



# KROGER TIMES AT NORTHSHORE DRIVE!

## Kroger College Tuition Assistance Program

This program was designed to recognize employees that attend an accredited College or University.

### Who's Eligible:

- Current full-time or part-time college or technical school students in good academic standing.
- Work for Kroger a minimum of 500 hours per half year, or 1,000 hours per year.
- Be beyond the new-hire probationary period prior to the start of the academic quarter or semester.
- Good standing employment record with Kroger.
- Maximize work availability during school breaks.
- Support the Kroger Mission and Value Statement.
- Applications must be in advance of the quarter or semester with Store Manager.
- All college students must agree to volunteer for community service-10 hours per academic quarter or 15 hours for academic semester.

### Reimbursement:

- Full-time College Student-12 credit hours or more-Kroger will pay for tuition and related expenses based on your grade point average up to \$1,000 per academic quarter/\$1,500 per academic semester.
- Part-time College Student-12 credit hours or less-Kroger will pay for tuition and related expenses based on your grade point average up to \$500 per academic quarter or \$750 per academic semester.
- Online courses will be considered under the College Tuition Assistance Program.
- Employees will be able to receive a maximum of \$3,000 per calendar year!

### KEY PEOPLE IN OUR STORE:

#### **Store Manager.....Ted Mills**

Front End.....Holly Lawson

Fuel.....Elizabeth Brakebill

Starbucks.....Tampa Newport

Pharmacy.....Kristie Hutchinson

Floral.....Kim Jones

Produce.....Mike Beckham

Nutrition.....Chris Coning

Deli.....John Pugh

Cheese Shop.....Belinda Brackett

Bakery.....Debbie Moody

Seafood.....Alex Kandilakis

Meat.....Chuck Breeden

Drug G.M.....Karen Lindsay

Grocery.....Ray Caldwell

Frozen Food.....Gordon Smith

Dairy.....Jeff Trentham

## September Anniversaries

<u>Name</u>	<u>Date</u>
Jeff Trentham	9/02/95
Elizabeth Stevenson	9/04/05
Cody Thornburgh	9/04/08
Samantha Scriptor	9/05/08
Ray Caldwell	9/07/71
David Osborne	9/11/08
Penny Smith	9/12/08
Sandy Yates	9/12/08
Kenny Brown	9/13/88
Alice Pinckard	9/14/82
Janet Howard	9/16/02
Chris Conning	9/24/90
Wesley Rutledge	9/26/08
Lora Huffman	9/28/81

## September Birthdays

<u>Name</u>	<u>Date</u>
Donnie Wilson	9/01
Nathan Fritz	9/01
Amy Frank	9/01
Lisa Collins	9/02
Billie Riggs	9/03
Beth Coomer	9/07
Amy Wells	9/10
John Ingram	9/13
David Lemelin	9/13
Shane Myers	9/14
Alex Kandilakis	9/16
Danny Noe	9/18
Steve Nelson	9/21
Ben Krager	9/23
Julie White	9/25

## We Have A Winner!

Sherry N., a Columbus Ohio, customer, put a clear message on her bag and walked away the grand prize winner in the Kroger Design a Reusable Shopping Bag contest for 2009!



This contest produced many great designs. This contest also engaged customers with our company's sustainability efforts and continued to build long-term customer loyalty! Sixty-five percent of participants said the contest increased their perception that Kroger is

committed to the environment. The contest also increased store traffic as everyone who submitted a design received a coupon for a *free* reusable bag, and more than one third of participants have already redeemed their bag coupons in our stores.

Look for this bag design on reusable bags in our store this fall!

### Your Newsletter is on the Web

Don't forget to visit [Your525Newsletter](http://your525newsletter.com) online, with a Brand New Look, at

<http://your525newsletter.yolasite.com>.

Be sure to check it out and drop me a line to share your comments and suggestions with me about how to improve the site or what you would like to see. I would love to hear from you!



New Web Address:



As Part Of Kroger’s Core Values, We Have Created An Inclusion Council Help Make Our Store The Best That It Can Be For Both Our Associates And Our Customers. Here Is The Goal Of The Kroger Inclusion Council: *Your Voice Matters, Working Together Works, Encouraging Everyone's Involvement, Being The Best Person You Can Be.*

The Council Includes 12 Associates Throughout Store That Would Like To Hear Your Comments, Suggestions, Concerns and Ideas So That You Have A “Voice” In The Store.

