

People

FOR THE PEOPLE OF OSCO DRUG, INC.



1979 Central Region Managers Conference

THE JEWEL CONCEPTS ORGANIZING AROUND PEOPLE

Our philosophy of organization starts with people -- not boxes on an organization chart.

Our philosophy of organization has always been concerned with relating people's abilities and potentials to the jobs to be done. We are not preoccupied with fitting names into boxes on an organization chart.

Organizing around people requires an understanding that there are no perfect people. Such organizing assumes it is possible to develop teams of people whose excellence results from their combined talents.

Osco has expected much of its people, often giving them responsibilities beyond their personal experience. No one is sure they will not be tagged for a new assignment for which they have had little or no practical training. Surprisingly, few have failed to measure up to what was asked and confidently expected of them. In this process of growth the keys to success are initiative, resourcefulness and imagination.

Basic to our philosophy of organization are the executives who visualize themselves as being under

their organization and acting as "First Assistants" to those reporting to them. They give them responsibility and authority for carrying on in their individual capacity, but they are ready at any moment to assist them when they need help or guidance.

Executives, in accord with this philosophy, understand that they do not run their function of the business, rather they assist those who do. They try to forget that they are the boss and try to remember that any prestige they may enjoy will come from what they can accomplish for those reporting to them.

Executives don't use the First Assistant philosophy to avoid responsibility for final results, but use their authority and involvement as First Assistants to attract the whole-hearted participation of those who look to them for guidance.

WHAT HAVE WE DONE RECENTLY?

One of the basic philosophies on which the Jewel Companies have grown has been called the "First

Assistant Philosophy." At Osco, we firmly believe in this approach to challenging people. We cannot, however, use the term "first assistant" to describe the philosophy because of the confusion between the position title of first assistant in our stores and the management philosophy.

Working teams in our stores, in markets, and within districts are built upon the specialized individual differences of the people who make up those teams. Administrators, merchants, customer service specialists -- our people are known by their area of expertise and together they form a strong team.

A store manager is a store manager in title and responsibility, but the person who is performing that job can contribute to the company in areas that go beyond that general job responsibility -- and many of our managers do just that. A new ordering system, organizing a central ticketing procedure, finding new uses for management information reported to the stores -- these are all specific examples of where individual strengths were harnessed for the benefit of the entire company.

Very few high school students are fortunate enough to know what career path they'd like to choose for themselves. A policeman sounds exciting, or possibly a computer programmer. An executive's life sounds interesting --- or maybe they'll choose medicine or law. The problem is this --- it's impossible for them to get a taste of each profession and find which one they'd be best suited for.

The Explorers, a young adult division of the Boy Scouts of America, tries, in part, to solve this problem for the young people of today. The post is sponsored by Osco Drug and co-sponsored by the University of Illinois Pharmacy School. It is for Chicagoland high school students who are interested in the field of pharmacy.

Osco became involved in the program approximately four years ago when the Boy Scouts contacted Don Hoscheit, vice-president of pharmacy operations, and asked if we'd be interested in sponsoring the group. Don responded with a definite "yes." Also involved are John Fegan, professional services representative; Jerry Hildebrandt, pharmacy operations specialist; both are post leaders, and Sheila Bennett, manager third party prescriptions; Reg Bogusch, pharmacy operations assistant; and Ed Singleton, manager tax administration, who are post advisors.

There are many Explorer Posts in the Chicagoland area and each one tries to give students some insight into different professions. There is a post for law and a post for engineering. There is a general interest post for students who have no idea what they might be interested in. There is a post for sports and a post for the sea that teaches young people how to sail.

There are approximately 65 people in the pharmacy post from various Chicagoland high schools. The majority of them are minority groups from the inner city. They range from freshmen to seniors

OSCO SPONSORS THE PHARMACY EXPLORER POST



a tour of abbott laboratories



and have one purpose in mind --- to get some insight into the field of pharmacy.

Our pharmacy group helps them to accomplish this by arranging educational trips, once a month, that let them see what it's like in the field of pharmacy. This year they attended a para-professional training class at the Randhurst training center and then went behind the pharmacy counter to see a real retail pharmacy in action. They visited Abbott Laboratories to observe the manufacturing of pharmaceuticals and Johnson Products to see how cosmetic and beauty aids are made. They plan to visit the Uni-

versity of Illinois Pharmacy School where they will spend time in the labs and talk to administrators about admission requirements.

Besides educational trips, the pharmacy group also takes them on recreational outings. They attended a Chicago Bull's basketball game and plan to see a Cub's game this season.

It is the goal of our pharmacy group to give these young people exposure to the opportunities available to them in the pharmacy profession and help them decide if this is the career path they wish to choose.

