



**Washington Food
Industry Association**

Supporting and representing the neighborhood grocers, convenience and specialty retail stores, suppliers and distributors that make up the fabric of our communities in Washington State.

About the Washington Food Industry Association

The Washington Food Industry Association (WFIA) is dedicated to advocating, educating, and elevating the interests of the Washington State independent grocers, convenience stores, and their suppliers.

The Washington Food Industry Association is a vibrant and effective champion that serves independent grocers, convenience stores, and their supply chain. Members are engaged in activities of the Association at all levels and recognize membership as essential to the success of their business. It serves as a vital resource center and communications hub for the industry.

The Association has built solid relationships with public policymakers at all levels of government and has been successful in its legislative and regulatory efforts. It has established strong coalitions in the government relationship sphere with other related organizations. Members are actively involved in grassroots advocacy and are knowledgeable about critical issues affecting their business.

WFIA utilizes a sustainable strategic governance and management system. Its Board and Committees are comprised of recognized leaders within the industry and its staff is comprised of highly skilled professionals. It is financially stable and has a long-term diversified financial strategy.

Executive Leadership of the Board of Directors

Board Chair: Craig Gaylord, President, Fiesta Foods, Pasco
First Vice Chair: Ron Megahan, President, Metropolitan Markets, Seattle
Vice Chair, Finance: Nicholas Akins, VP of Operations, Akins Fresh Market, Quincy
Vice Chair, Government Affairs: Rick Jensen, President, Harbor Wholesale Foods, Inc., Lacey
Vice Chair, Educational Foundation: Tyler Myers, Owner, The Myers Group LLC, Seattle
Immediate Past Chair: Ray Sprinkle, President, URM Stores, Spokane
Secretary/Treasurer: Tammie Hetrick, President & CEO, WFIA, Olympia
At-Large: Jim Hendrickson, President, Hendrickson, Inc., Kalama

Board of Directors

Dan Alsaker, CEO, Alsaker Corporation, Spokane
Mike Baylor, Vice President, BUNZL/R3, Sumner
Tygann Billow, Co-CEO, Charlie's Produce, Seattle
Chris Brown, President, Wray's Food and Drug, Yakima
Lori Brown, Director of Sales NW, NUCAL Foods, Gig Harbor
Don Buck, Director of Retail Operations, Wilcox & Flegel, Longview
Howard Byrne, Owner, Grocery Outlet, Lacey
Karen Cononetz, President, NW Grocers, Tukwila
Pam Hietalati, Director of Sales PNW, UNFI, Centralia
Paul Kapioski, President, West Seattle Thriftway, Seattle
Mike Kurtz, Regional Manager WA Stores, Jacksons, Bothell
Andra Mobley, Owner, A&J Market, Stevenson

John Morrow, VP of Sales, Young's Market NW, Kent
Mike Palelek, OpCo President, Spokane, Core-Mark, Spokane Valley
Jake Parmer, Regional Operations Manager, ExtraMile Convenience Stores
Donnie Rhoads, Director of Business Development, The Convenience Group, LLC, Vancouver
Cliff Rigsbee, President, Rosauers Supermarkets, Inc., Spokane
Greg Saar, President, Saar's Markets, Inc., Oak Harbor
Jeff Small, Owner, Small and Sons Oil, Auburn
Roger White, President & CEO, URM Stores, Spokane
Troy Wolfe, Sr. Manager Accounts & Business Development, C&S Wholesale Grocers, Vancouver





Membership Application & Dues Chart (2026)

Corporate Name:		# of Stores:
Address:		
City, State, Zip:		
Business Phone:	Business Fax:	
PRINCIPAL Contact Name:	PRINCIPAL Job Title:	
PRINCIPAL Email Address:	PRINCIPAL Contact Phone:	
BILLING Contact Name:	BILLING Job Title:	
BILLING Email Address:	BILLING Contact Phone:	
BILLING Address (if different):		
City, State, Zip:		

Membership Category:
Type of Business:
Describe Your Business:
Preferred method(s) of Contact for BILLING: <input type="checkbox"/> Email <input type="checkbox"/> Fax <input type="checkbox"/> Mail
For WFIA Communications, Action Alerts & Networking Events, may we email you: <input type="checkbox"/> Yes <input type="checkbox"/> No

Grocery Retail	Dues	
Grocery Stores (over 5,000 sq. ft.)	\$515.00 per store up to a maximum of \$12,000	<input type="checkbox"/>
Grocery Stores (under 5,000 sq. ft.)	\$280.00 per store up to a maximum of \$6,375	<input type="checkbox"/>
Convenience Stores (under 5,000 sq. ft.)	\$280.00 per store up to a maximum of \$6,375	<input type="checkbox"/>
Specialty Stores (under 5,000 sq. ft.)	\$280.00 per store up to a maximum of \$6,375	<input type="checkbox"/>
Coffee Houses	\$165.00 per store up to a maximum of \$3,750	<input type="checkbox"/>

