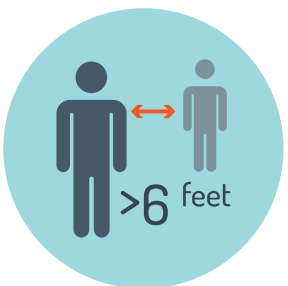


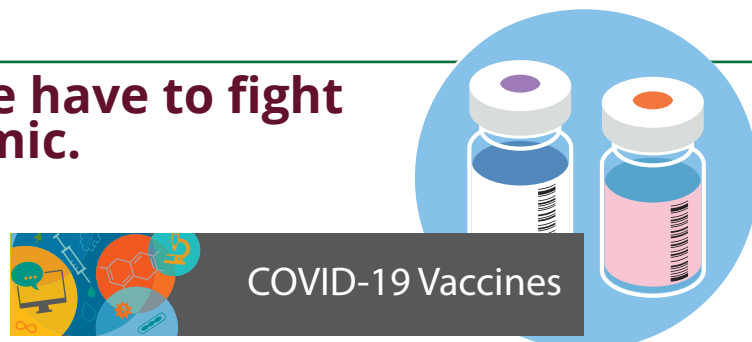
Vaccines are one of the tools we have to fight the COVID-19 pandemic.

Vaccines are one of the most effective tools to protect your health and prevent disease. Vaccines work with your body's natural defenses so your body will be ready to fight the virus, if you are exposed (also called immunity). Other steps, like wearing a mask, and staying at least 6 feet away from other people help stop the spread of COVID-19. Studies show that COVID-19 vaccines are very effective at keeping you from getting COVID-19.

The vaccines are safe. The U.S. vaccine safety system makes sure that all vaccines are as safe as possible. All the COVID-19 vaccines that are being used have gone through the same safety tests and meet the same standards as any other vaccines produced through the years.



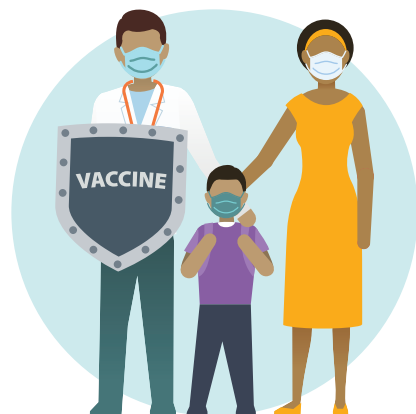
Different types of COVID-19 vaccines will be available. Most of these vaccines are given in two shots. The first shot gets your body ready. The second shot is given at least three weeks later to make sure you



have full protection. If you are told you need two shots, make sure that you get both of them.

The vaccines may cause side effects in some people, like sore muscles, feeling tired, or mild fever. These reactions mean the vaccine is working. For most people, these side effects will last no longer than a day or two. Having these types of side effects does NOT mean that you have COVID-19.

Even after you get your vaccine, you will need to keep wearing a mask that covers your nose and mouth, washing your hands often, and staying at least 6 feet away from other people you do not live with. We know not everyone will be able to get vaccinated right away, so it's still important to protect yourself and others.



Benefits Corner for Employees

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 **60 DAYS**.
3. YOU RECEIVE **\$200!**

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

LANDSCAPE COMPANY Referral **BONUS** Program

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

1. Refer a **NEW** employee to our **LANDSCAPE COMPANY**.
2. That person is hired and works **90 DAYS**.
3. YOU RECEIVE **\$500!** That's it! It's that **EASY!**

SPRING UNIFORM sale!

MARCH 13-27, 2021

Freshen up your English Gardens uniform for half the cost!

50% OFF!

Order directly through your **ADP homepage** or online at **EnglishGardens.com** by **5pm on March 27**. Associate Login Password: **senior20**

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

Fresh from the Garden



MARCH EVENTS

Employee Discount Day 50% Off
March 11

Employee Discount Day 50% Off
March 12

Spring Uniform Sale
March 13-27

St. Patrick's Day
March 17

Employee Discount Day 50% Off
March 25

Employee Discount Day 50% Off
March 26



OBSERVATIONS

by John Darin, President



March is a month of transition. While snow is likely, Spring is in the air! Customers are sick of snow and are itching to dig in their gardens. And they want COLOR! Outdoor plant material is starting to arrive.

