



**DRIVING THE INDUSTRY *FORWARD***

 **IFDA** STATE OF THE INDUSTRY



**International Foodservice  
Distributors Association**

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# **DRIVING THE INDUSTRY FORWARD**

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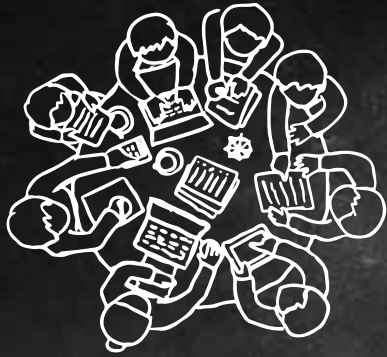
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## EVENTS

Deliver relevant, actionable CONTENT that informs distributors and develops industry leaders

## COMMUNICATIONS

Aggressively PROMOTE the industry to policymakers, channel partners and prospective employees



## GOVERNMENT RELATIONS

ADVOCATE pro-business policies with Washington lawmakers and regulators

# IFDA STRATEGIC PRIORITIES

HELPING OUR MEMBERS SUCCEED AND OUR INDUSTRY THRIVE

## INSIGHTS

Deliver INSIGHTS and research that distributors use to drive exceptional results

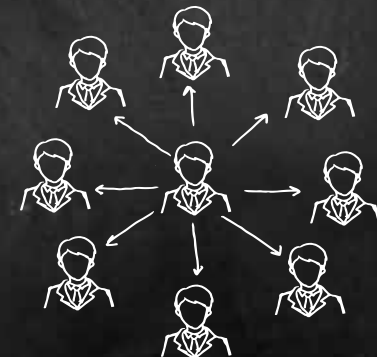


## TALENT

Position foodservice distribution as an EMPLOYER of choice

## TECHNOLOGY

Facilitate industry access to, and understanding of innovative new TECHNOLOGIES and disruption



# The State of the Association

## 2019 and Beyond

The IFDA Board of Directors has worked diligently to ensure IFDA member programs and services provide the right tools and information so food-service distributors can grow and thrive in today's economy. Our goal is to continue raising our industry's profile by enhancing IFDA government relations, research, events, talent, technological insight, and communications initiatives.

### Key highlights in each priority area are:

Our **GOVERNMENT RELATIONS** team is aggressively addressing the driver shortage by authoring the DRIVE-Safe Act which has been introduced in both the House and Senate with bi-partisan support. This bill creates a pathway for younger drivers to receive their CDL for interstate travel after they complete a rigorous training program. You can read more about this issue on pages 14-19. And our work in Washington doesn't stop there. In 2017, IFDA was a lead voice in the need for comprehensive tax reform which is allowing our member companies to use their tax savings to invest in growing their businesses, creating jobs, and giving back to their communities. Today, IFDA continues to work with the Federal Motor Carrier Safety Administration on several issues surrounding the hours of service rules for commercial drivers and at this year's IFDA Washington Insight Conference, members met with leaders on Capitol Hill to discuss the need

**FOR 17 YEARS  
IFDA HAS BEEN  
ADDRESSING THE  
UNIQUE CHALLENGES  
OF THE INDUSTRY**

for a strong Infrastructure Package with dedicated funding.

In addition to these advances on important government affairs issues, IFDA has invested in new research capabilities to ensure members are getting the latest actionable **INSIGHTS** on trends and priority issues to help improve their business today and strategically plan for the future. From performance metrics and compensation data to operator insight white papers and the first-ever comprehensive industry economic impact study, IFDA is committed to providing a wealth of resources to our members. Tools like this and other publications are available to IFDA members—many of them for free—on the IFDA website. Just go to [IFDAonline.org](http://IFDAonline.org) and click on “Research & Insights”. See pages 21-23 for a more in-depth review of IFDA publications and other tools.

We know it can be difficult at times to make capital investments, particularly in new **TECHNOLOGY**. That's why IFDA is exposing distributors to up-and-coming, as well as tried and true, thought leaders and disruption experts at our meetings and webinars. By facilitating function-specific discussions at our share group meetings, holding the content-rich Executive Leadership Summit and showcasing the latest solutions on the Distributions Solutions Conference expo floor, we strive to create opportunities for you to make the best



**John Tracy**  
IFDA Chairman

Executive Chairman  
Dot Foods, Inc.



**Mark S. Allen**  
IFDA President & CEO



## 6 Star IFDA Members

These Companies Attend Six IFDA Annual Events



## 5 Star IFDA Members

These Companies Attend Five IFDA Annual Events



informed decisions and investments possible.

IFDA creates opportunities for industry leaders to gather and address the industry's biggest challenges and opportunities with trading partners across the supply chain and to strategically collaborate, improve relations and grow. At IFDA-sponsored conferences and **EVENTS**, it's all about learning, real, practical solutions, peer networking and actionable takeaways that you gain from participating.

Through digital, print and face-to-face **COMMUNICATIONS**, IFDA is committed to telling the story of foodservice distribution to the media, legislators, regulators, channel partners and the public at large to ensure that they understand the importance of the industry to the nation's economy and everyday life. IFDA utilizes social media and email communications to provide timely, informative and vital updates that keep our members current on critical issues affecting our industry.

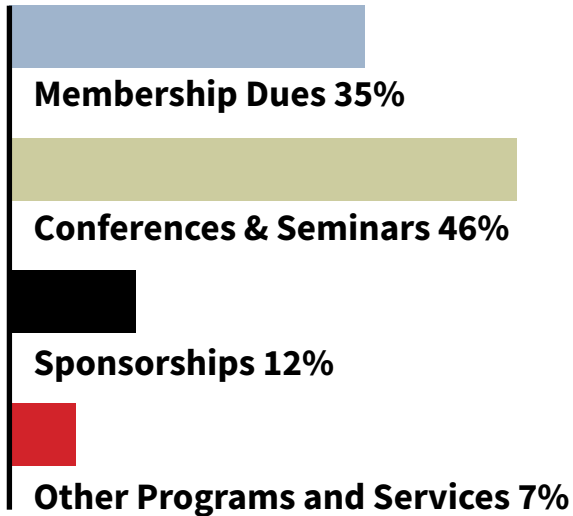
With demand for **TALENT** at an all-time high, IFDA is investing in new education and resources to give distributors the skills to thrive today and be ready for the opportunities of tomorrow. Outside the industry, IFDA endeavors to position foodservice distribution as an excellent career choice at all levels. Throughout the past year IFDA has sponsored, authored or co-authored numerous articles, reports and research shining a light on employment inside the industry. Visit the "News & Insights" section of the IFDA website (IFDAonline.org) to read or download these pieces.

IFDA is for forward-thinking foodservice distributors in all market segments including Broadline, Specialty, C-Store and Customized/System. Your focus is on profitable growth, continuous improvement, and exceptional customer service. Our focus is on **YOUR** business and for 17 years IFDA has been addressing the unique challenges of the industry and providing distributors with real-world solutions.

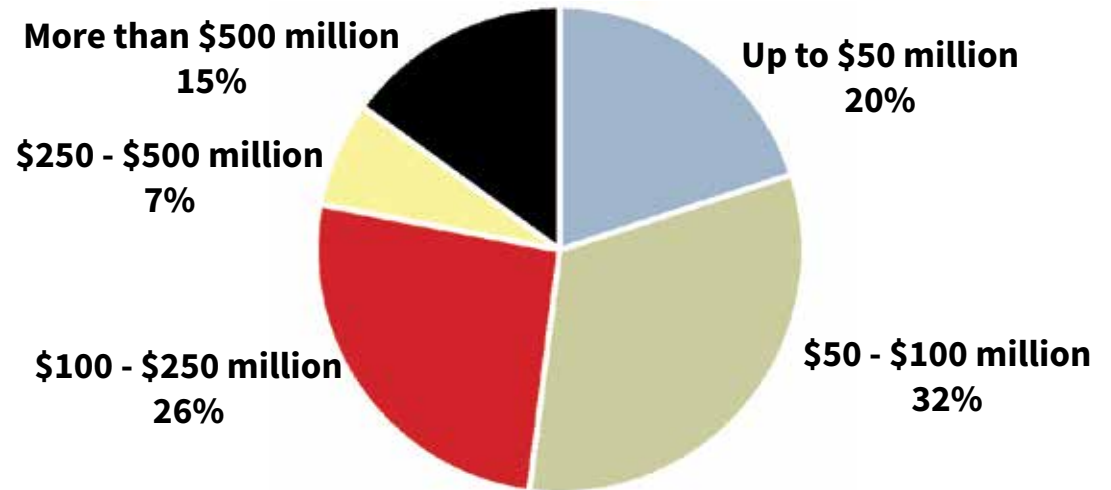
This is just the tip of the iceberg. Read on to learn more about the state of the industry and where we're headed next!