Building Future Income Through JCRE Deposits - Part II

Let's assume you deposit \$100 of regular deposits to JCRE each year and your share of the company contributions and forfeitures allocated on deposits are \$30. (The amount was \$31.05 for 1978). The table shows how your account could build up if the investments earned the rates shown. The table also illustrates the power of the compounding of investment results made possible through the special tax treatment. Obviously, the greater the rate of return, the higher the amounts build. The rates of return shown below are at the top of each column.

Annual Rate of Return on Investments

Year	5%	6%	8%	9%	10%
1	\$ 132.50	\$ 133	\$ 134	\$ 134.50	\$ 135
5	732	749	786	804	824
10	1,666	1,752	1,941	2,043	2,151
15	2,859	3,095	3,638	3,948	4,289
20	4,381	4,892	6,132	6,881	7,732
25	6,323	7,296	9,796	11,392	13,276
30	8,803	10,514	15,179	18,333	22,206
35	11,967	14,820	23,090	29,013	36,588

This table is developed on the assumption that each year the following amounts are added as shown for year 1:

. Regular Deposits	\$100.00
. Company Contributions & Forfeitures on deposits	30.00
. Earnings on Average Balance* (i.e., beginning balance plus one-half of deposits added for that year; example - 5% column)	2.50
. Total Added Annually (5% column)	\$132.50

The amount added each year will then compound at the rate of return shown in subsequent years.

The next table shows the approximate monthly payments that different accumulations could provide for 15 years. The assumption is that the balance of the account value is left to earn the rates shown during the 15-year payout period.

Monthly Payments for 15 Years

Investment Rate	5%	6%	8%	9%	10%
Amount Accumulated					
\$10,000	\$ 80	\$ 85	\$ 97	\$ 103	\$ 109
\$15,000	120	127	145	154	163
\$20,000	160	170	194	206	218
\$40,000	320	340	388	412	436
\$60,000	480	510	582	618	654
\$80,000	640	680	776	824	872
\$100,000	800	850	970	1,030	1,090

Depositing regularly to JCRE through payroll deductions provides an opportunity to build a superior account for future income. If you are a 6% depositor, you receive a full share of the company contribution and forfeitures allocated on deposits. If you deposit less than 6% you may wish to authorize a deposit increase to maximize your account's share in the annual company contribution. Contact your manager, personnel or payroll/benefits department for a JCRE DEPOSIT AND INVESTMENT DIRECTION CARD needed to authorize a change in your deposits.

*Average balance equals the balance of the account at the start of the year plus the ending balance divided by two. Earnings on average balance determined by multiplying average balance times the rate of return.

THE ABC'S OF MOVING THINGS SAFELY FROM LOSS PREVENTION

Did you know that three out of 10 accidents causing temporary injury are caused by moving objects the wrong way? Moving things the wrong way may cause strains, sprains, hernias, wounds, or fractures. All mean suffering and may require medical attention and hospitalization.

Most accidents resulting from moving things can be prevented when you follow these six basic safety tips: 1. Get help if there is any doubt about your ability to move the object by yourself. 2. Wear safety shoes with reinforced toes to prevent injuries from dropped objects. 3. Keep hands in the clear --- fingers can be crushed when load is put down carelessly. 4. Wear gloves to protect against slivers, cuts, scratches and burns. 5. Lift with your legs --- don't really put your back into it. 6. Get a good grip to make carrying easier and to protect your fingers and toes.

Planning makes any job easier. When you plan before acting you get the job done safely, easily, quickly and efficiently. 1. Decide in advance how you are going to do the job. 2. Plan the route you will take --- free from tripping hazards. 3. Determine where the object will be set down --- will you need help? 4. Look over the object to see where and how to hold it. 5. Remove grease and oil from object so it is as dry as possible. 6. Consider the distance the load is to be moved. Plan rest stops if necessary. 7. Be sure there is enough space to handle the object safely. 8. Use lift truck or conveyor for things not meant to be moved by hand.

THE KNOW-HOW OF LIFTING

1. Look over the object to be lifted. Make sure it's not too heavy or too clumsy for good balance. 2. Stand close to the load with feet apart for good balance. One foot alongside the load --- one behind. 3. Bend your knees straddle the load somewhat. Keep your back as straight as possible. 4. Get a good grip, many lifting accidents occur when the load slips from hand. 5. Lift gradually. Straighten your knees and stand. Use your leg muscles. Avoid quick jerky motions.

If an object is too heavy, large, bulky, long, hard to handle, or has to be placed high up, try team lifting. Workers should be about the same size. One man should give signals so that all work together.

THE KNOW-HOW OF CARRYING

1. Keep the load close to your body to take full advantage of the mechanical leverage of your body. 2. Always have clear vision over the load and if the load interferes with normal walking, get help. 3. Avoid twisting your body. If you have to change direction do it by moving your feet. 4. Don't change your grip on the load unless its weight is supported. 5. Face the spot your load is to rest on. Turn your feet and whole body in the right direction.

