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VICS
 VOLUNTARY INTERINDUSTRY
 COMMERCE SOLUTIONS

**Our Members are
 Our Strength...** *VICS Board Member Companies*





About VICS

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Since 1986, VICS' mission has been to develop guidelines and procedures that improve supply chain efficiency- resulting in lower costs and reduced cycle times.

Who is VICS

VICS is the not-for-profit association that has been creating new best practices and standard solutions for the retail-consumer goods supply chain since 1986. VICS' improvements have delivered billions of dollars in benefits to consumer goods companies, retailers and the firms that serve them.

VICS has a legacy of developing business guidelines and processes that have improved supply chain management effectiveness and efficiency, while increasing retail sales. VICS-created improvements include:

- EDI
- Bar coding in general merchandise
- Bar coding for shipping containers
- Floor-ready merchandise standards
- Bill of Lading standards
- Collaborative Planning, Forecasting & Replenishment (CPFR®)
- And numerous others

All initiatives are created by its membership who have come to realize VICS' unique ability to provide a neutral, collaborative environment, where trading partners, competitors and service providers can come together to develop innovative ideas into practical business applications.

One of the key strengths of VICS is the diversity of its membership, who exchange ideas, concepts and practices and in doing so improve the retail supply chain through the development of business guidelines which are adopted by the retail industry. Total annual sales of VICS' members exceed \$2.0 trillion making it one of the largest industry associations. Until recent years, VICS has historically focused on North America, but now global companies and associations have joined VICS to bring the best practices and valuable education to countries world-wide. By employing the guidelines and processes developed by the various VICS volunteers, the retail industry has become a leader in supply chain practices, dramatically improving efficiency and effectiveness, taking billions to the bottom line for nearly 25 years.

VICS Members ensure that they are employing the business practices that optimize performance. They also learn about emerging products or service offerings being developed for tomorrow's gains in efficiency. VICS is a unique organization where active involvement results in a combination of education, awareness and the practical application of VICS guidelines.

Our Mission

VICS is a not-for-profit association whose mission is to take a global leadership role in the development of business guidelines and specifications; facilitating implementation through education and measurement, resulting in the improvement of the retail supply chain efficiency and effectiveness, which meet or exceed customer and consumer expectations.

Our Objective

The overall global objective is to improve trading partner relationships in the extended retail supply chain, resulting in improved product availability to the consumer. When properly implemented, VICS guidelines, practices and specifications lead to better anticipation and reaction to changes in consumer demand, resulting in improved sales, profits and the use of fixed and working capital.

Who We Represent

The VICS membership consists of companies who have proven that a timely and accurate flow of product and information between trading partners significantly improves their competitive position. It has been demonstrated that cross-industry commerce guidelines and processes facilitate better customer service while concurrently reducing variable and fixed costs. The participation of numerous small and large companies, has established that the implementation of VICS' business processes and solutions achieve excellent returns that go far beyond initial expectations.

Why We Are Needed

Client experiences and studies performed by Kurt Salmon Associates demonstrated that companies which implemented VICS' business replenishment processes had dramatic results: increased sales, faster turns, improved inventory control and cost savings. While the results were impressive, the global pace of change continued to increase and now we find VICS' collaborating to develop the next generation of common solutions that will enable us all to more effectively manage an integrated supply chain where the parts are less sequential and increasingly collaborative, overlapping and global. For example, VICS has continued its value-add to the industry by having developed Linking CPFR® to Sales and Operations Planning.

By 2001, an AMR Research study revealed that retailers and suppliers jointly achieved higher sales with double digit inventory decreases, improved in stock at wholesale and on the retail shelf, at a lower overall logistics cost. At the same time, Kurt Salmon Associates estimated that "the benefits of CPFR® for just the apparel industry alone could conservatively total \$8.3 billion annually".

