THE IFDA COMMUNITY
Driving the Industry Forward

OUR MISSION:
The International Foodservice Distributors Association provides leadership and action on industry issues most important to our members’ success.

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REPORT TO MEMBERS 2018
Foodservice distributors are problem solvers and supply chain experts who work tirelessly behind-the-scenes to deliver food safely and efficiently to every corner of America – thus driving our $300 billion industry. The kitchens you serve count on you to deliver consistent value and high quality, and at IFDA, we’re renewing our commitment to keep delivering for you — ensuring that you stay ahead of the game, with the best connections, content, intelligence, and representation.

IFDA is taking bold new steps to help you succeed in our fast-paced industry. Last fall, we announced our long-term strategic plan which consists of six fresh initiatives and long-term investments, each directly benefiting IFDA members:

**Government Relations**

Government relations is a bedrock competency of IFDA. We are the voice of foodservice distribution in Washington, D.C., and will continue to influence the critical legislative and regulatory issues impacting our industry. IFDA has recently implemented a new state-level monitoring effort to keep you ahead of the curve as states work to enact burdensome legislation, regulations, and taxes. And, to rise above all the political noise, IFDA provides you with information that you can use with your local legislators, educating them about the importance of foodservice distribution.

**Events**

Since our founding, IFDA has produced events that connect foodservice distributors and channel partners and provide solutions for improving the business. We’re committed to elevating our events, investing in high-impact speakers, high-value networking, and fresh insights that will grow your business and keep you coming back.

**Talent**

Our industry is full of opportunity — you offer great jobs with competitive pay and benefits. IFDA is working to raise our industry profile, so you don’t face an uphill battle explaining your value proposition to potential employees. Our goal is to arm you with tools to explain the many career opportunities in foodservice distribution so you can attract and retain top-tier talent.

**Insights**

Information is power, and IFDA is investing to provide members-only access to insights that will help you run your 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 your source for the information you need to make smart, informed business decisions.

**Technology**

Adopting new technologies requires a big investment, so we provide you with the ability to make more informed technology choices. We’re in the best position to connect you with reputable technology companies as well as a network of people who have already gone through the selection process you’re undertaking, helping you make the best, most informed, technology investments for your company.

**Communications**

Strong communications support all five of our strategic priorities. We are investing both internally and externally to tell the industry’s story and to educate stakeholders about who you are, what you do, the opportunities you provide, and the huge economic impact you have. Across the board, we are becoming more digital and social media friendly, ensuring that we keep up with the changing ways people consume information.

Your focus is on profitable growth, continuous improvement, and exceptional customer service. We are excited about the future of foodservice distribution and look forward to playing a leading role in helping you succeed. We urge you to take advantage of the many new and established resources IFDA provides, all designed to benefit your business.

Thank you for being an IFDA member and best wishes for great success!
The IFDA Community

WHO WE SERVE:

● **Foodservice Distributors:** Our core constituents are foodservice distributors of all sizes including broadline, systems, specialty, and convenience distributors.

● **Partners:** Food manufacturers, as well as paper, packaging, and sanitation/janitorial.

● **Allied Members:** Firms that supply goods (not for resale), technologies, and services to foodservice distributors that generally support operations.

IFDA DISTRIBUTOR MEMBERS (BY ANNUAL FOODSERVICE SALES)

<table>
<thead>
<tr>
<th>Sales Range</th>
<th>Percentage</th>
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</thead>
<tbody>
<tr>
<td>Up to $50 million</td>
<td>20%</td>
</tr>
<tr>
<td>$50 to $100 million</td>
<td>32%</td>
</tr>
<tr>
<td>$100 to $250 million</td>
<td>26%</td>
</tr>
<tr>
<td>$250 to $500 million</td>
<td>7%</td>
</tr>
<tr>
<td>More than $500 million</td>
<td>15%</td>
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</tbody>
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IFDA MEMBERS SERVE RESTAURANTS AND OTHER PROFESSIONAL FOODSERVICE OPERATIONS

SOURCES OF REVENUE

- Membership Dues 34%
- Conferences & Seminars 48%
- Sponsorships 12%
- Other Programs & Services 6%

Graphs are based on 2017 financials. *Expenses for “Other Programs & Services” include leadership committees, research and publications, online programs and services, staff support of the Foodservice GS1 US standards initiative, and other IFDA efforts.