# IFDA by the Numbers

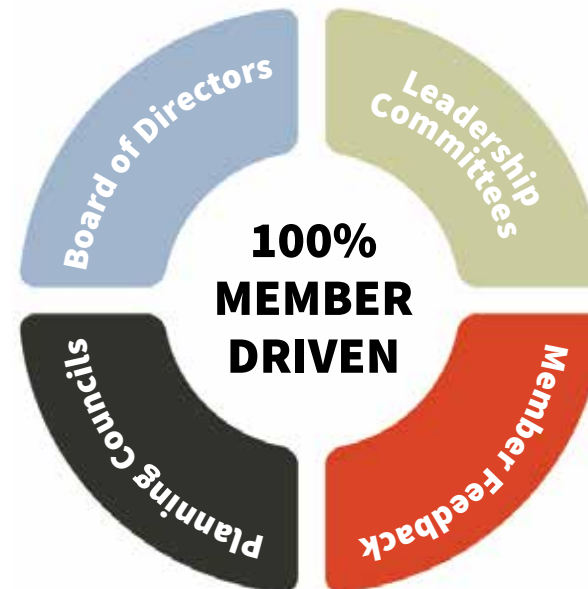
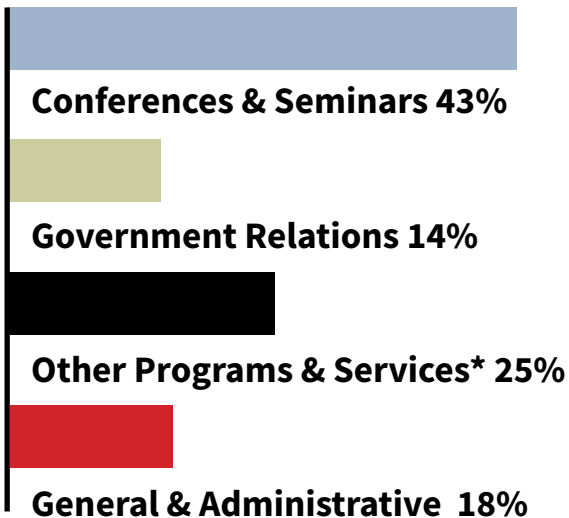
## IFDA SOURCES OF REVENUE



## IFDA DISTRIBUTOR MEMBERS (BY ANNUAL FOODSERVICE SALES)



## IFDA DISTRIBUTION OF EXPENSES



Graphs are based on 2018 financials. \*Expenses for "Other Programs & Services" include leadership committees, research and publications, online programs and services and staff support of IFDA general programs.





# IFDA Activities 2018-2019

Throughout the year, there are numerous opportunities for IFDA to celebrate and **recognize excellence** within the foodservice distribution community. **IFDA events** enable attendees to meet with key industry decision-makers, gain new insights and explore the latest best practices.

*Left* - Tom Zatina, President of McLane Foodservice, was honored with the 2018 **IFDA Cornerstone Award** at the Distribution Solutions Conference. This award honors an industry leader who has given above and beyond the expected and achieved a positive, lasting impact on IFDA's success.

*Right* - Winners of the 2019 **IFDA Truck Driving Championship** came to Orlando from all over the U.S. and even Canada, where they won at the local level before competing in the national championship that tested their skill behind the wheel, in a written examination and a pre-trip safety inspection. More, page 38.



The 2019 **IFDA Washington Insight Conference (IWIC)** attendees met with over 100 representatives on Capitol Hill. Scott Brunk, President of FoodPro and Brian Saval, Vice President of Saval Foodservice pose in front of the Capitol on their way to meet with their representatives from Maryland. More, page 19.





In 2018, IFDA rolled out a new program, the **IFDA Truck Driver Hall of Fame**. There are 131,000 foodservice distribution drivers currently on the road, but only those with the best safety records and longevity of service are eligible for the IFDA Truck Driver Hall of Fame. To be eligible, the driver must have at least 25 years of employment with an IFDA Member Company with no chargeable accidents over that time frame. They may not have any moving violations within the five years prior to the nomination. The inaugural class of 26 drivers was honored in front of a large crowd at the Distribution Solutions Conference. More, page 40.

Curated for the top level of foodservice executives, the **IFDA Partners Executive Forum** is an intimate setting for strategic discussions between distributors and manufacturers. In three days, company teams may hold 30+ meetings to discuss strategies, goals and objectives. The forum includes a variety of opportunities for peer networking in small and large groups. More, page 33.





IFDA's **Executive Development Program** enhances rising leaders' core business knowledge and explores the challenges of being in positions of increasing authority. The groundbreaking program is conducted by the world-renowned University of Virginia Darden School of Business. More, page 36.



Created by industry leaders for industry leaders, the **IFDA Smart Conference** is proven to develop more effective sales, marketing and procurement leaders in the foodservice distribution industry. This year's Smart Conference was held in Philadelphia. General session topics included communicating like a negotiator, servant leadership, big data, positive culture and leadership and much more.

## THANK YOU TO OUR 2020 MVP SPONSORS

### PLATINUM MVP PARTNERS



### GOLD MVP PARTNERS



### SILVER MVP PARTNERS





The **Mike Roach Leadership Award** was presented to Kirk Stowell, Sales Manager, B&C Food Distributors, a Centennial Foodservice company. Established in conjunction with Ben E. Keith Foods, the award honors a top student at the IFDA Executive Development Program at the University of Virginia Darden School of Business, who embodies leadership qualities of former Ben E. Keith Foods President J. Michael Roach.



The IFDA **Distribution Solutions Conference** is the nation's largest stage for foodservice distribution innovation. The event brings together the best and brightest in the industry to experience the latest products and services supporting distribution center and transportation operations. Expert general session speakers, panels and breakout sessions highlight the latest trends and best practices in the industry. More, page 34.



Senator Todd Young (R-IN), the lead sponsor of the DRIVE-Safe Act, poses at IWIC with Abigail Olson, a 19-year-old who received her CDL but was unable to get a job due to the current interstate restrictions. More, page 17.



Sugar Foods Corporation was named the 2019 **IFDA Partner of the Year**. The annual program recognizes an IFDA manufacturer partner for outstanding performance based on foodservice distributors' experience. Sugar Foods received the highest combined score on the key criteria based on feedback from dozens of foodservice distributors. In the survey, IFDA members rate foodservice manufacturers on collaboration, product innovation, sales and marketing support, and other issues critical to the success of distributors and the overall supply chain.



Foodservice distribution drivers are the front line of our industry, ensuring that food and supplies are delivered safely to over one million professional kitchens daily. The **IFDA Truck Driving Championship** gives drivers the platform to showcase their safety skills and compete among friends and family. More, page 38.



The first-ever **Women in Distribution Awards**, sponsored by Women's Foodservice Forum (WFF) and IFDA, were presented to seven major food distributors that have shown commitment to drive gender equity in their organizations and across the industry. The recipients are Ben E. Keith Foods, Gordon Food Services, McLane Company, Inc., Nicholas and Company, Reinhart Foodservice, Sysco Corporation, and US Foods.

# IFDA Government Relations: Going on the Offensive in a Pro-Business Environment

During the last administration, IFDA focused many of our efforts on defending the industry from burdensome and overreaching legislation that was impacting our industry's ability to service their customers in the best possible fashion at the lowest possible cost.

Over the last two years, however, we have had the opportunity to go on the offensive to work to bring positive change to government policies on many issues critical to distributors.

And we've been busy.