Customers are looking for inspiration and your expertise to beautify their homes and gardens. Remember to switch your mindset from set-up mode to selling mode. Everyone works hard preparing for the busy season and you should enjoy showcasing the wonderful products that English Gardens has to offer.

You will learn about many new and exciting products during our annual Spring Training this month. This will be virtual, much like 2020 Holiday Preview Training. Take great notes and bring your excitement for new product categories to your team and customers.

Social distancing may have changed how we interact but there are still many ways to offer exceptional service to help customers accomplish their goals.

- Offer tie-in items to ensure customers leave with a total solution
- Walk customers to the products, rather than pointing
- Suggest a Garden Club membership to every customer and the benefits of the 10% discount and extended warranties
- Capture their email and information for ease of returns but also to communicate sales, specials and events throughout the year

You have spent many months preparing for this upcoming season. It is time to show off your selling skills and make the products come to life for the customers' success!

We appreciate everything you do for our Customers and English Gardens.

"Professionals Doing Extraordinary Work"

Did you know that English Gardens Landscaping Company offers a variety of maintenance services?

We provide custom visits based on our clients' wants and needs. Some of our customers have us visit just once a year for a spring cleanup, while others have us out every month to pull weeds, prune shrubs or for anything else that they may need to keep their yard looking great.

If a customer would like our assistance in caring for their trees, shrubs and/or landscape beds, please fill out a request form and a designer will gladly call them to discuss our services.

Keep in mind that we typically book out a couple of weeks. Therefore, it may take some time before a crew



is able to come out and get started on work, so it's always best to plan ahead to get on our schedule.

Lastly, we are hiring for several positions including: design staff, crew leaders, crew members, and interns. Please inform any job seekers about our open positions.

Most Commonly Asked Questions - What "Good" Looks Like

The best way to be successful, is to study, learn, and practice providing knowledge and service in your department.

- 1. How do I plant a tree?**
Dig the hole the same depth and 2-3 times wider than the plant. Mix in soil conditioner, and/or top soil with the soil you dug out. Place tree in hole and fill with the amended soil- add Bio-Tone; be sure to allow for settling. Water regularly.
- 2. Should I add fertilizer when I plant this?**
Initially, fertilize with Bio-Tone to get the roots growing. Then fertilize with fertilizer for annuals, and Osmocote/Garden fertilizer for perennials and vegetables.
- 3. When should I prune this?**
In general, blooming shrubs should be pruned immediately after blooming, evergreen shrubs in early spring or fall, deciduous shrubs in early spring or fall. Fruit trees are best pruned in fall or early spring before bud break.

- 4. How often should I water?**
Stick your finger into the soil about 3 inches. If it feels moist don't water but if it feels dry water the plant. Hanging baskets and containers are watered daily.
- 5. How much mulch do I need?**
For a 3-inch deep layer covering 100 square feet you will need 9 3-cubic foot bags or 14 2-cubic bags or 1 cubic yard bulk material.

- 6. Should I add anything to the soil?**
Adding amendments will help improve growing conditions. Soil conditioner helps break up clay soil found in the area.
- 7. What is full sun/full shade?**
Full shade is 0-2 hours of sunlight. Part shade is 2-4 hours of sunlight. Part sun is 4-6 hours of sunlight. Full sun is 6 or more hours of sunlight.

- 8. How many plants do I need?**
Generally, space the plants from each other to the width they grow in maturity.
- 9. How big will this plant get?**
Most plants are marked with the 10-year size of the plant.

- 10. Do you have ___?**
Daily you will be asked if we have an item. ALWAYS find/or have someone check to if we have the item. Never tell someone we have an item unless you are 100% positive it is in stock.
- 11. My hosta has holes. What can I do?**
Some holes could have been caused by hail. Others by slugs. Applying slug killer, like Sluggo, can prevent holes.
- 12. When does this or that come in (i.e. pansies, ladybugs a specific perennial etc.)?**

