

# ALEX LEE INK

*a magazine for alex lee employees*



# A

Alex Lee

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## GOT A STORY OR PICTURE IDEA FOR **INK**?

Whether it's an interesting angle on your job, an illuminating look at what your department does, a profile of an interesting co-worker, or something else you think *INK* readers would appreciate, we'd like to hear about it. Please contact the *INK* journalist for your company and share your ideas.

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**CORRECTION:** In the October edition of *INK*, the Grand Opening article refers to the new Kernersville store as #264. It should have been #266.

# A MESSAGE FROM BOYD

BOYD L. GEORGE, CHAIRMAN OF ALEX LEE, INC.



“IT IS NOT THE CRITIC WHO COUNTS; NOT THE MAN WHO POINTS OUT HOW THE STRONG MAN STUMBLES, OR WHERE THE DOER OF DEEDS COULD HAVE DONE THEM BETTER. THE CREDIT BELONGS TO THE MAN WHO IS ACTUALLY IN THE ARENA, WHOSE FACE IS MARRED BY DUST AND SWEAT AND BLOOD; WHO STRIVES VALIANTLY; WHO ERRS, WHO COMES SHORT AGAIN AND AGAIN, BECAUSE THERE IS NO EFFORT WITHOUT ERROR AND SHORTCOMING; BUT WHO DOES ACTUALLY STRIVE TO DO THE DEEDS; WHO KNOWS GREAT ENTHUSIASMS, THE GREAT DEVOTIONS; WHO SPENDS HIMSELF IN A WORTHY CAUSE; WHO AT THE BEST KNOWS IN THE END THE TRIUMPH OF HIGH ACHIEVEMENT, AND WHO AT THE WORST, IF HE FAILS, AT LEAST FAILS WHILE DARING GREATLY, SO THAT HIS PLACE SHALL NEVER BE WITH THOSE COLD AND TIMID SOULS WHO NEITHER KNOW VICTORY NOR DEFEAT.”

— Theodore Roosevelt

**SOME SEVENTY YEARS AGO**, I first became aware of our company. Back then, it was a small wholesaler with less than a hundred employees. However, to a five year old, it was the grandest of businesses. I believe that my father was happy to have his son play in the warehouse and join him on sales calls to such long gone customers as Sanitary Food store, Big Dollar Supermarket, and Viewmont Food Center.

In all respects, it was a small business. Salesmen called on each customer, often carrying a sample case with samples of new items. They took orders by hand and hand wrote invoices. All product was hand stacked to the ceiling. Orders were selected on hand trucks and manually loaded on trucks for delivery. Just as the business was small, so too the customers were small in comparison to today's supermarkets.

As I said, to a small boy, this was a magnificent business. I witnessed my father and uncle work long hours: calling on customers, meeting with suppliers, and helping write invoices and load trucks. And enjoying every minute of it. Although I like to think that I was very observant, I was unaware of the threats to this business. Even though I knew the names of A&P and Dixie Home Stores, I could not imagine that these chain stores would be a threat to our independent customers. Likewise, I had no conception of how a wholesale cooperative formed by independent grocers could threaten the very existence of a small wholesale grocer.

I could not comprehend the risk involved with the new cost-plus pricing model. I did not know that my father and uncle were reducing their margin in hopes of generating significantly increased sales. Nor did I realize the narrow margin between success and failure.

An interested observer may be aware of much of the details of the business, but an observer does not experience the emotional stress associated with such knowledge. I did not know when the local banker, a family friend, refused to loan the money for MDI to build a new warehouse because “a 170,000 sq. ft. building is too large for Hickory, N.C.” I did not realize the pain of losing a customer to a competitor, to self-distribution, or to failure of the customer to reinvest in its business. I was unaware of the empathetic stress when an employee was injured or sick. I did not experience the ire of a customer, when our service disappointed.

When I became actively involved in the business, I experienced many of the stresses associated with management. I also experienced the joy of seeing employees, who knew me as a child, retire with a fully funded pension benefit. I also experienced the delight of observing customers prosper and grow.

Throughout my many years in active management, I have cherished the many friendships with employees, customers, suppliers, and competitors. Our company has been blessed with some of the most amazing employees who have been dedicated to the success of our business. We have also been

blessed with the loyal support of many wonderful customers. Our suppliers have often come to our rescue when we needed their support to grow our business. Our competitors help us, each day, to realize that the service we provided yesterday will not be good enough tomorrow!

Throughout my career, I have learned and relearned many lessons. The first of these is not to confuse revenues (sales) with profits. Ours is a high volume, low margin business. Each day we have many trucks leave our distribution center loaded with merchandise, and we see many dollars of merchandise sold in the stores of our customers as well as our own stores. It is tempting to think that all of those dollars are pure profit. Unfortunately, the opposite is often the case. The dollars that we receive each day must be used to replace the merchandise we sold; pay our employees their wages; pay for benefits; and pay for new equipment so that we can improve our service. After we meet all of our expenses, if there is anything left over, that is our profit. In a low margin business, we can only make a profit by continuously increasing sales and reducing our expenses.

I have learned that no sustainable business is zero sum. We need our suppliers and customers to succeed. If either our suppliers or customers cannot succeed, then eventually we will fail. We should work with our customers and suppliers to continuously reduce expenses so that we each can be more successful.

Just as we work with our customers and suppliers, we should also work to train our employees to make them more productive and more valuable to the company so that we can increase their pay and improve their lives.

Most of all, we should apply the golden rule in all of our dealings with employees, customers, and suppliers. Each of these and all others with whom we deal deserve to be treated with courtesy, respect, and honesty.

Next month, I will retire from the active management of Alex Lee, Inc., and return to being an interested observer of the business. There were times when I thought that I would never retire, but I have come to understand that such action would be selfish and unfair. Choosing not to retire would prevent others the opportunity to grow with our company. It would also reduce the opportunity for new ideas to flourish and blossom. In many ways, I am pleased to retire and see the next generation of leaders take our company to new and greater heights.

As I reflect on my career, I believe that I am blessed in many ways. I was blessed to have a father and uncle who were willing to start a business and take unbelievable risks to make that business grow. I am blessed that they took the patience to teach me the values that drive our company. I am particularly blessed that they trusted me with the leadership of the business, when I had doubts of my ability.

I am grateful for the many suppliers that I have known throughout my career who have helped us along the way. Our company cannot succeed without competent and enduring suppliers.

I am particularly grateful to the many customers and guests that each day look to our company for their basic needs.

Most of all, I am grateful to the many employees, past and present, for their confidence in our company and the hard work that they contributed to our success. I hope that we have shown our appreciation for their efforts every day in many ways.

To each of the above: THANK YOU!



We invite you to help the Alex Lee family of companies bring new ideas to life, that will help us break into new markets.

**OUR CHALLENGE TO YOU!**  
*What Product or Service Can We Offer That We Currently Don't*  
 Challenge yourself and challenge us with your best and most out-there ideas.

**HERE'S WHAT TO DO**  
 Starting January 3rd go to [www.alexleesparx.com](http://www.alexleesparx.com) and click on the tab "Sparkathon". From there submit your ideas, comment on other ideas or help grow someone else's idea to be even better!

**WHAT'S IN IT FOR YOU: FAME, RECOGNITION, OH, AND A \$2,000 WEEKEND VACATION PACKAGE PLUS A PAID DAY OFF WORK!**  
 Visit [AlexleeSparx.com/sparkathon](http://AlexleeSparx.com/sparkathon) to explore last year's Sparkathon entries and register.





# A MESSAGE FROM BRIAN

BRIAN GEORGE, PRESIDENT & CEO OF ALEX LEE, INC.