DISTRIBUTION OF EXPENSES

- Conferences & Seminars 45%
- Government Relations 14%
- Other Programs & Services* 23%
- General & Administrative 18%

IFDA IS 100% MEMBER DRIVEN

IFDA B O A R D O F D I R E C T O R S

IFDA L E A D E R S H I P C O M M I T T E E S

IFDA C O N F E R E N C E P L A N N I N G C O U N C I L S

IFDA M E M B E R F E D B A C K

IFDA Invests 80 PERCENT of revenue into programs that directly benefit our members

REPORT TO MEMBERS 2018 3
IFDA Conferences, Programs, and Forums

IFDA provides companies across the foodservice industry with important opportunities to interact with other leaders. IFDA also provides many opportunities for individuals to grow professionally. Within the IFDA community, members can learn from one another, gain insights to make better informed decisions, and expand their professional network.

**Distributors/Manufacturers Align for Growth at the Partners Executive Forum**
The IFDA Partners Executive Forum is held each year in January as a platform for foodservice distributors and manufacturers to hold highly-focused discussions about strategy and growth goals. Many participants of the IFDA Partners Executive Forum say this is the most important industry event of the year as they lay the foundation to work collaboratively with important trading partners to grow their business together.

**Distribution Solutions Conference: Focus on Operations Innovation, Technology, and Developing People**
The Distribution Solutions Conference is the premier annual industry event where leaders in operations, transportation, and technology gather with renowned speakers and innovators to chart the future of foodservice distribution. The conference exposes operations people to the latest technologies and practices, and includes education, an expo, and networking. The 2018 event features an enhanced focus on innovation and disruptive technology including an Innovation and Technology Pavilion, an Innovation and Technology Track, and a keynote address from Ray Kurzweil, one of the world’s leading inventors, thinkers, and futurists. A new C-Suite Summit will also coincide with the conference.

**Executive Development for Current and Next Generation Leadership**
IFDA’s leadership development program partners with the world-renowned University of Virginia Darden School of Business. Participants come from many areas of the distributor business including sales, operations, procurement, head of firm, finance, and marketing. Takeaway includes valuable leadership, analytical, and problem solving skills.

The case study format helps high potential employees reach the next level of their professional development through a process that is both challenging and rewarding. With IFDA’s customized Darden program, participants also have the opportunity to develop these skills with other high potential people in the foodservice distribution industry.

**IFDA Truck Driving Championship Celebrates Safety Culture**
Foodservice distributors employ a large number of professional drivers and safety in fleet operations is a priority. The IFDA Truck Driving Championship directly supports transportation safety concepts through a competition that includes a pre-trip inspection of the vehicle, a written exam to test driver knowledge, and a rigorous field course that tests road skills. The 2017 competition marked the 32nd year of the championship and included a record number of drivers. This family friendly event concludes with an awards banquet that celebrates safety.

**Knowledge Experts Work Together to Benefit All IFDA Members**
IFDA sponsors and supports a number of industry committees that provide thought leadership in various discipline areas including Human Resources, Food Safety, Operations, and more. Members of these committees find concrete ways to address industry challenges and opportunities. One example includes a recent white paper titled Recruitment and Retention of Women: Enhancing Inclusion and Diversity, which was guided by the Women in Foodservice Distribution Leadership Committee. Another example of valuable work includes Erica Waara of Gordon Food Service, who serves as the Chair of the IFDA Food Safety Leadership Committee. She recently met with Food and Drug Administration officials to discuss the Hazard Analysis Rule and share foodservice distributor perspectives.

**IFDA SMart Conference: New Ways to Think about Sales and Marketing**
Exceptional foodservice sales and marketing provide a competitive market edge, build and shape a company’s brand, and deliver value to operator customers. The IFDA SMart Conference includes a peer-driven agenda where foodservice distributors and manufacturers explore new ways that sales and marketing can grow business and help customers. Benefits of attending include industry insights, leadership development, peer interaction, networking with trading partners, and actionable takeaway.

**Trading Partner Leaders Look to Future at Presidents Conference**
This conference addresses strategic industry issues and is attended by company leaders from manufacturer, distributor, and operator companies. The conference provides top level interaction, the latest consumer and operator research, and numerous opportunities for networking. The conference is led by the International Foodservice Manufacturers Association and is supported by IFDA and the National Restaurant Association.
Distributors and Manufacturers Align for Growth: At the 2018 IFDA Partners Executive Forum, David Rizley and his team from Essity meet with Craig Hoskins and other executives from Performance Food Group. The forum provides a platform for strategic discussions between distributors and manufacturers about goals and ways that they can mutually build business together.

