

Fresh from the

Garden



MARCH EVENTS

Employee Discount Day

50% Off

March 10

Employee Discount Day

50% Off

March 11

Daylight Savings Time Begins

March 13

St. Patrick's Day

March 17

First Day of Spring

March 20

Employee Discount Day

50% Off

March 24

Employee Discount Day

50% Off

March 25



OBSERVATIONS

Happy Spring!

by John Darin, President



On the first warm day this month, customers will be visiting English Gardens looking for rakes, lawn & garden bags, and of course COLOR! Let's be ready!

for all their year-round shopping needs.

Many people began a new passion for gardening over the last few years... let's provide our exceptional customer service and solution-oriented interaction in order to make English Gardens their go-to place

Remember to switch your mindset from set-up mode to selling mode when the time is right. Everyone works very hard preparing for the busy season. We want everyone on the sales floor to enjoy showcasing all of the wonderful products that English Gardens has to offer.

You will learn about many of these new and exciting products, during our annual Spring Training this month. Spring Training will be virtual again this year, like 2021 Spring and Holiday Preview trainings. This will take place during the week of March 14.

We had every intention of hosting the Annual Recognition event during the kickoff of Spring training. We always look forward to celebrating milestone anniversaries and achievements as a group year after year. Now, as we look toward the future, we are hopeful that we can begin to plan more in person, group events. The current goal is to host the 2021 Recognition Event in the Summer 2022. This plan is in hopes that by then we can all be together and outside in an open-air, safe environment to celebrate all the wonderful achievements our team has accomplished in the past year.

I appreciate everything you do for English Gardens and look forward to a successful Spring!

John Darin



EMPLOYEE ANNIVERSARIES

| Years of Service | Employee Name | Location |
|------------------|---------------|----------|
|------------------|---------------|----------|

MANAGERS:

| | | |
|----|--------------------|-----|
| 35 | Kevin Lowman | ACO |
| 35 | Michelle Hamilton | ACO |
| 32 | Brian Wotta | ACO |
| 17 | James Morris | LC |
| 15 | Greg Gallerini | LC |
| 10 | Sterling Weber | LC |
| 9 | Michelle Wieferich | ACO |
| 8 | Holly Onkala | MO |

ASSOCIATES:

| | | |
|----|-------------------|-----|
| 34 | Christine Miller | CT |
| 25 | Karen Sexton | ACO |
| 25 | Recina Ward | ACO |
| 17 | Debra Matthews | CT |
| 12 | Valerie Tarquini | LC |
| 10 | Paul Desrosiers | DB |
| 7 | Barbara Spendal | CT |
| 6 | Kimberly Vineyard | LC |
| 3 | Evelyn Henris | CT |
| 3 | Dale Logan | DB |
| 3 | Leo Tomaszewski | DB |
| 2 | Emmie Haynes | EP |
| 1 | Anica Presley | LC |
| 1 | Alexander Hoeck | RO |
| 1 | Erik Jenkins | RO |

Get to Know Your EG Team!

Each month a member of the team will be featured here. They will share Five Fun Facts about themselves, that others may not know. Nothing better than getting the Inside Scoop on the talented individuals on our teams!!

Cathy Peck Floral Designer, Clinton Twp.

Five fun facts about Cathy:

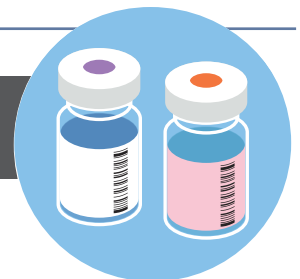
- I used to own and operate my own entertainment company and booked bands
- I raised 6 orphan squirrels over a 3 year period. Raised and released
- I'm a bit of a hippy and love peace signs
- I love to go out and listen to live music and dance
- For the last 13 years I have run and volunteered in over 50+ charity events



SAFETY It's Everyone's Business



COVID-19 Vaccines



English Gardens Company Vaccination rate is currently **78%**

There is still time to take advantage of the \$100 Vaccination Bonus. Turn your completed card into your manager or HR and you will receive \$100!!



Tell Us About It



West Bloomfield - Tracy is just extraordinary, so nice, helpful and pleasant.

