olde Mill is also home to a gift shop and Ohio's only ice cream museum. It is the perfect destination for a day trip or to celebrate weddings, birthdays, family gatherings and more.

Along with their season opening on May 3rd, Velvet Ice Cream will be renewing their annual ice cream festival on Memorial Day Weekend in conjunction with the Utica Sertoma Group. Thousands of visitors' flock to Utica, Ohio to celebrate the kickoff of the ice cream season and to enjoy a bountiful list of entertainment, arts & crafts, carnival food and ice cream. The festival will take place from May 28 through May 30 at Ye Olde Mill. Information about the festival can be found at <https://sertomaicecreamfestival.com>

*To learn more about how your business can carry Velvet Ice Cream products, or for more information about Ye Olde Mill, call their company headquarters at 800.589.5000 or email [info@velveticecream.com](mailto:info@velveticecream.com).*



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# WHERE have all the workers GONE?



(You may not want to know the answer.)

**With** the COVID-19 pandemic radically changing the way the world works, Americans continue to leave their jobs in droves. And while the negative impact continues to be felt across every industry, the manufacturing segment – especially within food – continues to be hit hard (according to data from the Bureau of Labor Statistics).

## Highest Numbers Ever

The number of Americans who quit or changed jobs soared to the highest numbers of all time – 4.5 million – in November (2021), eclipsing the previous high set in September according to the most recent job openings report released by the Labor Department in January. The surge represents a 3% quit rate increase and brought the total number of Americans leaving their jobs in the past year (during the so-called Great Resignation) to more than 43 million.

Not surprising is the fact that the bulk of the reported losses are occurring in the industries hardest hit by the pandemic – namely the accommodation and food service (which saw more than 159,000 quits in November), health care and social assistance (where burnout contributed to more than 52,000 quits), and transportation, warehousing and utilities (dropping more than 33,000 people).

A more extended view of data presented by BLS reveals that manufacturing bears the heaviest weight of quits since before the pandemic, showing a staggering quit rate of 58%! This number is likely due to the fact that worker safety, pay and benefits have been under very close scrutiny and criticism due to changes brought on from the pandemic. (For example, workers in food production plants faced higher rates of exposure to the coronavirus than any other segment because they were unable to work from home. They worked long hours in close quarters with limited personal protective equipment, leading to several high-profile outbreaks at several facilities across the country.)

While manufacturers and foodservice companies have taken great strides to improve safety and working conditions to enhance worker protections, many workers would still opt out rather than risk exposure – a decision made easier by government stimulus.

## The GREAT RESIGNATION is Real...

The Great Resignation, also known as the **Big Quit** and the **Great Reshuffle**, is an ongoing economic and employment trend in which employees have voluntarily resigned from their jobs at a large scale. It has been cited as beginning in 2021, with possible causes including wage stagnation amid rising cost of living, job dissatisfaction, safety concerns (mostly due to the COVID-19 pandemic), and the desire to work for companies with better remote-working policies.

## Recovery Faces Big Challenges

Reports from various sources across the food and food service industry share a telling result: these industries are unlikely to ever completely return to their pre-pandemic state. While recovery may vary, the changing employment landscape, supply chain shortages, logistics issues and sustained demand will force the industry to evolve in ways it may not be traditionally accustomed to. Labor challenges are expected to continue through 2022 and into (per several national surveys) the second quarter of 2023. With the synergy between labor and distribution/supply chain, influence generated by either can drastically affect these time lines. Variants of the coronavirus can add significantly to these recovery rates, as well as government reaction to them.

Add variables such as stimulus incentives, vaccination requirements, mandatory health testing and wage (increase) demands, and the ability to fill positions and attract talent because even more difficult for industries at front-line interfaces.

Recruiting new workers and strengthening relationships with existing employees has become top-of-mind throughout the industry, and new factors are becoming part of the formula to succeed in their acquisition and retention efforts. Softer factors, such as work-life balance, stress management, schedule flexibility and a new approach to vacation time and time off are being considered along with the typical considerations of wage, benefits and bonus packages.