**“AT ALEX LEE, WE WILL ALWAYS LIVE TRUE TO OUR VALUES BY LIVING WITH INTEGRITY AND SHOWING RESPECT TO EVERYONE WE ENCOUNTER.”**

Today more than ever, we need to remain true to our core values. Every day we see examples on the news where people have strayed from values that result in damage to businesses, careers, and families. Alex Lee has always stressed the importance of using our values as a guide for long-term success. Two of our core values I want to discuss today are **INTEGRITY** and **RESPECT**.

In 2002, my father wrote in an *INK* article: “Since the founding of our company in 1931, integrity has been one of the bedrocks upon which we have built our company. Maintaining a high level of integrity throughout the company is vital to our continued success.” This remains true today.

Integrity is defined as the quality of being honest and having strong moral principles. When we talk about integrity at Alex Lee, we talk about how it is imperative in all dealings with customers, employees, and others that we do what we say we will do. This leads to building trust, which is critical for customer loyalty, supplier support, and employee commitment to the company.

Respect is defined as a feeling of deep admiration for someone or something elicited by their abilities, qualities, or achievements and due regard for the feelings, wishes, rights, or traditions of others. At Alex Lee, we respect every individual we encounter whether employee, customer, supplier, or stranger, including their diverse points of view. We are always seeking out new ideas for innovation and improvement, and this requires having people with different views.

It seems that some people risk their integrity and sacrifice respect for short-term gain, but the long-term effects are damaging and hard to repair. Our goal is to achieve long-term success by staying true to our values. If you ever feel you are being asked to compromise your values, talk to a supervisor, contact Human Resources, or call our anonymous hotline at

1-800-217-9643. At Alex Lee, we will always live true to our values by living with integrity and showing respect to everyone we encounter.



**HAVE THE FEELING SOMETHING IS NOT RIGHT?**

Maybe an unacceptable behavior, treatment or even misconduct?

**IF YOU ARE AWARE OF A PROBLEM, DO NOT HESITATE TO CALL TODAY.**

All calls are completely anonymous.

**800-217-9643**



# PORCH

**People Offering Relief from Community Hunger**

On the third Tuesday of each month, employees at both Alex Lee and MDI are invited to give back to their community through PORCH — a grass-roots, hunger relief organization whose mission is to collect and distribute food to assist families living in poverty. In 2017, employees helped by collecting the vouchers and loading cars with groceries. In 2018, we plan to add more volunteer opportunities with other organizations that are striving to make a difference in our community by helping those in need.

— *Robin Saunders, Contributor*



## TANGLEWOOD FESTIVAL OF LIGHTS HOST NIGHT

**T**he *Charlotte Observer* called the Tanglewood Festival of Lights “the most spectacular holiday light event in the Carolinas.” For the third year in a row, hosts from Lowes Foods and employees from Alex Lee and MDI were able to enjoy the park on a preview night that was just for us.

Almost five hundred cars toured the five miles of over one hundred light displays. The park has over one million LED light bulbs, but this night is more than just the lights. Families stopped at S'Moresville where they were able to roast marshmallows and have a photo taken with Santa and Mrs. Claus. The Red Barn was open, and folks shopped for holiday gifts from local vendors. For those who did not have enough sugar, MDI and Alex Lee stocked the club house with L'Oven cookies, cake squares, and great holiday crafts for the kids. There were even a few cake walks during the evening.

This night could not have happened without the hard work of **Robin Saunders** and her team of volunteers who staffed the club house; the Brand Ambassadors who prepared over four thousand marshmallows; and MDI and Lowes Foods Store #205 Bermuda Run who played a big role in helping get the product to the event. We hope to see y'all next year!

– *Kelly Davis, Contributor*



## Altogether Now

*Small Change. Big Impact.*

On November 4, 2017, Alex Lee kicked off its Altogether Now volunteer program with a community day. We had approximately fifty people out helping local schools and non-profits.

We worked with eight organizations to complete projects that they needed: Safe Harbor Rescue Mission (painting); Catawba County Backpack Program (filling bags and stocking product); Hickory Cooperative Christian Ministries (cleaning carpet and scrubbing floors); Habitat for Humanity Caldwell County (cleaning, organizing, and pricing product); Granite Middle School (cleaning, painting, and steaming the United States pole and flag); Gamewell Middle School (painting two outdoor buildings); Hudson Middle School (painting bathrooms); and Kings Creek School (landscaping).

When asked why she decided to spend her Saturday morning at Safe Harbor painting, **Elissa Mitchell** said, "I wanted to support the Lowes, MDI, Alex Lee team in giving back to our community and help where it was truly needed."

All of the groups had a great time, and we look forward to more events and activities. Altogether, we can make a difference in our communities.





## “9-1-1; WHAT IS YOUR EMERGENCY?”

**F**or those who have had to place an emergency call, “9-1-1; what is your emergency?” was likely the first response you heard. The Alex Lee Support Center is very much like a 911 call center. True, it would be rare for us to get a life-threatening situational call, but we do get a wide range of calls that ultimately impact the “health” of our corporation to some degree. One call might be a simple “nose bleed” (a user can’t remember a password and needs it reset), or it may be more serious, akin to a broken arm (the wireless is down in Perishables). Occasionally, it is very serious, such as when an entire store has lost power and its customers are “bleeding out” the door. While this is a dramatic way of viewing the Support Center, it helps illustrate the importance of that first call and how it leads to a successful and timely recovery.

Several roles have recently been either restructured or created within the Alex Lee IT Department. The “Help Desk” and “Computer Operations” segments have merged, and this combined team is called the “Support Center.” There are a lot of benefits to this merger, but we’ve set one simple goal: “Make it Better,” better for the user in need and also the Support Team itself. “Better” means quicker resolutions, done right the first time and with service that offers a pleasant experience during an otherwise trying time. The goal is simple, but the path to it will require work and time. We encourage you to visit the Support Center and meet the people behind the scenes who are trying to “Make it Better.”

The Support Center physically houses these “first responder” folks: **John McLean** (husband, father of two, and a volunteer at his community fire department); **Scott Barlow** (Navy veteran, husband, father of four, and a beekeeper); **Ioan Urs** (husband, father of four, and a minister); and **James Miller**

(husband, father of three, master woodcrafter, and sportsman). The Operators (who will also be providing extended support services) include **David Bryant** (who holds a Master of Divinity degree); **David Robertson** (a college graduate and avid golfer); **Michael Lail** (a senior operator with superior customer service); **Herb Meyer** (Air Force veteran); and **Steven Abernathy** (a husband and father who is pursuing his college degree). These folks are typically the first-call responders who resolve about 90% of our emergencies. They have additional support from over forty application and semi-IT/technical members and third-party entities.

The Support Center is manned 24/7/365 — yes, even through Christmas and all holidays, no matter the weather. They are very dedicated and understand the importance of their services. On average, they field over 500 calls during a typical work week, and 30 calls per day over the weekend.

Here are some of the changes you may have noticed or soon will:

- Random surveys to provide feedback for us to “Make it Better”
- Better after-hour first-call resolutions.
- Shorter on-hold times and quicker call-back responses.
- A new ticket system with several beneficial features
- Free cookies to visitors (ok, this one may not happen, but we’d still enjoy your visit)

I hope the next time you dial 54466 or 54468, you’ll notice the difference made by these wonderful folks who are doing their best to help you.

“Alex Lee Support Center, this is Scott, how may I help you?”