Tax rates have long been a primary target for the industry as unlike many businesses that could use various tax provisions to lower their bill, distributors paid extremely high effective tax rates. That has now changed with the passage of the 2017 tax law. Corporate tax rates came down from 35% to 21% while a 20% deduction helps bring rates down for pass-through entities as well. IFDA played a critical role in educating lawmakers to ensure both that corporate rates went down and that pass-through entities saw relief as well. Our President and CEO Mark Allen served as the Chair of the Coalition for Fair Effective Tax Rates. That these cuts came without impacting key industry practices such as Last-In-First-Out accounting rules only made the victory even sweeter.

The driver shortage is one of the most significant challenges facing our industry. The driver workforce is aging, and we are not attracting enough younger drivers to replace them as they retire. (See more detail on the following page). IFDA, in conjunction with the American Trucking Associations (ATA), worked with member

companies and lawmakers to draft legislation that creates a program for young professional drivers to enter the industry safely. The DRIVE-Safe Act is now working its way through both the House and Senate and IFDA is leading the effort to find a way to enact this critical legislation. The broad bipartisan support for the bill has already led to additional positive developments as the Federal Motor Carrier Safety Administration (FMCSA) is considering a pilot program to allow these drivers to enter interstate commerce.

The hours of service rules have also been a long-time priority for the industry and IFDA has been working for many years on a number of issues around these regulations. The implementation of the Electronic Logging Device requirement has resulted in increased compliance enabling the FMCSA to examine ways to provide greater flexibility for drivers while still keeping safety at the forefront. IFDA has provided the agency with extensive comments on such issues as the 30-minute rest break and flexibility around the 14-hour time limit. We were pleased to see our work has paid off as the agency recently proposed changes to these provisions that would ease many of the tight restrictions of the current rules. IFDA will continue to work with the agency to finalize these proposals which would benefit drivers by

allowing them greater ability to structure their day in the safest possible fashion. Providing additional flexibility in the regulations could also create increased capacity in the supply chain, another considerable benefit for distributors.

Strengthening IFDA's ability to impact public policy on key issues is a critical

**STRENGTHENING  
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CRITICAL ELEMENT OF  
THE ASSOCIATION'S  
STRATEGIC PLAN.**



*Right - IFDA members can use the Legislative Action Center on the IFDA website to learn about Legislation that could impact their business. They can also use the interactive tool to look up their representatives and their voting records, and contact representatives via customizable letters.*



Above - Senator Susan Collins (R-ME) visited Dennis Paper & Food Service in Hampden, Maine recently to meet with management and employees and tour the warehouse. “I enjoyed seeing their impressive facility and speaking with managers and employees about their operation. We also discussed how legislation like the DRIVE-Safe Act that I cosponsored can help alleviate their truck driver shortage and allow the company to continue to grow,” said Senator Collins.

So far this year IFDA distributor members have hosted 17 facility tours. That includes two State Governors, the U.S. Secretary of Agriculture, nine Members of Congress, as well as several state and local legislators. The IFDA Government Affairs department can assist in setting up tours and can provide issue briefs and tips for engaging representatives during the tour.



element of the association's strategic plan. Growing the industry's grassroots strength is the best way to increase our impact in Washington and IFDA member companies have been actively involved in building the list of supporters for issues like the DRIVE-Safe Act both through their work in their home districts and through participation in the IFDA Washington Insight Conference. Member companies have used these issues to help build relationships with lawmakers and this increased grassroots strength will bring long-term benefit to the industry as we continue to work to enact these key legislative and regulatory issues. It is also the best way to be prepared for any political environment.

## IFDA Accomplishments

Your priorities are our priorities. Here's a snapshot of what we have accomplished for the industry recently.

- We played a significant role in the passage of tax legislation lowering effective tax rates for both corporations and s-corps.
- We drafted and got introduced the DRIVE-Safe Act and secured bipartisan support from more than 100 Members of the House of Representatives and 30 Senators.
- We successfully advocated for an hours of service proposal that would provide distributors with significant flexibility on the 30-minute rest break, 14-hour on-duty time clock and other provisions.
- Rulemaking to restore the National Labor Relations Board joint employer standard to require direct control of employee working conditions.
- Department of Labor rulemaking to revise the minimum salary requirement for exemption from overtime.
- Educating the FDA regarding industry traceability capabilities as the agency begins work on a high risk food rulemaking.



Resources such as the **DRIVE-Safe Toolkit** and **DRIVE-Safe social media images** have been created for IFDA members to download from **DriveSafeAct.com** and use to gain support from their legislators.



# Alleviating the Truck Driver Shortage is Critical

## THE PROBLEM: A Country-Wide Truck Driver Shortage

The country is facing a massive truck driver shortage that's increasing the costs of consumer goods and hurting the economy. As the need for freight transportation grows, estimates show trucking companies will need to hire an additional 890,000 drivers over the next decade.

An aging fleet of drivers is one of the main reasons for the driver shortage. The American Trucking Associations (ATA) estimates that the average age of a commercial truck driver in the U.S. is 49 years old. The average age of a driver entering CDL school is almost 35.

A critical obstacle to attracting new drivers is that while virtually all states allow individuals to obtain a commercial driver's license at age 18, they are prohibited from operating in interstate commerce until they are 21. That means an 18-year old cannot drive a truck from Arlington, Virginia, into Washington D.C., yet could drive that same truck across Virginia, from Arlington to Virginia Beach to Bristol. This **82-year old restriction** is keeping qualified candidates from kick-starting their careers in the trucking industry—and preventing the industry from filling hundreds of thousands of jobs.

## THE SOLUTION: Legislation to Increase Safety and Increase the Hiring Pool

The bipartisan DRIVE-Safe Act, H.R. 1374 and S. 569, modernizes federal law to help attract qualified, highly trained drivers into the industry. DRIVE-Safe would bring younger drivers into the industry while enhancing safety and training standards for these newly qualified drivers. Drivers must complete at least 400 hours of on-duty time and 240 hours of driving time in the cab with an experienced driver. Trucks must have new safety technology, including active braking collision mitigation systems, video event capture, and a speed governor of 65 miles per hour or below. The DRIVE-Safe Act is a critical game-changer creating opportunities to enter a highly compensated field – without the need to incur college debt.

## Nearly 9 in 10 Americans Support Legislation to Help Fix the Truck Driver Shortage

According to the American Trucking Associations, there is a current shortage of 50,000 truck drivers. This number is expected to grow to more than 174,000 by 2026.

A Harris Poll commissioned by the International Foodservice Distributors Association reveals what American consumers know about the current commercial truck driver shortage, how it impacts them, and what should be done about it.

Consumers have limited awareness, but strong understanding of what the truck driver shortage means.

While only a third of Americans (33%) were initially aware that there is a driver shortage, nearly all (95%) believe it has a direct impact on consumers.



A majority believes it has a major impact on consumers.

Roughly 3 in 5 (58%) say it has a major impact, while nearly 2 in 5 (37%) say it has a minor impact.

That impact includes shipping cost, time and prices of consumer goods.

71% believe the driver shortage is leading to higher shipping costs for consumers/businesses, 70% think it's delaying/slowing down shipping times, and 58% say it's making the price of consumer goods, like groceries and restaurant meals, go up.



A majority of consumers are in favor of legislative action to alleviate the driver shortage - the DRIVE-Safe Act.

Overall, two-thirds (68%) think Congress should take action to help fix the shortage. Nearly 9 in 10 (86%) are in support of the DRIVE-Safe Act, which would put truck driving careers within reach for more young Americans.



# IFDA Political Action Committee

IFDA's lobbying and grassroots efforts focus directly on policy and can have a significant impact. In the U.S. democracy, it is the voters who have the ultimate say on the direction of the country, however.

The two most recent elections provide ample illustration of



this point. President Trump's victory in 2016 led to a swift reversal of many of President Obama's policies and the strong economy of the last two years reflects the pro-business attitude of this Administration. The Democratic takeover of the House in 2018 moved one branch of Congress in a different direction creating a divided government and potentially, gridlock.

This gives political action committees, or PACs, a critical role in the battle for ideas. IFDAPAC, the foodservice distribution industry's PAC, provides campaign resources to help elect candidates who support pro-business policies. It raised and contributed more than \$235,000 during the two year 2018 election cycle, the best in our history.

