

BANKING

1. Will DNF have a local bank account?
If yes Who will make the deposits?
Will DNF be allowed to write checks without prior LM approval?
Will DNF have to change banks?
If no How long will it take to get a disbursement from LM?
2. Will DNF have to change their CR/DB/FS processor (Mercury Payment Systems)?
3. Will DNF be allowed a CR or DB card and will DNF be allowed to make charges without prior LM approval?

SPINS

1. Who will create and transmit the weekly DNF SPINS report? Will DNF data be aggregated with LM?

COST AND PRICE CHANGES

1. Per previous answer, apparently ALL NEW PRODUCTS will be priced at LM and LM will create DNF's shelf tags.
 - a. How long will it take to get new products in?
 - b. How long will it take to get the shelf tags to DNF?
2. What about CURRENT PRODUCTS?
 - a. Will DNF be allowed to maintain cost and price in house at all???
 - b. Will we still have to get all our shelf tags from LM?
 - c. If LM maintains all cost/price control, how long does it take for DNF to get updates and shelf tags?
3. Who will call vendors to ask for credits for mispicks, damages, short dates, etc.?

GENERAL INVENTORY MAINTENANCE

1. Will DNF do any of this?
 - a. What if the UPC or Order Id or Brand or other info is just simply incorrect? Will DNF be allowed to fix it, and how long will it take to get a corrected shelf tag?
2. What if DNF wants to start carrying a product?
3. What if DNF wants to stop carrying a product?

OTHER CATAPULT MAINTENANCE

1. Will DNF be allowed to do any of this? Especially under the Generators – Discounts, Prompts, etc.
Will DNF be allowed to create/modify lookup-menus for the registers?
Will anything like this have to be pre-approved by LM?
2. Will DNF or LM initiate tickets with ECRS? If DNF does, do we need prior approval from LA?
Presumably, DNF will be the ones dealing with ECRS on site to resolve the ticket.
3. Presumably, DNF will have to switch to multi-store mode. Is this how LM maintains control over the various inventory issues listed previously?

MONTHLY (and other) SALES

1. DNF currently grabs data and creates input for sales worksheets monthly for CoOp Deals, UNFI's Healthy Advantage, UNFI Monthly Specials, and UNFI Single Level Promotions. The first two apply to all customers and the last two are DNF-determined sale prices for Owners Only.
 - a. Will DNF have any say in what sales occur, at what prices? Will DNF or LM create the sale worksheets?
 - b. Will LA also supply all sale signage?
2. Per a previous answer, it appears that DNF will not be allowed to put items on sale that, for instance, are going out of date, were ordered in error but kept, were mispicks, were sent as new products by NCGA, or are simply dogs, without LM's approval.
 - a. How long will this take?
 - b. Will LM decide the sale price? Will LM also send us sale signs? Will we be allowed to put it on sale before physically receiving LM signs? Who will create the sale worksheets?

OWNER ISSUES

1. New Owners are typically entered at the register, with contact information and info-flags added to the account later.
 - a. Will DNF or LM handle maintenance of Owner records?
Issues: Change of address, contact info, 2nd person on account
Transactions that must be manually included on account for dividend purposes
Historical search for "I was a member three years ago, what happened to my account" types of problems
DNF allows up to five \$20 equity payments to become "paid in full at \$100" – tracking these
Or, since it appears this is not LM policy, who will inform DNF's current owners that they must now come up with the entire balance to \$200 or revert to a yearly fee that never applies to becoming "paid in full"?
 - b. Does LM allow "equity refunds" to Owners who wish to cancel their accounts?
Who will disburse these refunds and, if LM, how long will it take?
2. DNF currently tracks Owner equity payments and sales on a monthly basis (CMS only remembers the last equity payment and some sales must be tracked manually, see 1) as a prelude to the annual finals for possible dividend.
 - a. Will DNF continue to do this at all?
 - b. If DNF does, does LM have its own method that DNF must follow?
3. Who decides if a dividend is available, how it is dividied up (DNF goes by each Owner's percentage of overall Owner sales), and how it may be disbursed?
 - a. Will LM be responsible for paying out dividends by check? And, again, how long would that take?
 - b. Will LM allow dividends to be applied to current purchases?
 - c. If LM allows dividends to be "retained by DNF" – will DNF actually have access to those funds and when?