— **Ted Manuel**, Contributor

# CAAS AND IoT



I THINK WE CAN BE GUILTY OF LETTING THE NEWS AND SOCIAL MEDIA DICTATE WHAT'S "HOT" AND WHAT'S "NOT." THAT BEING THE CASE, YOU'VE LIKELY BEEN LULLED INTO RELAXING A BIT WHEN IT COMES TO CYBER SECURITY. AS 2017 COMES TO AN END, MEDIA FOCUS IS ON LOTS OF OTHER TOPICS BESIDES CYBER SECURITY. BUT DON'T FORGET THAT 2017 INTRODUCED US TO NOTPETYA, WANNACRY, AND BAD RABBIT — EXAMPLES OF RANSOMWARE ATTACKS THAT HAVE RESULTED IN MILLIONS OF DOLLARS IN PAYOUT TO UNLOCK ENCRYPTED COMPUTER FILES. AND DON'T FORGET SOME OF 2017'S SECURITY BREACHES WHERE PERSONAL DATA WAS COMPROMISED, INCLUDING THOSE AT EQUIFAX, UBER, AND

even a company more like us, Whole Foods Market. Yes, believe it or not, retail grocery is now considered a major target!

So what do we have to look forward to in 2018? Besides more of the same, two of the newer major threat predictions for business are Crime-as-a-Service (CaaS) and threats related to the Internet of Things (IoT).

In simple terms, think of CaaS as a sort of cyber-crime-for-hire. Part of the concern here is that now aspiring cybercriminals who would otherwise lack the technical knowledge to perform a crime are able to buy tools and services that make their cyber-attack desires possible.

IoT refers to the many devices that are now "smart" devices, or network ready. For example, even some refrigerators are now Internet enabled. To make matters worse, IoT device manufacturers typically invest next to nothing in security for their products. It's bad enough to be concerned about someone hacking your computer — imagine them now hacking your fridge!

Here are a few practical pieces of advice; call them cybersecurity "resolutions" or goals for 2018:

- Keep your devices patched: keep your software updated on *all* devices (computers, phones, tablets, watches, etc.)

- Don't click on *anything* in an email unless you are absolutely certain it's legitimate (for example, an e-mail you are expecting). Remember, our Company flags all external emails with a banner:

External Email

If you see this banner, be *especially careful* with the contents!

- Finally, use the same kind of caution in virtual environments (Internet) as you would in physical environments because the lines are quickly blurring between the two!

Thank you for all you do to keep our systems safe and secure. To submit requests for IS Security topics you would like to see covered contact [Todd.Wright@alexlee.com](mailto:Todd.Wright@alexlee.com). **Please report any security incidents to the Alex Lee Help Desk at extension 54466 or by email to [helpdesk@alexlee.com](mailto:helpdesk@alexlee.com).**



# A MESSAGE FROM BOB

**BOB McTEIR, PRESIDENT OF MDI**

## FEARLESS IN 2018

**T**HE YEAR 2017 IS OFFICIALLY IN THE BOOKS. For MDI as a business, it was a tough year as new competition moved in, government regulations cut back many food assistance programs, and consumers continued to change their shopping habits. Outside the walls of MDI it was a year of Donald Trump, North Korean Tensions, Hurricanes Maria, Jose, Harvey, and Irma, April the Giraffe, Bitcoin, the Solar Eclipse, the Las Vegas Shootings, fidget spinners, and so much more. It was a year that pushed us as a company with new competitors such as Lidl, remodeled Aldi stores, and new Publix stores, not to mention the growth of already present competitors such as Wal-Mart neighborhood markets, Dollar General, and the ever-present Amazon monster.

With so much upheaval, change, and stress, it is easy to let fear and worry take over in our daily lives. However, let's consider "8 Simple Truths" that will enable us to look positively with hope and expectation into 2018 and beyond. These come from a very simple book about management and business titled *Tuesday Morning Coaching* by David Cottrell:

1. Above All Else: Hold fast to your values.
2. No Matter What: Accept responsibility and move forward.
3. And Then Some: Give more than expected.
4. Consider It Done: Do what you say you will do.
5. From Now On: Learn from mistakes and welcome change.
6. See It, Feel It, Trust It, and Do It: Set, envision, share, and take action on your goals.
7. Knowledge Is Power: Read, listen, observe, and learn.
8. **Focus Inside Your Boat: Invest your time in things you can control.**

All of these concepts can help us in our day-to-day lives when trying to decide on where to go next and how to respond in a particular situation. Let's look closely at number 8 and focus on it during 2018.

**"FOCUS INSIDE YOUR BOAT: INVEST YOUR TIME IN THINGS YOU CAN CONTROL."**

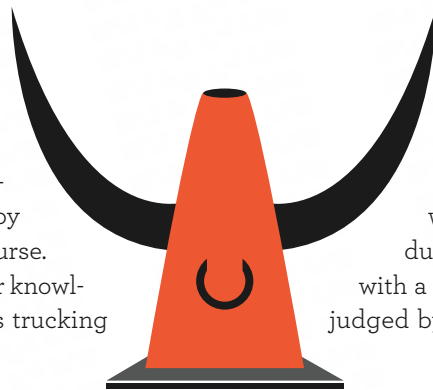
This particular truth will strike home for all of us more than ever because of the crazy year that we experienced in 2017. If we allow it, a year like that can instill fear and worry in all of us. Let's challenge ourselves this year to look forward and not allow the waves of this world, whether it be politics, our competition, or a stressful situation at home, to affect this approach in our day-to-day lives. If we focus on what we can control, improve upon, and what we can deliver — as a spouse, a friend, a co-worker, a boss, or an employee — we will find that it will bring joy, satisfaction, and a sense of fearlessness that is comforting and calming. In 2018 we can truly live out our Brand Values of being "Fearless, Prepared, and Diversified" if we all **FOCUS INSIDE OUR BOAT** and don't let the world pull us away.

We began our new fiscal year in October 2017, and on December 30 we finished the first quarter of fiscal 2018. We are off to a strong start and have hopes for a very good year for MDI and Alex Lee. Know that there will always be change: outside forces affecting our business and our personal lives. Our competition will continue. In spite of this, look positively into 2018 and let's focus on what we can control. Let's be **FEARLESS IN 2018**.



# THIS AIN'T OUR FIRST ROADEO THE 2017 TRUCK ROADEO CHAMPIONSHIP

I think you have all heard the old adage, “This ain’t my first rodeo.” Well, actually, it was for me, but it was evident that our champions had been around the ring before! Each year MDI provides an opportunity for drivers to showcase their skills by maneuvering through a tight obstacle course. Additionally, the drivers are tested in their knowledge of the laws that govern our nation’s trucking



industry. With money, prizes, and bragging rights at stake, the drivers take this yearly event seriously.

To be eligible to compete, drivers must have no accidents or moving violations within the last twelve months and no lost time due to log violations. The competition begins with a written test followed by a pre-trip inspection judged by our local North Carolina State Patrol. All



drivers are then scored as they attempt the different maneuvers throughout the course that pose a challenge for even the most seasoned drivers.

During the event, employees and family members can view their favorite drivers while enjoying hamburgers and hotdogs and even a quick jump in the bounce house.

Once the rodeo is complete, the final scores are calculated and prizes are awarded. Last year's champion, **Bryan Shelton**, hoped to retain his title for a second year, and although he performed like a true champion, he fell short to a new one, **Jeff Shronce**. Only twenty points separated the two drivers with past champion **Tommy Goodman** placing third. MDI

President **Bob McTeir** presented the beautiful glass trophies to the top three drivers.

MDI Transportation would like to say a special thank you to **Bernice Averett** and all who helped with setup and volunteered their time during the event. We would also like to recognize our vendors for their support, as well as thank the North Carolina Highway Patrol for their participation.