Grocery Non-Retail	Dues	
Whole Store Distribution Warehouse	\$5,700.00	<input type="checkbox"/>

Manufacturers' Dist. Warehouse: Annual WA Sales		
Large Companies – Over \$30 Million	\$4,480.00	<input type="checkbox"/>
Medium Companies - \$5 to \$30 Million	\$1,550.00	<input type="checkbox"/>
Small Companies - \$3-\$5 Million	\$775.00	<input type="checkbox"/>
Entrepreneurial Company – Up to \$3 Million	\$385.00	<input type="checkbox"/>

Associate Member – Business Services	Dues	
Regional/National Company	\$1,300.00	<input type="checkbox"/>
Small Company	\$725.00	<input type="checkbox"/>
Marketing Groups	\$415.00	<input type="checkbox"/>

NOTE: Dues are based on a calendar year. If you join the WFIA in a month other than January, your dues will be prorated. We will invoice you for the prorated rate.

To Pay by CREDIT CARD please contact WFIA at 360-753-5177 ext. 1
All credit card charges are subject to a 5% administrative fee.

Signature: _____

Date: _____

Member Benefits

- **Strategic advocacy** and relationship building with legislative members and state agencies to monitor and provide comments on pending rules and regulations.
- **Discount programs and refund incentives** including our popular Retro program. Our members can receive up to a 37% refund and pay an average of 15% less in upfront workers' compensation premiums than other businesses.
- **Timely, topical, and consistent communication**, including a monthly newsletter, regular webinars, legislative reports and updates, and industry action alerts.
- **Exceptional networking opportunities** multiple times a year including our annual Connect Vendor-2-Retailer and Industry Awards Dinner, Industry Golf Tournaments, Best Bagger Competition, and more.
- **Targeted member education & training** including our free safety webinars that exceed state safety training requirements.
- **Professional development opportunities** through The Washington Food Industry Association Educational Foundation (WFIAEF) scholarship program, which funds unique educational programs designed to elevate food industry employees to executive and leadership positions.

WFIA's Retro Program has refunded over \$80M to members, and can reduce workers' compensation premiums by 15%.



Join the WFIA Member Community

Membership in the Washington Food Industry Association is open to all independent grocery and convenience industry retailers, neighborhood stores, wholesalers, manufacturers, and service suppliers in Washington State. Ready to join?



WFIA
Washington Food
Industry Association



**Washington Food
Industry Association**

(360) 753-5177

PO Box 706
Olympia, WA 98507

www.wafood.org

About WFIA

WFIA is a non-profit, statewide trade association of independent grocers, convenience stores, and their suppliers. Founded in 1899, WFIA is one of the oldest trade associations. Since day one, it's been our goal to support and serve our community-focused grocers, convenience stores and suppliers in our beautiful state.



“No matter the scale of the issue in question, WFIA's leadership always finds the nuance behind the details, and they extract solutions like gems from a quarry.”

- Dan Alsaker at The Broadway Group
(Flying J Travel Plaza)



Who We Are

Washington Food Industry Association (WFIA) supports and represents the neighborhood grocers, convenience and specialty retail stores, suppliers, and distributors that make up the fabric of our communities in Washington State.

Our Members Include

Independent community grocers

Local and independent convenience stores

Specialty neighborhood stores supplying food staples, (including micro-groceries, fuel stations and electric vehicle (EV) charging stations.)

Washington-based suppliers and distributors that support our local independent operators

WFIA Washington Food
Industry Association



WHAT IS RETRO?

Retrospective Rating (Retro) is an optional financial incentive program offered by the Department of Labor and Industries (L&I) to help qualifying employers reduce their industrial insurance costs.

IMPORTANT: Retro is the only way to earn premium refunds from L&I.

PROGRAM ACHIEVEMENTS

OVER \$80 MILLION

Refunds earned by members since program inception

25%

AVERAGE REFUND

97%

CUSTOMER SERVICE

NO UPFRONT RETRO FEES!

Members Only—you will not get quarterly billing to participate. You just need to keep your membership current. Keep more of your money upfront!

YOUR PROGRAM PARTNER

ERNwest specializes in managing Retrospective Rating programs and has helped deliver consistent refunds to over 4,000 employers in Washington.

- » WFIA Retro provides claims management and support when there is a workplace injury.
- » WFIA Retro provides money-saving strategies on your workers' compensation premium.