We face opponents that have significantly more resources at their disposal. In the last cycle, the Teamsters contributed more than \$1.6 million to candidates and trial lawyers, one of the ten largest PACs, gave just over

\$2.4 million. Unfortunately business trade association PACs must play by more strict rules than many of our counterparts. Federal law severely restricts IFDAPAC communications unless companies

have provided prior approval for solicitations. We can provide only the most basic information regarding PAC activities, and even our members-only communications are limited unless we receive prior permission.

Regardless of how you feel about our political system, candidates need money to run their campaigns. IFDAPAC provides campaign resources for candidates who will support policies that will benefit the industry. The constant need for candidates to raise money also means that in today's Washington, PAC contributions provide an opportunity to spend extended time with lawmakers at fundraising events. An active PAC makes it possible for us to attend these events where we can present IFDA policy priorities to the candidate. Though the rules around PAC interactions make communications with member companies about IFDAPAC more complicated, it is a critical part of our work here in Washington on behalf of the industry.



Jim Plunkett, Sr. Counsel, Ogletree Deakins gave a work-force update at IWIC.



Robert Sturgeon, Director of Transportation for PFG-Customized (left) poses with Raymond P. Martinez (right), Administrator of the Federal Motor Carrier Safety Administration (FMCSA), who spoke at the IFDA Washington Insight Conference about hours of service regulations and other topics of importance.

# IFDA Washington Insight Conference

Each year, IFDA members go to Capitol Hill during the Washington Insight Conference to speak directly to lawmakers and provide insight into how the foodservice distribution industry drives the U.S. economy. Historically, the most influential organizations in Washington are those that can leverage their grassroots strengths to connect directly with lawmakers. Distributors have tremendous stories to tell about their people, their customers and the work they do in the community. The 2019 conference was an opportunity both to tell these stories and to ask lawmakers to help be a part of the solution for critical industry issues including the DRIVE-Safe Act and Depreciation.

Due to a drafting error in the Tax Cuts and Jobs Act (TCJA), restaurants and retail establishments are not eligible for 100% expensing of interior improvements made to their locations. This was one of the critical elements of the TCJA, which expanded bonus

depreciation to 100% to encourage business investment. Unfortunately, instead of including these types of investments in the bonus depreciation eligibility, the final legislation worsened the tax advantage for such improvements by requiring that they be written off over time periods as long as 39 years. The Tax Cuts and Jobs Act was meant to encourage investment to create jobs and help grow the economy. The drafting error has placed restaurants and retail establishments in a disadvantaged tax position that has the opposite effect. Bipartisan legislation, S. 803 and HR 1869, has been introduced in both the House and Senate to restore the 15-year depreciation period and make qualified improvement property eligible for 100% expensing.

In 2020, the IFDA Washington Insight Conference will be held April 28-29 at the Conrad Washington in Washington D.C. within an easy walk to Capitol Hill for visits with elected officials.



Julie Halfpop, Bret Peterson and Jeff Martin of Martin Bros. Distributing Co., Inc. held a productive meeting with Senator Chuck Grassley (R-IA) during the IWIC Capitol Hill visits.



IFDA members Robbie Fish, VP, Division Management, and Chris Lewis, VP, Multi-Unit Accounts, both from Ben E. Keith met with Congressman Marc Veasey (D-TX).



# IFDA Research, Insights & Tools

IFDA has a long-standing commitment to providing member companies with information and insights they need to help their business succeed. IFDA keeps its finger on the industry pulse to identify and analyze trends and issues so distributors can focus on running their business. From original research, bespoke resources and syndicated studies, to issue-specific white papers, webinars and instructional guides, foodservice distributors have an array of research and insights at their fingertips as part of their membership.

Whether it's providing business metrics that are directly applicable to warehouse operations, or mapping the industry to better communicate our collective story to lawmakers, opinion leaders and future workforce, research is at the heart of strategic business decisions. With a wealth of information available from myriad sources in today's world, IFDA helps cut through the clutter to identify the true priorities and deliver the resources that are best suited to convey the most relevant information in easy-to-use formats customized to individual needs.

But IFDA doesn't only save its members time and effort when it comes to staying on top of the latest trends and information. Any foodservice distribution company that participates in IFDA surveys receives free access to aggregate reports worth thousands of dollars in deliverables, as well as exclusive, customizable reporting tools that aren't

available to non-participating companies.

And in addition to the concrete benefits of saving time and money, IFDA conducts research that benefits the industry as a whole by supporting other initiatives, like legislative and regulatory efforts, events and communications. For example, IFDA conducted and published the first-of-its-kind comprehensive, publicly available study of the economic impact of the foodservice distribution industry (see page 25), confirming that foodservice distribution plays an important role in sales, employment and charitable contributions in both national and state economies. Consumer research was also conducted around the DRIVE-Safe Act, revealing that a strong majority of Americans favor legislation that helps relieve the commercial truck driver shortage.

IFDA also conducted a member survey in 2017 to identify topics of focus and preferred reporting formats for research and insights. Based on those results, IFDA set its research agenda to address members' most compelling priorities in short order, create new ways of data reporting that are more useful to busy distribution professionals, and build its longer-term research portfolio.

One of the first areas of focus was to streamline the operations and financial benchmarking program to require less time to complete, more flexibility in results reporting, and a higher level of data security and confidentiality, resulting in a record number of

**WHAT'S TOP-OF-MIND  
TO FOODSERVICE  
DISTRIBUTORS IS AT  
THE TOP OF THE LIST  
OF IFDA RESEARCH AND  
INSIGHTS.**



At IFDA, helping members succeed is our job. We know that many of our members don't have full-time employees dedicated to public relations, so we created a tool kit titled PR 101. Members can use it to understand better how public relations and social media can assist in spreading the word about the great work they do. The tool kit contains specific guidance on getting press releases and op-ed's published and detailed information on posting to the different social media platforms.

participants. Similarly, IFDA reevaluated its compensation research program, which was broadened to include other wholesale distribution verticals to get comparison data for industries that compete for the same employees. Both programs use secure online portals that feature more convenient options on how to submit data, and where participants can create custom reports and choose which specific metrics and data break-downs to include.

In addition, IFDA has continued to provide deep-dive studies into concepts like Group Purchasing Organizations and independent restaurants to map the operator landscape in detail. Several white papers were also produced on specific topics, including operators' e-sourcing practices, and how packaging products are changing with the fast-moving foodservice takeout and delivery trend. Additional white papers provide an overview of how the legalization of marijuana may affect drug-free workplace initiatives, and the importance of workforce gender diversity.

There is ongoing work related to corporate social responsibility and food donation practices in the foodservice distribution industry. Workforce issues are also on the list, such as compensation, recruitment and diversity. Technology is a wide topic area where IFDA is planning to help decipher information specific to foodservice distribution.

Looking forward, IFDA continues to explore new research topics and emerging issues - what's top-of-mind to foodservice distributors is at the top of the list of IFDA research and insights. Working with leading third-party research firms, thought-leaders from inside and outside the industry, vetted subject matter experts on a range of issues, and groundbreaking academic institutions, IFDA brings its members world-class tools and resources.

Visit [IFDAonline.org/research](http://IFDAonline.org/research) for more information on current and future IFDA research.

## IFDA Webinars

IFDA Webinars address a variety of cutting-edge topics, giving our members insights from the convenience of their desktop. The expert resources featured in our webinars include distributors, consultants, IFDA legal counsel, and IFDA staff.

One of the most well-attended webinars of 2019 was presented by Cindy Thomson, President of Sysco Sacramento, on the diverse set of experiences she gained that earned her the role of president.

IFDA's Women in Foodservice Distribution Leadership Committee has spearheaded a Women's Professional Development Webinar Series over the past two years. This program includes a three-part interactive series that builds up leadership skills for personal and career development. The sessions are led by leadership decision-making expert Shelley Row, P.E., CSP.

The Government Relations department also provides updates, as needed, throughout the year via the webinar platform, as does the Research & Insights department.



## IFDA Communications



Strong communications support all of IFDA's strategic priorities. IFDA invests both internally and externally to tell the industry's story and to educate the public about who our members are, what they do, the opportunities they provide and the huge economic impact they have. Information is power, and IFDA publishes electronic newsletters that provide access to insights that help members run their business more efficiently. From original research and economic impact studies, to foodservice distribution statistics and high-level analysis that turns complex reports into actionable intelligence, IFDA is the source for information to make smart, informed business decisions.