Helping Distributor Executives Reach the Next Level: An opening reception at the University of Virginia Darden School of Business welcomed foodservice distributor participants to the 2017 IFDA Executive Development Program Class. The customized IFDA program allows participants to develop leadership, analytical, and problem solving skills with other high potential executives in foodservice distribution.

Major Products Recognized for Collaboration and Innovation: At the 2018 IFDA Partners Executive Forum, Major Products was recognized as the IFDA Partner of the Year after receiving the highest score in an annual survey conducted with IFDA distributor members. Major Products President Dan DeRose (center) and COO Valerie Leimer accepted the award on behalf of the company.
INTERNATIONAL FOODSERVICE DISTRIBUTORS ASSOCIATION

SMart Chairman’s Breakfast: IFDA distributors and MVP Partner representatives discuss industry issues at an invitation-only breakfast held at the IFDA SMart Conference. IFDA’s Vice President of Industry relations Brian Lynch (standing) led the discussion.

SMart Networking: Following a full day of sessions on sales and marketing issues at the 2017 IFDA SMart Conference, attendees came together for a reception at the Renaissance Chicago Downtown hotel. IFDA events include numerous opportunities for participants to expand their professional network.

THINK DIFFERENTLY ABOUT SALES & MARKETING

IFDA SMart Conference Provides Thought-Provoking Agenda: At the 2017 conference, famed interviewer Cal Fussman shared insights about asking better questions to get better results. “Changing your questions can help your company see itself with fresh eyes,” said Fussman. “It can help you hire better. It can help you communicate better. It can lead to a stronger culture.”
Nine Drivers Take Top Awards at IFDA Truck Driving Championship:
The 1st, 2nd, and 3rd prize winners from the three different categories of
the 2017 Championship were celebrated at the closing banquet. Winners
included drivers from Eby-Brown Company, Shamrock Foods Company,
Reinhart Foodservice, Delhaize America Transportation, McLane
Foodservice Distribution, and Team Sledd.

Safety Culture at Its Finest: A record number of drivers competed in the 2017 IFDA Truck Driving Championship, which marked the 32nd year of this exceptional safety competition. This challenging, but fun event is family friendly and also engages operations management.

Championship is a Team Effort: Spectators, including family and management, are able to cheer on their drivers at the field course portion of the IFDA Truck Driving Championship. Here, a group from Reinhart Foodservice watch as one of their drivers makes his run on the field course, which includes six challenges. More than 60 industry volunteers worked as judges during the pre-trip inspection and field course portions of the competition.
John Tracy Shares IFDA Strategic Priorities: IFDA Chairman John Tracy of Dot Foods briefed Distribution Solutions Conference attendees about the IFDA strategic plan. He then led a C-Suite discussion with three leading industry CEOs.

Power Breakfast for Women in Foodservice Distribution: Leadership and Decision-Making Expert Shelley Row led an interactive “Power Breakfast” for women attending the 2017 Distribution Solutions Conference. The interactive session and exercise provided insights on managing your individual brand as an industry executive.

Helping Attendees be More Effective Leaders: At the 2017 IFDA Distribution Solutions Conference, General Stanley McChrystal (Ret.) revealed his management strategy that focuses on openness, teamwork, and forward-thinking. In addition to operational best practices and technologies, the conference provides professional development content to help people be more effective leaders.
Meet Peers from across the Industry: At a workshop on “Managing Your Leadership Brand,” Michael Bench, president of Jake’s Finer Foods, chats with other attendees before the session began. The Distribution Solutions Conference provides many opportunities for engaging with peers from across the industry.

Looking Ahead – Food Safety Demands Beyond FSMA: An EXPO session at the 2017 Distribution Solutions Conference looked beyond the Food Safety Modernization Act (FSMA) in a discussion of additional food safety requirements coming from operator customers. Session speakers were members of the IFDA Food Safety Leadership Committee, including (left to right) Erica Waara of Gordon Food Service, Shirley Abderrazzaq of Ben E. Keith Foods, and Heidi Wietjes of Cash-Wa Distributing.

