



# Kroger Times At Northshore Drive!



A HAPPY  
NEW YEAR

## ISSUE BRIEF: Plastic Bag Legislation Remains Trendy

Seattle. New York. Los Angeles. Canada. And Toledo?

That's right, plastic bag legislation has reached middle America. The Mayor of Toledo has proposed a plastic bag fee, partly to fill a budget deficit and partly to help the environment. Either way, the Mayor's proposal shows just how far plastic bag legislation has come as a legislative priority. Last year, municipalities throughout California began passing bans on plastic bags. Fearing a hodgepodge of regulations and laws, the California Grocers Association led a coalition to develop a compromise bill that included a fee on both plastic and paper bags. The fee was defeated in the midst of larger budget concerns facing California. But it hasn't gone away entirely. Seattle legislators passed a fee on bags, only to have the American Chemistry Council pay to have it placed on the ballot for voters to decide. That referendum is in August of 2009. New York City and Los Angeles are getting in on the act too—both have proposals to enact new fees. Federal legislation is unlikely, but some observers believe that it may not be long before plastic bag fees become the norm. Loblaws, Canada's largest grocer, just announced that they will charge 10 cents per bag. Other retailers in Canada are considering similar moves. Kroger prefers that legislators refrain from passing any bag legislation. If legislators do choose to act, we prefer fees on paper and plastic rather than outright bans of just plastic bags.

### 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



### CUSTOMER 1<sup>ST</sup> STRATEGY: SHINING STARS



We Had 3 Winners In Our Store For The Period 11 Drawing, Hasmakabhai Patel, Front End, Alice Pinckard, Front End, And Steve Nelson, Produce. How Shining Stars Works: Every Time You Are Recognized For Supporting The **Four Keys Of Customer First**, You Will Receive An Official Entry Card And Have A Chance To Win Monthly Prizes And Also A Chance To Qualify For The Grand Finale Shining Stars Celebration. For Complete Details Regarding Prizes, Rules, Eligibility, And Tracking Your Qualifying Shining Stars Entries, Go To [www.myemployeeinfo.com/atlanta](http://www.myemployeeinfo.com/atlanta) If You Desire More In Store Information See Mr. Gaylor.



### January Anniversaries



<u>Name</u>	<u>Date</u>
Amanda Mills	1/03/08
Ying Eldridge	1/03/08
Ben McGimsey	1/08/00
David Lemelin	1/15/05
Charles Hamilton	1/16/08
Dennis Harbin	1/17/08
Hasmukhbhai Patel	1/17/06

## 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



<u>Name</u>	<u>Date</u>
Belinda Brackett	1/04
Ray Caldwell	1/05
Elizabeth Stevenson	1/05
Ethan Adams	1/15
Mark Simerly	1/17
Tammi Moore	1/20
Margaret Teague	1/27
Mike Horsey	1/28

This is a brief update on our Can Hunger results the Division has raised a total of \$270,250 towards our goal of \$350,000 or 77.2% toward our Division goal.

Did you know?

- Approximately 4.5 million different people receive emergency food assistance from the America's Second Harvest food banks in any given week nationwide.
- 36.4% of the members of households served by Second Harvest are children under 18 years old.
- 8% of the members of households are children 0 to 5 years.
- 10% of the members of households are elderly.
- 42% of families served by Second Harvest have to choose between paying for food and paying for utilities and heating.
- 35% had to choose between paying for food and paying their rent or mortgage.
- \$10 Can Hunger Food Bag provides 10 meals.
- The top 10 stores account for over 20% of the total Can Hunger funds raised.



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
- Betty Noe.....Front End
- Debbie Moody.....Bakery
- Doug Flynn.....Accounting
- Ed Durham.....Fuel
- Mechelle Hawkins.....Deli
- Mitchell Honey.....Produce
- Ranee’ Webb.....Management
- Rose Branch.....Grocery
- Ryan Carpenter.....Starbucks
- Sherri Breeden.....Drug G/M

## 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.





**SHOES FOR CREWS**

**THE SHOE THAT GRIPS**

*NO CASH IS NEEDED PAYMENT CAN BE DONE THROUGH PAYROLL DEDUCTION.*

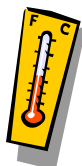
***SATISFACTION GUARANTEED!** IF YOU ARE NOT PLEASED WITH YOUR SHOES, RETURN THEM WITHIN 60 DAYS OF PURCHASE. SELECT EITHER A FREE EXCHANGE OR E-Z RETURNS FOR THE SHOE PURCHASE PRICE LESS A \$6.95 PER PAIR PROCESSING FEE. FOR MORE INFORMATION OR TO PLACE YOUR ORDER SEE MR. GAYLOR.*



The 51<sup>st</sup> Daytona 500 is February 15<sup>th</sup> 2009 and Kroger is a proud sponsor.



Now Until Further Notice, Kroger Is Offering 2 More Ways To Save On Fuel: Pharmacy Fuel Saver Rewards And Gift Card Double Fuel Saver Rewards Help Our Kroger Plus Customers To Earn Fuel Rewards Faster. For Every 2 Eligible Prescriptions That You Purchase, You Will Save 10¢ Per Gallon When You Use Your Kroger Plus Card And Fill Up At A Kroger Fuel Center. All You Need To Do To Participate Is To Scan Your Loyalty Card With Every **Non-Government Funded** Prescription Purchase. Gift Card Purchases Will Earn Fuel Rewards Points Twice As Fast! For Each \$50 In Qualifying Gift Card Purchases, You Will Save 10¢ Per Gallon When You Use Your Kroger Plus Card And Fill Up At A Kroger Fuel Center.