UNLIFTING

1. Bend your knees to lower the load keeping your back straight and the weight close to your body. 2. Watch your fingers. Allow room for the load without danger to your fingers or toes. 3. Slide load into

tight spaces. It's much easier and safer than trying to lift. 4. To deposit load on bench or table place it on the edge and push it forward with arms and body. 5. Be sure the load is secure where you put it down. Will it fall, tip over, roll off or be in someone's way?

THE KNOW-HOW OF PUSHING AND PULLING

Keep the strain off your back --- let your body's weight and your leg muscles do the work for you. 1. Get a good grip on the subject. 2. Keep your back as straight as possible. 3. Brace your feet for maximum leg power. 4. Bend your knees to get the best use of your body weight to move the object. Don't be a wrestler. If the object is too big or awkward, get help!

HANDLING SPECIAL-SHAPED OBJECTS

BARRELS, DRUMS, AND KEGS

One man can roll a heavy barrel --- rocking will help get it started. But it could take two men to move the same barrel on end.

BOXES AND CARTONS

Grasp opposite bottom corners and draw object into body.

SACKS

Carry on shoulder braced by hand on hip or hold at opposite ends and rest load against your hip and stomach.

Being safe when handling objects is squarely up to you. Know yourself. Know how to move materials. Know when to get help --- and you'll get the job done safely every time.

the central region managers' conference



OSCO'S CENTRAL REGION HOLDS THE KEYS TO SUCCESS

Osco's Central Region Managers' Conference can only be described as a total success! Some of our managers came by plane, some by van, and others by car --- and they arrived Sunday, May 20, with all their typical Osco enthusiasm.

The three-day conference was held in the heart of the beautiful Lake Lanier Islands at Stouffer's Pine Isle in Georgia. The meeting gave our store managers an opportunity to participate in seminars which applied directly to our business, to work a vendor show, and to partake in a number of leisure time activities.

A welcoming Western-style barbeque was held Sunday night and gave everyone a chance to greet old friends and make some new ones. Service pins were presented to store managers who celebrated anniversaries in May and June.

Monday, May 21, the meeting opened with comments from President Dick George. Dick reviewed the company's key objectives for 1979 and discussed how we can work toward achieving those goals. A movie entitled "Keys To Success" was shown featuring Roger Stauback, Dallas Cowboy quarterback. The movie highlighted Roger's road to success. In his speech following the movie, Tork Fuglestad, vice-president of the Central Region, talked about success, Roger Stauback and how they relate to Osco. "Through the application of the principles that you have learned as an Osco manager," said Tork, "and through your experience and perseverance, you run your store. You teach, train, motivate and do your best to develop a store team that is a winner. In the truest sense of the word ---you are Osco's quarterbacks! There are a lot of other players on the team at Franklin Park and Oak Brook, but in the end the ultimate success of your store depends on the decisions you make daily." Tork discussed the traits he feels are necessary to obtain the keys to success --- tenacity, perseverance, belief in yourself, and the pursuit of excellence.

THE SEMINARS

Five seminars were scattered over the three-day meeting and offered ideas to aid the managers in their day-to-day store operations. Store managers learned some new skills and received refresher courses in other areas.

SEMINAR I - KEYS TO SUCCESS THROUGH ADVERTISING MANAGEMENT - Leaders: Bob Braden, advertising manager; Liz Geurink, advertising production manager; Dick Davis, district 10 d.m.

Liz, Bob and Dick introduced our store managers to an effective and efficient system of advertising at store level, whether it be by altering the office-issued ad package or utilizing the ad package in its entirety. Bob reviewed the entire ad process for the Central Region ad program, described the ad layout pages (slicks) that are available to the stores, and discussed how the stores can best utilize these tools. Liz reviewed the newspaper survey results which compared the cost of printing tabs through a local printer to the cost of having the newspaper print them. Dick Davis summed up the seminar by advising the store managers to utilize the materials offered by the advertising area because it will save time and money in the long run.

SEMINAR II - KEYS TO SUCCESS THROUGH INVENTORY MANAGEMENT - Leaders: Ron Grove, vice-president of distribution; Arlyn White, manager of physical inventory; Dick Rounds, district 14 d.m.; Larry Hudson, store manager at 880 W. Lafayette.

This is the one area of the business where there could be a wealth of profits for each and every store if activities were implemented with a determination to control the inventory level. The objective of the seminar was to help store managers understand the "ABC" theory behind inventory control as it is used at the Elk Grove Distribution Center (EGDC) today. Specifically, the ABC method of inventory control stresses the need to manage

fast moving ("A" items) differently from medium ("B" items) and slow movers ("C" items). "A" items represent the top 10 per cent of EGDC items which equal 50 per cent of the volume; "B" items represent the next 10 per cent of EGDC items which equal 25 per cent of the volume; and "C" items represent the bottom 80 per cent of EGDC items which equal 25 per cent of the volume.