The Latest Operations Technology: The 2017 DSC Expo was the largest ever and featured leading equipment, software, and service provider companies. Above, representatives from Great Dane demonstrate their latest equipment features to attendees.

DSC 2017 FEATURES RECORD NUMBER OF EXHIBITORS
IFDA Government Relations

IFDA provides vigilant representation in Washington and valuable grassroots opportunities that connect IFDA members with lawmakers. We also keep our members informed about government regulations and policy, make sure the federal government hears the foodservice distributor perspective, and serve as a valuable resource when our members face a challenge from government.

IFDA Advances Distributor Priorities as the Industry Voice in Washington
Federal government policies can have a negative or positive impact on IFDA members and the customers they serve. While the regulatory environment has improved dramatically under the Trump Administration, there is still more to be done. That makes IFDA’s lobbying efforts more important than ever.

To advance distributor priorities, our government relations team regularly interact with lawmakers and their staff as well as with regulatory agencies. A current top priority is The DRIVE-Safe Act, which would allow drivers under 21 to operate in interstate commerce. To ensure safety, the legislation defines an apprenticeship program for these drivers.

IFDA plays an active role on issues that are important to our members including food safety, workplace regulations, overtime regulations, hours of service rules, the challenges of a driver shortage, and more. Throughout this work, IFDA strives to keep our members informed about legislative or regulatory actions that will impact their business.

IFDA Members Amplify Industry Message with Lawmaker Facility Tours
In 2016 and 2017, IFDA members hosted 42 lawmaker visits at distribution centers. This is an efficient and dynamic way to help elected officials understand what foodservice distributors do on a day-to-day basis and about the customers they serve. It also leaves a lasting impression when lawmakers see the investment distributors make in infrastructure and technology, as well as meeting employees at a business in their district.

“Facility visits are an exceptional way to get to know your elected officials and lawmakers enjoy getting out to see constituents,” said Jon Eisen, IFDA’s senior vice president of government relations. “It’s also the best way to inform lawmakers about the challenges faced by foodservice distributors and gives them the opportunity to get to know your business in a meaningful way.”

IFDA Thomas Jefferson Awards Honors Pro-Business Lawmakers
The IFDA Thomas Jefferson Awards provide a tangible opportunity for IFDA members to recognize lawmakers who defend and support free enterprise. The awards are named after President Thomas Jefferson for the free market principles he articulated, and are presented near the end of each Congress. Recipients are selected based on their voting record on legislation that will have an impact on the foodservice distribution industry. During the 115th Congress, 12 House votes and 8 Senate votes were considered.

IFDA members presented Rep. Mario Diaz-Balart (R-FL) with a special Thomas Jefferson Distinguished Service Award for his leadership in eliminating a particularly onerous part of the hours of service rules that uniquely impacted the foodservice distribution industry.

IFDA Washington Conference Provides Insights, Grassroots Engagement
More than 70 executives from IFDA member companies participated in the 2018 IFDA Washington Insight Conference, where they were able to gain insights on tax and labor policies that affect their businesses, as well as interact with other industry leaders. Participants were briefed on The DRIVE-Safe Act, both by IFDA staff and by Rep. Trey Hollingsworth (R-IN), a primary sponsor of the bill.

IFDA members also took to Capitol Hill for more than 100 appointments with lawmakers where they discussed industry priorities including Federal Preemption for Commercial Drivers, reversing changes to the Joint Employer Standard made during the previous administration, and to advance support of The DRIVE-Safe Act.

IFDA Government Committee Helps Shape Efforts on Capitol Hill
The IFDA Government Relations Leadership Committee works to shape policy representation on behalf of all IFDA members. That includes discussion around specific government related issues, feedback to IFDA executive staff, growing grassroots efforts between IFDA members and lawmakers, and engaging IFDA members in the political process through IFDAPAC. Issues discussed at a recent meeting included labor law changes, and transportation issues such as federal pre-emption for drivers.

Timely Information on Policy and Regulations
Navigating the details around regulations and legislation is something IFDA takes seriously. To keep members informed, IFDA publishes government related e-newsletters, including the new “IFDA State Insight,” which tracks regulations and legislation on a state level. The “IFDA Federal Insight” has existed for many years, providing updates on Federal level activity. A third newsletter “Capitol Brief” provides bi-weekly commentary from Jon Eisen, IFDA’s SVP of government relations.
Recognizing Pro-business lawmakers: Rep. Duncan Hunter (second from right) was presented an IFDA Thomas Jefferson Award for his positive vote record on issues IFDA identified as important to foodservice distribution during the 115th Congress. Presenting the award were (left - right) IFDAs Mark Allen, John Tracy of Dot Foods, and Craig Saladino, Mark Schuh, and Patrick Peters of Saladino’s Foodservice.