This was an event that we hope shows our drivers how much we appreciate them and how much they mean to the MDI family. This truly was my first Rodeo!

– **Todd VanGundy**, Contributor

## Industrial Athletes at MDI with Athletic Trainer JANICE BECKETT

**E**ach day at MDI, the employees selecting product in the warehouse can each be expected to lift upwards of 30,000 pounds per shift. Bending, walking, and constantly stepping on and off of the pallet jacks, these employees are truly industrial athletes. Like all athletes, strenuous physical activity has risk associated with it. The challenge at MDI has been how to manage this risk.

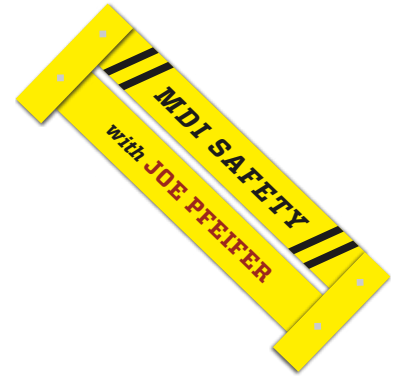
Professional athletes are supported by healthcare professionals to ensure that they are healthy and prepared for game day. When athletes are down on the field or court, the first person to run out and assist them is an athletic trainer. As described by the National Athletic Trainers Association, their responsibilities cover the following:

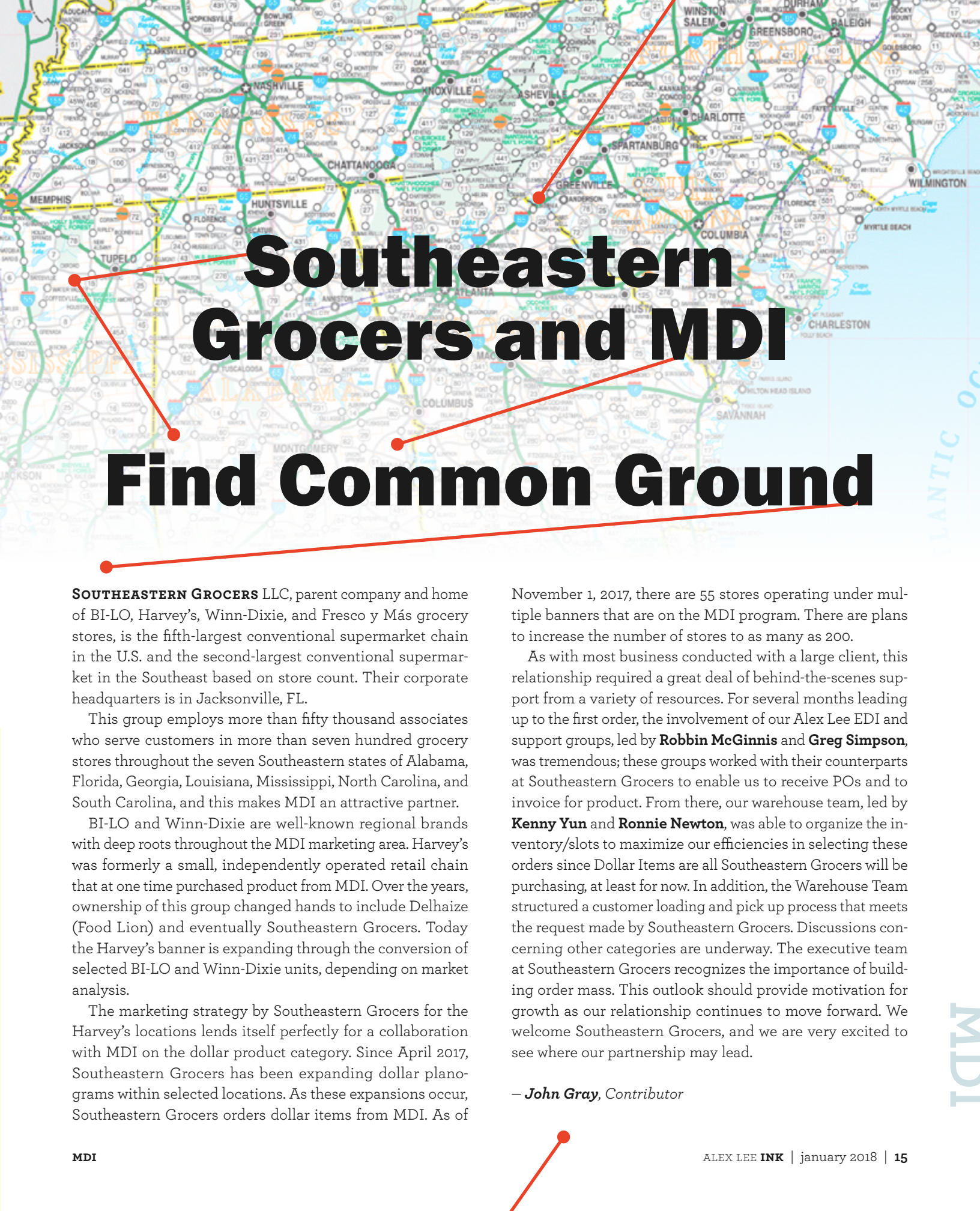
Athletic training is practiced by athletic trainers, health care professionals who collaborate with physicians to optimize activity and quality of life for patients both of the physically active and sedentary population. Athletic training encompasses the prevention, diagnosis, and intervention of emergency, acute, and chronic medical conditions involving impairment, functional limitations, and disabilities.

At MDI, we've partnered with The Industrial Athlete, Inc. (TIA) to provide an onsite athletic trainer who will help our athletes prevent and treat injuries in the workplace. We are pleased to welcome Janice Beckett to MDI in her new role. Janice has an undergraduate degree from Wingate University in athletic training and a master's degree from The Citadel in health, exercise, and sports science. Janice has worked in the sports field at both the high school and collegiate level. When asked about starting at MDI with TIA, Janice said, "I'm ready and excited for a new adventure."

The benefit of having an onsite athletic trainer is that we will be able to offer our employees an opportunity to see a health care professional before an injury occurs. With the amount of physical activity that occurs on a typical shift, our employees can see Janice to receive treatment for minor aches and pains and thereby prevent more serious medical intervention.

Keeping our industrial athletes safe is a priority at MDI. We look forward to offering this benefit to them and welcoming Janice to the MDI team!





# Southeastern Grocers and MDI Find Common Ground

**SOUTHEASTERN GROCERS** LLC, parent company and home of BI-LO, Harvey's, Winn-Dixie, and Fresco y Más grocery stores, is the fifth-largest conventional supermarket chain in the U.S. and the second-largest conventional supermarket in the Southeast based on store count. Their corporate headquarters is in Jacksonville, FL.

This group employs more than fifty thousand associates who serve customers in more than seven hundred grocery stores throughout the seven Southeastern states of Alabama, Florida, Georgia, Louisiana, Mississippi, North Carolina, and South Carolina, and this makes MDI an attractive partner.

BI-LO and Winn-Dixie are well-known regional brands with deep roots throughout the MDI marketing area. Harvey's was formerly a small, independently operated retail chain that at one time purchased product from MDI. Over the years, ownership of this group changed hands to include Delhaize (Food Lion) and eventually Southeastern Grocers. Today the Harvey's banner is expanding through the conversion of selected BI-LO and Winn-Dixie units, depending on market analysis.

The marketing strategy by Southeastern Grocers for the Harvey's locations lends itself perfectly for a collaboration with MDI on the dollar product category. Since April 2017, Southeastern Grocers has been expanding dollar programs within selected locations. As these expansions occur, Southeastern Grocers orders dollar items from MDI. As of

November 1, 2017, there are 55 stores operating under multiple banners that are on the MDI program. There are plans to increase the number of stores to as many as 200.