CONTACT US WITH ANY QUESTIONS

Robert Mitchell, WFIA Finance & Retro Manager
360-753-5177 ext. 102 | robert@wafood.org

Andrew Heard, ERNwest Retro Coordinator
253-237-0817 | aheard@ernwest.com

By filling out this release, you are not joining the program or obligated in any way. This is a temporary authorization for release of workers' comp information which allows us to determine qualification and provide a confidential refund estimate.

Find out if Retro is the right fit
for you in 3 easy steps.

1. Fill out the release form (below).
2. Email or scan and fax to submit the form.
email: info@wafood.org
fax: 866-478-2696
3. Receive personalized information about qualification and refunds.

Enrollment opportunities occur four times each year;
March 15, June 15, September 15 and December 15.

Company Name DBA (if applicable)

Address

City, State, Zip

L&I Account Number UBI Number

Email Address

Phone

Authorization is hereby given to the Department of Labor & Industries (L&I) to provide our company's claim history, premiums, losses, statistics, experience modification factor and related industrial insurance data to the Washington Food Industry Association and Employer Resources Northwest. This authorization is to include allowing Employer Resources Northwest online access to the Secure Access system and the Claim and Account (CAC) system. The scope of authorization is to include all matters relating to L&I and is to begin effective immediately and granted for one year from date of signature or until withdrawn through our written notification to the Department.

Company Official Title

Signature Date

Contact Person (if different) Title

Don't Let Workers' Comp Eat Into Your Margins.

REFUNDS EARNED BY MEMBERS
SINCE PROGRAM INCEPTION

OVER \$80 MILLION

3-YEAR AVERAGE REFUND AT
FINAL ADJUSTMENT **26%**

WFIA RETRO

Supporting & serving grocers,
convenience stores & suppliers in our
beautiful state since day one.



WFIA RETRO
MEMBER

VS

NOT
ENROLLED



Claims Expertise

With ERNWest, the largest and most knowledgeable TPA in WA.



Safety Solutions

Onsite walk-throughs, in-person training, hundreds of resources.



Return to Work

Dedicated RTW managers to assist you.



DOSH Citation Support

Assisting employers through DOSH safety violations.

We are dedicated to advocating, educating and elevating the interests of the Washington State independent grocers, convenience stores, and their suppliers.

The WFIA Retro program provides expert claims management and safety education, and supports return to work policies which control worker's compensation premiums and maximize refunds to participating members.

1000s

Claims Closed per Year

100s

Safety Resources Available

97%

Customer Service

Olympia, WA | 360.753.5177

www.wafood.org

RETRO Specifics



MANAGEMENT CHOICES:

In order to meet the needs of its members, there are two options employers can choose from.

RETROSPECTIVE RATING PROGRAM

Also known as Retro, this program is the only way you are able to earn any of your premium back from L&I. Your premium is pooled along with other employers of similar risk class or industry, which reduces risk and maximizes refunds.

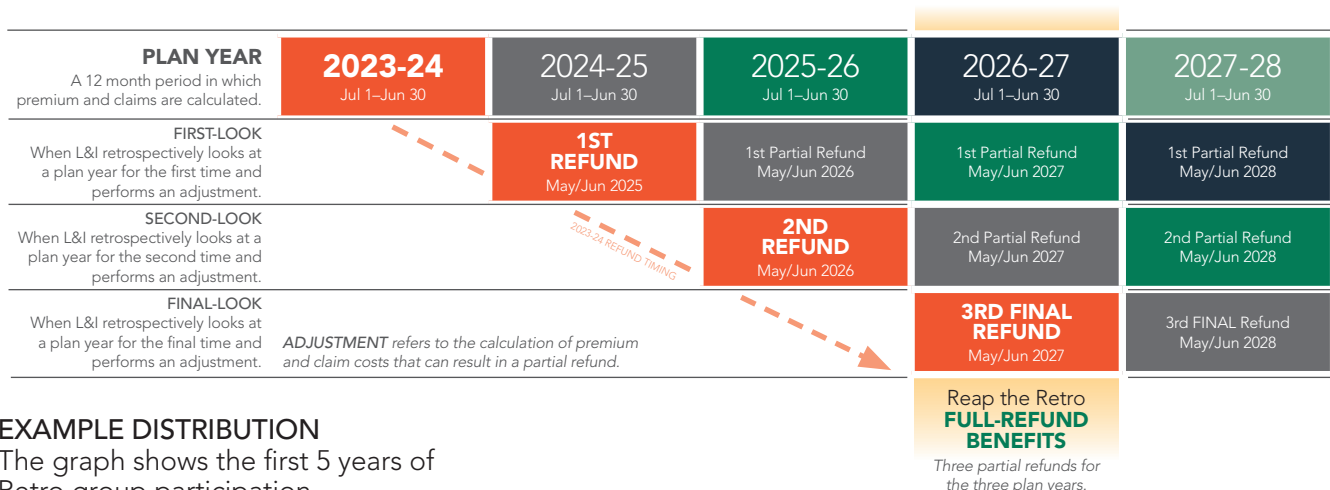
NON-RETRO, MANAGEMENT-ONLY OR WAIVER PROGRAM

Not quite ready for Retro? Whether you have had a couple of bad years or a couple of out of control claims, there is a place for you. Employers will have access to all of ERNwest's services to help you get back on track.

