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## **N.G.A.'s GROCERS RESEARCH AND EDUCATION FOUNDATION COMPLETES ANNUAL COMPENSATION AND BENEFITS SURVEY**

**ARLINGTON, Virginia (November 6, 2001)** – The National Grocers Association's (N.G.A.) Grocers Research and Education Foundation (GREF) and People Solutions Strategies announced on October 22, 2001 the completion of its annual compensation and benefits survey. The survey was compiled to assist N.G.A. members in the development of an effective employee compensation and benefits program.

People Solutions Strategies, a Human Resource Consulting firm based in St. Louis, Missouri, prepared the survey and analyzed the results.

The comprehensive survey results contain salary information for all store level management positions. The analysis of the salary data is subdivided by company size, geographic area, and tenure. In addition, the salary information is presented with interquartile ranges, yearly averages, and weighted averages.

"In today's very competitive labor market, N.G.A.'s Grocers Research and Education Foundation believes that the information contained from the results of our survey are not just "eye opening," but a critical component in the development of your compensation and benefits strategy," said Frank DiPasquale, N.G.A. Senior Vice President and GREF Executive Director.

"Having a competitive compensation and benefits strategy is also an important factor for individuals who want to pursue a career with your organization," said Fred Martels, People Solutions Strategies Managing Partner.

The survey also provides information regarding a variety of employee related programs, such as health care, pension, performance appraisals, 401-K, recognition, vacation, etc.

N.G.A. is the national trade association representing the retail and wholesale grocers that comprise the independent sector of the food distribution industry. An independent retailer is a privately owned or controlled food retail company operating in a variety of formats. Some are publicly traded but with controlling shares held by the family. Most independent operators are serviced by wholesale distributors, while others may be partially or fully self-distributing. Independents are the true "entrepreneurs" of the grocery industry and dedicated to their customers, associates, and communities. N.G.A. members include retail and wholesale grocers and their state associations, as well as manufacturers and service suppliers.