# Recent IFDA Research Publications

IFDA research enables foodservice distributors to understand the current operating environment better and gain insight into business performance trends that helps make strategic decisions. Log in to IFDA's website to explore how you can leverage these member benefits!



## 2019 COMPENSATION SURVEY: DRIVER AND WAREHOUSE POSITIONS

This report covers 23 hourly positions and details on base wage rates, incentive/component pay, benefits, annual pay adjustments, turnover, and more. Participating companies have free access to customizable results. Aggregate results are available to nonparticipating IFDA members at a discounted price.



## 2018 CROSS-INDUSTRY COMPENSATION & BENEFITS SURVEY

Detailed analysis of key compensation- and benefits-related statistics for executive and salaried positions in the distribution industry. IFDA members receive a discount on the report price.



## IFDA ECONOMIC REPORT

Quarterly report that covers macroeconomic trends and detailed information on leading economic and industry indicators. Free to IFDA members.



## IFDA WHITE PAPERS

White papers on priority industry issues and trends. Currently available are papers on operators' use of e-sourcing, off-premise packaging trends, and how the marijuana legalization movement may impact foodservice distributors.



## OPERATIONS & FINANCIAL BENCHMARKING

IFDA's new, consolidated benchmarking program delivers ready-to-use, customizable results to participating distributors. Aggregate results are available to non-participating IFDA members at a discounted price.



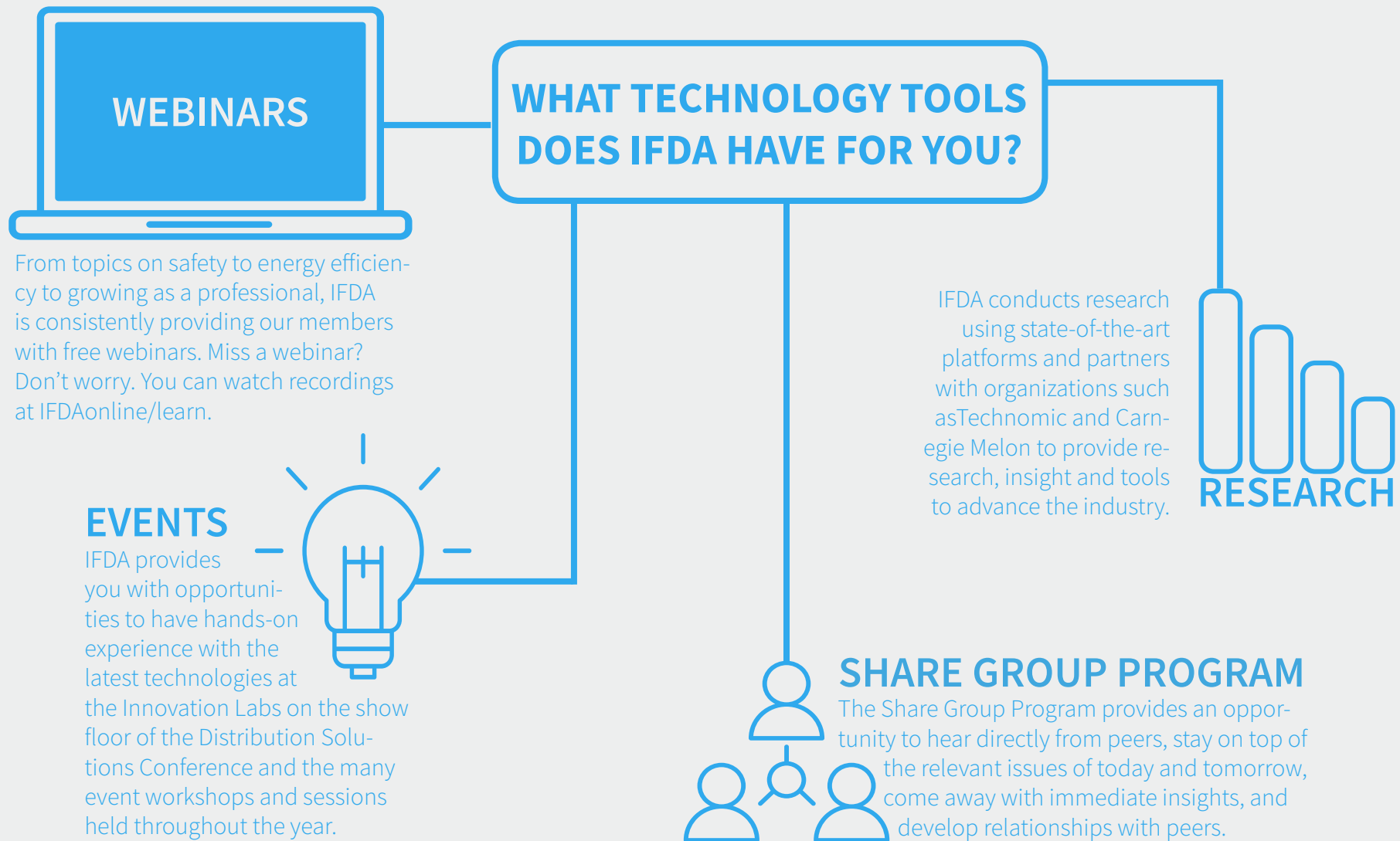
## A STRATEGIC ASSESSMENT OF GPOS

A full-length report detailing the landscape of Group Purchasing Organizations with perspectives from operators, distributors and manufacturers. Available to IFDA distributor members only.

[IFDAONLINE.ORG/RESEARCH](https://IFDAONLINE.ORG/RESEARCH)

# IFDA is Driving the Industry into the Future

IFDA is committed to providing our members the tools to thrive both today and tomorrow. To stay ahead of your competition, it's essential you and your business continually adapt to emerging technologies.





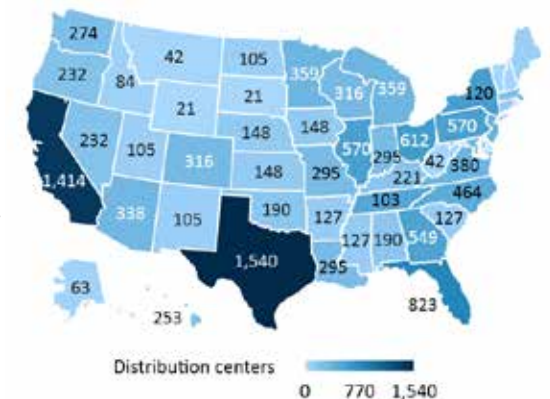
# The Economic Footprint of Foodservice Distribution

In 2018, IFDA conducted the industry's first comprehensive, publicly available economic impact study of the foodservice distribution industry in the United States. Measuring the physical and economic footprint of foodservice distributors nationwide, the study quantifies the full impact the industry has on the national and state economies.

The foodservice distribution industry has a significant impact on communities across America. We ensure that restaurants and foodservice outlets have the ingredients and supplies they need to serve millions of meals every day. From foodservice at schools, healthcare facilities and military bases, to coffee shops, national chain restaurants and mom-and-pop eateries, we make dining out possible.

Key study findings show that annually, U.S. foodservice distributors:

- Employ a workforce of 350,000 people and support an additional 700,000 jobs in the nation's economy, for a total employment impact of more than 1 million jobs.
- Generate industry sales of \$280 billion and supports an additional \$51 billion in economic output throughout the economy, for a total economic impact of more than \$331 billion.
- Donate 2.9 million cases of food and beverage products to charity and volunteer 368,000 hours, adding up to an estimated value of charitable contributions at more than \$550 million.
- Operate 15,000 distribution center locations and deliver 8.7 billion cases annually – nearly 24 million cases per day.
- Operate a vehicular fleet of 153,000 power units, trailers and trucks that are driven 3.2 billion miles by 131,000 drivers.



The complete study can be downloaded at [IFDAonline.org/economicimpact](http://IFDAonline.org/economicimpact).