Royal Oak - Becky was very knowledgeable and helpful!

Eastpointe - Wonderful store and wonderful staff!

RETAIL STORES Referral **BONUS** Program

The **BONUS** Program is as easy as 1-2-3!

1. Refer a **NEW** employee to English Gardens retail stores.
2. That person is hired and works **30 DAYS**.
3. YOU RECEIVE **\$200!**

That's it! It's that **EASY!**

LANDSCAPE COMPANY Referral **BONUS** Program

\$500 BONUS

- Refer a NEW employee to the Landscape Company
- That person is hired & works 60 days
- You receive a \$500 bonus

ADDITIONAL BONUS up to \$3,000!**

- You receive an additional bonus after the new employee works 120 days (4 months)
- This bonus is paid in 8 monthly increments, starting after the 120-day period

****QUALIFICATIONS FOR BONUS PAYOUT OF \$3000:** Candidate must be a qualified Landscape Foreman with 5+ years or more experience in the Landscape industry. Both parties must remain employed with English Gardens during the 8-month payout period to receive the additional bonus.

Social Media *Spotlight*



Have an idea for Social Media?
Have photos you want to share?

Send them to Amy at acrank@EnglishGardens.com

The first hints of Spring are hitting stores. Let's entice our customers by showing off fresh arrivals.

Photo Prompts

Here are some ideas to spark creativity:

- Fresh Arrivals
- Shade House Transformation to Spring
- Shamrocks and House Plants



Think outside the box, what does your store have to offer that fits this for the month of March?

Is It Spring Yet?

FUN FACTS ABOUT *Spring*

So long, ice scrapers, shovels, scarves, mittens, hats, sniffles, stomach flu and severe weather reports. The first day of Spring officially begins March 20 at 12:57 pm.

There may still be snow on the ground but let's put forth a sunny outlook as we welcome Spring with some fun facts:

- ✿ Spring fever is a real syndrome. When the temperature rises during the warm spell after a long winter, there is a dilation of the blood vessels so blood can be carried to the body surface where heat can be lost quickly. People experience an energetic feeling when this happens
- ✿ Benjamin Franklin was the first to propose daylight savings time in 1784. It wasn't fully implemented until the end of the Second World War
- ✿ The first day of Spring is called the vernal equinox. What does that stand for you ask? 'Vernal' is Latin for Spring while 'equinox' is Latin for 'equal night'
- ✿ The first Spring flowers are typically daffodils, dandelions, lilies, tulips, iris and lilacs to name a few



- ✿ Baby birds learn to sing during Spring. Although they are born with the ability to sing, they must learn the specific songs of their species. They often learn their songs within two months of being born
- ✿ Arizona and Hawaii do not follow daylight savings. They already have enough sunlight and hot weather, so it doesn't make sense to confuse the sleeping cycle of their residents
- ✿ Daylight Savings Time begins March 13... Spring ahead!
- ✿ March 17 is St. Patrick's Day
- ✿ The birthstone for March is the aquamarine
- ✿ The birth flower for March is daffodil

Spread the Kindness

There has been a lot of research showing that being on the receiving end of small kindnesses have an effect on the brain, making a person more likely to be kind in return. The term for this is "the norm of reciprocity. Can you imagine what a difference it could make if we all committed to bringing more acts of kindness into our everyday lives!

Being kind is important in so many ways and produces many positive effects. When we practice kindness either to other people or towards ourselves, we can experience positive mental and physical changes through lowering stress levels and increasing the body's production of feel-good hormones.

I definitely know that smiling at others, taking the time to be there to listen, offering a helping hand or even complimenting a job well done makes all of us feel good.

When we see someone being kind or generous, it gives us a warm glow feeling inside, and it not only feels good but inspires us to want to do good ourselves.

Always remember, being kind to yourself promotes happiness and confidence.

How you treat yourself sets the tone for how others treat you.

Love, love, love, Florine

In April 2021, Florine Mark sold her Weight Watchers franchise in Michigan and Ontario. She continues to write her monthly column for our newsletter as a Wellness influencer, Author, Motivational Speaker, and Podcast Host. Connect with her at: FlorineMark.com.