

People

OF OSKO DRUG INC. - OSKO DRUG REPUBLIC LUMBER



RECRUITING TODAY FOR OSKO'S
TOMORROW: T.R. CRAIG, PH.D.,
BARB SALTERNO, JIM WILLYARD,
BILLY STEBBEN, DICK GRUMMEL.
STORY PAGE 4

LOSS PREVENTION FOR KID'S SAKE...

...WHEN BUYING TOYS

Choose toys with care. Keep in mind the child's age, interests and skill level. Look for quality design and construction in toys for all ages. Make sure that all directions or instructions are clear---to you and more importantly, to the child. Plastic wrappings on toys should be discarded at once before they become deadly playthings. Be a label reader. Look for age recommendations, such as "not recommended for children under three." Look for other safety labels including: "non-toxic" on painted toys, "flame retardant/flame resistant" on fabric products and "washable/hygienic materials" on stuffed toys and dolls.

...WHEN MAINTAINING TOYS

Check all toys periodically for breakage and potential hazards. A dangerous toy should be thrown away or repaired immediately. Edges on wooden toys that might have become sharp or surfaces covered with splinters should be sanded smooth. Use only paint labeled non-toxic to paint toys and toy boxes. Examine all outdoor toys regularly for rust or weak or sharp parts that could be hazardous.

...WHEN STORING TOYS

Teach children to put their toys safely away on shelves or in a toy chest after playing to prevent falls and other injuries. Toy boxes, too, should be checked for safety. Use a toy chest that has a lightweight lid that can be opened easily from within. For extra safety, be sure there are ventilation holes for fresh air. Watch for sharp edges that could cut and hinges that could pinch or squeeze. See that toys used outdoors are stored after play --- rain or dew can rust or damage a variety of toys and toy parts creating hazards.



...SHARP EDGES

Toys of brittle plastic or glass can be easily broken exposing dangerous, sharp cutting edges. Wooden, metal and plastic toys sometimes have sharp edges due to poor construction.



...SMALL PARTS

Tiny toys and toys with small removable parts can be swallowed or become lodged in a child's windpipe, ears or nose. The squeakers in some squeeze toys can be removed and possibly swallowed. The seams of poorly constructed stuffed dolls or animals can break open and release small pellets that can also be swallowed or inhaled.



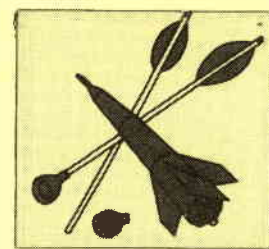
...LOUD NOISES

Toy caps and some noise-making guns and other toys can produce sounds at noise levels that can damage hearing. The law requires the following label on boxes of caps producing noise above a certain level: WARNING - Do not fire closer than one foot to the ear. Do not use indoors.



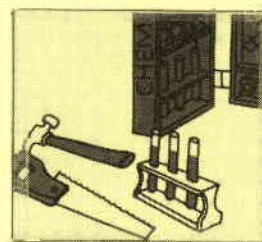
...SHARP POINTS

Broken toys can expose dangerous prongs and knife-sharp points. Pins and staples on doll's clothes, hair and accessories can easily puncture an unsuspecting child. Even a teddy bear or stuffed toy can have barbed eyes or wired limbs which can cut or stab.



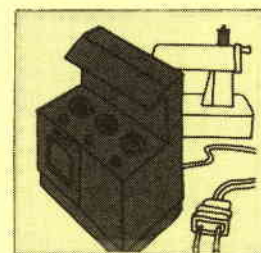
...PROPELLED OBJECTS

Projectiles --- guided missiles and similar flying toys --- can be turned into weapons and can injure eyes in particular. Children should never be permitted to play with adult lawn darts or other hobby or sporting equipment that have sharp points. Arrows or darts used by children should have soft cork tips, rubber suction cups or other protective tips intended to prevent injury.



...WRONG TOY FOR THE WRONG AGE GROUP

Toys that may be safe for older children can be extremely dangerous in the hands of little ones.



...ELECTRIC TOYS

Electric toys that are improperly constructed, wired or misused can shock or burn. Electric toys must meet mandatory requirements for maximum surface temperatures, electrical construction and prominent warning labels. Electric toys with heating elements are recommended only for children over eight years old. Children should be taught to use electric toys cautiously and under adult supervision.