VICS Guidelines

The following is a sample of the VICS Guidelines, developed by VICS Members, which have been endorsed by the VICS Board of Directors:

VICS Voluntary Guidelines

- Direct to Consumer Commerce Guidelines
- Guideline for Communicating Vendor-Compliance Guide Changes

VICS Floor-Ready Guidelines

- Color-to-Size chart
- Voluntary Guidelines for Floor-Ready Merchandise
- Internet Commerce Model

VICS Logistics Guidelines

- Logistics Model
- Standard Bill of Lading (BOL)
- Standard Routing Guide Format
- LTL Bill of Lading B.I.G. (211)
- LTL Pick Up Notification Guideline (216)
- Motor Carrier Invoice Guideline (210)
- LTL Pick Up Notification Process Flow (216)
- FTL Shipment Status Process Flow (214)

- LTL Shipment Status Process Flow (214)
- Small Package Shipment Status Guideline (240)

VICS CPFR® Guidelines

- Collaborative Assortment Planning for Apparel & Footwear – A Business Process Guide
- DC Replenishment Collaboration - A Business Process Guide
- Implementing Successful Large Scale CPFR® Programs & Onboarding Trading Partners Business Process Guide
- Overview: Collaborative Planning, Forecasting & Replenishment VICS (CPFR®)
- Retail Event Collaboration - Business Process Guide
- Store Replenishment Collaboration - Linking CPFR and Sales and Operations Planning

Hardlines Implementation Guidelines

- Bulk Products Implementation Guideline
- Gypsum & Panelized Products Implementation Guideline

Our Board

Executive Committee

Joseph C. Andraski
President & CEO
VICS

Cynthia DiPietrantonio
Chief Operations Officer
Jones Apparel Group

Peter Longo
President of Logistics &
Operations
Macy's, Inc.
Vice-Chair

Gary Maxwell
Senior Vice President
International Innovation
Walmart

Dave Rush
Vice President, Supply Chain
Integration
Polo Ralph Lauren

Randy Salley
Vice President,
Supply Chain IT
Hewlett-Packard
Vice-Chair

N. Arthur Smith
President & CEO
GS1 Canada
Secretary & Treasurer

John Sullivan
CIO
QVC, Inc.
Nominating Chair

John R. Thompson
Senior Vice President &
General Manager,
BestBuy.com
Best Buy Company, Inc.

Board of Directors

LeRoy Allen
VP Logistics Planning and
Forecasting
Lowe's Companies

Glen Bradley
Sr. Director Customer Service
Levi Strauss & Co.

Matt Carey
EVP & CIO
The Home Depot

Robert Carpenter
President & Chief Executive
Officer
GS1 US

Casey Chroust
EVP Retail Ops
RILA

Jim Flannery
Managing Director of
Customer
Business Development
Procter & Gamble

Steve Harmon
Vice President, Corporate
Transportation
Kimberly-Clark

Shelley Hyytinen
VP, Merchandising Process
and Systems
Target

Evon L. Jones
Sr. Vice President &
Chief Information Officer
Liz Claiborne, Inc.

John Karonis
President Retail and
Consumer Products Group
Kurt Salmon Associates

Steve Karrmann
Director, Supplier Support EDI
& RFID
JCPenney

Steve Matheys
EVP – Global Commercial
Services
Schneider National, Inc.

Ross McCullough, Jr.
VP Marketing
UPS

Michael J. Naatz
Executive Vice President, Chief
Information and Service Officer
YRC Worldwide

Jeffrey S. Russell
Managing Director, Products
NA Mgmt Consulting
Accenture

Dan C. Smith
CIO
Hudson's Bay Company

Larry Smith
Senior Vice President,
Planning &
Replenishment
West Marine

Colin Taylor
Associate Partner
IBM

Raymond Wisniewski
President/C.O.O.
National Retail Systems, Inc.

Our Committees

VICS' committees address a variety of issues within the retail and manufacturer communities. VICS' committee meetings are open to all employees of VICS member companies. Only VICS members may develop guidelines and specifications and vote for their approval.