**Food Safety Information**

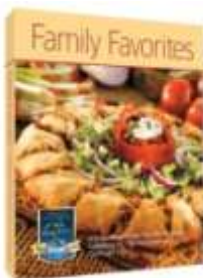
**“Do we eat the product or do we eat the case?”**



Sounds like an absurd question, doesn't it? But when you think about how to take a temperate of the products in our cases, remember that. Cold and Hot Holding Temperate Logs are required for all products in our cases that are in-store prepared, potentially hazardous and Ready-To-Eat. These include products such as Salad Bar/Soup and Cut Fruit in Produce; Cooked Seafood in the Meat Department; and Cheese Shop, Grab'n'Go, Rotisserie Chicken and many others in the Deli Department. We need to ensure that the products in these cases are maintaining a temperate of 41°F or below for cold foods or 135°F or above for hot foods. Cases go through defrost cycles several times throughout the day and the case readings do not always reflect the true temperate of the product within.

Here are a few tips to use when taking temperatures for our logs.

1. Take an initial reading with a laser or infrared thermometer. Point the red laser beam at the product and make sure it is above 135° or below 41°. This will allow you to spot-check the many items to be logged.
2. If it is not, use a stem thermometer for a more accurate temperature reading. Insert the probe into the product itself and wait for the reading to stabilize.
3. Document the reading on the required temperature log. If the temperature is outside of the desired safety range, be sure to note a Corrective Action taken such as removing the product for sale, moving to a cooler for proper cooling or calling maintenance, etc.
4. Remember: Hot Foods get logged every 2 hours and Cold Foods every 4 hours the time the department opens until the time it closes during business hours.



## Order Kroger's 125th Anniversary Cookbook Today!

For Associates Only: It's time to order your copy of our new cookbook, Family Favorites: A Collection of Recipes from Our Associates Celebrating the 125th Anniversary of The Kroger Co. This cookbook includes 300 great family recipes from associates across the country.



### Period 13 Safety Topic

#### Parking Lot Safety

On Your Way To And From Work, Check Out The Condition Of The Parking Lot.

- Secure stray shopping carts promptly
- Push no more than 4-6 carts at one time
- Wear a reflective vest when working outdoors
- Watch for and report damaged mats, doors, pavement and other unsafe conditions

## EARN WHILE YOU LEARN

“High School Dollars for Scholars”

Earn up to **\$500** annually towards college tuition

Great Career Development

Flexible Hours

Great Working Environment



To Apply:



Log on to [www.Kroger.com](http://www.Kroger.com)





## Dollars for Doers Deadline is December 31

Do you volunteer time to your church's mission program, food pantry or scout troop? How about volunteering at your child's or grandchild's school or coaching a youth sports team? Our company's Dollars for Doers program is another easy way to support your favorite charity.

If you donate 52 hours of your time to an eligible charitable organization, our company will donate \$100 to that organization on your behalf.

Dollars for Doers grants are distributed four times a year. So far this year, The Kroger Co. Foundation has awarded 243 grants totaling \$24,300.

### What do you need to do?

After donating your time simply fill out a brief application form and give it to the charitable group you serve. Applications are available from your division's Human Resources Department and intranet, here at store level or send an e-mail to [DollarsforDoers@kroger.com](mailto:DollarsforDoers@kroger.com). The Foundation reviews applications and mails checks for approved grants directly to eligible charitable organizations. A copy of the letter is also sent to the associate when a grant is mailed. Full- or part-time associates must have at least one year of service to qualify for a grant.

Each associate may obtain one Dollars for Doers grant per calendar year. It's that easy! The next application deadline for Dollars for Doers will be March 31, 2009.

## Employee Benefits Employee Assistance Program

Everyone needs a little help now and then. For many, the holidays can be especially difficult. That's why Kroger provides associates with a free, confidential Employee Assistance Program. It's managed by Magellan Health, the industry leader in EAP services. The Kroger EAP from Magellan is available 24/7 to help associates deal with a variety of personal issues including (but not limited to)

- anxiety
- stress
- relationship problems
- depression
- grief
- drug and alcohol issues and more



Associates speak with trained, qualified counselors in complete confidentiality. Don't let life's difficulties get the best of you. The EAP program is there to help. Check your employee handbook for more information – or just call Magellan anytime 24 hours per day, 7 days per week at **1-800-547-1442**

### Here Are Some Great Savings That Kroger Offers Their Employees



**Starbucks** Offers Employees A 10% Discount Everyday On Any Handcrafted Beverage, Brewed Coffee And Service Pastry Purchase With Your Kroger Plus Card!



**Kroger** Employees Receive 10% Discount Everyday On Kroger Brand Items



**Ford Vehicle Purchase Program** Through the Partner Recognition Program, the Ford Motor Company extends special pricing to associates, both active and retired, and their spouses (children are not eligible) who purchase or lease eligible Ford vehicles. Visit <https://www.fordpartner.com/partnerweb/login.do> and enter partner code **XD810**.



Kroger associates receive 19% discount on any Verizon Calling Plans. For new service, upgrades, accessories please call our Telesales team at 888-535-7656. To register your existing Verizon Wireless line for your corporate discount, please call 866-456-7892. You will be faxed an Employer End User Agreement. You can fax the completed form for employment verification to receive your discount.