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"Success: willing to do what the average person is not willing to do."

Anonymous

E.L.M.S. GOAL:

95.0%

STORE SCORE WEEK ENDING JANUARY 3, 2009:

90.4%



FRONT END NEWSLETTER

ELMS EMPLOYEE PERFORMANCE NEWS

Cashiers that meet the ELMS Goal of 95% or better for week ending Jan. 3, 2009:

<u>NAME</u>	<u>SCORE</u>
Cody Thornburgh	109.0%
Michelle Mullins	108.0%
Sandi Shaw	105.6%
David Lemelin	100.8%
Robbie Welsh	99.0%
Mary Irwin	99.0%
Amanda Cales	98.9%
Megan Metcalf	97.6%
Lora Huffman	97.0%



THOSE WHO MADE GREAT IMPROVEMENT IN THEIR ELMS SCORE

<u>NAME</u>	<u>IMPROVEMENT</u>
Michelle Mullins	14.53%
Nicole Jones	13.37%
Michael Malek	12.32%



THIS WEEK SCORE WAS THE SAME AS **LAST WEEK SCORE**. WE WENT FROM 90.4% TO 90.4% SO WE HAD NO IMPROVEMENT. WE NEED TO CONTINUE TO IMPROVE ON A DAILY BASIS TO ACHIEVE THE ELMS GOAL OF 95%!



Receipt Tracker

It's that time again; we will begin prompting our customers for quarter four "receipt" tracker in your store today. As you know, the reason that we're doing this is to learn how our customers feel about their shopping experience by store and to improve our division wide Customer Tracker results. We need a strong start and would like to capture at least 150 respondents in a two-week time frame. As in the past, when our customers answer this survey, they will have a chance to win one of five \$500 gift cards. The cashier that engages with this customer will also win \$100.

VACATION INFORMATION

All Employees: Be sure to sign the vacation schedule in the employee break room. According to the contract, Article 17 Section 10b, states: "Employees who have a full-time seniority date on or before **November 1, 1997** must select their choice of vacation by **February 15** of each year. All other employees must select their choice of vacation dates by **March 1** of each year, however, in the event of a conflict in schedules, seniority shall be the controlling factor."



JANUARY BIRTHDAYS & ANNIVERSARIES

Birthdays

Ethan Adams

Date

January 15



PLU SALE ITEMS FOR THIS WEEK:

LEARN HIGH USAGE PLU CODES:



Avocados
4046



Anjou Pear
4416



Sweet Cherries
4045

Red Seedless Grapes
4023



Anniversaries

Date

Years

Amanda Mills

January 3 2008

1

David Lemelin

January 15 2005

4

Dennis Harbin

January 17 2008

1

Hasmukhbhai Patel

January 17 2006

3

Get Ready For...

Tax Time!



BEING RING
TENDER
EFFECTIVE IS
PART OF
KROGER'S
CUSTOMER 1ST
STRATEGY OF
PROVIDING
WORLD CLASS
SERVICE!

GET READY FOR TAX SEASON....NOW

As 2008 draws to a close, it's time to think about the unthinkable-tax season! April 15 seems far away, but it's important to prepare now. There are several easy things you can do to get ready for tax time-and it only takes the click of a button-ExpressHR. Go to ExpressHR from the kiosk computer in the break room, a computer at work or a computer at home and follow these three simple steps.



Step 1: Verify your address.

The company must have your current address in ExpressHR to ensure that any tax forms and company information reaches you. Log-in to ExpressHR and click "About My Personal Profile" from the left menu. In the profile screen, you can verify your current address. By clicking the pencil icon next to Address Information, you can update your address, phone numbers and even include a personal e-mail address.

Step 2: Verify your withholdings.

ExpressHR allows you to verify and update your W-4 withholdings. Click "W-4 Change" on the left menu, and the withholdings screen appears. By clicking the Edit button on the screen, you have access to a great feature-an online worksheet-that can help you select your withholdings.

Step 3: Sign up to receive your W-2 online.

From anywhere in ExpressHR, you can click the MyHRInfo icon at the top right of the screen to access MyHRInfo. Select "My Pay" from the menu on the left, and then click "W-2" from the drop-down list. On this screen, you can review several topics about the W-2, and click the link to The Work Number-a vendor site that manages the company's electronic W-2 forms. (For more information and the specific steps to receive your W-2 electronically, go to BarneyWeb and review the article "Get your W-2 Online.") Your W-2 will be available online by Feb. 1, 2009.



Three simple steps and you're ready for tax season! With ExpressHR, you have a one-stop shop for your tax preparation needs.

REMEMBER, ASK FOR ME,
BOB!





Championship Round
Sun Jan 18
AFC Conference
Jan 18, Time 6:30, TV: CBS

Super Bowl XLIII
Sun Feb 1
Time 6:00 pm, TV: NBC



Raymond James Stadium



6:00 p.m. on NBC



For those who don't know much about NFL football here is a break down of how this year NFL football teams will compete to reach the Super Bowl. Super Bowl weekend will be busy here at the store so this info will help you keep up to date on who will be in the BIG GAME!!!