The new Order Point/Order Quantity (OP/OQ) report was presented. It's a computer generated report which shows shipments from EGDC period by period and item by item. The report shows each individual store how they've been tracking according to movement. The report will be issued twice a year.

SEMINAR III - KEYS TO SUCCESS THROUGH OPERATIONAL MANAGEMENT - Leaders: Bill Bates, district 6 d.m.; Wayne McGuire, pricing manager; Len Thielen, manager of loss prevention; Ken Walker, operations manager.

Bill discussed why the store operations review was revised and who will benefit from its use. The review is in essence, a report card for our managers to track store operating results for the previous four weeks. They can see their actual performance, against budgeted performance, against prior year. The format was revised to be more inclusive of all aspects of the business. The store operations review used properly and regularly can be a key to success for everyday store operations.

Wayne talked about tier pricing which can mean not only added profit dollars in the long run, but an improved image in pricing with all our customers. Tier pricing is a term used to describe pricing strategies (tiers) by one digit, two digit, or three digit categories as opposed to selecting a zone for the total store. Wayne said, "We need to be able to predict the effect of a pricing strategy change and track the effect of the change after we make it." The system will allow all Osco stores in different markets to be "priced right." Tier pricing will be established and on system by the end of June.

Len related how security should be the basic everyday responsibility of all levels of management. Any security problem detracts from profitability at store level. A continued emphasis and communication to the security department of any suspected problems will help to alleviate those problems and add to ultimate profitability.

Ken reviewed the guidelines for the "Let's Make Money" contest which began the first week of June and ends September 19. The contest offers an opportunity to gain ideas from our employees on methods of increasing profits through increasing sales, reducing expenses or in general, anything that will ultimately increase store profits. At the same time, employees submitting the best ideas will be rewarded. Grand Prize winners receive: 1st place - one week in Alcapulco for two; 2nd place - two round trip tickets to any place inside the continental U.S.; 3rd place - three days in Las Vegas for two. Any employee may enter as many ideas as they wish during the entire contest.

SEMINAR IV - KEYS TO SUCCESS THROUGH COMPENSATION MANAGEMENT - Leaders: Frank Leonard, director of compensation; Tom Nielsen, personnel manager; Doug Rives, district 9 d.m.

Payroll is our largest single expense of the business and the one that is most controllable. Seminar leaders stressed the need to act with a sense of urgency on this area to ensure that our sales per man hour goals are met in every store in the business -- and any store that has the ability to exceed its sales per man hours should strive to achieve that position. Topics discussed were eight steps to control absenteeism and the tools to be used for control; Osco's Compensation Philosophy, "Share the profits with those who produce them by offering competitive pay, with the outstanding benefits for a total compensation program better than our competitors." The 1979/80 pay trends and directions were also discussed.

SEMINAR V - KEYS TO SUCCESS THROUGH ORGANIZED MANAGEMENT - Leaders: Ron Dilger, director of training; Greg Gullickson, district 3. d.m.

The organization with which a manager operates will reflect the long-range performance of each individual store. Ron went over the approach to defining the organizational structure of each store and presented eight principles of organization to be applied in this process. A well-defined organizational structure in the store will result in: increased productivity through people knowing their objectives, having more assurance of what their job

is, and having greater confidence in knowing where they stand. Greg reviewed the Managers' Weekly Planner. The Planner was developed as a tool to assist the store management team in its overall planning and control functions. It can help to assure that no portion of store operations will be overlooked on a weekly basis. The proper application of the weekly planner can lead to a more efficient and effective operation.



THE VENDOR SHOW

Tuesday was devoted to a vendor show. Over 70 vendors set-up booths throughout the hotel. This was the first time that a show of this magnitude was held in the Central Region. The mix of vendors and categories was quite extensive and some exceptional values were made available to all stores. A large number of products were available for immediate ordering as well as merchandise for the fall and Christmas seasons, which gave store managers an opportunity to review the products prior to ordering. "The vendor show was more successful than we ever anticipated," said Tork, "it had some definite advantages for the Central Region. It was more economical to show merchandise to all managers at one location. Our managers received a better feel for the product by seeing it first hand. It gave our managers a chance to see product and plan district and market strategies for group promotions and then immediately write the order. Our managers were able to preview new fall items as well."

OTHER ACTIVITIES

In between the seminars there were many recreational activities for our managers to take part in. Monday afternoon a tennis

and fishing tournament were held. Tuesday night was a surprise Hawaiian luau complete with dancers. The thrill of the evening was seeing the district managers and Tork dressed in hula skirts and dancing with the hawaiian dancers. Wednesday afternoon it was the golfer's turn and they played the 18-hole championship course in the rain. Store managers also had the opportunity to partake in horse-back riding, miniature golf, nature hike, water slide, or a chartered cruise.