WORKFORCE:  
**350,000**

ANCILLARY JOBS:  
**700,000**

=

TOTAL EMPLOYMENT IMPACT:  
**1+ million**




INDUSTRY SALES:  
**\$280 billion**

ADDITIONAL ECONOMIC OUTPUT:  
**\$51 billion**

=

TOTAL ECONOMIC IMPACT:  
**\$331+ billion**





CANS DONATED TO CHARITY:  
**2.9 million**

VOLUNTEER HOURS:  
**368,000**

▼

TOTAL VALUE CHARITABLE CONTRIBUTIONS:  
**\$550+ million**





DISTRIBUTION CENTER LOCATIONS:  
**15,000**

CASES DELIVERED PER DAY:  
**24 million**

▼

CASES DELIVERED ANNUALLY:  
**8.7 billion**




VEHICULAR FLEET:  
**153,000**

DRIVERS:  
**131,000**

▼

TOTAL MILES DRIVEN:  
**3.2 billion**





TRUCK SHOW

TRUCK SHOW  
Mike  
Mike  
Mike

TRUCK SHOW  
Carolyn  
Carolyn  
Carolyn

US  
DOCS

# IFDA's Women in Foodservice Distribution Leadership Committee Takes on Tough Industry Issues

When the leaders in the foodservice distribution industry recently took a look inward, it did not take long to realize that there was a definite lack of gender diversity within the ranks. The goal became clear – the industry needed to increase female representation to stay competitive serving the restaurant industry, where female ownership is growing.

Driving this mission is IFDA's Women in Foodservice Distribution Leadership Committee, which was formed in 2013 with a mandate to help meet this objective. The committee's creation was the result of a challenge by then IFDA chair Tom Zatina, president at McLane Foodservice Distribution, who emphasized the need for more gender diversity. That mandate led to the creation of a Women's Leadership Roundtable, which soon became a full-fledged IFDA committee that has achieved several successes in its five-year existence. The committee is now charting next steps to continue the journey.

The committee now consists of 15 senior female leaders from a variety of industry companies. It strives to put foodservice distribution on the radar of a more diverse pool of job candidates and has supported the advancement of women within the industry. "Labor is a black cloud hanging over the sustainability of this business," said Suzanne Rajczi, chief

executive officer, Ginsberg's Foods, who was the committee's founding chair and is still an active member. "We want to make ourselves an industry of choice for job candidates."

When the founding members gathered for the initial meeting, they didn't quite know what to expect. There wasn't an existing roadmap for addressing diversity in this industry. "The first meeting was really eye-opening," recalled Syndee Stiles, vice president of procurement, McLane Foodservice Distribution, who is the committee's current chair. "I've been in the industry many years, and typically when I'd go to meetings, there was maybe one other woman in attendance. To sit in a room and hear stories from so many women who have made this their careers and reached executive levels, that was really inspiring."

The committee's initial roadmap spelled out goals, phases and milestones, from outreach and engagement, to attracting women to the industry. The charter was equally detailed, addressing subjects ranging from committee composition to budget.

One of the committee's most visible successes was increasing the profile of women at IFDA's Distribution Solutions Conference, the association's biggest annual event. This included growing the attendance by women

**"WE WANT TO MAKE OURSELVES AN INDUSTRY OF CHOICE FOR JOB CANDIDATES"**

Left - In 2018, Carolyn Russell was the sole woman to compete in the IFDA Truck Driving Championship. Her story might help inspire women to consider careers in foodservice distribution at a time when truck drivers are in high demand and the industry is striving to enhance career paths for women. A profile on Carolyn can be found in the "News & Insights/Industry News" section of IFDAonline.org.

# REWARDING CAREERS IN FOODSERVICE DISTRIBUTION

Foodservice distribution careers are rewarding in many ways, including compensation and benefits. Data from a Cross-industry survey of 1,037 distribution firms shows that jobs in foodservice distribution often offer higher compensation compared with the same positions in the overall distribution industry.

## HIGHER MEDIAN BASE SALARY

Foodservice distribution firms have a higher median base salary than overall distribution firms for: AR manager, controllers, human resources managers, office managers, purchasing managers, buyers, warehouse supervisors, traffic managers, QA managers and database and network administrators.

## DID YOU KNOW?

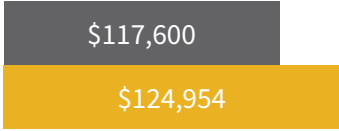
Compared with the overall distribution firms, foodservice distribution firms offer a significantly higher base salary for...

**CEO/President,  
COO/EVP, CFO,  
CMO, CIO**

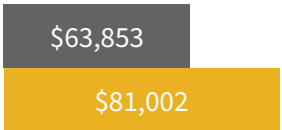
**Foodservice distribution firms offer higher compensation for executive-level positions than overall distribution firms.**



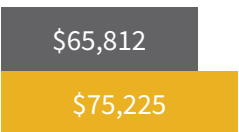
**Sales Directors**



**Warehouse/Operations Managers**



**Fleet Managers**



Sarah Thomas, the first full-time female NFL referee, spoke at one of the general sessions at the 2018 Distribution Solutions Conference.



The second annual Women's Leadership Breakfast was standing room only as women and supporters of women, gathered to network.



The careers section of the IFDA website is meant to be appealing and engaging to a younger, more diverse group of potential employees.

and launching the Women's Leadership Breakfast, a networking event that has doubled in size since its inception. The committee made a priority of increasing the number of women speakers at the conference and succeeded by increasing them by 400% in 2018, including a highly popular general session speaker, Sarah Thomas, the NFL's first full-time female referee.



An important strategy of the committee has been to generate research to make the business case for increased diversity. A recent white paper from IFDA's Women's Leadership Committee, **Recruitment and Retention of Women: Enhancing Inclusion and Diversity**, finds that lack of female representation is often not recognized as a problem. The paper was produced by the committee in collaboration with Emily M. Moscato, PhD, a professor at Saint Joseph's University. The research piece addressed the diversity topic on many levels, from pay gaps to gender bias. Moscato said that the need to diversify the foodservice distribution workforce is becoming more urgent as the industry's customer base becomes more diverse. "Women and people of color are opening businesses and restaurants, and we need to connect with them," she explained. "When your customers are changing, you need to reflect that in your own business."

A related priority of the Women's Committee was to create a careers section on the IFDA website to attract more diverse talent to foodservice distribution companies. The site explains what's involved with each position and outlines key roles and titles. If a picture is worth a thousand words, then the photo at the top of the careers page speaks volumes. It shows a young, diverse group.

Last year IFDA and the committee had an opportunity to celebrate a milestone. The association welcomed the first female competitor since 2014 to its Truck Driving Championship in Lake Buena Vista, Florida. Carolyn Russell from New England competed in the five-axle category.

Attracting women to industry careers is a crucial committee mission, but so is helping to encourage and support professional development for women already in the industry. The committee spearheaded a Women's Professional Development Webinar Series. This program is a three-part interactive series that builds leadership skills for personal

and career development. The sessions, led by leadership decision-making expert Shelley Row, P.E., CSP, guide viewers through key success practices. The first round of these webinars in 2017 broke the association's records for registrations.

In some ways, the committee is now at a transition point in its activities. Its first phase is evolving into a new chapter. "In the beginning, we started down the path of providing tools and providing direction," Stiles said. "Companies are now more aware of great sources of talent, but we need to focus on how you attract and keep them."

In January 2019 IFDA added two female leaders to its board of directors, Rajczi and Kristin Coleman, EVP, general counsel & chief compliance officer of US Foods.



And in July, the committee published a paper called **Recruiting the Future: Insight from College Students on Attracting and Retaining Talent**. Dr. Moscato also researched this paper. Students from Saint Joseph's University and Portland State University completed surveys about their ideal job, foodservice distributor awareness and perceptions, as well as their financial and career-related motivation. A webinar has been created and can be viewed on the "Learn" section of IFDAonline.org. This research is intended to provide IFDA members strategies for recruitment and retention of college students. Enhancements to IFDA's career website are planned for the near future using the information gained in this research. Down the road, the committee will explore options for mentoring programs for women in the industry.

The committee's next steps will build on its positive record, Rajczi said. "We have been successful," she emphasized. "You can see this with everything from the participation at conferences to the subtle culture shift in how women leaders are embraced in this industry." The longer-term goal is to expand the involvement of women in the industry so that one day, a big push for diversity may no longer be needed. Says committee member Sheila Thornburg, vice president nutrition & ancillary services, Ben E. Keith Co., "That's when you'll know you've been completely successful, when you don't need a separate group anymore."



