



News Release

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May 15, 2006

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N.G.A. Releases the New 2006 Supermarket Store Management Compensation & Benefit Survey

ARLINGTON, VA — The National Grocers Association (N.G.A.) and People Solution Strategies have released the new 2006 Supermarket Store Management Comprehensive Compensation and Benefits Survey.

In today's competitive environment, execution is essential. This survey will help your organization develop strategies for determining salary increases, creating structured performance appraisals, developing annual incentive plans, offering cost-effective health plans and retirement benefits. The survey is an analysis of information concerning compensation and benefits collected from the N.G.A. membership in the year 2005. N.G.A. is confident that this survey will assist all users in the effective management of compensation and benefit administration programs.

Below is just a small example of the type of information that can be found throughout the survey.

Medical Plans

- 62% of the respondents offer a PPO (Preferred Provider Organization) as the primary medical plan.
- 33% of the respondents offer an HMO (Health Maintenance Organization).
- 15% of the respondents offer a POS (Point of Service) plan.
- 57% of the respondents offer Dental benefits.
- 80% of the respondents require employee cost sharing for health plan participation, an increase of 5% from 2003.
- 62% of the respondents require 90 days as the minimum amount of service for health plan benefits eligibility. An increase of 12% from 2003.

Retirement Plans

- 74% of the respondents offer a 401K pre-tax plan
- 10% of the respondents offer no retirement plan at all

Human Resource Initiatives - Top three areas that Human Resource Departments will be placing the most emphasis on over the next year...

- 70% employee training and development
- 48% employee recruitment, selection, and placement
- 38% management training and development

Frank DiPasquale, Senior Vice President of N.G.A., said, "N.G.A. recognizes that in today's competitive environment, performance excellence in execution is the key to success and a significant point of marketplace differentiation. Companies that excel in their execution understand the importance their employees and an effective human resource management program."

The annual survey compares its results to previous years, in addition to offering new salary information for all store level management positions, information on pension 401-K programs, health care and much more. For more information or to order please contact Debbie Etter at detter@nationalgrocers.org or (703) 516-0700.

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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 a variety of formats. Most independent operators are serviced by wholesale distributors, while others may be partially or fully self-distributing. Some are publicly traded but with controlling shares held by the family and others are employee owned. 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, state grocers associations, as well as manufacturers and service suppliers. For more information about N.G.A. and the independent sector of the industry, see the N.G.A. website: www.NationalGrocers.org.