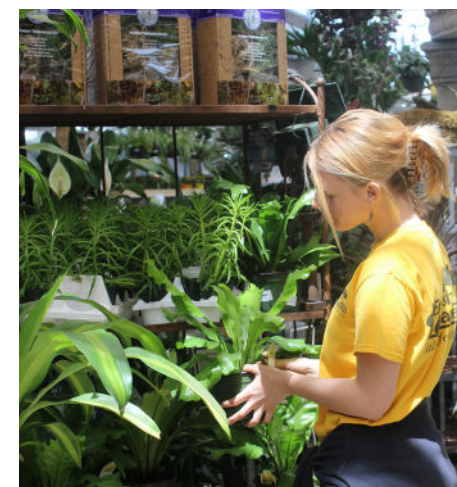
Things come in when they are seasonally appropriate and ready to be planted or used. Our Buyers do their best to keep items in stock. However, if we do not have an item, please list it in Lost Sales in Omni, and consult the department Buyer.

- 13. What is the difference between sod and a seeded lawn?**

Grass seed is the starting place of a great lawn. Sod is grass turf that is connected to the soil beneath it and held together by roots, resulting in a ready-made lawn. Sod is sold in large, rolled pieces when available.

- 14. When can I plant my annuals?**
It is safest to plant after the threat of frost is gone, usually after May 20. Annuals planted before that should be protected with a frost cloth if temperatures drop. Hanging baskets and tropicals can be easily brought inside for the evening.

- 15. Can you plant this for me?**
English Gardens offers local planting services for shrubs and trees. We do not plant annuals/perennials or install sod. Bigger jobs are referred to our full-service Landscape Company.



EMPLOYEE ANNIVERSARIES

Years of Service	Employee Name	Location
MANAGERS:		
34	Kevin Lowman	ACO
34	Michelle Hamilton	ACO
31	Brian Wotta	ACO
16	James Morris	LD
14	Greg Gallerini	PN LC
9	Sterling Weber	PN LC
8	Michelle Wieferich	CT
7	Holly Onkala	MO
ASSOCIATES:		
33	Christine Miller	CT
24	Karen Sexton	ACO
24	Recina Ward	ACO
16	Debra Matthews	CT
9	Paul Desrosiers	DB
6	Barbara Spendal	CT
5	Kimberly Vineyard	LD
3	Lisa Drew	RO
2	Evelyn Henris	CT
2	Dale Logan	DB
2	Leo Tomaszewski	DB

W WELLNESS CORNER

Since the winter months can be very cold and dreary, it's important for us to stay active, eat healthy, think positive, and keep our spirits up.

To do this, I like to focus on how lucky I am to be alive, healthy, and to have good friends, family and coworkers. Focusing on the good things in my life reminds me that it's important to keep the sunshine in my heart, even when I may not see it outdoors.



Cold months are also a time of year when it's so easy to turn to fatty foods and snacks to make us feel better. The truth is, turning to unhealthy habits will only make us feel worst.

At WW, you don't have to eliminate a specific food group or deprive yourself of your favorite foods. However, it feels so much better to make healthier food choices. I love to make a fabulous, zero SmartPoint vegetable soup, a hearty bean chili, and a great chicken cacciatore during the winter months. For dessert, I bake lots of apples with fat-free whipped topping. These are healthier alternatives to some of the comfort foods I indulged in years ago and wonderful dishes to warm my spirit.

Another way to keep your spirit up this winter is to bring fresh flowers into your home on dreary days. The vibrant colors are sure to brighten your day and make you smile. If you can smile and think positive thoughts, you are in a better position to be kind to yourself and make healthy choices throughout your day.

As you can see, there are so many things you can do this winter to stay healthy, and positive. And remember, no matter what may be going on in the world around you, there are many things you can do to make sure the sunshine continues to shine bright in your heart and mind.

Give yourself a reason to smile today!

- Love, love, love,
Florine Mark

Tell Us About It

- Clinton Township-** Thank you Cathy P. for making my shopping trip so easy and efficient!
- West Bloomfield-** Jodi is easy to talk to. She will help with anything you ask of her!
- Eastpointe-** I was helped by Elisabeth, she is the best! She showed me around and got me to buy more than I wanted. She is awesome!
- Dearborn Heights-** Carol was very helpful getting flowers into the house for me. Very nice lady!
- Plymouth-** I came in to get a very special plant and received great service. I can't wait to come back! I named my Umbrella Dwarf "Sufi" and he is happy and super healthy and brings much joy to my space. Thank you so much!