

Fresh from the Garden



OCTOBER EVENTS

Employee Discount Days
50% off

October 7, 8, 21 & 22

Columbus Day

Monday, October 11

National Boss Day

Friday, October 15

Sweetest Day

Saturday, October 16

Halloween

Sunday, October 31

EMPLOYEE ANNIVERSARIES

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

MANAGERS:

12	Sean Matthews	RO
9	Tracy Campbell	WB
2	Lorena Priestley	ACO
2	Daniel Rehe	RO

ASSOCIATES:

18	Lawrence Kulpa	DB
17	Rebecca Menger	RO
9	Rodney Marshall	LC
6	Erin Graebert	PN
5	Steven Brincat	RO
5	Tristin Pickett	DB
3	Erika Steffke	LC
3	Jennifer Neill	LC
3	Marianne Slaughter	EP
2	Shirley Regan	RO
1	Kendall Frazier	CT
1	Geralyn Grumley	LC
1	Cathryn Peck	CT
1	Stephanie Stoike	LC



OBSERVATIONS

United We Stand

by John Darin, President



The English Gardens brand has always been synonymous with exceptional customer service and knowledgeable staff. Quality products, services and value offered in a safe working and shopping environment. Through everything, our teams have remained resilient and committed to delivering on the company's core values every day. You have continued to act with integrity and honesty, being accountable to do your best and treating everyone with respect.

The 20th anniversary of 9/11, last month, came at a peculiar moment in American history, when the country finds itself in another period of crisis: the COVID-19 pandemic. Yet unlike 9/11, there hasn't always been an overwhelming sense of unity or kindness within this pandemic. However, here at English Gardens we are committed to helping people be successful and providing exceptional service that comes along with shopping in our stores and working with our company.

It was very exciting to see the flag pole installed in Royal Oak. A symbol of just how "United We Stand", as a team, as a company and as a community. We plan to complete this project in other stores in the near future. Each month of the Round Up for Charity program we donate to local and nationwide charities, in order to support their mission and further build on that sense of community. For example, through your efforts and interactions with our customers, we recently raised \$4,430 for Big Brothers, Big Sisters of Metro Detroit.

When people find a way to help, it can truly help their own emotional well-being. Thank goodness we are in an industry of helping people, every day, beautify their homes and gardens. Helping our communities Make Life Beautiful is just as rewarding today as it was when we opened back in 1954 and will continue to be for many years to come.

Thank you for being a part of this movement and the positive impact that English Gardens and our wonderful teams have on Making Life Beautiful for our customers, neighbors, friends and families.

I am honored and thrilled to stand united with a team as great as we have here today!

John Darin

Promotion Announcements

Nick Banks - GM Dearborn Heights



Nick Banks has worked with English Gardens for 12 years. He started as a Sales Associate in West Bloomfield in 2009, while he was in high school. Nick moved into the Manager in Training role in August 2013, followed by his current role as Operations Manager since March 2020. Effective October 30th, Nick Banks will become the General Manager at Dearborn Heights, with Matt Borden's retirement at the end of the year.

Nick is very excited for this opportunity to join and work closely with the team in Dearborn Heights! We all look forward to watching Nick continue to grow and develop here at English Gardens.

James Wilson - Nursery Superintendent



James has been with the English Garden's Landscape Operation since 2016 and has held a variety of roles, most currently as the Production Assistant. Over the past few years learning from various mentors within the company, James has grown and become an integral member of the landscape team. We look for great things from James in his new position as he continues to grow and learn!

New to the Team

Tammy Bliss - Graphic Designer



We are pleased to announce a new Graphic Designer in our Marketing Department. — Tammy Bliss! Tammy is working with the team to create materials to promote our company and products to accomplish our goal of bringing customers into our stores and Landscape Company. Tammy has more than 30 years of experience in graphic design and has done work for numerous companies in Metro Detroit. She's a great asset to the team and company.

Please join us in welcoming Tammy to the team!



Health and Wellness Corner

One Team—Through Trust and Transparency

Throughout the pandemic, here at English Gardens, it has been very important to us to keep open, transparent communication. As a team, we believe it forms tighter bonds and keeps the team as a whole on the same mission to maintain a safe and healthy work environment and carry out our core values of integrity and trust.

At this time, English Gardens is NOT requiring you to get vaccinated. The mandate has not yet been implemented, and according to the Michigan Retail Association, the mandate is likely to have an uphill legal battle before it is required. While we encourage everyone to get vaccinated and continue to offer a \$100 bonus for those who submit a copy of their vaccination card to HR, we are not requiring it.

At English Gardens, 86% of our employees have been vaccinated. We do anticipate that number will be even higher in the next months, as more of our team receives the vaccine.

One of our priorities at English Gardens is cultivate and grow a winning team to ensure the longevity of the company. It's important that we provide a healthy and rewarding work environment. We will continue to monitor the situation and keep open communication with the entire team in regards to how we will proceed going forward.

Tell Us About It



Dearborn Heights - I saw my purchase at a funeral in person and they looked just like the photos on the website and received great compliments from many there. I called the store to thank English Gardens and Judy for the quality arrangement!

West Bloomfield - Lori is the best! It makes you appreciate great service, which has been tough during these times.

Royal Oak - Paul in fountains was extremely helpful! Went way out of his way. Very knowledgeable!

Landscape - Jamey did an excellent job of laying out alternative plant selections. She offered advice on related future expansion. The crew worked extremely hard in these less-than-ideal weather conditions and finished on time. Thank you!

Living One (Great) Moment at a Time

Does life seem busier than ever where there is always something coming up that we need to prepare for or anticipate?

Along with our busy schedules and the fast pace most of us keep, anxiety, stress and sometimes unhappiness happens for many of us. We can be so focused on the past and the future that we are not living in the "now." Living in the present moment means we are aware and mindful of what's happening at this very moment.

For me, being present minded is one of the keys for staying healthy and happy. It can keep you grounded and connected to yourself and everything around you. The future is not in your control. The moment you experience right now is the only moment you can control, so let's make it our best.

Some of the benefits of staying in the present moment can really make a difference:

- Improved social skills
- Improved creativity
- Appreciate your world more
- Openness
- Playfulness
- Stress release
- Less time worrying and overthinking
- Living in the present moment means no longer worrying about what happened in the past and not fearing what will happen in the future. It means enjoying what's happening now and living for today... so what's a better time than now to start!

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