As with most business conducted with a large client, this relationship required a great deal of behind-the-scenes support from a variety of resources. For several months leading up to the first order, the involvement of our Alex Lee EDI and support groups, led by **Robbin McGinnis** and **Greg Simpson**, was tremendous; these groups worked with their counterparts at Southeastern Grocers to enable us to receive POs and to invoice for product. From there, our warehouse team, led by **Kenny Yun** and **Ronnie Newton**, was able to organize the inventory/slots to maximize our efficiencies in selecting these orders since Dollar Items are all Southeastern Grocers will be purchasing, at least for now. In addition, the Warehouse Team structured a customer loading and pick up process that meets the request made by Southeastern Grocers. Discussions concerning other categories are underway. The executive team at Southeastern Grocers recognizes the importance of building order mass. This outlook should provide motivation for growth as our relationship continues to move forward. We welcome Southeastern Grocers, and we are very excited to see where our partnership may lead.

— **John Gray**, Contributor



In 2017, the Food Family Fun group at MDI launched a program titled Third Thursdays. Each month we feature an event for employees to enjoy. Some months the plans consist of an onsite sampling during lunch and dinner. Vendors bring coupons, samples, and even cooked

items for employees to taste. Other months the event is scheduled at local venues such as miniature golf, bowling, or even a baseball game at the Hickory Crawdads.

— Robin Saunders, Contributor

MDI





## MDI FAMILY DAY

We had another fun experience during MDI's Family Day on September 16. Whether they were competing with their friends in a water race game or spinning on the swings, the excitement from kids of all ages could be heard loudly and clearly. Thanks to Lowes Foods, which contributed some delicious treats, as well as other vendors that provided roasted corn, BBQ, ice cream, and Johnsonville's famous brats. The weather was perfect for a day of sharing time with family.

— **Robin Saunders**, Contributor





# A MESSAGE FROM TIM

TIM LOWE, PRESIDENT OF LOWES FOODS

## Happy New Year!

As we are all focused on resolutions for 2018, I would like to ask how can we bring Community back to the table in new ways this year?

A couple of new programs at Lowes Foods come to mind. First, I think we can all resolve to invite the community into our stores to celebrate **Tryday Night** with us. On the first Friday of each month, we create our own sampling celebration. Tryday Night is about creating energy in the store and offering guests a chance to try something new. But most of all, Tryday Night is about making our guests feel welcome. I think of Tryday Night as a special opportunity to invite our guests in for a party. Let's make sure they have a good time.

The other new program that I'm excited about is **Ready Set Supper**. Ready Set Supper is our new meal kit program. Like the mail order companies, such as Blue Apron or Hello Fresh, we provide our guests with all of the pre-measured ingredients they need to prepare a chef-inspired dinner for two. However, Ready Set Supper does not require the commitment of a subscription or a week's notice. Lowes Foods guests will be able to pick up the kits in-store or order them online through Lowes Foods To Go. And the kits will include Lowes Foods Originals, such as Pick & Prep produce or Spice Bazaar spices.

We are thrilled to partner with Vivian Howard, from PBS's *A Chef's Life*, and she will provide the core recipes in the Ready-Set-Supper line-up. Vivian's restaurant, The Chef & The Farmer, has revitalized downtown

Kinston, NC, and her TV show tells the stories of the heroes behind local food. Her admiration for farmers and producers along with her entrepreneurial spirit make her a great fit with the Lowes Foods brand.

Through Ready Set Supper, we are building a community of local chef contributors. A couple of Winston-Salem chefs contributing recipes are Mark Grohman from Meridian and Stephanie Tyson from Sweet Potatoes — and, of course, our very own **Chef Joe** from right here at Lowes Foods. As we continue to develop more recipes, we look forward to collaborating with other chefs across the Carolinas.

So, our challenge together is to make the most of these new programs and help our guests find solutions that will bring their own families back to the table. How can you help? Let's focus on ensuring that Tryday Night is a true celebration each month: think of it as a chance to have a mini-grand opening. This can only be achieved if we create the environment in our stores to make this happen. Secondly, get familiar with our Ready Set Supper program and try a recipe for yourself — and then tell every guest about it. These are great recipes that allow you to try new things you otherwise may not prepare, and it's easy!

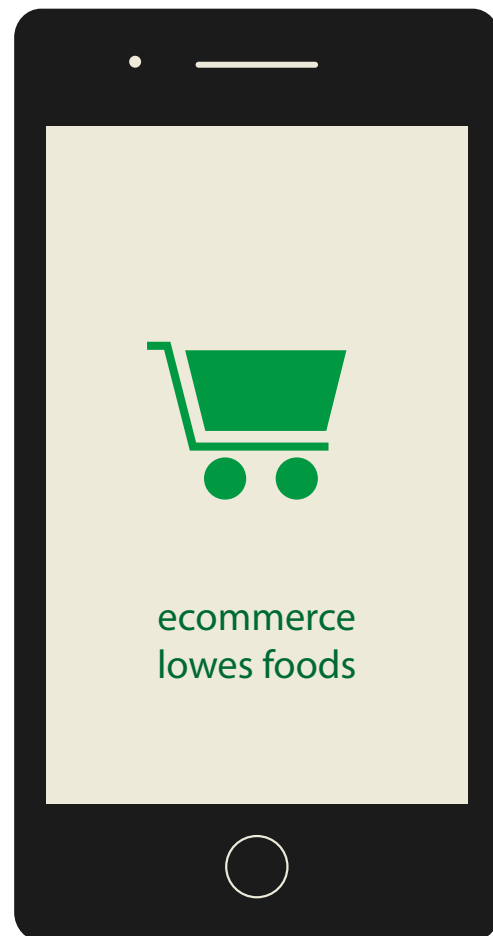
Let's get behind these initiatives and make Lowes Foods the best place to find answers to that question "What's for dinner?" Together, we can create a greater sense of community in our stores and help our guests get back to the table with family and friends.



# TRYDAY NIGHTS

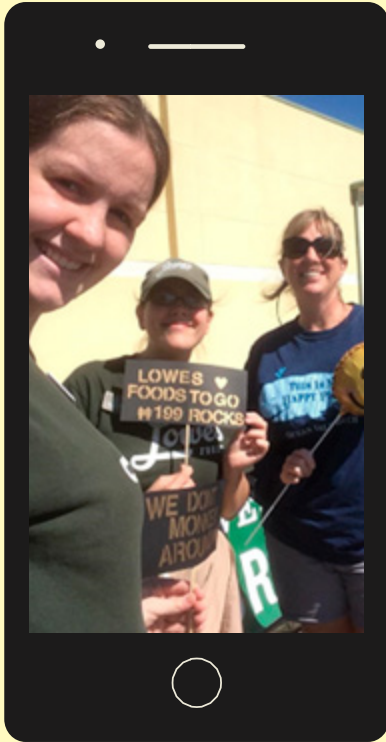
In October we started a new event called Tryday Night. The first Friday of every month from 4:00 to 7:00 pm, we will have a “face-tival” of samples under a different theme throughout the store. October was an Italian theme that featured everything from fresh-baked Italian bread to fresh mozzarella and prosciutto. We’ve heard great things back from our guests about the event, and we were excited to kick off Holiday Dinners and Entertaining in November and December. Stay tuned each month for the new theme, and join us in the store on the first Friday every month from 4:00 to 7:00 pm!