A combination of increased compensation and better benefits could attract more hourly workers, but that's a tall order for many independent operators. And many workers are looking for employers who offer something beyond higher pay.

The companies that are succeeding in attracting new workers seem to be those trying to create an enjoyable work environment, and build a shared company culture alongside opportunities for professional growth and ongoing training. The modern workforce has changed since the pandemic, creating the need to adapt hiring practices (and operations) to accommodate new desires and appeal to a different mindset.

## By The Numbers...

New research released by JobsOhio finds that Ohio's food and agribusiness industry could be part of the solution to national supply chain and food industry challenges.

 **126,000**  
food industry employees  
across Ohio

**\$100million**   
food-related R&D invested  
by Ohio companies

 **\$42.2billion**  
export sales of food industry  
products, processing, packaging  
and equipment

These numbers are a small part of the study which show Ohio as a key economic driver to the national food and agribusiness industry.

Along with new-hire numbers increasing at a slow-but-steady rate, at least these figures inject some light into an otherwise dreary landscape for the food industry. Consumer demand shows no sign of decreasing, so the need for a steady, reliable workforce to meet consumer needs is more imperative than ever.

*Companies must change operational philosophy to accommodate the changing needs of the prospective workforce, and taking advantage of member associations (such as OGA) and the resources – and connections – they provide can be instrumental in attracting and keeping valuable team members.*



[www.ohiogrocers.org](http://www.ohiogrocers.org)







# MEMBER MATTERS

## Workforce Changes Undoubtedly Affect Training

*The rate of change to our workforce the past two years has drastically affected the way businesses operate and present new challenges and opportunities for training professionals. The COVID-19 pandemic permanently changed the working landscape in 2020, and the reaction to its aftermath (in 2021) continues to be a disruptor to consumer and employee behavior.*

### A Virtual Workforce

The concept of a virtual workforce is not completely new, but it wasn't widely accepted until millions of people made the abrupt shift to work-from-home in 2020. Emerging from the pandemic is showing an increased demand for remote work, schedule flexibility, and work-life balance as a permanent reality. At the same time, record numbers of employees changed jobs, switched professions, or left the workforce altogether. As a result, an increased need has been created for re-skilling, re-training and/or up-skilling workers who are in new roles (or accepting new responsibilities) due to staffing shortages,

### Biggest Training Challenges for Professionals

An Omnipress 2022 Training Trends Report shows a drastic shift in focus by training professionals regarding their major concerns. Up until this year, of most concern was updating to an online delivery system for training materials and information. Best practices were established to replicate the benefits of a classroom environment within a virtual course, getting trainers to adapt to the new format and maintaining that perceived value for learners.

In 2022, however, the focus shifted dramatically. An overwhelming percentage of respondents were concerned most about participants and information quality than they were the actual delivery system. Keeping the learner interested with quality material that is the most up-to-date and relevant to the industry has become more important than worry about how the participant will learn it. This priority change is a direct result of industry shifts due to the pandemic and changing learner preferences.

Coming out of the pandemic, employees want more flexibility in how, when and where they work. They also want the same level of flexibility in how, when and where they learn and train. Training professionals must offer a wider mix of content formats, incorporating opportunities to access both live and on-demand training, in-person and virtually.

### Participation Gaps Exist Due to The Great Resignation

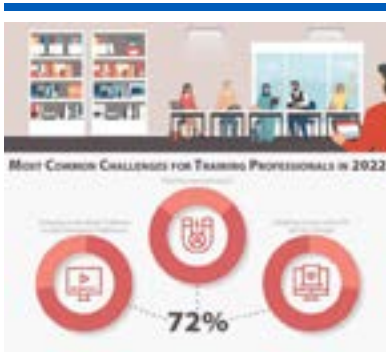
The Great Resignation, which first began in the spring of 2021, is the term being used to describe the economic phenomenon of a higher-than-average number of employees leaving their jobs—particularly mid-career employees, according to the *Harvard Business Review*.