WORK SMARTER,  
BETTER, FASTER



# 2020 IFDA Event Calendar

## IFDA PARTNERS EXECUTIVE FORUM

January 26-29  
JW Marriott Desert Springs, Palm Desert, CA

## EXECUTIVE DEVELOPMENT PROGRAM

Module #1, February 23-26  
University of Virginia, Darden School of Business  
Charlottesville, VA

## IFDA'S WASHINGTON INSIGHT CONFERENCE

April 28-29  
Conrad Washington, Washington, D.C.

## IFDA SHARE GROUP PROGRAM (IT, OPS, FIN, HR)

Meeting #1, June 21-26  
Las Vegas, NV

## EXECUTIVE DEVELOPMENT PROGRAM

Module #2, July 12-15  
University of Virginia, Darden School of Business  
Charlottesville, VA

## IFDA SMART CONFERENCE

July 19-21  
Ritz Carlton, New Orleans, LA

## IFDA TRUCK DRIVING CHAMPIONSHIP

September 11-13  
Disney's Yacht & Beach Club Resort, Orlando, FL

## IFDA SHARE GROUP PROGRAM (IT, OPS, FIN, HR)

Meeting #2, October 25 (co-located @DSC)  
Tampa Convention Center, Tampa, FL

## IFDA EXECUTIVE LEADERSHIP SUMMIT

October 26 (co-located @DSC)  
Tampa Convention Center, Tampa, FL

## IFDA DISTRIBUTION SOLUTIONS CONFERENCE

October 25-28  
Tampa Convention Center, Tampa, FL

## IFMA/IFDA/NRA PRESIDENTS CONFERENCE

November 1-3  
Phoenix, AZ

## THANK YOU TO OUR ELITE SPONSORS



## THANK YOU TO OUR SELECT SPONSORS



Rental  
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Logistics





**90+**  
Participating  
Companies

**550+**  
Top Leadership  
Executives

**30+**  
Trading Partner  
Meetings





## IFDA Partners Executive Forum

IFDA's annual signature event is the executive-level meeting for distributors and suppliers looking to maximize the growth of their foodservice channels.

Curated for the top level of foodservice executives, the IFDA Partners Executive Forum is the optimal intimate setting for strategic discussions between foodservice distributors and manufacturers.

The Partners Executive Forum facilitates the meetings that will accelerate business objectives. Annual strategy and growth goals are front and center topics in private 50- and 35-minute meetings between distributors and the leading industry manufacturer executives.

This January event helps lay a solid, meaningful foundation to work collaboratively with essen-



tial trading partners all year long.

In three days, company teams may hold 30+ meetings to discuss strategies, goals and objectives to improve your bottom line.

IFDA is there every step of the way with tools and best practices insights to help companies prepare for productive meetings and the year-round follow-up for maximum productivity and success.

From start to finish, IFDA provides the tools, atmosphere and support companies need to make their investment in the Partners Executive Forum worthwhile especially when the variety of opportunities for peer networking in small and large group settings is factored in.

In 2020, the Partners Executive Forum will be held January 26-29 in Palm Desert, California.

**“IFDA partners is one of the most important meetings we participate in annually, aligning our goals with valued partners for the coming year.”**

Mike Sweet, President  
Ben E. Keith



# Distribution Solutions Conference



The Distribution Solutions Conference is the premier annual event where leaders in operations, transportation and technology gather to hear renowned speakers, learn about innovators and disruptors and chart the future of foodservice distribution.

- More than 300 leading distributor and vendor companies participate.
- Over 1,400 industry leaders attend.
- Five workshop tracks on key operations issues, plus four thought provoking general sessions.
- Meet potential clients all conference long with networking opportunities.
- Over 9 hours dedicated solely to the trade show floor.

## DSC BY THE NUMBERS:

NETWORK WITH  
**1400+**  
INDUSTRY LEADERS

LEARN FROM  
**35**  
WORKSHOP & EDUCATION SESSIONS

LEVERAGE EXPOSURE TO  
**155+**  
INNOVATIVE SOLUTIONS ON THE EXPO FLOOR



### DSC ATTENDEES

- 37% Operations
- 17% Transportation
- 14% CEO/President/Owner
- 8% Sales & Procurement
- 7% Warehousing/Supply Chain
- 7% IT/Finance
- 5% HR/Safety & Risk
- 5% Other

“The show floor is full of equipment, new trucks, new trailers, new unloading technology and new software.”

Andy Mercier, President  
Merchants Foodservice

“Bringing my team here, that’s what matters to us. The networking, the education, everything. It just contributes to our overall success.”

Ethan DeWall, VP of Operations  
Martin Bros. Distributing Co., Inc.



# IFDA Executive Development Program Creates Leaders of Tomorrow

Any company looking to groom their future generation of leaders should look enroll them in the IFDA Executive Development Program. The program enhances rising leaders' core business knowledge and explores the challenges of being in positions of increasing authority.

This groundbreaking program is conducted with the world-renowned University of Virginia Darden School of Business. The Financial Times ranks Darden's faculty No. 1 in the world, and The Economist has ranked Darden the No. 1 educational experience in the world for three consecutive years.

This program includes two three-day sessions at the University of Virginia campus. During each session, the students utilize approximately a



dozen case studies. Students receive copies of the cases four weeks before each session and are

expected to read and analyze each case before their arrival at Darden.

Each student is a part of a learning team of four to five people.

Cases are discussed first in meetings with the learning team, and

questions on each case are used to guide team meetings and discussions.

In class, the faculty facilitates discussions to explore the diverse views and opinions of the participants.

Managers who are preparing to take on increasing responsibilities, who are seeking to become more effective leaders and are looking to broaden their business perspective should consider this program.

## 2020 SCHEDULE

**FEBRUARY 23 - 26**

**Darden Module One**

Charlottesville, VA

Students will spend three days at Darden developing critical thinking, decision analysis, and strategic thinking to help participants understand organizational strategy, competitive dynamics, and the fundamentals of business growth.

**APRIL 28 - 29**

**Washington Insight  
Conference Participation\***

Washington, DC

Students will attend the IFDA Washington Insight Conference, which includes lobbying visits to congressional offices.

\*Participation is optional, but encouraged.

**JULY 12 - 15**

**Darden Module Two**

Charlottesville, VA

Second classroom session where students will continue to build insights and network with colleagues.

**“Simply stated, Darden is the single greatest experience in my professional career. The professors are passionate, engaging and have a contagious energy. An outstanding program.”**

Frank J. Case III

Performance Food Service

**“The IFDA Executive Development Program at Darden provided me with a new perspective in my thinking and approach to complicated management issues. The professors were second to none, great content, phenomenal delivery of the material.”**

Chris Lewis

Ben E. Keith Foods

**“An outstanding program that refreshes forgotten knowledge and challenges one to think in new ways. The entire program was engaging. It is amazing to see a group of industry leaders sitting in a room fully focused on learning.”**

Ethan Dewall,

Martin bros. Distributing Co., Inc





5'7" HIGH

204

VIRGINIA  
34501 E  
APP PERM

# Celebrating Drivers at the IFDA Truck Driving Championship

This national competition tests drivers on many levels, including skill behind the wheel, the ability to spot safety hazards, and their knowledge of rules and regulations.

The competition is made up of three portions:

**Driving Course Challenge** - Six driving course problems simulate everyday challenges and test their skills in evaluating the overall driving situation when moving from one challenge to another.

**The Written Examination** - The written exam includes questions that measure a driver's knowledge of safety and operating procedures, awareness of highway safety rules and regulations, as well as first aid and



fire-fighting procedures.  
**Pre-Trip Vehicle Inspection** - Each driver conducts a vehicle inspection to uncover "planted" equipment defects and safety hazards and to determine the readiness of the vehicle for operation.

The winners in each category are determined by totaling the scores from all three parts of the competition. A team award is given to the team with the highest average scores amongst their drivers. And a Rookie of the Year Award is presented to the first-time competitor with the highest score.

The event is held in Orlando, Florida so drivers can enjoy the local activities with family.

The weekend concludes with an Awards Banquet that celebrates all of our participants.