...YOUR RESPONSIBILITY

Protecting children from unsafe toys is the responsibility of everyone. Careful toy selection and proper supervision of children at play is still --- and always will be---the best way to protect children from toy-related injuries.

RON HAAS D.M. OF THE YEAR



Ron Haas, district 1 d.m., received the 1977 "District Manager of the Year" award for the Eastern, Western and Central regions. The award, which is given for outstanding leadership and achievement, was presented at the Western region's managers' meeting in Sun Valley, by Vice-President of the Western region Jack O'Connell.

Jack praised Ron for his outstanding contributions to Osco. "Ron had an exceptional year in earnings and people development," said Jack. "He encouraged his store managers to take advantage of all the promotional opportunities in their markets. An example of this is the outstanding sales of CB radios and accessories the district enjoyed.

In addition, Ron has done a fantastic job of recruiting and training in his role as d.m. A large majority of store management teams have either been recruited by Ron or received training under his guidance."

Ron has been with Osco for 28 years and has been a d.m. since 1964. His district encompasses North and South Dakota and parts of Iowa and Minnesota. In these states Ron is known by people in and out of our company as "Mr. Osco." He is the fourth recipient of this award. Previous winners are Lou Frantzen, store manager and market manager at 897 Loves Park; Wayne Davis, district 2 d.m.; and Dick Berray, district 12 d.m.

a letter to the editor...

Editor April Ross-Moon:

This is certainly an over due thanks for sending PEOPLE to me all of these years. Thank you so much and I hope you will keep it coming even though I suspect it is a special effort to do so.

Having been retired since 1962, I can still sense the Osco spirit when I read PEOPLE and almost every issue pictures a good friend or two from the old days. The issue I received today shows Lou Frantzen and Ron Haas and very often I see my good friends Tork Fuglestad and Jack O'Connell. Your publication is certainly a credit to all of you --- very professional and informative. Of course, I well remember the beginnings of our first "Osco News" in the 1940's when our first editor was Lee Strain. You see, I came to Osco in 1944 when we had just seven stores.

I wish you continued good luck and want you to know that this "old horse" now out to pasture, looks forward to and enjoys every word in PEOPLE.

Sincerely,

Bob Rhea
3333 N.E. 34th St.
Apt. 1221
Fort Lauderdale, Fla. 33308

Any employees who will be retiring soon, or have already retired can receive PEOPLE Magazine at their homes. To get on the mailing list contact April Moon (312) 887-5342.

RECRUITING TODAY FOR OSCO'S TOMORROW

Our continuing recruiting effort... the search for qualified people to fill projected management needs, spans hundreds of cities and thousands of miles of each year. With the tremendous growth Osco is currently experiencing, we have a great need for many talented people in our business. This vast responsibility lies within our recruiting area. "Our primary concern is to maximize the value of human resources," explains Jim Willyard, director of college recruiting. "To keep up with Osco's growth, we must recruit large numbers of management trainees."

At the heart of the scheduling, traveling, interviewing and decision making are the college recruiters: Jim Willyard, director; and Business Recruiters, Craig Pfau and Dick Grummell, whose non-stop leg work forms the basis of the search for the talent needed to assure the continued success of Osco Drug, Inc. The need for management trainees from now until the end of 1979 runs into the hundreds. We plan to open 35 new stores in 1979; and each opening means five promotions and therefore five hires. As you can see, our recruiters have their work cut out for them and need the assistance of all Osco people.

The mechanics of arranging for recruiting materials is a complex one. Betty Steben, administrative assistant, coordinates these activities. Assisting Betty are Barb Salerno, Regis Becker, and Debbie Taylor. These people make sure our brochures describing our career opportunities and interviewing schedules are sent to placement offices. They send out all correspondence to prospective management trainees and placement offices, and make all travel arrangements.



Regis Becker



Debbie Taylor

Supporting the recruiters are many store managers, district managers, and staff operations people...who assist them on the college campuses, in the stores, at the offices... by interviewing candidates and providing insight to assist in the possible decision to make a job offer.