Collaborative Planning, Forecasting & Replenishment (CPFR®) Committee

Mission

The mission of the CPFR® Committee is to develop business guidelines and roadmaps for various collaborative scenarios, which include upstream suppliers, suppliers of finished goods and retailers, which integrate demand and supply planning and execution. Improving sales, profits and the use of working capital are goals of CPFR®.

The committee is continuing to improve the existing guidelines, tools and critical first steps that enable the implementation of CPFR®. It is also developing guidelines for Apparel and the Integration of category management with CPFR®.

Advisory Board

Provides guidance and overall direction to the Committee

Sub-Committees

S&OP Collaboration Sub-Committee
CPFR® Website

Who should participate?

Senior Managers across functions:
Merchandising and Sales
Planning and Operations
Transportation and Logistics
Information Technology and Finance

Floor-Ready Merchandise (FRM) Committee

Mission

The mission of this committee is to promote effective and efficient supply chain practices by identifying opportunities and defining standards for speeding up product flow to the retailer's sales floor and enhancing the consumer's shopping experience, which should result in improved consumer satisfaction, increased sales, increased profits, and better use of capital.

Sub-Committees

Hangers Sub-Committee
Packaging Sub-Committee
Trading Partner Alignment & Compliance (TPAC) Sub-Committee

Who should participate?

VP Operations
VP Distribution
VP/Director Vendor Relations
Appropriate subject matter experts (SME's) when topics to address are identified.

Logistics Committee

Mission

The mission of this committee is to take a leadership role in defining and driving adoption of common processes for planning and enabling the efficient and effective transportation of products, the effective use of service providers and the development and use of information to improve the performance of the retail supply chain while encouraging the use of GS1 standards. Goals, objectives, strategies and metrics are used to measure the relevancy and progress of the committee while providing implementation guidelines and educational opportunities. It encourages member companies to report the use of the logistics standard to the GCI Global Scorecard.

Sub-Committees

Collaborative Transportation Management (CTM) Sub-Committee
Distribution Center Bypass (DC Bypass) Sub-Committee
Global Logistics Management (GLM) Sub-Committee

Who should participate?

VP Supply Chain
VP Logistics
VP / Director Transportation
VP / Director EDI
Transportation Director or Manager
Electronic Commerce Manager or Director focusing on transportation eCommerce

Product Images Committee

Mission

The VICS Product Images Committee mission is to identify, develop and document standardized methods to name, identify, manage, locate and acquire images for the Apparel and Footwear industries. Identify and standardize the extended attributes associated with the images needed for image business functions.

Who should participate?

VP Operations
VP / Director IT
VP / Director Merchandising
VP / Director Vendor Relations
Appropriate subject matter experts (SME's) when topics to address are identified

Our Current Initiatives



VICS Item-Level RFID Initiative VILRI

Mission

The mission of this committee is to determine a case for action for item level RFID, across various product offerings in different retail verticals, and in the global industry. In addition, prepare the industry for a roll out and organize for critical mass adoption. VICS, AAFA, CSCMP, GS1 US, GS1 Canada, NRF and RILA are co-sponsoring this committee.

The committee will be organized into three sub-committees under the governance of an Advisory Board, Communications and Outreach, Business Case Value Proposition and "Getting Started".

Sub-Committees

Business Case Value Proposition Sub-Committee
Communications and Outreach Sub-Committee
Getting Started Sub-Committee

Who should participate?

Store Operations for Retailers
IT Leadership
Supply Chain Management

VICS AsiaPacific



VICS has a long and successful history of developing guidelines for the retail industry that have proven to result in effective and efficient forecasting of demand and movement of product from point of manufacture to the store. We are now able to engage the Asia Pacific business community in the development and implementation of VICS guidelines through our office in Tianjin, with Ebizprise acting as VICS' Secretariat.