Over the past year, a record number of employees changed positions, changed professions or left the workforce altogether, affecting the pool of participants and prospects. In order to reach more learners and participants, trainers have to look beyond the existing industry database and attempt to attract participants from new segments. This creates not only a gap in the workforce itself, but a significant loss in trained personnel and experienced employees to promote.

This increased need for re-skilling or up-skilling workers will cause a spike in training program as well as the need for quality trainers themselves. *Accommodating the changing needs of the learner and learning preferences will undoubtedly result in the need for additional programs, new content, and new formats to keep learners engaged with the latest information presented in ways that can be quickly (and easily understood).*

*So, beyond finding employees, the monumental task of training them properly – and retaining them – becomes another major concern for employers as we continue to deal with pandemic aftermath.*

Information from this article was taken from various *Omnipress.com* blog posts, survey studies and the *Harvard Business Review* (September 2021)



### Areas of Concern:

1. Attracting new course participants.
2. Adapting course content to keep up with industry changes.
3. Adapting course design to meet the preferences of learners.

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## ENERGY BEST PRACTICES

### Looking Beyond Commodity Rate to Lower Costs

#### How Reducing Transmission and Capacity Costs Can Lower Your Energy Bills

There are several factors and costs that make up an electricity price. While weather and fundamental market conditions cannot be controlled, there are elements of your total energy price that can be. How and when you use energy can have a positive impact on other lesser-known charges like capacity and transmission costs. Capacity is essentially the insurance of having adequate electric supply available during peak demand hours on the electric system. Transmission costs are the fees associated with moving electricity through the grid.

In competitive electric markets such as New England, New York, Texas, and the 13 states included in PJM, both capacity and transmission charges can be reduced through management tactics. Lowering these costs can have a significant impact on your monthly and annual energy spend.

#### About Transmission Costs

Currently, there has been a lot of movement in transmission costs within regions of PJM. Most recently, the capacity auction that was originally slated for January 25, 2022 was moved to May 1, 2022. In addition, the Federal Energy Regulatory Commission (FERC) is reverting to the previous market design for the May 1, 2022 auction; a backward-looking Net Energy & Ancillary Services Revenue Offset rather than forward-looking. The result could lead to an increase in charges to end-users. The extent of these changes is currently unknown.

In PJM, the mechanism that transmission owners use to recover their annual transmission costs and revenue requirements from PJM customers is called Network Integration Transmission Service (NITS). NITS charges can change as costs associated with operation and maintenance, tax, cost of capital or rate base, and transmission owner cost of services fluctuate.

#### How Transmission Costs Are Calculated

Each local distribution company within PJM has a network transmission service peak load contribution (PLC) requirement. Like capacity tag costs, NITS (and Transmission Enhancement Charges) are calculated based on a customer's peak-load demand and are referred to as the Transmission Tag, or Transmission PLC. The transmission tag uses the following formula:

$$\text{Transmission Cost} = \frac{\left( \text{Peak Load Value} \times \text{Transmission Rate } \$/\text{MW-day} \times \text{Number of Days in Term} \right)}{\text{Forecast Term Volume}}$$

#### About Capacity Costs

Simply, electric generators are paid to guarantee that there will be enough electric supply available to meet forecasted demand requirements into the future. These costs are pre-determined using competitive auctions. While the actual cost of the capacity is determined system-wide, your individual capacity tag is established by your electricity demand when the system is peaking. A business' capacity tag is tied to the number of capacity units that the business will require on the peak demand day(s) of the year.

As capacity costs fluctuate by region, the benefit of understanding and managing the capacity tag is growing in importance. By effectively predicting the potential peak day(s), organizations can reduce their electricity usage at the right time to reduce their capacity tag for the next capacity year. A reduction in the capacity tag will help mitigate any increases in capacity cost going forward.

#### How Capacity Charges Are Calculated

The capacity charge is one cost that can be affected by proper management. Your capacity charge is made up of two main components: capacity cost and capacity tag.