Currently, the emphasis on meeting our needs has been placed primarily on recruiting at colleges, although we do advertise our opportunities in certain markets and identify candidates from within. Osco recruits on campus at 108 colleges and universities across the nation. In addition, we maintain relations with 20 junior colleges within the Chicagoland area. The process that is followed in recruiting is a comprehensive one which includes evaluation of the prospective hire and selling our company. The first step is a campus interview which is usually a 30-minute screening interview at the campus placement facilities, conducted by a member of the recruiting team and/or store managers and district managers. We invite approximately 40 percent of those interviewed back a second time.

The second interview consists of one or more additional evaluation interviews by district managers, personnel managers, and someone from the recruiting area. The recruiting team presents Osco to these people and they in turn present themselves. The candidates are given detailed information about the company, career paths, salary and benefits, and job expectations. In addition, a store tour is given to help show the candidate what to expect from a career with Osco.

After our secondary interview is conducted, a decision is made on whether or not to extend an offer. Approximately 50 percent of our offers are accepted and these people join us as management trainees.

And what kind of people are we looking for? We're not looking for a particular college degree. We're looking for people with special qualities -- people who can help shape the future of our company while achieving success for themselves. Osco management people are outgoing and friendly. They enjoy working with their hands as well as their heads. They should be bright, determined and have strong leadership skills.

Craig Pfau has been a recruiter since August. He began his Osco career as a pharmacy intern/trainee at Osco 854 Elgin and was a 2nd assistant at that store. "We are Osco Drug, Inc., to these thousands of young people we see every year," says Craig. "We select those people we feel are qualified to become store managers, after completing Osco's positions of management trainee, 2nd assistant, and 1st assistant. We try to place a trainee according to their geographic pref-

erence, location of our needs, and experience."

Dick Grummell is a newly appointed recruiter. Dick began his Osco career in 1977 as a trainee at 854 Elgin. He was a 2nd assistant at 884 Aurora and 888 Aurora, and most recently was the 1978 J-CAP coordinator. "The recruiting business is new to me," says Dick, "but I've been a part of the Osco team for a while. It's not difficult for me to continually re-emphasize to our

candidates the fact that we are a company who cares about its people. We know it and believe it, therefore our selling job is an easy one."

Jim Willyard began his Osco career as a part-timer in 1973 while attending school at the University of Illinois in Champaign. He has held various management positions since that time including 2nd assistant at 603 Bolingbrook, 1st assistant at 695 Downers Grove, college

recruiter for one year, and 1st assistant at 966 Woburn, before assuming the responsibilities of director of college recruiting. "Those weeks when you spend five days on the road, covering 3,000 miles with a total of 200 interviews at 4 colleges...are all worthwhile when you know the time and effort is invested to hire the best people for our business. We're not looking for trainees, we're looking for store managers. These people will be the foundation of Osco's future."

store news

1. Carol Pergano from Osco 957 Cambridge, receives a \$25 check from Store Manager Dave Fields as a reward from Master Charge. Carol found a customer to be an unauthorized user of the card.

2. Congratulations to Tom Kuhl from Osco 866 Joliet. Tom was promoted to 2nd assistant at 866.

3. John Jackson receives a going away cake from his friends at Osco 910 Fargo. John was recently transferred to 935 Casper.

4. The management team at Osco 844 Aberdeen dressed appropriately for 844's successful "Moonlight Madness" sale. (l-r): 1st Assistant Fred Hogan, Store Manager John Juhl, and 2nd Assistant Dean Klyve.

5. Dorothy Frazee from Osco 936 Billings, retired after 17 years of service to Osco. A surprise party was held for Dorothy at a local restaurant where she received a service plaque, a set of luggage and of course, a traditional cake.

6. A going away party was recently held for Nancy Ziegler, cosmetician at Osco 663 Chicago. Nancy was transferred to our new Harlem and Foster store. She is pictured with Store Manager Todd Baumruck.

7. Osco 681 Chicago recently had record sales during the first four weeks of their Grand Opening. (l-r): Rosmary Warren, 1st Assistant Jim Blackburn, Store Manager Steve Troc, 2nd Assistant Gary Kasalo, Regie Popielec.



1



2



3



4



5



6



7

1. JOHN FEGAN (left) from our pharmacy group, celebrates his five-year anniversary with Don Hoscheit, v.p. of pharmacy operations.