The education of the use of these guidelines will be a major area of focus for VICS AsiaPacific, as guidelines without education is a meaningless exercise. It is expected that manufacturers and up stream suppliers will become active in the development of VICS guidelines, which will be translated into Chinese. VICS AsiaPacific benefits from having experienced and talented professionals who bring the already well-established VICS solutions into China, and develop guidelines that are suitable for China's sourcing and collaboration. VICS AsiaPacific will also act as a CPFR®/Collaboration Certification center for Asia Pacific.

VICS Empty Miles Service

A field tested solution to one of today's biggest supply chain challenges.

With U.S. transportation costs nearing \$1.5 trillion, more than ever before shippers and carriers need to do something to stem the tide of increases and boost asset utilization. VICS, with support from GS1 US and GS1 Canada, is making it easier for companies to address a significant opportunity in this area – empty miles. The

new VICS Empty Miles Service helps reduce empty trailers and carbon footprint by enabling supply chain collaboration on route planning.

Why Empty Miles Now?

- We are in the middle of tough economic times.
- Empty trucks are consuming time and fuel on return legs of dedicated freight lanes.
- Companies are paying a premium on outbound freight to cover returning empty trucks.
- Cost of truck operations are escalating and contributing to increased supply chain cost.
- Fuel costs may rationalize, but long-term they are going up.
- Truck shortages are highly likely over the next 18 months as the economy rebounds.
- Driver supply is both a short-term and long-term challenge.
- Government action has not produced any measurable motor carrier productivity gains in years.
- Sustainability is permeating corporate strategies.

www.emptymiles.org

RFID Forum 2011

VICS is a proud co-sponsor of the RFID Forum 2011 along with CSCMP. 2011 will be our fourth Forum.



The RFID journey continues! Don't miss the RFID event of the year, announcing the highly anticipated RFID pilot results from major retailers and suppliers. This is a must-attend event for retailers, suppliers, and anyone else exploring item-level RFID.

Join your colleagues from major retail and apparel companies October 25-26 in Fayetteville, Arkansas.

<http://cscmp.org/events/rfid/index.asp>

Learn more about item-level tagging issues and hear how major retailers and suppliers resolved these issues. Experience a unique, real-time RFID lab tour at the University of Arkansas RFID Research Center. Explore hands-on demonstrations in a 10,000 square-foot space modeling a production warehouse and retail store environment, giving you the opportunity to explore the possibilities and benefits of implementing RFID at your company.

Objectives

- Hear how retailers implemented testing of item-level RFID.
- Learn their results and early findings.

VICS Education Center

An Introduction to CPFR e-Course

An Introduction to CPFR®

Collaborative Planning, Forecasting and Replenishment (CPFR®) is an initiative that highlights the importance of collaboration and the benefits of a demand driven supply chain. Increased customer satisfaction, reduced inventories, improved profits and increased sales are just a few of the benefits that will be realized from implementing CPFR®.

This course was designed to introduce CPFR® concepts and demonstrate the benefits and synergy of CPFR® with other company initiatives such as Category Management and Sales and Operating Planning (S&OP). Whether you are a CPFR® Practitioner or just wanting to learn more about CPFR®, this course is for you.

What you will learn:

- What CPFR® is and what its key benefits are
- Leading organizations' best practices and critical success factors for the new CPFR® model
- How CPFR® can positively impact performance metrics specifically customer service
- Relationship and benefits of CPFR® to other industry initiatives
- How CPFR® can improve internal collaboration

VICS CPFR One-Day Workshop



This workshop will offer a practical, hands-on approach to position and implement the latest Collaborative Planning, Forecasting and Replenishment (CPFR®) techniques. The course provides a new and unique perspective about the opportunities offered by integrating CPFR and Category Management. The workshop will look how this “blended” strategy will deliver increased consumer value by influencing decisions about merchandising, pricing, promotions, and assortment planning.

