



Larry Warren, Management Trainee



Patricia Jackson, Management Trainee



Clarence A. Tanner, Store Manager

The industry of food merchandising is hungry for those wanting opportunities for advancement, good benefits, job stability and favorable compensation. And among the names in the food business that provides these benefits along with good service and good products is Safeway Stores, Inc. According to their employees, it is because they want to satisfy their customers.

To meet the needs of their customers as well as to fulfill the professional goals established by the company, Safeway trains employees at all levels.

Larry Warren and Patricia Jackson are in Safeway's Store Management Trainee Program. Warren says the program is a course that includes all departments from meat to bakery. "They even give you a course in checking." Warren has worn the Safeway name for four years. Ms. Jackson has been with the company for six years, starting at the check stand. "I've learned what it takes to get the job done in the right amount of time. You see, saving time is very important because it saves money. Bakery training was a lot of fun. We learned to merchandise the product as well as assist in production. In the meat department, they showed us how to cut and wrap the various types of meats."

What kind of people is Safeway looking for? "If managers can see people who are energetic and outgoing and willing to work, they will recommend you for the SMT Program." Warren says Safeway offers educational reimbursement for courses taken outside the company. "I would take them anyway because this is something that I feel would benefit me."

Warren and Jackson are attracted to retailing because they like people. "I like working with people. I feel that this is what I'm best at. People that I have problems with, who are down, upset or have a complaint, after dealing with me usually leave with a smile. One way or

Story: Lanita Duke

another, I get them to smile," comments Warren. Warren and Ms. Jackson are in a training program for the position of Store Manager.

Clarence A. Tanner says of the Store Manager position, "Not only do you have to manage the people, sometimes you have to manage the people with kid gloves. Departments have managers and you are responsible for their actions, also the profit and loss margin of your store."

Tanner has a degree in telecommunications. "When I came here from California, I knocked on a few doors in TV and radio. While I was waiting, I was hired at Safeway and went right into checker training school." From there the rest is history. "I was nominated for the Management Training Program and was placed in a store and worked my way up from there."

Tanner says, "You have to not only be concerned with how many cans of beans you can put on the shelves and in what time, but the welfare of the people who put them on the shelves. You have to motivate people and manage them in a way to get the work done and keep them happy. The most important thing is to keep the lines of communications open. The thing I like the most is being in control of the situation."

Safeway says that the education and knowledge you have accumulated thus far is a good start. Your experience, combined with a desire to continue learning, is the right attitude for them. They provide the environment to grow professionally. A Safeway spokesperson says, "we have the finest retail management training program in the industry along with many other management development programs within the company. A person employed with Safeway has the opportunity to grow and develop within the company."



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