**KROGER 525 INCLUSION COUNCIL MEMBERS**

- Alex Kandilakis.....Meat/Seafood
- Alice Pinckard.....Front End
- Andy Abraham.....Grocery
- Betty Noe.....Front End
- Danielle Allen.....Management
- Debbie Moody.....Bakery
- Doug Flynn.....Accounting
- John Ingram.....Fuel
- Mechelle Hawkins.....Deli
- Mitchell Honey.....Produce
- Sherri Breeden.....Drug G/M
- Tampa Newport.....Starbucks

# ORANGE & WHITE SATURDAYS

**STARTING ON SEPTEMBER 5, ALL EMPLOYEES CAN WEAR UT SHIRTS IN SUPPORT OF THE UT VOLTS FOOTBALL SEASON! EACH SATURDAY THAT THERE IS A VOL FOOTBALL GAME, YOU CAN WEAR YOUR SHIRT. SO BE SURE TO SHOW YOUR TEAM SPIRIT! PLEASE, NO INAPPROPRIATE ADVERTISING OR SLOGANS. UNIFORM PANTS AND NAME TAGS MUST BE WORN.**



*Autumn Canadian Maple Shore of Fire*  
By: Timothy Sorsdahl

## September Happenings

- Sept 7, 1860: GRANDMA MOSES IS BORN
- Sept 7, 2009: LABOR DAY
- Sept 11, 2009 PATRIOT DAY
- Sept 13, 1857: MILTON HERSHEY'S BIRTHDAY
- Sept. 13, 1916: ROALD DAHL'S BIRTHDAY
- Sept. 17, 1787: CONSTITUTION DAY
- Sept. 25, 1690: FIRST NEWSPAPER PUBLISHED
- Sept. 26, 1774: JOHNNY "APPLESEED'S" BIRTHDAY
- Sept. 28, 1857: HARRIET TUBMAN LEADS HER PARENTS TO FREEDOM



**Employee Assistance Program** Visit [www.MagellanHealth.com/member](http://www.MagellanHealth.com/member) or call 1-800-547-1442 for information, referrals and support on topics such as:

- Family
- Work-Life Balance
- Stress
- Health and Wellness
- Relationship Issues
- Grief and Loss
- Depression and Anxiety
- Alcohol or Drug Concerns



## Keep Life Moving...

- Buying a home?
- Moving into an apartment?
- Purchasing or leasing a car?
- Verifying past employment?

You will need proof of your employment or income.

So be sure to visit

[www.theworknumber.com](http://www.theworknumber.com)

or Call 1-800-367-2884

You will need:

- Employer Code 10575
- Your SSN
- Your PIN

## From The Vault of Fred Meyers



*From the Vault items are specially priced online items for Associates only and reflect a savings greater than the everyday Associate 20% discount.*

*Here is the Fred Meyer Vault Special for the month of September*



**Created Ruby, Sapphire and White Sapphire  
3 Piece Earring Set in Sterling Silver**



Regular Price \$75

**From the Vault Price \$29**  
(\*includes free 2<sup>nd</sup> day shipping \$5.95 value)

*Fred Meyer* **JEWELERS**

*"For All Those Special Times"*

Available online only

Use online discount code: 9KREPS29

Offer valid 9/1/09 – 9/30/09

Cannot be combined with any other offer or discount

While Supplies Last

Visit [fredmeyerjewelers.com/vault](http://fredmeyerjewelers.com/vault)

**THINK SHRINK: SHRINK SMARTS**



**Period 8 Shrink Topic: Ethics**

**The Shrink Topic For The 8<sup>th</sup> Period Is... Ethics**

**What is Ethics?**

- Ethics are a set of unwritten guidelines we live by. They help us conduct ourselves in ways that show we respect ourselves and others.
- At Kroger, ethical conduct is one of the Company's primary guiding principles. This helps maintain our reputation among our customers, and it is also what allows us to remain successful and profitable.
- Integrity goes hand-in-hand with ethics. Integrity is the quality within people that causes them to act with honesty at all times, and it is one of Kroger's core values. Simply put, "integrity means doing the right thing, even when no one is watching."
- Our code of ethics must include our relationships with vendors as well as our colleagues.
- "Do the Right Thing" and lead by example!