What you will learn:

- How to get an instant CPFR® ROI!
- At least 5 solid ways to reduce cost and increase customer service using CPFR®
- A quick start approach by anchoring CPFR® to current initiatives and processes
- How to breakdown internal department silos for increased collaboration
- How to analyze your current category management practices and identify opportunities for collaboration

VICS CPFR® Certification Program



The VICS CPFR® certification course is designed for manufacturers, retailers, vendor service providers, consultants and technology companies. The content is prepared and presented around core principles and content that will allow participants to maximize the learning experience in a case-driven environment of best practices.

Each CPFR section will include a formal outline of the core principles, interactive class exercises that focus on applying the knowledge shared in the session, and a feedback period where teams present back to the group. Buyers, Sales and Operations Planning, marketing, operations, and supply chain professionals will benefit from the course. Certification will be earned upon successful completion of course material and passing a formal examination administered by VICS. This proven participative learning technique helps the student retain the practical elements of the training, and facilitates networking and shared learning through constructive interaction.

Program Includes:

- Current case studies
- Business Process Guide for Implementing Successful Large Scale CPFR® Programs and On-boarding Trading Partners
- The importance of Change Management for instituting a collaborative environment.
- CPFR® Capability Assessment
- Certification Examination and certificate signed -by VICS President & CEO, Joe Andraski

Benefits for a company:

- A company will benefit by taking a leadership role in introducing CPFR® best practices internally and to its trading partners.
- Collaborate and improve trading partner strategies.
- Access, analyze and understand disparate data sources and emerging trends.
- Understand how collaboration between trading partners enhances business results by allowing you to focus on delivering consumer value.
- Strengthen relationships with trading partners.

Benefits for Individuals:

- Learn how collaboration leads to increased profits, reduced costs and improved efficiency.
- Find out how CPFR® provides thorough, accurate information that improves decision-making.
- Learn how leading companies integrate CPFR® with category management to maximize customer service and ROI
- Identify at least five ways to reduce costs and enhance customer service.
- Leverage CPFR® best practices with your existing initiatives, such as supply chain management.

VICS TPAC Foundation e-Courses



Why Is The Cost Of Quality So High?

Suppliers – especially those new to retail – are typically unaware of the commitment to technology and operational best practices to be successful in the retail supply chain. Without adequate preparation, these suppliers burden the supply chain because they become an exception to optimal operational standards. The cost of quality for the supplier and retailer are increased due to chargebacks for non-compliance assessed to the supplier and the need for the retailer to handle these exceptions.

What's The TPAC Committee's Solution?

The TPAC committee has recognized the educational gap that has existed for so long that VICS – as the retail industry trade association – is uniquely positioned to fill. With a more educated supplier base, retailers and suppliers will be able to lower their costs of quality. And this extends beyond new just new suppliers to retail, but also provides a continual education platform to long-term retail suppliers when staff turns over and new employees require training.

The Foundation Course Outline

In partnership with Katzscan Inc., a series of foundation e-Courses has been developed and were launched on June 17, 2009. The foundation courses provide solution-neutral and non-retailer specific information on how to be a successful supplier in the retail supply chain. The series of courses are:

An Executive Overview Of Vendor Compliance – A high-level overview that is intended to advise suppliers considering the leap into the retail supply chain.

Key Aspects Of Vendor Compliance – A detailed look at how vendor compliance impacts all aspects of a supplier's business, from operational procedures to technology, and including floor-ready guidelines and documentation such as the VICS Bill Of Lading (BOL).

An Introduction To Electronic Data Interchange – An overview of what EDI is and how it works, including an examination of documents typically used in the retail supply chain.

An Introduction To Barcode & RFID Label Printing – An overview of what barcodes and Radio Frequency Identification is and how they work, including the pro's and con's of various print methods, how specific barcodes are used, and an introduction to the new global barcode terminology.

EDI Integration Tips & Techniques – A common source of confusion and frustration for suppliers, this course highlights some best practices for integrating EDI into sales order processing, distribution, and accounting applications (though typically found in Enterprise Resource Planning systems).

