

Fresh from the Garden



FEBRUARY EVENTS

Employee Discount Days 50% Off

February 9 & 10, 23 & 24

Super Bowl Sunday

February 12

Valentine's Day

February 14

President's Day

February 20



EMPLOYEE ANNIVERSARIES

Years of Service	Employee Name	Location
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MANAGERS:

11	Michael Martens	DB
10	Stephanie Wauldron	DB
9	Karen Carducci	PN

ASSOCIATES:

22	Stephanie Vanhaverbeck	LC
9	Scott Schultz	LC
1	Jacob Beswick	RO
1	Faith Ewart	CT
1	Julia Peltier	CT
1	Katelyn Thompson	DB



OBSERVATIONS

Spring is Almost Here!

by John Darin, President



I know it may not feel like it outside, but it sure feels like it in our stores. The teams are busy filling shelves, tables and racks with fresh products and NEW items to share with our customers for another successful Spring season. It is truly remarkable how much the staff accomplishes in the Winter months, during the transition. I appreciate all the work you put in to make your stores come to life with renewed energy and excitement.

Speaking of excitement, we are pleased to be back IN PERSON for **Garden Center Training** at Club Venetian on February 16th from 8am-5pm and **Patio Furniture Training** on February 23rd at the Royal Oak store from 9am-3pm!

There are a lot of other important events coming up in 2023:

- **Spring Training** will be conducted next month in the virtual format, similar to last year
- We are extremely excited to announce the **Corporate Performance Bonuses** will be paid out again this year, for all the hard work and achievements from 2022. More detailed communication will be sent out regarding specific timelines and amounts in the coming weeks
- **Proven Winners Training** at Four Star Greenhouse on March 30th from 8am-2pm
- **Nursery/Perennial/Landscape Supply Training** at ACO Training Center in Dearborn Heights on March 31st from 8am-12pm

Happy February everyone. Stay safe, stay warm, and thank you for all that you do!

John Darin

SCHOLARSHIP OPPORTUNITY

ENRICO AND MARIE VESPA SCHOLARSHIP PROGRAM

A Scholarship Program of the Community Foundation for Southeast Michigan

The founders of English Gardens, Enrico and Marie Vespa, created an endowed scholarship for employees and their dependents who are pursuing undergraduate or graduate studies. The Enrico and Marie Vespa Scholarship awards up to four \$2,500 scholarships each year.

To learn more and register for our scholarship portal visit:
CFSEM.ORG/SCHOLARSHIPS

Registration deadline is February 15th.
Application deadline is March 15th.

QUESTIONS? Call 313.961.6675 or email scholarships@cfsem.org



Community Foundation
FOR SOUTHEAST MICHIGAN

UNIFORM SALE!
SPRUCE UP FOR SPRING!



50% OFF!

FEBRUARY 1-15

Order directly through your **ADP homepage** or online at **EnglishGardens.com** by 5pm on **February 15**.

Associate Login Password: **flowers22**

Any questions, please contact:
Nicole Phillips, Human Resources Manager | 586.233.5691

Certified Master Gardeners at English Gardens:

Annette Ferris RO

Carol Kalinski RO

Christine Miller CT

Jill Scypta PN

Mary Mackenzie Pratt WB



Benefits of becoming an Extension Master Gardener (EMG) volunteer:

1. Engage in research-based training and instruction on horticulture topics and environmentally sound practices.
2. Earn the title of certified MSU Extension Master Gardener (EMG).
3. Connect with like-minded people who share a passion for gardening and teaching others.
4. Improve the quality of life and inspire others in Michigan through service-based horticulture activities.
5. Work toward additional recognition opportunities. (e.g., Advanced EMG certification and volunteer hour recognition)
6. Enjoy access to MSU Extension Consumer Horticulture workshops and events. (e.g., Master Gardener College)

You could be a Certified Master Gardener too! Partner with your GM and HR if you are interested in furthering your credentials in the green industry.