Twenty-six special awards were presented this year to individuals for their significant achievements in the Central Region. Awards were also presented to the winners of the sporting events.

special awards



CENTRAL REGION MANAGER OF THE YEAR

In appreciation for your dedication and service to your district and the Central Region. (l-r): District 10 - Larry Hudson, 880 W. Lafayette; District 14 - Duane Davis, 411 Galesburg; District 12 - Larry Koett, 912 Owensboro; District 9 - Al Gunneson, 418 Little Rock; District 6 - Bernie Schelonka, 801 Rochester; District 4 - Gary Volkening, 816 Jefferson City; District 2 - Jerry Rivinius, 859 Cedar Rapids. Not pictured Marv Parry, District 5 - 829 Decatur.



THE HANG TOUGH AWARD

For dedication and endurance in the Indianapolis market and for assisting in setting a base for a bright future. (l-r) front row: Tork Fuglestad, vice-president of the Central Region; Jack Lohr - 768, Gary Mize - 765, back row (l-r) Tom Flowers - 767, Gary Hruby - 762, Greg Gullickson, district 3 d.m.; Dick George, Osco president; Don Martin - 764, Chuck Gundlach 761, Mike Flynn - 763, Gene Bailey - 766.



CENTRAL REGION DISTRICT MANAGER OF THE YEAR - DICK ROUNDS

In appreciation for outstanding service and leadership to district 14 and the continuation of profit growth achievement. (l-r) Tork, Dick Rounds, Dick George.



Vail Paschal, pharmacy coordinator for the Little Rock market received an award for outstanding achievement in the development of pharmacy promotional packages.



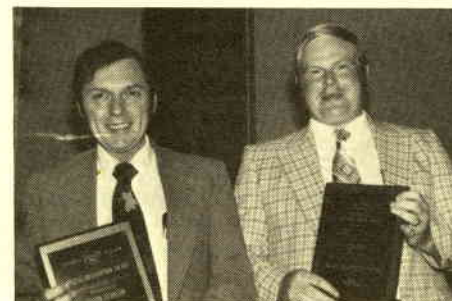
(l-r) Don Clay, 818 Bloomington and Dick George. Don and the crew of 818 received an award in recognition of outstanding "customer service" before, during and after the 1978 customer service campaign.



(l-r) Tork, Dick George and Dan Kubicek - 849 Dubuque. Dan received the "Rookie of the Year" award in recognition of outstanding service and profit growth at 849 during 1978.



Dick George presents June Marquis, Crest Photo sales manager, with an outstanding service award for continued good service and follow up in recognizing the needs of the Central Region stores.



Austin Stanton (left) and Rich Bos received a special award for outstanding service as a buyer. They were selected by the managers of the Central Region based on the quality of service for 1978.



(l-r) Tork and Dick present Paul Harig, manager of financial evaluation with an outstanding service award for continued support, follow up and accurate information as needed or requested by the stores of the Central Region.



George Stearns, Central Region advertising manager, received an outstanding service award in appreciation for his dedication and service to continuing contributions to the improvement of the ad package and for recognizing and communicating the needs of the Central Region.

honorary d.m.



SPECIAL TRIBUTE!! SPECIAL TRIBUTE!!

The managers of the Central Region unanimously selected Joe Saul, manager of special accounting services, as "Honorary District Manager" of the Central Region. Joe received the award in appreciation of years of continued service, outstanding follow up and friendly co-operation to all stores of the Central Region. And for developing the reputation of, "If all else fails.....ask Joe Saul."

Ross Scholarship Winner

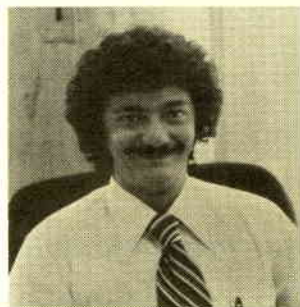
changing
times



Brian



John



George



Connie



Bob

BRIAN SMITH, former manager of EPOS (electronic point of sale) is the new toy buyer. Brian began his Osco career in 1975 as a trainee at our old Grand Ave. store. He has held various positions since that time including: 2nd assistant at 663 Chicago, and 1st assistant at 663 and 679 Park Forest. Brian received a BS, and then an MBA in accounting and finance from Cornell University.