— *Stewart Gregory, Contributor*



**THE RETAIL INDUSTRY** is in the midst of unparalleled change and revolution driven by a shift to e-commerce and omni-channel platforms. This fundamental change in consumer behavior is evident with brick-and-mortar locations feeling the impact of guest segments shifting to online shopping. While the grocery sector has been one of the last adopters of the online space, the race is on to ensure that in-store experience mirrors the online experience for our guests. Today’s consumers value their time and have chosen to “opt out” of the traditional version of grocery shopping; they have opted in to a new experience that encompasses the best of both the in-store and online offerings.

It may come as a shock to you, but we have been operating in the e-commerce space at Lowes Foods for over fifteen years. The original service allowed guests to place orders over the phone. It has since grown and evolved into a full-fledged department generating over \$500,000 in weekly sales, with unlimited potential. It is estimated by the year 2025 that upwards of 20% of all grocery shopping will be completed online.



Lowes Foods is poised to grab our fair share of the business by providing quality service and personalization through our shopper teams that are currently unmatched by our competitors. Our platform provides guests the ability to shop online and pick up at our stores or have product delivered directly to their homes. The platform is used for more than just convenience by our guests: they receive a level of concierge service with each shop. The ability to quickly place an online order and have

it loaded right into your car at curbside can be very appealing to our guests.

In order to continue outpacing the competition in 2018, we will be implementing several new initiatives to ensure we chart a path to success. Some of these include the relaunch of our new catering website, subscription enhancements, flash sales for our online guests, and endless aisle options with extended product offerings. Along the way we will provide our hosts the tools to shop multiple orders or zones of the store at one time, measure weighted items on the sales floor, and settle orders in a cloud setting with paperless receipts being transmitted to our guests via email.

The future state of e-commerce will continue to challenge the traditional methodology of how retailers engage with consumers over the next few years. Here at Lowes Foods we are positioning ourselves to evolve with these changes and provide both the platform and services needed to differentiate us from the competition. As the emergence of this channel continues to disrupt and influence consumer behavior, we will define a strategy that drives business through a full-fledged omni-channel experience.

— **Lee Lambeth**, Contributor



## LOWES FOODS AND THE AMERICAN HEART ASSOCIATION'S HEART & STROKE WALK

The American Heart Association raises awareness and money to save lives and fight conditions such as high cholesterol, heart attack, heart failure, high blood pressure, stroke, and vascular diseases. Many of us know someone — and it may be ourselves — who has been impacted by one of these conditions. The Heart & Stroke Walk is the American Heart Association's premier event for raising funds to save lives from this country's No. 1 and No. 5 killers: heart disease and stroke.

Last year, Lowes Foods participated in the Winston-Salem Heart & Stroke Walk where we raised \$800 and



had 35 hosts participate in the walk. This year, we wanted to support the cause again. **Phil Parker** and I took the lead on getting Lowes Foods involved. Phil has a loved one who was impacted by one of these conditions, and I personally have been impacted. Needless to say, we both have a personal motivation and tie to the cause. This year, we were determined to surpass our donation and participation goal from last year, so we set some stretch goals! This year's goal was to raise \$2,500 and get 50 hosts from the office to participate in the walk.

From August through October, we raised awareness, funds, and support for the cause in various ways. At every office meeting, we encouraged hosts to sign up to walk and donate. We asked hosts to share stories about how they've personally been impacted or how a loved one has been impacted by the conditions the American Heart Association supports. We placed posters and signs around the office with Heart Walk information. Phil personally challenged some category managers and executive leadership to match his donation.

Category managers shared our initiative with vendors — and even vendors made a donation in our name to the cause! Then, for our last big donation push, we hosted an old-school grocery sale where we leveraged items vendors gave to the category managers: we priced the items and sold them to office hosts. The sale was a huge success! We were able to raise \$1,414 from this sale alone!

So where do we stand? Two weeks to go before the walk, and therefore with time for even further fundraising, it was a privilege to say that we surpassed our donation goal by leaps and bounds. We raised \$4,570! Twenty-eight hosts had signed up to walk, and we likely captured some last minute entries for the walk on Saturday, November 11. Thank you to everyone who participated, through donations, purchases, walking, and your enthusiasm! From the bottom of our hearts, we thank you all! Lowes Foods rocks!

— **Drew Senesac**, Contributor

# Store & Department of the Year Awards

## **PRESIDENT'S AWARD WINNERS**

Charles Slezak – LFS Office / Beer & Wine  
Category Manager  
Scott Goodwin – #241 Mooresville /  
Store Director

## **2017 Y'ALL AWARD WINNERS**

Antonio Mangum – #187 Wake Forest  
Sarah Dillard – #161 Winston-Salem

## **STORE CULTURE WINNER**

#241 – Mooresville

## **STORE OF THE YEAR**

Division 2 – #161 Clemmons  
Division 3 – #203 Oak Ridge  
Division 4 – #189 Knightdale  
Division 5 – #235 Oak Island  
Division 6 – #241 Mooresville

## **DELI DEPARTMENT**

Division 2 – #205 Bermuda Run  
Division 3 – #179 Greensboro  
Division 4 – #157 Sanford  
Division 5 – #234 Myrtle Beach  
Division 6 – #241 Mooresville

## **BAKERY DEPARTMENT**

Division 2 – #164 Yadkinville  
Division 3 – #228 Burlington  
Division 4 – #226 Raleigh  
Division 5 – #181 Cape Carteret  
Division 6 – #241 Mooresville

## **MEAT DEPARTMENT**

Division 2 – #161 Clemmons  
Division 3 – #151 Asheboro  
Division 4 – #189 Knightdale  
Division 5 – #240 Myrtle Beach  
Division 6 – #158 Banner Elk

## **PRODUCE DEPARTMENT**

Division 2 – #161 Clemmons  
Division 3 – #151 Asheboro  
Division 4 – #226 Raleigh  
Division 5 – #223 Little River  
Division 6 – #177 Boone

## **FLORAL DEPARTMENT**

Division 2 – #161 Clemmons  
Division 3 – #182 Walkertown  
Division 4 – #189 Knightdale  
Division 5 – #223 Little River  
Division 6 – #241 Mooresville

## **CENTER STORE DEPARTMENT**

Division 2 – #205 Bermuda Run  
Division 3 – #182 Walkertown  
Division 4 – #207 Holly Springs  
Division 5 – #235 Oak Island  
Division 6 – #241 Mooresville

## **FRONT PORCH DEPARTMENT**

Division 2 – #164 Yadkinville  
Division 3 – #159 Reidsville  
Division 4 – #157 Sanford  
Division 5 – #198 Wilmington  
Division 6 – #245 Hickory

## **LOWES FOODS TO-GO DEPARTMENT**

Division 2 – #149 Winston-Salem  
Division 3 – #228 Burlington  
Division 4 – #189 Knightdale  
Division 5 – #199 Wilmington  
Division 6 – #241 Mooresville

## **LEGENDARY WELLNESS**

Division 2 – #161 Clemmons  
Division 3 – #160 Pinehurst  
Division 4 – #189 Knightdale  
Division 5 – #199 Wilmington  
Division 6 – #158 Banner Elk

## **FIRST-CLASS FOOD SAFETY**

Division 2 – #121 King  
Division 3 – #261 Southern Pines  
Division 4 – #239 Wake Forest  
Division 5 – #234 Myrtle Beach  
Division 6 – #210 Harrisburg

– *Brandon Greene, Contributor*





# TAILGATE TOWN

## WAKE FOREST UNIVERSITY

**F**rom Cooler Corn to Sausage Works samples, Lowes Foods was seen all throughout Tailgate Town at Wake Forest University this season. As a continued sponsor, we created experiences at each home game to engage guests in our food and culture. Millie, our vintage truck, even joined in on the tailgating fun! Prominently parked by the entrance of the field, along with two of our tents, Millie sparked many great conversations about our brand. Guests who visited the tents were invited to play corn hole, enjoy samples, and peruse our emergency tailgate store that included items such as plates, paper towels, and ice — anything that could be easily forgotten while packing for a tailgating event. The Grassroots Team, along with hosts from the Peters Creek Parkway store, Kernersville store, and the Lewisville store, helped create many fun tailgating memories for WFU fans.