OTHER QUESTIONS

1. According to the LM Employee Handbook, employees may not clock in more than 15 minutes early. If they are more than 5 minutes late, they get a “tardy demerit” which can accumulate to being fired.
 - a. Are employees allowed to work past their stated end time?
If so, by how much? And does this apply to the “demerit offset” described in the handbook?
If so, how then does that affect the next shift – do they still get a demerit if they come in late to compensate for leaving late (assuming that being late doesn’t impact customer service directly) or are they allowed to leave early the next shift?
Or do they get more demerits for leaving late originally?
Or, are they required to clock out “on time” and “volunteer” for however long it takes to finish the assigned task?
 - b. Basically, some jobs just need more flexible time – cashiers probably not, but clerical types and stockers may need this.
Is this allowed? And what happens on the next shift regarding start/stop times?
Example: the stocker normally comes in about 6:30 am to get coffee, breakfast, etc. but the shift starts at 7 am. However, the delivery truck is already there, so the stocker starts work more than 15 minutes early. Due to the volume, the stocker is not actually “finished” at the shift-end of “noon” and needs to stay an extra hour to get everything put away.
2. What about our current Website/Email Blasts/Twitter/Facebook stuff – do we still have any control over these or are they to be replaced by whatever LM decides?
3. Will we be able to initiate our own “Round-up” campaigns without prior LM approval? Will we be limited to only those Round-ups in effect in the NM stores?
4. Per a previous answer, apparently all our local vendors will have to go thru some vetting procedure with LM. What about “one shots” – for instance, somebody comes in with smudge sticks or freshly harvested pine nuts – will we be not allowed to purchase these?
5. Aside from the Store Manager, it appears that the only store positions that will be available are for buyers (maybe), deli workers, stockers, and cashiers. Will current Admin employees be required to take a pay cut in order to remain employed at these somewhat lower-level positions?
6. Do Owners in the other LM co-ops receive the same deals as Owners of DNF, and vice versa?
We have a Visitor Co-Oper “Owner” account set up for those visitors who inform us that they belong to co-ops elsewhere – it primarily allows them to buy the afore-mentioned Owner Only items at the sale price – will we be allowed to keep this?

7. Since DNF will no longer have its own Board, who will decide who is our representative to LM and, since there are several NM based representatives, will our representative effectively not have a real voice after all?
8. What if DNF decides now to be part of LM, but in a few years decides to disconnect?
 - Apparently, LM will pay off all our loans to acquire DNF – how fast would DNF have to then repay LM if DNF disconnects?
 - Would DNF be allowed to maintain individual (not thru the LM distribution center) accounts with any NM vendors what belong to the LM network? Or could we still work with the distribution center?
 - Would DNF’s current local vendors, having been vetted thru LM, be allowed to retain their relationship with LM?
9. What if DNF decides now is not the time to become part of LM, but would like to in the future?
10. If DNF in Colorado affiliates with LM in New Mexico, which state will DNF pay taxes to, and is there a double-liability of some sort?
11. Will LM disburse DNF Payroll checks? If so, will DNF employees pay CO income taxes, NM income taxes, or be liable for both? How soon after the Friday after the 2-week payroll period will DNF employees have their checks (or automatic deposits)?
12. If DNF employees have health insurance thru DNF, will they be required to change to health insurance thru LM or obtain other insurance?
 - a. If thru LM, will these employees likely have to change primary care physicians to stay “in network”?
 - b. Will they likely have to travel to (at least) Farmington NM to stay “in network”?
13. How much say does LM have in hiring DNF employees below the level of Store Manager?
14. Since Colorado now allows recreational marijuana use, will LM require drug testing for all DNF Workman’s Comp claims? Will drug testing be required for all new hires? Will drug testing be required for existing employees, especially if switching health insurance?

15. DNF offers Special Orders and Outside Sales. SO is for case lots, priced at shelf price/sale price less a percentage for Owners and a lesser percentage for non-Owners. Outside Sales is for larger and/or more regular orders, priced at cost plus 30%-45% depending on whether the customer is an Owner or not and whether the purchase is for an Organization/Club or Individual/Household.
 - a. Will DNF still be allowed to have these programs?
 - b. Since these purchases may not correspond to items actually in inventory, will LM have to be involved in pricing or some other way?

16. DNF has two regular customers that require us to ship product to them (both SO's and off-the-shelf items) through a company just across the street; both pay DNF by Credit Card over the phone.
 - a. Will DNF still be allowed to do this?
 - b. Occasional other customers also request us to ship to them, same payment routine. Will DNF be allowed to do this as well?
 - c. Will LM have to be informed of either of these situations in advance, or at all?

WHY IS LA MONTANITA ATTEMPTING TO ACQUIRE DNF

1. Who actually initiated this effort – the DNF Board or La Montanita?
2. What benefits does LM see for itself?
3. Some numbers were bandied about at the first employee meeting regarding possible lower costs for DNF from vendors. Is there any hard data about this yet, or is it still speculation?
4. What real benefits does LM see for DNF?
5. What real benefits does the DNF Board see for DNF?
6. How, exactly, did LM “help” DNF during past difficulties?