Common Vendor Compliance Chargebacks & How To Avoid Them – A look at common vendor compliance chargebacks and how – with proper investments in technology and a dedication to operating in an organized manner – suppliers can avoid these mistakes and financial penalties for non-compliance.

Accenture Supply Chain Academy



VICS has recently entered into an agreement with Accenture to be a partner in the Accenture Supply Chain Academy program.

The following is an excerpt from the Supply Chain Academy website.

The Accenture Supply Chain Academy is among the most advanced and prevalent supply chain learning solutions in the world.

- It is in use at numerous FORTUNE 1000 companies, and it is designed to build the skills companies need to put the right product in the right place at the right time.

Among the distinguishing features of the Supply Chain Academy are the following:

- A comprehensive, global online portal designed specifically for supply chain professionals.
- More than 300 courses—by far, the largest and most comprehensive supply chain course library available from any learning provider, anywhere.
- Complete coverage of all supply chain functions, including procurement, planning, inventory management, logistics, manufacturing and customer service.
- Courses available in English, Chinese, Japanese, German and Spanish.
- More than 36,000 learners in 140 countries.
- Education delivered using a blended e-learning architecture—including instructor-led, simulation, classroom workshops, webcasts, and online self-study.
- A competency-based approach to learning that fills the knowledge and skills gaps in a wide range of supply chain roles.

VICS Collaborative Commerce Achievement Awards



Recognize Your Department, Your Team or Your Trading Partner
VICS 14th Annual Collaborative Commerce Achievement Awards
Nominations are now open!

- Retail Excellence Award
- Supply Side Excellence Award
- VICS CPFR® Implementation Excellence Award
- VICS Empty Miles Top Program Contributor Award
- Sustainability Excellence Award
- Best Third-Party Provider Award
- Roger Milliken Career Achievement Award

Recognizing Excellence in Supply Chain Collaboration
www.vics.org

Awards & Banquet Sponsored by

invent

About the Awards

The VICS Collaborative Commerce Achievement Awards rank among the most prestigious in retailing, consumer goods, and related industries. We invite your nominations to recognize colleagues and customer for these awards. The competition is open to all companies - including VICS members and those that should be - across retail, consumer goods, and related third-party providers such as logistics and technology companies.

The Awards are designed to identify and reward excellence in supply chain collaboration. Winners of the VICS Achievement Awards are decided by votes of the VICS Board of Directors. The VICS Awards recognize industry leaders who demonstrate leadership and who rise above their peers in pursuit of productivity.

The VICS Collaborative Commerce Achievement Awards honor outstanding companies for their strategic thinking and leadership and for their implementation of VICS and GS1 Standards that have resulted in more effective supply chain initiatives.

The 2011 Awards Ceremony was held on June 1st, 2011 at the U Connect conference in Orlando, FL. Please visit http://www.vics.org/meetings_events/vics-2011-collaborative-commerce-achievement-awards/ for more information on the 2011 winners.

Award Categories

Retail Excellence - presented to a retail company that has developed or adopted internal systems and practices that have resulted in enhanced supply chain efficiency, improvements in customer service, reduced costs, or increased speed to market by working collaboratively with trading partners to create true end-to-end supply chain integration.

Supply Side Excellence - presented to a consumer goods manufacturer or wholesale distributor that has developed or adopted internal systems and practices that have resulted in enhanced supply chain efficiency, improvements in customer service, reduced costs, or increased speed to market by working collaboratively with trading partners to create true end-to-end supply chain integration.

VICS CPFR® Implementation Excellence - presented to two companies, a retailer and supplier, which have worked collaboratively to create true end-to-end supply chain integration and cooperation utilizing VICS CPFR®.

VICS Empty Miles Top Contributor Award - presented to the company that helps drive adoption through referring new subscribers and posts the greatest savings resulting from the use of the VICS Empty Miles Program.

Sustainability Excellence - presented to the company that develops, executes and maintains the most innovative environmentally sustainable supply chain.