IFDA Members Meet Leading Lawmakers: During a reception for the 2018 IFDA Thomas Jefferson Awards, Jeff King, president and CEO of Reinhart Foodservice, LLC, spoke with Rep. Cathy McMorris Rodgers (R-WA). As Chair of the House Republican Conference, she is the fourth highest-ranking Republican in the House.

New IFDA State Insight: IFDA recently began publishing an e-newsletter that reports on state level legislation and regulation affecting foodservice — such as minimum wage changes, autonomous vehicles, and taxing sugar-sweetened beverages.
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Legislation to Expand the Pool of Drivers: IFDA is a leading advocate of The DRIVE-Safe Act, legislation that would allow commercial drivers under 21 to cross state lines. Trey Hollingsworth (R-IN), a sponsor of the legislation, spoke to IFDA members at the 2018 Washington Insights Conference.

Engaging Lawmakers at Home: Rep. Dave Brat (R-VA) (center) visited Legacy Foodservice in Richmond, VA, where company Chairman and CEO Steve Push (far left) discussed priorities to foodservice distributors from tax policy to transportation related issues.
Gordon Food Service Hosts House Speaker: Rep. Paul Ryan (R-WI) talks to warehouse employees during a June 2017 visit at the Gordon Food Service Kenosha Distribution Center. During Rep. Ryan’s visit, Barry Bates, regional vice president of U.S. distribution for GFS, provided an overview of the foodservice distribution industry and a tour of the warehouse.

Kohl Wholesale Hosts Rep. Darin LaHood: During an August 2017 tour, Rep. Devin Nunes (R-CA) (center) met with Saladino’s leadership and discussed a number of issues including the current driver shortage, tax reform, and food safety. “Rep. Nunes always takes the time to learn as much as he can about our operation and the issues that negatively impact the industry. He is a tremendous asset to have as a business advocate,” said company President and CEO Craig Saladino (third from left).

Rep. Nunes Visits Saladino’s Foodservice: During an August 2017 tour, Rep. Devin Nunes (R-CA) (center) met with Saladino’s leadership and discussed a number of issues including the current driver shortage, tax reform, and food safety. “Rep. Nunes always takes the time to learn as much as he can about our operation and the issues that negatively impact the industry. He is a tremendous asset to have as a business advocate,” said company President and CEO Craig Saladino (third from left).

Kohl Wholesale Hosts Rep. Darin LaHood: During a visit to Kohl Wholesale in Quincy, IL, Rep. Darin LaHood (R-IL) checked out cab technology, toured the warehouse, and visited with employees. Kohl Wholesale President Matt Ehrhart (center with Rep. LaHood) led the tour. Hosting a tour is an exceptional way to help lawmakers understand your business and the impact of decisions made in Washington, D.C.
Recognized for Distinguished Service: Rep. Mario Díaz-Balart (R-FL) (right) was presented the 2018 IFDA Thomas Jefferson Award for Distinguished Service as a key figure in removing the requirement for two off-duty periods of 1:00 a.m. to 5:00 a.m. in the hours of service rules. Chip Kunde, vice president of government relations at Sysco Corporation, presented the award.

Insights and Dialogue: At the 2018 IFDA Washington Insights Conference IFDA’s Jon Eisen, senior vice president of government relations, provided a briefing to IFDA members about a number of key issues including HR 5358, The DRIVE-Safe Act, legislation that would create a driver apprentice program.

Nobody Knows Your Business Better Than You: Kent Burke (center), SVP of business development at Performance Food Group, and Amy Melton, SVP and controller at Performance Foodservice, meet with Rep. Mike Coffman (R-CO) during an April 2018 Capitol Hill visit. These visits are an important opportunity to help lawmakers understand the foodservice distribution business and the customers you serve.
Meetings with Lawmakers Advance Industry Interests: At the 2018 IFDA Washington Insight Conference, IFDA members headed off to Capitol Hill appointments at Senate and House offices. More than 70 meetings were held between IFDA members and lawmakers, an important and direct opportunity to educate elected representatives about the foodservice distribution business and industry priorities.