**Capacity cost:** The generation price set per kilowatt-hour

**Capacity tag:** The total kilowatt-hours used by a facility on the peak hour(s) of the peak day(s) demand day(s) of the year.

*Premier Power Solutions assists clients in developing a tailored and customized capacity and transmission tag management program as part of a comprehensive energy strategy.*

*Contact Ryan Foster, [rfoster@trustpps.com](mailto:rfoster@trustpps.com) today to learn how we can help you to better understand the implications of an escalating transmission and capacity market and plan accordingly.*



#### You Can Reduce Costs

There are ways that commercial customers can take action to reduce and control transmission and capacity costs. Depending on your risk budget tolerance, it may make sense for you to "pass through" these costs so that you can manage them through demand reduction measures to obtain lower tags. By effectively predicting the potential peak day(s), companies can temporarily reduce their electricity usage to lower their tags for the next capacity year. A reduction in the transmission and capacity tag will help mitigate the increase in the costs going forward and generate savings.





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## NOTABLE & QUOTABLE

### Community Outreach:

#### Federated Insurance Makes 2022 National Mentoring Honor Roll

Federated Insurance was named to MENTOR's – a national leader and go-to resource on quality youth mentoring – National Corporate Mentoring Honor Roll in 2022. The Honor Roll recognizes outstanding corporations across the United States that support youth mentoring. Federated Insurance believes in supporting and guiding America's youth. And perhaps one of the best examples of this belief in action is the company's annual Federated Challenge®. In 2021, the Federated Challenge raised a record-breaking \$3,316,000. Every dollar went to support Minnesota's three Big Brothers Big Sisters® agencies and Big Brothers Big Sisters of America®. The Honor Roll was first launched in 2011 by First Lady Michelle Obama as a challenge to companies to encourage employees to become volunteer youth mentors. And since its launch, corporate engagement in youth mentoring has grown.

### What's Hot:

#### SpartanNash Partners with DoorDash to Expand Grocery Services

Grand Rapids, Michigan-based SpartanNash has entered into a partnership with DoorDash to expand the company's grocery services and solutions across both digital and physical platforms through various different initiatives. DoorDash is partnering with SpartanNash to offer on-demand grocery delivery from more than 100 SpartanNash-owned stores, including Family Fare and Martin's Super Markets. The partnership will also include the opportunity for SpartanNash's network of 2,100 independent retail customers to leverage the DoorDash marketplace app and website, as well as DoorDash Drive to address their local commerce needs and offer on-demand grocery delivery to consumers in their communities.

#### Buehler's Announces Plans to Open Liquor Agency

Galion, Ohio-based Buehler's Fresh Foods plans to open the Galion Liquor Agency in late spring. The agency will be located in the Galion West Shopping Plaza, one door down from a Buehler's Fresh Foods grocery store. The agency will include an assortment of more than 300 beers and 400 wines. The company will offer a 10 percent discount when customers mix and match six or more wines. They can also use their debit or credit cards.

### Environmental Initiatives:

#### ALDI Responsibility Report: Commits to Eliminate Plastic Bags

Batavia, Illinois-based Aldi and Jason Hart, CEO, have issued a letter to customers announcing a new commitment to eliminate all plastic shopping bags from stores by the end of 2023. The company believes this will remove 4,400 tons of plastic from the environment every year. Aldi has already removed plastic shopping bags from nearly 500 stores and is on its way to meet its new goal of phasing them out of all 2,200 locations by the end of 2023. Aldi is the first major U.S. retailer to make this significant move in support of the planet.

#### Meijer Redirects 1M Pounds of Food Waste

Grand Rapids, Michigan-based Meijer customers have diverted more than 1 million pounds of potential food waste through its Flashfood sustainability initiative. Since the program's expansion across the Meijer footprint in 2021, customers have purchased more than 1 million pounds of food nearing its sell-by date at a discount, preventing it from potentially entering landfills. The initiative represents the retailer's commitment to offering sustainability and value to its customers. Meijer launched Flashfood as a pilot program in November 2019 at a handful of its supercenters in Metro Detroit. After reducing in-store food waste by 10 percent, Meijer expanded the offering to all its stores in 2021. To date, an estimated 255 Meijer supercenters have Flashfood.