Some football fans even took advantage of our Lowes Foods To Go Tailgating service and ordered groceries that were delivered directly to their tailgate. Whether families were traveling from in town or out of town, they could have cold drinks and a Meal Deal from the Chicken Kitchen waiting for them.

**Christiane Potts**, the LFTG lead from the Reynolda Road store, always included gifts in each tailgating order to make guests feel special and to promote future LFTG orders.

Tailgating at WFU wouldn't be tailgating without lots of hungry college students! **Matthew Bratton** (Store Manager) and his team from the Reynolda Road store braved the crowds and helped make tailgating a success in the student section. Throughout the football season, **Steve Muqtasid** (Co-Manager), **Jenni Mitchem** (Guest Service Manager), and **Leah Stringer** (Community Table Manager) were dedicated to grilling Sausage Works Sausage and sampling alongside all of the WFU sororities and fraternities. In the spirit of "growing community," their team extended the same great service and welcoming atmosphere that students would experience within the Reynolda Road store throughout the school year. As thousands of people encountered hosts from Lowes Foods throughout Tailgate Town, relationships were built and our Brand Purpose was lived out.

— **Alicia Cowne**, Contributor



# We Grow Community

**W**hen we talk about what “We Grow Community” really means to our guests and hosts, it’s important to remember that community is not a place, a building, or an organization, nor is it an exchange of information over the Internet. Community is both a feeling and a set of relationships among people. When I consider what “We Grow Community” means to me, several words come to mind: “togetherness,” “hosts,” “nurture,” “schools,” “church,” and many others. People form and maintain communities to meet common needs. Members of a community have a sense of trust, belonging, safety, and caring for each other. They have an individual and collective sense that they can, as part of that community, influence their environments and each other. Each word of our Purpose has meaning and guides what we do every day to grow together in many different areas, while always thinking about our community.

This past spring and fall was our third year of serving within our communities. The corporate office and each division spent time within their communities building trust and caring for one another. We worked at the Jim & Betty Holms food bank garden; at Susan G. Komen; at Cancer Services; and at Senior Services. We put our muscles to work at Habitat for Humanity, and we lovingly assembling art bags for Brenner Children’s Hospital.

Each division scheduled time within their communities to bag sweet potatoes at the food bank and share time with kids at Grand Strand Miracle League. Some managers and staff delivered Oreo cookies to the USO at RDU airport. They met and handed out Oreos to the young service men and women as they arrived. Some of our groups were rained out due to hurricane activity; however, their community spirit was displayed through hope, care, thoughts, and prayers.

In serving together as a Lowes Foods family, we strengthen and grow ourselves and also the communities in which we serve. That treasured feeling of community comes from shared experiences and a sense of caring for one another. As a result, people know who is and isn’t part of their community. Lowes Foods is very much a part of its community, and our sense of community is displayed through each and every one of our valued hosts.

— **Debbie Williams**, Contributor







## LOWES FOODS BUSINESS AFTER HOURS EVENT

The Lewisville-Clemmons Chamber of Commerce recently held a Business After Hours networking event at Lowes Foods. **Kate Allred**, the Store Manager of the Clemmons location, and her team showcased their recently renovated store to a group of about forty Chamber Members. Guests began their evening gathered around the new Sunmill Wine Bar and Beer Den, enjoying half-priced beer and wine. The evening progressed as Kate guided the Chamber Members throughout the store, highlighting signature items and unique stories about our concepts. **Whitney Jolie** (Community Table Manager) made sure each department was overflowing with samples for everyone to try. As the tour meandered through the fresh

departments, additional time was spent at the Smokehouse, sampling smoked barbeque and discussing the new Ready Set Supper meals. The tour came to a close at Boxcar Coffee & Chocolate where everyone was given a gift bag filled with treats, coupons, and helpful information about Lowes Foods. Though the evening could have ended there, guests continued to gather and network at the Sunmill Wine Bar and Beer Den, well into the evening. Business cards were exchanged, new relationships were fostered, and a lasting impact was made on the community.

— **Alicia Cowne**, Contributor





HANNAH SHEW KELLY

## Y'ALL AWARD WINNER

**Hannah Shew Kelly** is deserving of the Local Legend award because of her absolute determination to create the perfect cake for every occasion. Hannah is a perfectionist. Hannah receives numerous Y'all cards throughout each month, and managers are constantly receiving compliments on her artistry.

Most recently Hannah was asked to prepare six of our eight-inch specialty cakes for the Appalachian Theatre Group's fundraising dinner. This event featured thirty tables. Each was set up with a cake as the centerpiece from the local grocery stores in our market.

When the ladies arrived to collect the cakes they were overcome with emotion, commenting about the beauty and workmanship like no other they had received for this event! Hannah had decorated six variations of cakes all within our signature designs as requested. The ladies were so appreciative of the workmanship Hannah had put into each cake. They could see the pride Hannah took with creating each individual cake for them. They kept hugging Hannah and thanking her. Hannah impressed these ladies to the point of *tears!*

— **Jeff Beane**, *Division 2*



## Local Vendor Summit in Summerville, South Carolina

**@**ur Lowes Foods store in Summerville may be the first in the Charleston market, but we want to stay true to being a local store. So how do we find local vendors? On November 1, members of the Lowes Foods category management team met with over forty vendors from the Charleston area.

“Lowes Foods supports local in everything we do, so this is a really important part of our business to connect locally with vendors and bring their products to market,” said **Sam Walton**, Director of Category Management.

One of the prospective vendors was Rachelle Whittingham, the head chocolatier at Sweeteeth Chocolate. Whittingham said, “We were really excited when we got the email from Lowes because they are a Carolina company and that is important to us. North Carolina. South Carolina. That is where we live.”

According to Category Manager **Mike Taschke**, all of the vendors who attended the local vendor fair will be given a chance to sell their products in the new store.

— **Krista Morgan**, *Contributor*

# WHAT'S NEW *at* LOWES FOODS?



## GENERAL TSO'S CHICKEN WINGS

In Chicken Kitchen, we're introducing a new flavor of wings – General Tso's Chicken Wings! These spicy wings are glazed with General Tso's sauce for a great taste that makes these wings sweet and perfect as an appetizer to share or snack. This popular Asian flavor boasts bold, sweet, and spicy accents. Infused with ginger, molasses, and crushed hot peppers, the flavors just soar through the pallet to give our guests a truly satisfying bite.

## NEW PRIVATE BRAND FAVORITES

When you see our Lowes Foods brown bag in store you know you're getting all of the good stuff and none of the junk. *All of our brown bag items contain*

- **No Artificial Flavors**
- **No Artificial Preservatives**

- **No Artificial Sweeteners**
- **No Synthetic Colors**
- **No MSG**
- **No High Fructose Corn Syrup**
- **No Hydrogenated Oils**

Our Lowes Foods brown bag products continue to grow in popularity. Don't just take my word for it though, here's what our guests are saying: "**Lowes Foods brand Coconut Almond Ice Cream** is possibly my favorite flavor of any brand. **Lowes Foods brand Strawberry Ice Cream** had the simplest ingredient list we could find to feed our baby his first ice cream."