1

2. LORELEI KORUBA and FRANK KUBICKI from Osco 604 Oak Lawn, celebrate their two-year anniversaries. (l-r): Store Manager Gary Rada, Lorelei, Frank, 1st Assistant Roy Brown.



2



3

3. RAY JOHNSON (right), R.Ph. at Osco 681 Chicago, celebrates his five-year anniversary with Store Manager Steve Troc.

4. JUDY HUNSUCKER from Osco 938 Bozeman, receives her two-year anniversary pin from Store Manager Larry De Roche.



4

5. MARIE PAULKA (right) from 3030, receives her five-year pin from Eva Kearns, manager of accounts payable.



5



6

6. DOREEN DOBBS, secretary at 1818, celebrates her five-year anniversary with all the people she's worked for over the years. (l-r): Vice-President of Personnel Terry Hanson; District 15 D.M. Bill Dumey; District 11 D.M. Dale Engel; Doreen; District 3 D.M. Greg Gullickson; District 9 D.M. Doug Rives; Operations Manager for the Central Region Ken Walker.

7. Celebrating two-year anniversaries at Osco 922 E. Wenatchee are VICKY STEVENS, DAVE ADDINGTON, and BARBARA HAUTH. (l-r): Vicky; Store Manager Dave Doerr; Dave; Dale Engel, district 11 d.m.; and Barb.



7

8. Celebrating 10-year anniversaries at Osco 831 Rockford with Store Manager Walt Minehart are (l-r): BETTY MAYER, MARY BUBELIS, MITZI DICK, and Walt.



8



9

9. GAVIN STOLTE, part-timer at Osco 887 Urbana, celebrates his two-year anniversary.

10. SANDY KRICKOVICH, 1st assistant at Osco 860 Aurora, celebrates her five-year anniversary with Don Lohr, division D d.m.



10

11. ROBERT KUECHS (center), pharmacist at Osco 694 Schaumburg, celebrates his two-year anniversary with Joe Buron (left), district 2 d.m.; and Jennifer Gabel, store manager.



11



12

12. Celebrating two-year anniversaries at Osco 938 Bozeman are (l-r): LOU ANN BARIL, GREG PORLIDES, and KAREN GOSSELL.

13. RAY ULATOWSKI (left), Republic buyer, receives his two-year pin from Russ Wright, v.p. of sales.



13

14. DON GUEST from technical systems, receives his 10-year pin from Carol Eastin, director of information services.



14

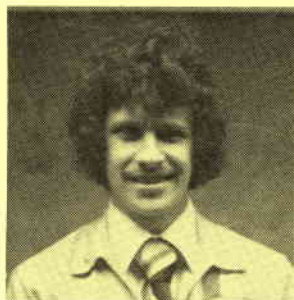
15. MARY KULLEN (center) from Osco 805 Waterloo, celebrates her two-year anniversary with Dorothy Podaski (left), and 1st Assistant Anita Sells.



15



16



17



18



19



20



21



22



23



24



25



26



27



28



29



30

16. Celebrating anniversaries at 896 Joliet are (l-r): 2nd Assistant HOWARD HEFFLEY - two years, DENISE ARCHAMBEAU - two years, Store Manager JIM TONKIN - 10 years, and Pharmacist TOM BAUER - five years.

17. TY TYVAND, 2nd assistant at Osco 934 Yakima, celebrates his two-year anniversary.

18. RICH HALLGREN, pharmacist at Osco 60 Palos Heights, receives his two-year pin from Trainee Sue O'Brien.

19. MIKE PFAFFLIN, former 1st assistant and JACKIE ADELPHIA, celebrate their 10-year anniversaries at Osco 185 Chicago. (l-r): John Grabowski, district 7 d.m.; Jackie; Michael; Store Manager Ray Bozek.

20. Cosmetician KAREN GOEHNER from Osco 945 Huron, receives her 10-year pin from Store Manager Ken Berreth.

21. ANITA WEST, cosmetician at Osco 892 Champaign, celebrates her two-year anniversary with 1st Assistant Mike Massina (left), and 2nd Assistant Tim Otte.

22. Paraprofessional LINDA PALMETER at Osco 886 Romeoville, celebrates her five-year anniversary with Store Manager Carl Simon.

