



---

# News Release

---

For Immediate Release  
November 15, 2007

Contact: Christine Cunnick  
(703) 516-0700

## **N.G.A. Releases the New 2008 Supermarket Store Management Compensation & Benefit Survey**

**ARLINGTON, VA** — The National Grocers Association (N.G.A.) and People Solution Strategies have released the new 2008 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 2007. 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**

- 75% of the respondents offer a PPO (Preferred Provider Organization) as the primary medical plan. *A PPO is defined as a plan with in-and-out of network coverage without primary care physician (PCP) "gatekeeping" referral required.*
- 20% of the respondents offer an HMO (Health Maintenance Organization). *The HMO has only in-network coverage.*
- 9% of the respondents offer a POS (Point of Service) plan. *POS plans are defined as having in-and out-of-network coverage where the in-network coverage requires PCP "gatekeeping" referral.*
- 55% of the respondents offer Dental benefits.
- 84% of the respondents require employee cost sharing for health plan participation.
- 55% of the respondents require 90 days as the minimum amount of service for health plan benefits eligibility.

### **Retirement Plans**

- 75% of the respondents offer a 401K pre-tax plan.
- 9% of the respondents offer no retirement plan at all.

### **Other Employment Practices**

- 34% of respondents do not regularly calculate employee turnover.
- 17% only occasionally calculate employee turnover.
- 55% of the respondents use a subjective system for selecting candidates for store management positions.
- 73% of the respondents do not have an identified career path for employees who might want to consider a career with their organization.
- 74% of the respondents do not have a formal customer service training program (only on the job).
- 55% of the respondents do not have a formal employee recognition program.

### **Human Resource Initiatives**

Top 3 areas that Human Resource Departments will be placing the most emphasis on over the next year

- 64% employee training and development.
- 47% employee recruitment, selection, and placement.
- 40% employee retention.

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 of 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 Jennifer Brant at [jbrant@nationalgrocers.org](mailto:jbrant@nationalgrocers.org) or 703-516-0700.

###

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](http://www.NationalGrocers.org).