**Imported Italian Pizzas (brand new!):** Spinach, Mushroom, and Mascarpone Cheese; Roasted Vegetable Pizza; Four Cheese Pizza; and Mozzarella, Cherry Tomatoes and Basil

**Lowes Foods Preserves (brand new!):** Strawberry, Blackberry, Raspberry, Mango, Orange, and Apricot.

**Apple Sauce:** Original, Natural Unsweetened, and Cinnamon.



**BARNBURNER PRICING**

This past fall your Lowes Foods Produce/Floral departments launched Barnburner pricing. These items represent a tremendous everyday value to our guests. With the help of our MDI buying staff we have been able to secure lower costs and pass on these savings. Core item retails will remain the same throughout the year, while each quarter you will see a mix of seasonal favorites. You can't miss the large Barnburner flame signs as you enter the department!

— *Anida Kleege, Contributor*



# YEARS OF SERVICE



**Terry Clark**  
45 YEARS, LFS  
Store #216



**Donna Church**  
35 YEARS, MDI  
Lead Accountant



**Nalan Efrid**  
35 YEARS, MDI  
Driver



**Randall Heien**  
35 YEARS, MDI  
Mezz. Mgr.



**Phillip Parker**  
35 YEARS, LFS  
Corporate



**Toni Turner**  
35 YEARS, MDI  
Admin. Assistant



**James Whisnant**  
35 YEARS, MDI  
Driver



**Kerry Haigler**  
30 YEARS, MDI  
Inventory Control



**James Miller**  
30 YEARS, ALI  
Sr. RAS Hardware  
Specialist



**Scott Moore**  
30 YEARS, LFS  
Corporate



**Chinita Robbs**  
30 YEARS, MDI  
Selector



**Beverly Sipes**  
30 YEARS, MDI  
Lead Accountant



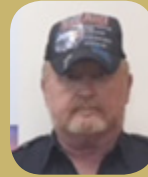
**April Teague**  
30 YEARS, MDI  
Admin. Assistant



**Derek Thomas**  
30 YEARS, LFS  
Store #203



**Jay Ambrose**  
25 YEARS, ALI  
EDI Coordinator



**David Boughman**  
25 YEARS, MDI  
Driver



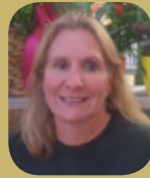
**Marvin Daniel**  
25 YEARS, MDI  
Lift Operator



**George Dukes**  
25 YEARS, ALI  
Sr. RAS Hardware  
Specialist



**Dean Fanning**  
25 YEARS, MDI  
Apprentice Mechanic



**Sherry Helton**  
25 YEARS, LFS  
Store #245



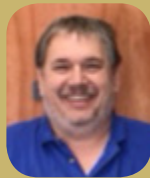
**Chris Hunt**  
25 YEARS, MDI  
Deli/Bakery Merchandiser



**Mitzi Long**  
25 YEARS, LFS  
Store #228



**Keith Mitchell**  
25 YEARS, LFS  
Corporate



**Charles Pitsenbarger**  
25 YEARS, MDI  
Driver



**Steven Thigpen**  
25 YEARS, ALI  
IS Comm. Manager



**Thomas Sweeney**  
25 YEARS, MDI  
Dir. of Retail Brands



**Sandra White**  
25 YEARS, MDI  
Pricing Mgr.

YEARS OF SERVICE

## ALI

**Bryan Wright**, 20 YEARS, *Manager IS Security & Endpoint*

**James Tilton**, 15 YEARS, *Sr. RAS Applications Specialist*

## MDI

**Richard Smith**, 20 YEARS, *Financial Acct. Mgr.*

**Lee Saunders**, 20 years, *Cons. Serv. Asst. Whse. Mgr.*

**John Dollar**, 20 years, *VP Human Resources*

**Michael Hinkle**, 20 years, *Selector*

**Joseph Stoy**, 20 years, *Fleet Mgr.*

**Nathan Ballard**, 20 years, *Driver*

**Leonard Wright**, 20 years, *Inventory Control*

**Stephen Jakab Jr.**, 20 years, *Checker*

**Daniel Sutherland**, 15 years, *Mechanic*

**Derek Haney**, 15 years, *Checker*

**Howard Whisenant**, 15 years, *Custodian*

**Elbert Higgins**, 15 years, *Supervisor*

**Timothy Gibson**, 15 years, *Fueler/Tire Changer*

**Scott Thomas**, 15 years, *Supervisor*

**Wesley Ryder**, 15 years, *Associate Buyer*

**Carlos Arias**, 15 years, *Driver*

## LFS

**Marietta Bruce**, 20 YEARS, *Store #228*

**Halona Costantinou**, 20 YEARS, *Store #190*

**Teresa Dockery**, 20 YEARS, *Store #159*

**Constance Gaither**, 20 YEARS, *Corporate*

**Susan Hall**, 20 YEARS, *Store #250*

**Bradford Hunter**, 20 YEARS, *Store #162*

**Paula Mitchell**, 20 YEARS, *Corporate*

**Sheila Stanley**, 20 YEARS, *Store #66*

**David Wilson**, 20 YEARS, *Store #157*

**Matthew Avery**, 15 YEARS, *Store #157*

**Bella Beznos**, 15 YEARS, *Corporate*

**Dorothy Crafton**, 15 YEARS, *Store #175*

**Robert Green**, 15 YEARS, *Store #184*

**Bradley Reid Leonard**, 15 YEARS, *Store #203*

## PROMOTIONS

### ALI

**Michael Goode**, *Sr. .NET Developer*  
to *Project Leader*

**Bhupalam Gupta**, *Sr. .NET Developer*  
to *Project Leader*

**David Robertson**, *Lead Computer Operator*  
to *Support Analyst I*

## MDI

**Julie Bolick**, *Category Manager I*  
to *Manager, Procurement Processes*

**Lorena Lemus**, *Category Analyst*  
to *Buyer*

## LFS

**Jeffrey Beane**, *Store Director*  
to *Division Director of Stores I*

**Keith Garner**, *Center Store Co-Manager*  
to *Store Manager(Large)*

**Michael Ligarzewski**, *Beef Shoppe Manager Level IV*  
to *Fresh Co-Manager*

**Nancy Hatsell**, *Bakery Manager Level V*  
to *Bakery Field Merchandiser*

**Daniel Farley**, *DSD Receiving Clerk*  
to *Center Store Co-Manager*

**Kevin Thomerson**, *Category Manager II*  
to *Director of e-Commerce Merch*

**Joshua Engebretson**, *Produce Manager Level V*  
to *Fresh Co-Manager*

**Jesse Dapolito**, *Fresh Co-Manager*  
to *Store Manager (Medium)*

**Charles Slezak**, *Category Manager II*  
to *Sr Category Manager*

**Brittany Dills**, *Center Store Asst. Store Mgr*  
to *Center Store Co-Manager*

**James Edwards**, *Labor Scheduling Manager*  
to *Mgr of Workforce Management*

## RETIREMENTS

**Jean Jennings**, *ALI*, 48 years

**Ann Brightwell**, *LFS*, 16 years

**Katherine Dorn**, *LFS*, 16 years

**Joyce Cheek**, *LFS*, 15 years

**Thomas Conine**, *LFS*, 15 years

**Janice Griffin**, *LFS*, 11 years

**Harold Collier**, *LFS*, 8 years

**Eugene Martin**, *LFS*, 7 years

**Sophia Chao**, *LFS*, 3 years

**Larry Mortensen**, *LFS*, 3 years

**Diane Simmons**, *LFS*, 2 years

**Peggy Griffin**, *LFS*, 1 years

**Sue Johnson**, *LFS*, 1 years

