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## **N.G.A. Releases 2003 Supermarket Store Management Comprehensive Compensation and Benefits Survey**

**ARLINGTON, Virginia (November 18, 2002)** – The National Grocers Association (N.G.A.), in conjunction with People Solution Strategies, LLC, announces the release of the **2003 Supermarket Store Management Comprehensive Compensation and Benefits Survey**. Fred Martels, President of People Solution Strategies and consultant to N.G.A., conducted the study for the National Grocers Association.

“This truly is a one of a kind study that provides retailers with up to date information to help them make important decisions about pay, benefits and incentive plans,” said Martels. “This gives them the tools they need to align compensation and rewards with organizational objectives.”

**The Compensation and Benefits Survey** was compiled to assist N.G.A. members in the development of an effective employee compensation and benefits program. The survey provides new eye-opening data about a variety of employee related programs such as types of health care plans and cost sharing arrangements, pension and 401-K programs, new salary information for all store level management positions, employee training programs, and much more.

Martels said, “This survey is comprehensive, easy to use and a valuable tool in evaluating your store management compensation and benefit strategy. This year we have provided handy worksheets for analyzing pay, incentive plans, and appraisal systems. You will also find a formula for calculating employee turnover and determining its cost.”

Cost of the survey for members is \$195.00 and \$395.00 for non-members. For more information, or to order your copy of the **2003 Supermarket Store Management Comprehensive Compensation and Benefits Survey**, please contact N.G.A.’s Karen Voorhies at (703) 516-0700 or [kvoorhies@nationalgrocers.org](mailto:kvoorhies@nationalgrocers.org).

People Solution Strategies is a consulting firm in St. Louis, MO that works with people in business to provide, innovative, practical and affordable solutions that help to build customer and employee loyalty, create a competitive advantage, and increase profits.

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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 and others are employee owned. 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.