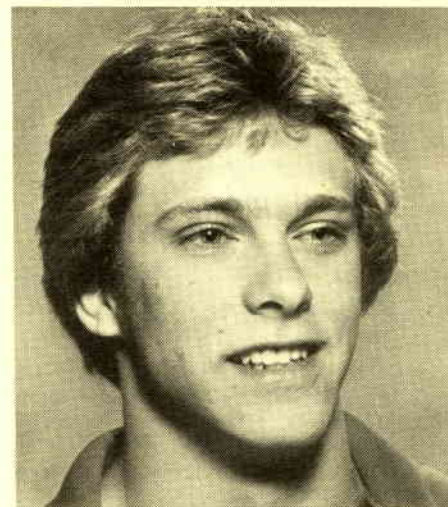
JOHN BRADLEY is the new EPOS manager. John began his Osco career as a part-timer in 1970 and has held various management positions since that time including: trainee at 695 Downers Grove, 2nd assistant at 289 Park Ridge and 667 Des Plaines, and 1st assistant at 667, 614 Des Plaines, and 44 Oak Lawn and new store set up coordinator. Most recently he was EPOS field supervisor. John attended the University of Illinois and Elmhurst College.

GEORGE VESLEY, former EPOS coordinator, is the new EPOS field supervisor. George began his career

in 1973 with the Jewel Data Center as a computer operator. He was a shift supervisor and wiring specialist before joining Osco in 1977 as EPOS coordinator. George is a graduate of Illinois Computer College. He and his wife Barbara and their daughter Melissa reside in Tinley Park, Ill.

CONNIE FEUERSTEIN is a new EPOS coordinator. Connie began her Osco career in 1977 as a trainee at 407 Bloomington. She was a trainee at 413 Normal and a 2nd assistant at 414 Green Bay. Connie is a graduate of Wisconsin State in Whitewater with a BBA in Marketing. She resides in Woodridge, Ill.

BOB VONDERHAAR, former director of sales promotion, is the new liquor buyer. Bob began his career with Jewel Food Stores in 1961 on a part-time basis. In 1970 he joined Turn*Style as sales manager for ladies and girls; and mens, boys and infants. He was also apparel buyer for Turn*Style. Bob attended Indiana University and Western Michigan University. He and his wife Janis reside in Ogden Dunes, Indiana.



Mark Shader, son of Fred Shader, pharmacist at 805 Waterloo is the winner of the Frank P. Ross Memorial Scholarship sponsored by Jewel Companies, Inc.

Mrs. Frank P. Ross established this scholarship fund through the Jewel Foundation in 1964 to commemorate her late husband, a co-founder of the Jewel Tea Company. Any high school student who plans to enter an accredited college, and whose mother or father is employed full-time with (or has retired from) Osco Drug, Inc., is eligible to compete.

As you'll see, Mark is a very deserving recipient of the award. He's also received the following awards: W.E. Ruebus Scholarship for Athletics, Iowa Bar Association Award, University of Iowa Dean's Scholarship, Scholar State of Iowa Award, National Merit Scholarship finalist, National Merit Award to the University of Southern California, Honor Club Society Recognition Award. Mark was also very active at West Waterloo High School. He received a Certificate of Excellence in tri-state math, was the Youth of Month in Waterloo, was a member of the Student Senate for four years, he was school committee chairman, activity committee chairman, he was lettered in football his junior and senior year, and lettered in track. Mark was very active in the Boy Scouts as: patrol leader, troop scribe, order of the arrow and star scout. He was also a member of the Honor Club, Varsity Club, Pep Club, Variety Show, and Cedar Valley Stamp Club. CONGRATULATIONS Mark.

OUR PEOPLE CELEBRATE

1. MIKE CARTER (left), 2nd assistant at 408 Green Bay, celebrates his two-year anniversary with Bill Bates, district 6 d.m.

2. (l-r) Marc Pieart, payroll manager, presents CAROL BAUMANN, benefits clerk, with her five-year pin, and JUDY RANKIN from payroll accounting with her 10-year pin.

3. 1st Assistant RICK DABBERT (left) from 37 Niles, receives his five-year pin from Store Manager Terry Hattendorf.

4. Cosmetician NANCY SAMS from 811 Danville, receives her 20-year pin from Tork Fuglestad, vice-president of the Central region.

5. Three part-timers from 881 Clinton celebrate their two-year anniversaries. (l-r) CHRIS KLINKLER, MARK PETERSEN, and ROSE REESER.

6. (l-r) Dennis Johnson, store manager at 835 Grand Forks, presents pins to: DOROTHY FARRELL - two years, RON WAGNER - two years, and FLORENCE BURNS - 10 years.

7. BYRON CONANT (left), store manager at 6 Hillside, receives his 15-year pin from John Terry, district 4 d.m.

8. JUNE BELL, R.Ph. at 673 Chicago Heights, receives her two-year pin from Store Manager Darnell Allen.

9. NEDRA BROWN, cosmetician at 627 Evanston, receives her two-year pin from Store Manager John Drobish.

10. Celebrating anniversaries at 217 Arlington Heights with Store Manager Terry Zaio (right) are Pharmacist JOHN GUDAITIS (left) - five years, and 2nd Assistant STEVE DAVIS - two years.