## 2019 CHAMPIONS

### Team Award

Reinhart Foodservice

### Rookie of the Year Award

Sam Palya, US Foods

### Straight Truck

#### 1st Place:

Glenn Anderson, Eby-Brown Company

#### 2nd Place:

Duane Kaitoku, Southern Glazer's  
Wine & Spirits

#### 3rd Place:

Will Eisen, McLane Foodservice  
Distribution

### 3-Axle (28-foot Tractor/Trailer)

#### 1st Place:

Erik van't Veer, Gordon Food Service

#### 2nd Place:

Brian Mickels, Shamrock Foods

#### 3rd Place:

Sam Palya, US Foods

### 5-Axle (53-foot Tractor/Trailer)

#### 1st Place:

Glenn Shaw, Ahold Delhaize USA

#### 2nd Place:

Ray Carson, Reinhart Foodservice

#### 3rd Place:

Chris Shirley, Reinhart Foodservice



# 2019 IFDA Truck Driver Hall of Fame Inductees



**Kenny Albrecht**  
Nicholas and Company  
Salt Lake City, UT  
30 Years of Service

**James Altom**  
McLane Foodservice - Arlington  
Arlington, TX  
35 Years of Service

**Sebastian Aoyo**  
McLane Foodservice - Phoenix  
Phoenix, AZ  
28 Years of Service

**Percy Ardoin**  
US Foods - Houston  
Houston, TX  
27 Years of Service

**Alvin Armwood**  
McLane Foodservice - Rocky Mount  
Rocky Mount, NC  
40 Years of Service

**Ronald Arnold**  
Performance Foodservice - Temple  
Temple, TX  
42 Years of Service

**William "Dan" Ashby**  
Performance Foodservice - Thoms  
Proestler  
Rock Island, IL  
30 Years of Service

**Phillip Bachor**  
US Foods - Albuquerque  
Albuquerque, NM  
28 Years of Service

**William Banks**  
McLane Foodservice - Phoenix  
Phoenix, AZ  
28 Years of Service

**Hugh Bayne**  
Merchants Grocery Company  
Culpeper, VA  
36 Years of Service

**Dennis Bennett**  
Gordon Food Service  
Wyoming, MI  
38 Years of Service

**Ryszard Borowik**  
Reinhart Foodservice - Milwaukee  
Milwaukee, WI  
31 Years of Service

**William "Ray" Boruff**  
US Foods - Knoxville  
Knoxville, TN  
26 Years of Service

**Richard Brann**  
Sysco - Cleveland  
Cleveland, OH  
25 Years of Service

**Ricky Breneman**  
Dot Transportation  
Mt. Sterling, IL  
28 Years of Service

**Ronald Burton**  
Performance Foodservice - Somerset  
Somerset, KY  
32 Years of Service

**Ronald "Ronnie" Cheney**  
Performance Foodservice - Temple  
Temple, TX  
27 Years of Service

**Steven Clark**  
McLane Foodservice - Houston  
Houston, TX  
29 Years of Service

**Joseph Cmolik**  
Northern Haserot  
Oakwood Village, OH  
34 Years of Service

**Anthony Colasanti**  
McLane Foodservice - Milwaukee  
Milwaukee, WI  
30 Years of Service

**Daniel Curtis**  
Eby-Brown Company  
Naperville, IL  
30 Years of Service

**Scott Dills**  
Reinhart Foodservice - Knoxville  
Knoxville, TN  
27 Years of Service

**Daniel Easton**  
Shamrock Foods - Arizona  
Phoenix, AZ  
26 Years of Service

**James "Scott" Edwards**  
Performance Foodservice - North  
Center  
Augusta, ME  
34 Years of Service

**David Elliott**  
Performance Foodservice - Temple  
Temple, TX  
26 Years of Service

**Glenn Fisher**  
US Foods - Altoona  
Altoona, PA  
27 Years of Service

**Robert "Andy" Fitzgerald**  
US Foods - Knoxville  
Knoxville, TN  
27 Years of Service

**Victor Flores**  
Shamrock Foods - Arizona  
Phoenix, AZ  
28 Years of Service

**Joe Frias**  
Performance Food Group - Vistar No. CA  
Livermore, CA  
25 Years of Service

**Gaylen Giffin**  
US Foods - Altoona  
Altoona, PA  
32 Years of Service

**Robert Hagerman**  
Performance Foodservice - Thoms  
Proestler  
Rock Island, IL  
28 Years of Service

**Gene Harman**  
Performance Foodservice - Missouri  
Springfield, MO  
30 Years of Service

**Richard Holloway**  
Performance Foodservice - Hickory  
Hickory, NC  
30 Years of Service





**James Janssen**  
Dot Transportation  
Mt. Sterling, IL  
30 Years of Service

**Roger Lusk**  
US Foods - Lubbock  
Lubbock, TX  
40 Years of Service

**Michael Muehlfelt**  
McLane Foodservice - Phoenix  
Phoenix, AZ  
26 Years of Service

**Wesley Raber**  
Eby-Brown Company  
Springfield, OH  
25 Years of Service

**Philip Trejo**  
Shamrock Foods - Colorado  
Commerce City, CO  
28 Years of Service

**Larry "Denver" Jiles**  
US Foods - Atlanta  
Atlanta, GA  
38 Years of Service

**Michael Mabry**  
McLane Foodservice - Riverside  
Riverside, CA  
28 Years of Service

**Bradford Nooney**  
Performance Foodservice - Springfield  
Springfield, MA  
30 Years of Service

**Bernard "Bernie" Rock**  
Reinhart Foodservice - Marshall  
Marshall, MN  
28 Years of Service

**Robert White**  
Performance Foodservice - Ellenbee  
Fairfield, OH  
31 Years of Service

**Steven Jones**  
Dot Transportation  
Mount Sterling, IL  
26 Years of Service

**Billy Martin**  
Performance Foodservice - Hickory  
Hickory, NC  
31 Years of Service

**Jeffrey O'Neill Sr**  
Turner Dairy Farms  
Pittsburgh, PA  
33 Years of Service

**Ronald Rodych**  
Gordon Food Service - Canada  
Winnipeg, MB  
30 Years of Service

**Ronald Wilkins**  
Reinhart Foodservice - Black River  
Produce  
Rosemont, IL  
33 Years of Service

**Mark Kaukini**  
Suisan Company  
Hilo, HI  
26 Years of Service

**Eddie Martinez**  
Shamrock Foods - Arizona  
Phoenix, AZ  
25 Years of Service

**Terry Osborne**  
Eby-Brown Company  
Naperville, IL  
30 Years of Service

**Steven Rouse**  
Reinhart Foodservice - Shawano  
Shawano, WI  
28 Years of Service

**William "Billy" Wilkinson**  
Ben E. Keith Co.  
Fort Worth, TX  
33 Years of Service

**Jeff Krupp**  
Northern Haserot  
Oakwood Village, OH  
30 Years of Service

**John McInerney**  
Reinhart Foodservice - La Crosse  
La Crosse, WI  
31 Years of Service

**Milomir "Butch" Palic**  
Shamrock Foods - Arizona  
Phoenix, AZ  
30 Years of Service

**Gregory Shafer**  
Turner Dairy Farms  
Pittsburgh, PA  
33 Years of Service

**Curt Young**  
Turner Dairy Farms  
Pittsburgh, PA  
27 Years of Service

**Rick Lane**  
Shamrock Foods - Arizona  
Phoenix, AZ  
42 Years of Service

**Michael "Rusty" McNabb**  
Reinhart Foodservice - Knoxville  
Knoxville, TN  
31 Years of Service

**Donald Phelps**  
Reinhart Foodservice - Black River  
Produce  
Rosemont, IL  
27 Years of Service

**Gregory Shafer**  
Turner Dairy Farms  
Pittsburgh, PA  
33 Years of Service

**Robert "Bob" Linow**  
Henry's Foods  
Alexandria, MN  
29 Years of Service

**Robert Miller**  
Shamrock Foods - Southern California  
Eastvale, CA  
28 Years of Service

**Jason Pierce**  
Shamrock Foods - Arizona  
Phoenix, AZ  
27 Years of Service

**Jose Lopez**  
Dot Transportation  
Mt. Sterling, IL  
26 Years of Service

**Randy Morris**  
McLane Foodservice - Portland  
Portland, OR  
29 Years of Service

**Donald Raabe**  
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Wyoming, MI  
40 Years of Service

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The International Foodservice Distributors Association provides leadership and action on industry issues most important to our members' success.

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