"Notable and Quotable" spotlights Ohio grocers and industry leaders. To share your news with fellow grocers, email [design@ohiogrocers.org](mailto:design@ohiogrocers.org), or call 614-442-5511 ext. 7130.



**FMI Eyes Nonfood Arena**  
The Food Industry Association (FMI) is extending its total store collaboration concept in grocery to include a new general merchandise (GM) and health and beauty care (HBC) initiative.



**Meijer Offers Hydroponic Lettuce**  
Meijer has teamed up with Revolution Farms to widen its offering of hydroponically grown lettuce products.



*The Ohio Grocers Association's purpose is to represent the membership through legislative and regulatory efforts, with an effective government relations program; to be the resource for industry education and communication; to work with industry partners and alliances to best serve the membership; and to operate as a professional income-generating business dedicating its resources to the membership.*



## Summer Events Highlighted With Golf

As we enter the Summer months, members will have the opportunity to take part in two different golf outings: **The Youngstown Area Grocers Golf Outing in June** and the **Ohio Grocers Annual Golf Outing in July**. Both events fill up quickly, so be sure to register your foursome soon! Event details, including registration, can be found on the OGA website: [www.ohiogrocers.org/events](http://www.ohiogrocers.org/events).

**YAG ANNUAL GOLF OUTING: June 15th, 2022 • Avalon Golf & Country Club**  
**OGA ANNUAL GOLF CLASSIC: July 26th, 2022 • Pinnacle Golf Club, Grove City**

## OGA/OGF Welcome New Board Members

The 2022 Annual Meeting was held virtually earlier this month. Several new members have been elected and several existing board members were re-elected to their second 3-year term beginning on April 30, 2022 and concluding April 30, 2025.

### NEW OGA BOARD MEMBERS:

- Lori Bernard, Perry's Ice Cream
- Alex Buck, Fresh Forward Farms/Ohio Apples
- Kent Dimbath, Dorothy Lane Markets
- Jim Hocking, Marcs
- Will Rice, The JM Smucker Co.
- John Wilke, Jungle Jim's International Market

### RE-ELECTED OGA BOARD MEMBERS:

- John Broekema, Bob Evans Foods
- Mike Davidson, Buehler's Fresh Markets
- Judy Gabriele, H.P. Nemenz Food Stores, Inc.
- Ron Light, Lipari Foods, Inc.
- Jeff Osborne, MDI
- Joe Saporito, CFED

### FOUNDATION BOARD MEMBERS:

- Todd Luper, Coke Consolidated - NEW BOARD MEMBER
- Mark Brown, Cooper Farms - RE-ELECTED MEMBER
- Jennifer Kiger, Riesbeck Food Markets - RE-ELECTED MEMBER
- Bill Price, M&R Foods, Inc. - RE-ELECTED MEMBER

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



# Bringing Retail to the Next Level



Maximize efficiency in any busy retail setting with sleek, customizable, price computing retail scales.

### Rice Lake-Ishida Uni-9 Series Price Computing Retail Scale

- Compact design fits comfortably on countertops
- Intranet browsing for order entry, recipe lookup and more
- 7- or 12-inch customer display with video capability



### Rice Lake-Ishida Uni-7 Series Price Computing

- Sleek titanium appearance with several countertop configurations
- Button presses with tactile sensations and audible tones
- Quick-change, front-loading label cassette



### Rice Lake-Ishida Uni-5 Series Price Computing Retail Scale

- Three printer and scale-base configurations
- Custom PLU, tare and category presets
- Large, full-color touchscreen with customer-facing LCD display



### Rice Lake-Ishida Uni-3 Series Price Computing Retail Scale

- Three models and two display types packed with premium-class presets
- Flexible preset buttons represent PLUs, container tare values and more
- Advanced labeling functions





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