23. JOHN VASKO (center), pharmacist at Osco 626 Chicago, celebrates his five-year anniversary with Store Manager Phil Kneebone and John Grabowski (right).

24. CARL ZIEGLER (right), pharmacist at Osco 824 Kankakee, celebrates his five-year anniversary with Store Manager Lowell Hartsock.

25. Celebrating anniversaries at Osco 935 Casper with Store Manager Dan Schreiner (center) are JIM NELSON (left), pharmacist - five years, and TONY VALDEZ, pharmacist - 10 years.

26. Celebrating anniversaries at Osco 890 Kalamazoo with Store Manager Larry Hedges are BETHANY ZIMMERMAN (left) - two years, and ELANA SIEBEL - five years.

27. Celebrating two-year anniversaries at Osco 602 Chicago with Store Manager Larry Botica are (l-r): DIANE LIERSCH, Larry, ARLENE SPIEWAK, and MARY DYBAS.

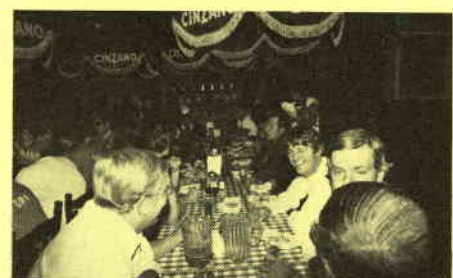
28. Celebrating two-year anniversaries at Osco 888 Aurora are (l-r): PAT TERRY, MARTHA JACKSON, JEAN NEPSTAD, and SANDY MARCUM.

29. RICK DUGAN at Osco 809 Galesburg celebrates his two-year anniversary with 1st Assistant Tom Janke.

30. Celebrating anniversaries at Osco 801 Rochester with Store Manager Bernie Schelonka are VIVIAN HANE (right) - 15 years, and BONNIE BORN - two years.

THE LAST GAME OF THE SEASON!

It was cold, but that never stops avid sports fans. Our systems group battled it out with our merchandising people in the last 'softball game of the season. Systems was way out in front in the first five innings, but the merchandisers were not about to let them have an easy victory and caught up in the last half of the game. It was close, but the systems group won 13 - 11.



December Anniversaries

FIFTEEN YEARS

Betty Madsen, 807 Bismarck
Elaine Tunney, 810 Kewanee
Ted Lorentzen, 1818

TEN YEARS

Daniel Zittnan, 795 Republic
Harold Piel, 937 Billings
Fred Melder, 898 Little Rock
June Marquis, Crest
Bill Harbecke, 3030
Carol Bill, 810 Kewanee
Gary Mize, 765 Indy

FIVE YEARS

Idabelle Kauffman, 3030
Steve Eckstrom, Crest
Charlotte Evans, 928 Pocatello
Matthew Daly, 906 Waltham
Diane Digiantommaso, 904 Medford
Deloris Thompson, 863 T. Haute
Terry Yeagley, 768 Indy
Dianna Wade, 862 Keokuk
Philip Balze, 666 Countryside
Dianne Madden, 44 Oak Lawn
Rita Swiech, 44 Oak Lawn
Paul Klinger, 217 Arlington Heights
Neola Jahraus, 610 Deerfield

SECURITY SCREEN

RULES FOR X-MAS SAFETY

.Keep matches, lighters, candles out of the reach of children.
.Avoid smoking near flammable decorations.
.Make an emergency plan to use if a fire breaks out anywhere in the house. See that each family member knows what to do.
.Avoid wearing loose flowing clothes - especially long, open sleeves - near the open flames of a

fireplace, stove, or candlelit table.
.Never burn candles near evergreens on a mantelpiece or table. Burning evergreens in the fireplace can be hazardous. When dry, greens burn like tinder. Their flames can flare out of control sending sparks flying about a room.
.Plan for safety. Remember, there is no substitute for common sense. Look for and eliminate potential danger spots near candles, fireplaces, trees, and/or electrical connections.

PEOPLE is published by
the Personnel Department
of Osco Drug, Inc.
EDITOR: April Ross-Moon
Volume II - Issue 20
December 11, 1978
Your comments and
articles are welcome;
Send to:
PEOPLE
Personnel Department
Osco Drug, Inc.
1818 Swift Drive
Oak Brook, Ill. 60521