Check out the details at this website: [**Join Us - Master Gardener Program \(msu.edu\)**](http://Join Us - Master Gardener Program (msu.edu))

New Year

PTO policy reminder

You can also find this information in your Associate Handbook, available on your ADP homepage.

Paid Time Off is a policy that provides a bank of hours in which the employer pools sick days, vacation days and personal days that allow associates to use as the need or desire arises.

English Gardens recognizes the need for associates to be away from work for vacation, personal business, or illness. English Gardens provides paid time-off (PTO) days to be used in those instances. English Gardens management reserves the right to deny any time-off request that would cause scheduling conflicts or affect the ability of the company to provide good service to our customers. Associates can submit their PTO request for the calendar year by the end of January. Time-off preferences are granted on a first come first serve basis, provided the staffing needs of the company can be met. After February 1st, PTO requests will be granted per Manager discretion. PTO time may be used in increments of half days and full days only. PTO is an "earned" benefit. If you leave the company, you do not receive paid time off pay in lieu of unused time off. **There is no carry over of PTO into the following year, PTO must be used in the year it is earned or it is forfeited.**

All PTO requests must be made in writing to your manager at least two weeks prior to planned time off. Due to the seasonal nature of our business, PTO is normally allowed to be taken during the months of January, February, March, July, August, September, and October. **PTO time may not be taken during the months of April, May, June, November, and December.** You may not take more than two weeks of PTO time unless you receive special written approval from your Director of Operations or the Company's President. Please limit your requests in July and August to a total of two weeks. **If you are entitled to two or three weeks of PTO each year you are required to take at least one of those weeks in January, February, or March.**

♥ SPREAD THE LOVE ♥

Many people believe that if we try to live our lives with love and happiness combined with self love, it is infectious to the people we encounter every day. I know this rings true for me and this is a practice I have always lived by each and every day.

When we value love, not only are we willing to sacrifice for others and support them but we realize there is nothing wrong with being vulnerable. Those bonds are unique and fulfilling.

Research shows that acts of kindness and love are linked to increased feelings of well-being. And the really amazing thing is the more you give, the more you get in return.

So keep expressing your love and affection to yourself and others. Even something as simple as sharing your smiles and well wishes with others can make a difference.

February, which is often known for being a month dedicated to and about love, can be your month to spread your love.

Love, love, love, Florine

In May 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.



Tell Us About It



Clinton Township - The ladies at the floral counter (Carol and Cathy) were wonderful and very professional. They were so helpful. I love the service I received!

West Bloomfield - Michael Schomber went out of his way to help me fix my Christmas tree lights. He was friendly and very knowledgeable. People like him make you want to shop there!

Royal Oak - Becky was very knowledgeable about the Christmas trees and took her time explaining the differences. She was awesome!

WE ARE HIRING

Current List of Openings

ALL RETAIL LOCATIONS - SEASONAL

- Nursery
- Garden Center
- Patio Sales
- Cashier

DEARBORN HEIGHTS

- Receiving Associate
- Delivery Driver
- Floral Designer

WEST BLOOMFIELD

- Manager-in-Training: Garden Center
- Full-time Patio Furniture Sales Associate

CLINTON TOWNSHIP

- Manager-in-Training: Garden Center, Nursery
- Delivery Driver

EASTPOINTE

- Manager-in-Training: Garden Center, Nursery

ROYAL OAK

- Garden Coach

PLYMOUTH

- Delivery Driver
- Greenhouse Lead Associate

LANDSCAPE, PONTIAC AND PLYMOUTH

- Crew Foreman
- Crew Members

Don't forget about the **Recruiting Referral Bonus** programs!

REFERRAL BONUS PROGRAM



Put some extra money in your pocket!

IT'S AS EASY AS 1, 2, 3!

\$200 BONUS

- Refer a NEW employee to any English Gardens retail store location
- That person is hired and works **30 DAYS**
- You receive \$200!



WE'RE HIRING! LANDSCAPE PROFESSIONALS



Put some extra money in your pocket! Earn up to \$3,500 in referral bonuses. It's EASY!

EXPERIENCE PAYS!

\$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

**QUALIFICATION 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.