Thomas Gillett Recognized for Industry Leadership: Tom Gillett of Indianhead Foodservice Distributor was presented the IFDA Distinguished Industry Leadership Award for his leadership of the IFDA Government Relations Committee, his support of grassroots efforts and IFDAPAC, and his counsel on tax proposals and their potential impact on foodservice distributors.

Rep. Gohmert Recognized for Support: At the 2018 IFDA Thomas Jefferson Awards reception, Rep. Louie Gohmert (R-TX) was recognized for his voting record in the 115th Congress. Rep. Gohmert had a 100 percent positive record on 12 House votes deemed important to the foodservice distribution industry, including passage of tax reform. Robbie Fish of Ben E. Keith Foods (left) and Danny Barton of Performance Foodservice presented the award.
IFDA Communications, Research & Benchmarking

IFDA provides timely information about the industry and Washington, and works to share the value of foodservice distribution with all audiences. In addition, IFDA provides practical and actionable members-only research that addresses key industry issues, as well as comparative industry benchmarking information.

First Ever Foodservice Distribution Economic Impact Study
Realizing that no universal source of data exists on the scope and impact of the foodservice distribution industry, IFDA recently embarked on a comprehensive economic impact study. The findings will be used to advance the industry’s priorities and to demonstrate—to news media, thought leaders, and government officials—the important role of foodservice distributors in the national economy. It will also be a powerful tool to tell the industry’s story, build a positive image of foodservice distribution as a career, and help IFDA illustrate the negative or positive impact of government policy.

The study features data on the industry’s physical footprint, aggregate sales, employment, vehicle fleet, and corporate social responsibility, as well as direct and indirect effects on national and state economies. IFDA engaged FTI Consulting to execute the study in the spring of 2018, including an in-depth survey of IFDA member companies, analysis of third-party research, review of government data, and economic modeling on the industry as a whole.

Communicating the Value and Role of Foodservice Distributors
People love eating out, but relatively few know how food gets to professional kitchens. Part of IFDA’s mission is to advance understanding of the value and role of foodservice distributors in the economy and in the fabric of people’s daily lives—from foodservice at a college campus to a meal at a favorite restaurant with family and friends. It also includes creating communications about careers in the industry.

IFDA recently released a video about the career opportunity of being a sales associate in foodservice distribution. Designed to engage millennials and younger people, it provides a fast-paced overview of the scale of the industry, the role of sales in supporting operator customers, and an honest portrayal of the attributes required for success.

IFDA is also producing infographics to engage different audiences and tell the industry’s story. At the 2018 IFDA Washington Insight Conference, IFDA members used these infographics when talking with lawmakers. This included a leave behind for Congressional offices with information on the industry’s scale, distributor investments in infrastructure, and the challenges of the truck driver shortage. It also contained brief stories about employees from IFDA member companies including a warehouse shift manager at Dot Foods, a national accounts manager at Reinhart Foodservice, LLC, and a driver from Shamrock Foods (see pages 20-21).

A detailed infographic for all audiences, is available at “About Foodservice Distributors,” one of the most visited pages on the IFDA Website every month. We invite IFDA members to use or adapt these story lines with customers and trading partners.

Research Spotlights Benefits of Increasing Opportunities for Women
The foodservice distribution industry is not alone in having few women in the organizational ranks. That gap persists despite research that shows that increased representation of women boosts profitability and competitiveness. A recent white paper from the IFDA Women’s Leadership Committee, Recruitment and Retention of Women: Enhancing Inclusion and Diversity, delivers practical strategies for making progress in this area. The research contends that while achieving a more inclusive workforce requires leadership to commit time and resources, the results provide a significant return on investment.

Compensation Survey Provides Data for Hourly Positions
Under the guidance of the Human Resources Leadership Committee, IFDA released results of a 2017 Hourly Compensation Survey that provides IFDA members with important compensation profiles for both drivers and the warehouse workforce.

The survey was conducted by Paradox Compensation Advisors and includes data from 356 distribution facilities, more than 42,000 employees, and compensation profiles on 15 different positions. Those profiles are presented in four different ways including national, regional, state, and then by local market for major metropolitan areas.