**NOBODY LIKES SHRINK**



**Period 8 Safety Topic:**

**Spill Response**

*"Working together, we can develop a culture that will reduce accidents to zero."*

Safety Creed

Spills reduce the friction between the floor and your shoe, posing a slip and fall hazard

Ensure that you:

- Clean up spills and remove debris like broken glass immediately.
- Absorb liquids other than water by using a spill-absorbent material
- Always post wet-floor hazard signs until the floor is completely dry.
- Dispose of hazardous materials properly, never throwing it in the trash or pouring it down the drain.

**PERIOD 8 Ethics**

Act with honesty and integrity every day.

Prevent shrink by doing the right thing.

- Ethics are guidelines that help us act in ways that show we respect ourselves and others.
- Working ethically sets a good example for others to follow.
- Integrity means doing the right thing, even when no one is watching.
- If you see suspicious, dishonest or illegal activity, you have a responsibility to report it.

**Pop Quiz** Circle the correct answer for each of the following

1. What should you do if you see a co-worker taking product from our store without paying for it?
  - A. Call the Police.
  - B. Nothing. It doesn't affect me.
  - C. Notify a Manager immediately, or call the confidential Help Line @ 800-689-4609
  - D. Watch the associate and only report it to a Manager if it happens again.
2. When should you pay for product that you purchase and consume at the store?
  - A. After you eat it to make sure you like it.
  - B. On your next shopping trip.
  - C. Before you take possession of the item.
  - D. Never. It is a benefit of working at a grocery store.
3. With whom can you casually discuss medication you saw your neighbor pick up at the pharmacy?
  - A. Your significant other B. A family member C. Another store associate D. You cannot discuss any private health information with anyone.



Fill out this quiz for your chance to **Win a \$5 In-Store Gift Card**

NAME

DEPARTMENT

TALK TO US  
1-800-689-4609

If you have concerns or questions about losses at our store, talk with your manager. If you'd rather report your concerns confidentially, call the help line. It's confidential and available 24 hours a day.





## Get On Track!

### Our Customers

**expect us to be our very best every time they shop!**



### Our People Are Great!

- Friendly Cashiers & Courtesy Clerks
- Friendly Associates throughout the store
- Associates who offer assistance and are thankful



### I Get the Products I Want, Plus a Little:

- Fresh perishables throughout the store
- In stock on items Customers want when they shop
- Variety and selection of items throughout the store



### Our Prices Are Good:

- In stock on all ad items
- Displays on items that are priced with a value to the customer
- Good variety of store branded products
- Engaging with customers on our great prices. Weekly specials, Yellow Tags, Double Coupons, Senior Citizen Discounts, Gas Awards, Plus Card Rewards, etc.



### Shopping Experience that makes me want to return:

- Friendly and efficient checkout
- Clean and uncluttered store
- Convenient to shop-ease of getting in and out of the store
- Worth the time and money-helping customer feel good about their shopping experience

# e-RESOURCES

Would you like to be armed with something that could help you improve your physical health, combat conditions such as depression, buffer stress, slow the aging process and prolong life? Sounds too good to be true, doesn't it? No one thing could possibly achieve all that. Wrong! The common factor in the examples above is simple and often overlooked. It's our friendships, or the quality of social support we have in our lives. These caring connections can take many forms: assisting with a problem; providing goods or resources; sharing wisdom and advice; or giving reassurance. They help to give meaning and add texture to our lives.

If you feel this is an area of your life which could be enhanced, go for it! Look for people who can support and encourage you—who can help you celebrate your achievements, large or small. You may wish to look for an individual or group who shares something in common with you, such as a hobby, or a new role as a parent. Fostering friendships takes time, and given the pace of our daily lives, finding time can be difficult. But wouldn't you love to give yourself such a powerful gift—such a wonderful enhancement to the quality of your life?

As a Kroger Employee, you can get online services at [www.RFL.com](http://www.RFL.com) and clicking on "First Time User" and following the 3 simple steps.

1. Step 1 enter "Kroger" into the company name box and click next
2. Step 2 select "Kroger Atlanta" and click next
3. Step 3 enter your email address, your first and last name and create a user name and password and click submit.

Once you have an account you have access to all e-Resources. The Resources for Living website has assistance in many areas such as: Work, Relationships, Family Life, Healthy Living, Self-Mastery and Everyday Matters. So be sure to check it out! After all, you're worth it!