Best Third-Party Provider - presented to a third-party services or systems provider that has developed and/or implemented systems and practices proven to be cost-effective and resulted in supply chain improvements.

VICS Membership Advantages

About VICS Membership

Membership in VICS offers large and small companies, unique resources and a competitive advantage in the current rapidly changing business environment. Implementing VICS' business processes and commerce standards achieves the greatest results when done with a commitment and desire to make changes that will improve the bottom line. VICS provides the forum for meaningful communication with customers, competitors, service providers and peers to connect with the people and ideas to make this improvement happen.

VICS membership provides direct access to a one-stop source for valuable information that a firm can use to improve the efficiency and effectiveness of its supply chain. With the amount of "churn" in business today, it's difficult to keep up. Companies that aren't moving forward, or who don't know how to adapt to technological change, are moving backward. VICS provides a unique opportunity for companies to share best practices, work together to eliminate unnecessary costs, and improve the position of their own companies and the industry. Our membership list is a virtual Who's Who, and membership is growing by several companies a month. Find out why these companies have made the commitment to intelligent business strategies, and why they believe in VICS.

Join VICS to learn how our members, whose sales volume collectively generate \$2.0 trillion annually, have grown through pioneering VICS' business processes and standards that increased sales, eliminated inefficiency, and got them closer to their customers.

With your membership, you will receive:

- Information-packed VICS newsletters containing original interviews with key VICS member executives relating their first-hand experiences developing next practices of which the rest of the industry will learn in the year ahead.
- Private members-only access to case studies, presentations, and detailed reports on committee activities.
- The ability to showcase your firm's individual or collaborative achievements through VICS' communication channels and member networking.
- A copy of all current VICS Guidelines and documents, including the VICS CPFR® Guidelines version 2.0.
- A copy of VICS Collaborative Transportation Management (CTM) Guidelines, that holistically applies collaborative business processes to minimize logistics inefficiencies from the sources of supply to the retail selling floor Active collaboration with decision-makers at visionary companies who are working on Supply Chain Issues.

Membership Types

Sponsoring Member

If your organization is a general merchandise retailer or supplier, you can be eligible to become a Sponsoring Member of VICS. Based upon your company's annual sales, your membership fee and annual dues will vary. As a continuing Sponsoring Member, your company's name will appear on VICS membership lists which are widely distributed, you'll be eligible to become a member of VICS Committees, you'll be able to attend periodic update meetings, and you'll receive a kit containing all recently published VICS materials. As a continuing Sponsoring Member, you will also be eligible to fill a vacancy on the VICS Board.

Annual Sales	One-time Membership Fee	Annual Dues
Less than \$20 Million	\$3,500	\$2,000
Greater than \$20 Million	\$7,500	\$4,000

Associate Member

If your company is a vendor of retail automation products or services (e.g., manufacturers of point-of-sale and other in-store equipment, consulting groups, software package developers etc.), you may become an Associate Member. Based upon your company's annual sales, your membership fee will vary. As a continuing Associate Member, your company's name will appear on VICS membership lists which are widely distributed, you'll be eligible to become a member of VICS Committees, you'll be able to attend periodic update meetings, and you'll receive a kit containing all recently published VICS materials. As a continuing Associate Member, you will also be eligible to fill a vacancy on the VICS Board.

Annual Sales	One-time Membership Fee	Annual Dues
Less than \$20 Million	\$7,500	\$4,000
Greater than \$20 Million	\$15,000	\$4,000

Trade and Standards Association Member

Trade associations (generally 501(c)(3) or 501(c)(6) corporations) may become a Trade and Standards Association Member by invitation by VICS. Trade and Standards Association Membership will be continued on an annual basis by invitation. Your association's name will appear on VICS membership lists which are widely distributed, you'll be eligible to become a member of VICS Committees, you'll be able to attend periodic update meetings, and you'll receive a kit containing all recently published VICS materials. As a continuing Trade and Standards Association Member you'll also be eligible to fill a vacancy on the VICS Board.



About VICs

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