WHAT IS RETRO?

RETROSPECTIVE RATING (RETRO)

is an optional financial incentive program offered by the Department of Labor and Industries to help employers reduce their industrial insurance costs. Employers or groups of like employers may receive premium refunds or they may be assessed additional premium based on their performance.



EXAMPLE DISTRIBUTION

The graph shows the first 5 years of Retro group participation.

WHAT YOU SHOULD KNOW ABOUT REFUNDS:

Refunds are performance based. When companies “perform” well that means there are very few or no losses, and will earn a higher refund. Recent numbers show 64% of WFIA Retro members earned an above-average refund.

HOW DO I GET STARTED?

Contact Tammie Hetrick at WFIA for more information.

Tammie Hetrick, President and CEO
tammie@wafood.org | (360) 753-5177 ext. 2

HOW TO QUALIFY FOR RETRO

- Current membership with WFIA
- All workers’ compensation premiums current
- Meet premium/loss criteria
- Willing to provide modified-duty work or Kept on Salary (KOS) for injured workers

SUPPORT THE FOUNDATION

Want to help support future leaders?

Your 501 C3 tax-deductible donation to the WFIA Educational Foundation will help empower the independent food industry of Washington State through educational and advancement opportunities for years to come.

Our nonprofit status makes us eligible to receive tax-deductible bequests, devises, and transfers of gifts in addition to monetary donations.

We welcome your calls for more information.

360-753-5177

The independent grocery and convenience store industries are only as good as employees. The smartest investment we can make is in providing future executives with the skills to remain competitive.

~ Tammie Hetrick, WFIA President & CEO

CONTACT US



WEBSITE

www.wafood.org
www.retailmanagementcertificate.com

EMAIL

foundation@wafood.org

PHONE

360-753-5177 ext. 1



Advance Your Career
Skills - Knowledge - Opportunities



Online Classes



Scholarships



**College Credits and
Certificates**

BENEFITS

Learn valuable skills needed to succeed in management by continuing your education!

- Affordable Tuition
- Finish in as little as one year, you set the pace!
- Develop new skills
- Pursue career opportunities
- Scholarship opportunities



Want to Know More?

1. Visit our website at www.wafood.org, click on the Educational Foundation tab.
2. Send us an email at foundation@wafood.org.
3. Call us at 360-753-5177.

WHICH PROGRAM?

Retail Management Certificate

The community college RMC is an accredited 8-course program designed to provide the critical skills for career success in our industry. The program can be taken 100% online or through several community colleges in WA state, and can be completed in as little as one year. Highly respected associations such as FMI, NGA, and WFIA fully endorse the Retail Management Certificate.

Food Industry Management Program

The Food Industry Management (FIM) Programs at USC Marshall School of Business is a 16-week on-campus program designed exclusively for high-potential individuals of proven ability. Participants gain the business tools needed to achieve high performance in the food industry, as well as understand the characteristics of executive leadership, and be prepared for the future of the food industry first-hand.

Food Industry Executive Program

This innovative 4-day executive program convenes on USC's campus twice a year, and includes leadership development, team building and management, marketing strategy, ethics, power and influence, as well as economic theory. Attendees will complete the program equipped to influence and inspire their organizations.

Leadership Journey

The IGA Coca-Cola Institute applies new technologies and insights that focus on the development of senior/middle management. Management and operational elements include customer service, strategic planning, family succession, time management, retail management and merchandising.

HOW IT WORKS

The WFIA Educational Foundation offers scholarships to reimburse WFIA member employers who provide financial support to employees attending one of our featured programs.

The foundation is made possible by individual donations and grants for the purpose of uplifting our independent food industry.

Who's Eligible?

WFIA member employers and employees.

What's Covered?

That depends on the featured program. For example, for the Retail Management Certificate, we will reimburse up to \$250 per course for up to four courses per year. We will reimburse up to \$1,000 toward associate costs if an eligible member enrolls in and completes the USC Marshall Food Industry Management Program.

Easy 3-Step Application Process

1. Complete and submit the very short and easy online application for WFIA Educational Foundation Scholarship reimbursement funds.
2. Register for and be accepted into a featured program.
3. Attend and complete the program with a satisfactory outcome to receive reimbursement up to the amount specified for each program.