The report also provides information that sheds light on the quality of pay in the industry. For example, foodservice distribution delivery drivers earn average annual wages of $62,854, far exceeding the average for other drivers, according to 2016 Bureau of Labor Statistics.
Informing Millennials and Others about Sales Associate Career: The IFDA Sales and Marketing Leadership Committee recently led an effort to highlight career opportunities as a sales associate in foodservice distribution. A fast-paced whiteboard animation helps viewers grasp the scale of the industry, the important role of the sales associate, the work it takes to be successful in the role, and more. IFDA members are able to use the video to enhance their recruitment efforts.

White Paper Details Strategy and Reasoning for Increasing Representation of Women in Foodservice Distribution: The IFDA Women’s Leadership Committee and various member companies recently helped define opportunities, priorities, and challenges around recruiting more women to the foodservice distribution industry. From the drawbacks of homogeneity in decision-making to the benefits of having a workforce that reflects the diversity found with customers, there are a number of compelling reasons to increase the participation of women in foodservice distribution.
Quarterly Economic Report Provides Insights to IFDA Members:
Every quarter, IFDA members receive the IFDA Economic Report, which provides data and trends for industry specific information such as personal consumption expenditures at restaurants and drinking places, fast food retail sales, and more. The report also provides an assessment of U.S. trends from crude oil prices to unemployment rates to disposable personal income spending. Economist Brian Beaulieu of ITR Economics is the lead author.

Daily Update Delivers Focused, Relevant News:
Every business day, the IFDA Daily Update delivers the hard news of the day around the food business — from operator menu changes to distributor facility openings. It also keeps IFDA members informed of breaking news around legislation and regulations, IFDA programs, research, and more. If you want to receive the IFDA Daily Update, go to www.ifdaonline.org and sign up at the bottom of the home page.

Federal Insight Keeps IFDA Members Informed on Policy:
The IFDA Federal Insight is one of three government related e-newsletters that keep IFDA members up to date on regulations and legislation — and provides resources for taking action. If you wish to receive this members-only e-newsletter, contact IFDA at (703) 532-9400.
Insights on Independent Operator Market:
In October 2017, IFDA released a major report on independent operator needs and preferences that is based upon an extensive survey of independent operators. This complimentary report to IFDA members, conducted by Technomic, provides insights that can be used to better understand independent operator priorities.

Compensation Survey Provides Timely Benchmarks: In late 2017, IFDA released its second IFDA Hourly Compensation Survey, which provides IFDA members with valuable compensation data. The data also provides opportunities to educate lawmakers and the general public about the quality of compensation available in the foodservice distribution industry compared with other average wages (see graphic to right).

Best Practices on Expanding Driver Recruitment and Retention: IFDA continues to respond to ongoing challenges such as the driver shortage. IFDA research released in late 2017 provides solutions to growing the driver pool and building retention efforts. The research tapped industry experts on innovative practices and defined some of the advantages and physical challenges in being a foodservice distribution driver.
IFDA MEMBERS BUY, STORE, SELL AND DELIVER THOUSANDS OF PRODUCTS

That’s about 25 million cases of product daily.

We touch American lives every day.

Meet Tabetha Spencer
Warehouse Shift Manager
Dot Foods Headquarters, Mt. Sterling, IL

Tabetha Spencer joined Dot Foods eight years ago as an order selector. A single mother, Tabetha was looking for a stable job with great benefits for her daughters. Now a shift manager, Tabetha enjoys the supportive work environment and economic opportunities it provides her family, and providing her employees with the information, tools, and training they need to do their job well. She looks forward to continuing to advance in her career at Dot Foods.

Meet Dwayne Robinson
National Accounts Manager
Reinhart Foodservice, L.L.C., Omaha, NE

A top-performing sales person, Dwayne Robinson was drawn to a career in the foodservice industry because of his passion for food and for the opportunities for upward mobility. Dwayne plays a critical role in the $280 billion foodservice distribution industry, working with hundreds of restaurant owners throughout Georgia. Dwayne takes pride in helping his customers succeed, which includes many independent family-run businesses.