11. ANDREW PETERSON (left) from 874 Muncie, receives his two-year pin from Mike Reichard, 2nd assistant.

12. MARTHA KERR from 819 Springfield, celebrates her 15-year anniversary with Bill Mayfield (left), district 5 d.m., and Tork Fuglestad, vice-president of the Central region.

13. BETH STYBER from 60 Palos Heights, receives her five-year pin from 1st Assistant Bruce Reynhoult.

14. JULIE ARPS from 853 Wausua, receives her five-year pin from Store Manager Gary Hilber.

15. JUNE LEE from 939 Billings, receives her two-year pin from Store Manager Ted Helmer.



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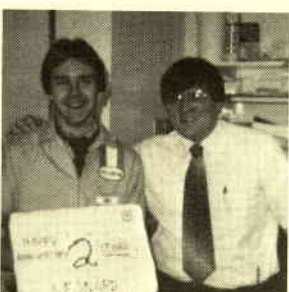
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SERVICE ANNIVERSARIES

16. DEAN ENGELBRECHT from 410 Jacksonville, celebrates his two-year anniversary with (l-r) Tork Fuglestad, vice-president of the Central region; Bob Hoffman, store manager; Dean; and Bill Mayfield, district 5 d.m.

17. GREG ANDERSON (right), R.Ph. at 943 Watertown, receives his two-year pin from Store Manager John Reinschmidt.

18. MILT BOULOUKOS (left) from the replenishing area at Elk Grove, receives his five-year pin from Ed Heise, replenishment supervisor.

19. Celebrating anniversaries at 876 Springfield with Store Manager Cliff Wallace (left) and Vice-President of the Central Region Tork Fuglestad (right) are (l-r): JULIE BUSHNELL - two years, MARY KAUFMANN - two years, and DAN BROWN - 10 years.

20. MELBA FIXTER, cosmetician at 685 Calumet City, receives her 10-year pin from Store Manager Hank Gust.

21. RAY JEFFREYS (right), general ledger control manager, receives his two-year pin from Bill Harbecke, director of general accounting.

22. JUDY MOHAGEN from 934 Yakima, celebrates her two-year anniversary with Store Manager Duane Strande.

23. BRUCE MATTER (right), 1st assistant at 885 Evansville, celebrates his five-year anniversary with Store Manager Dave Pitterle.

24. Part-timer LEONARD ZYCH (left) at 624 Chicago, celebrates his two-year anniversary with 1st Assistant Jim Doig.

25. GERI CHEBOOK, soft goods secretary in the Eastern region, receives her 10-year pin from Lenny Katz, soft goods district manager.

26. JEAN HURLEY, secretary for Crest Photo, receives her two-year pin from Tom St. Peter, Eastern region Crest representative.

27. GENE MOSHER (center), pharmacy manager at 853 Wausau, receives his 20-year pin from Herb Sliwicky (left), 1st assistant, and Gary Hilber, store manager.

28. ALYSON MIDDLEBROOKS from 768 Indy, receives her two-year pin from Jack Lohr, store manager.

29. FLOYD BROWN (left), R.Ph. at 934 Yakima, receives his two-year pin and cake from Store Manager Duane Strande.

30. MIKE RZANY (left), 2nd assistant at 684 Niles, receives his two-year pin from Store Manager Bill Szramek.

JUNE ANNIVERSARIES

25 YEARS - 1954

David Abbott, 894 Elkhart - 6-10
Maury Gintz, 864 Rochester - 6-29

20 YEARS - 1959

Charles Haeffner, 923 Ananconda - 6-9
Eugene Mosher, 853 Wausau - 6-15

15 YEARS - 1964

Fred Ban, 60 Palos Heights - 6-8
Mabel Glennon, 894 Schaumburg - 6-22
George Arakawa, 667 Des Plaines - 6-1
Danie Terracciano, 614 Des Plaines - 6-22
Mary Thomas, 669 Chicago - 6-22
Neal Milam, 689 McHenry - 6-12
Joseph Elias, 966 Woburn - 6-22
Virginia O'Neill, 904 Medford - 6-10
William Scranton, 814 W. Burlington - 6-8
Charles Gundlach, 761 Indy - 6-15
Stan Carlson, 1818 - 6-15
Del Neel, 3030 - 6-29