In Billions of Dollars

Learn more about how food gets to your favorite restaurant. Go to www.ifdaonline.org/foodservice-distribution.
Infographics shared with Congressional Members and Staff: During the 2018 IFDA Washington Insights Conference, IFDA members were able to share facts with lawmakers about the foodservice distribution industry — from investments in infrastructure to helping define the scale of the industry. In addition, brief stories about distributor employees helped illustrate successful careers in the industry. The panels above were used as large graphics at the IFDA Thomas Jefferson Awards reception, and in printed form as a leave behind at Congressional offices during Capitol Hill visits.
Board of Directors

John Tracy, Executive Chairman, Dot Foods, Inc., IFDA Chairman
Craig Hoskins, President & CEO, Performance Food Group - Customized, IFDA Vice Chairman
Mark Harman, President, Stanz Foodservice, Inc., IFDA Treasurer
Mark S. Allen, Jr., President & CEO, IFDA

Kristin Coleman, EVP, General Counsel, and Chief Compliance Officer, US Foods
Jeff King, President & CEO, Reinhart Foodservice, LLC
Russell Libby, EVP Administration and Corporate Secretary, Sysco Corporation
Brooks Martin, President & COO, Martin Bros. Distributing Co., Inc.

W. Kent McClelland, Chief Executive Officer, Shamrock Foods Company
Andrew Mercier,* President & CEO, Merchants Foodservice
Peter Mouskontidis, President & CEO, Nicholas & Company, Inc.
Christopher Pappas, President & CEO, The Chefs’ Warehouse

Stephen Push, Chairman & CEO, Legacy Foodservice Alliance
John Renzi, President, Renzi Foodservice, Inc.
Susan Ryan, President, Upper Lakes Foods, Inc.
Bob Stewart, Chief Executive Officer, UniPro Foodservice, Inc.

Mike Sweet, President, Ben E. Keith Foods
Daniel Van Eerden, President & CEO, Van Eerden Foodservice
Rich Wolowski, Chief Executive Officer, Gordon Food Service
Thomas A. Zatina,* President, McLane Foodservice, Inc.

*Past Board Chair

The IFDA Board of Directors: Creating Value for All IFDA Members

IFDA is governed by a Board of Directors that includes 19 industry leaders from companies of all sizes. The IFDA Board meets twice a year to discuss priorities for the association, new challenges and opportunities that might be addressed through IFDA, and financial and governance issues.

Though each Board member has a different set of experiences, they all have one thing in common — a commitment to creating value that contributes to the success of IFDA member companies, the industry, and the association.
Foodservice distributors play a vital role in the foodservice industry, delivering food and other products that professional kitchens need. In the U.S. alone, about 225 million meals are purchased away from home every day. Whether it’s a meal at a favorite restaurant, a college, a hospital, or other foodservice operation — a foodservice distributor helps make that meal away from home possible.
**INTERNATIONAL FOODSERVICE DISTRIBUTORS ASSOCIATION**

**Partner and Allied Members**

Our thanks to IFDA’s Platinum, Gold, and Silver Most Valuable Partners, and IFDA Elite Sponsors, who provide additional support for IFDA Member Programs.

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**PLATINUM PARTNERS**

- Conagra Foodservice
- McCain Foodservice
- Lamb Weston

**GOLD PARTNERS**

- Ecolab
- Nestlé Professional
- General Mills, Inc.
- GP Professional
- High Liner Foods
- Hormel Food Sales, LLC
- The J.M. Smucker Company
- Kellogg Specialty Channels
- Kraft Heinz Company
- Lamb Weston
- Land O'Lakes, Inc.

**SILVER PARTNERS**

- CH Guenther & Son, Inc.
- Campbell Soup Company
- ConAgra Foodservice
- Custom Culinary
- DanoneWave
- Dianne’s Fine Deserts, Inc.
- Dole Packaged Foods
- Dot Foods, Inc.
- Ecolab
- Essity
- General Mills, Inc.
- GP Professional
- High Liner Foods
- Hormel Food Sales, LLC
- The J.M. Smucker Company
- Kellogg Specialty Channels
- Kerry
- Kraft Heinz Company
- Lamb Weston
- Land O’ Lakes, Inc.

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- Safe Fleet Truck & Trailer Division (R-O-M Corporation)
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- Silver Eagle Manufacturing Company
- SkyWave, an ORBCOMM, Inc.
- SmartDrive Systems, Inc
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- Truck-Lite Co., Inc.
- U2logic, Inc.
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- Vanguard/CIMC
- Vector Fleet Management
- Vistex Inc.
- The Whiting-Turner Contracting Company
- WorkWave, LLC
- Zilliant
OUR PROMISE:

We care about foodservice distributors, the people who put the food in foodservice.

We work proactively to ensure that our members prosper and thrive.

Whenever we can help, we will help. We have the back of every IFDA member company.