10 YEARS - 1969

Ruth Ziolkowski, 44 Oak Lawn - 6-14
Ronald Shear, 129 Hickory Hills - 6-2
William Schindel, 695 Downers Grove - 6-11
Larry Harmon, 692 Mount Prospect - 6-3
Margaret Bero, 3030 - 6-23
Joanne Harrer, 1818 - 6-16
Marcy Marcuccilli, 1818 - 6-30
Larry Broten, 891 Portage - 6-9
Greg Diebert, 891 Portage - 6-17
William Madsen, 921 Idaho Falls - 6-15
Randy Paulsen, 946 Lincoln - 6-16
Larry De Roche, 938 Bozeman - 6-9
Lynn Biel, 872 Bismarck - 6-9
Robert Treitline, 873 Bloomington - 6-11
Larry Hudson, 880 W. Lafayette - 6-9
Michael Hendrixson, 855 Little Rock - 6-16
James Troy, 852 Little Rock - 6-9
Nancy Rusch, 858 Manitowoc - 6-6
Dan Dowling, 879 Austin - 6-11
Daniel Brown, 876 Springfield - 6-16
William Way, 764 Indy - 6-9
John Wettstein, 420 Marinette - 6-16
Karen Kijurna, 14 South Holland - 6-23
James Heim, 691 Matteson - 6-6
Melba Fixter, 685 Calumet City - 6-7
Rich Bos, 1818 - 6-25
Cheryl Peterson, 1818 - 6-7

5 YEARS - 1974

Anthony Welch, 681 Chicago - 6-17
Vicki Piskule, 666 Countryside - 6-12
John Miklian, 604 Oak Lawn, - 6-9
Michael Borkowicz, 6 Hillside - 6-27
Mary Stuber, 60 Palos Heights - 6-25
Monica Cassidy, 52 Westmont - 6-7
Paul Klecka, 662 Chicago - 6-8
John Gudaitis, 217 Arlington Heights - 6-3
Kathleen Bianucci, 603 Bolingbrook - 6-24
Joe Bell, 608 Chicago - 6-3
Scott Husted, 890 Kalamazoo - 6-12
Ernest Vazquez, 3030 - 6-24
Richard Morgan, Crest - 6-17
Randall Smith, EGDC - 6-28
Patricia Kasper, 1818 - 6-10
Bonnie Heirendt, 1818 - 6-3
Gary Rathmann, 1818 - 6-21
Patrick Carr, 932 Boise - 6-17
Pat Priebe, 899 Benton Harbor - 6-24
Edward Farnes, 925 Missoula - 6-24
Jeffrey Higdon, 891 Portage - 6-10
James Bergeson, 806 Fargo - 6-11
Mark Aurit, 807 Bismarck - 6-24
Lynette Bujack, 413 Normal - 6-10
Mark Flanagan, 413 Normal - 6-7

OSCO'S LENDING LIBRARY

by Lisa Patrone

Over the past several years, the Training and Development area within Osco Drug has acquired a large quantity of books, audio-cassette programs and self-teach courses. These materials have been gathered and put into a lending library which is now available to all management and non-management people within Osco.

The library was primarily designed for the purpose of self-development -- the broadening of one's knowledge of self, co-workers, and the business. The training aids within the library were acquired, for the most part, in response to specific training and development needs that existed within our business. As such, titles are somewhat tailored

to the management needs of the company.

In order to inform Osco's people of the materials that are available, the Training Department has put together a catalog. Changes to this catalog are distributed to all stores and support facilities twice a year; (Revisions will be distributed during July). The catalog contains a brief description of all books, audio-cassette programs, and self-teach courses. Also contained in the catalog is information on the ordering procedures for these materials and copies of the order form. Check with your manager or supervisor for your location's copy of this catalog. Additional copies can be obtained through store supplies at the Oak Brook office by requesting them. The catalog is D-4098.

JCIRE PROSPECTUS

The Prospectus which was mailed to all Osco locations for distribution has been prepared in accordance with the regulations of the Security and Exchange Commission. It contains information and data about Jewel, the Profit Sharing Plan and Jewel Companies Investment Trust (JCIT). This Prospectus, dated April 25, 1979, is issued to you for your information and replaces the Prospectus dated May 30, 1978.

Russell Caton, 912 Owensboro - 6-3
Sally Heintz, 866 Joliet - 6-6
David Fields, 957 Cambridge - 6-17
Ronald Yeaton, 964 Rutland - 6-10
Ellen McCarthy, 903 Lawrence - 6-18
Debra Yankowski, 432 Macomb - 6-21
Diane Adams, 419 Kalamazoo - 6-22
James Hansen, 433 Texarkana - 6-17
Delane Saylor, 887 Urbana - 6-12
Cora Shelly, 877 Champaign - 6-25
Bernice Springston, 412 Champaign - 6-4
Ivy Menken, 768 Indy - 6-22
Anita Sells, 805 Waterloo - 6-24
Craig Ciesla, 680 Dolton - 6-4
Trent Dorsey, 611 Chicago - 6-17
Melba Martin, 611 Chicago - 6-17
Henry Sampson, 611 Chicago - 6-18
Ruby Skyles, 611 Chicago - 6-3
Brian Smith, 1818 - 6-3
Larry Winter, 3030 - 6-3

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