



Featuring this Month

## *Hopewell #150*

### FUN FACTS:

- Opened on December 20th, 2024
- We have 9 staff that have been with us since the opening

# *The Sonbyrne Scoop*

APRIL 2024





## Customer Comments

### **HORSEHEADS #66 // 3.13.24**

"Good morning! I just wanted to say that the store located in Horseheads, NY at the intersection of Route 13 and Old Ithaca Road is amazing! It is always so clean and fully stocked, and the staff is incredibly friendly. It's become my daily stop for coffee, and I even look forward to hearing what's on their playlist. Thank you, Byrne Dairy, for helping to set me up for success each day with your good vibes!"

*- Missy Knowles*

### **CAMDEN #16 // 3.5.24**

"I represent the Camden, NY American Legion Auxiliary. I requested some free ice cream coupons from your Camden store to reward the winners in our local Poppy Poster contest. This is a nationwide contest sponsored by the American Legion Auxiliary. The staff at your store were extremely helpful in my request for the coupons. This generous donation to our school children is greatly appreciated. Thank you so much."

*- Rise Messmer*

### **WHITESBORO #25 // 4.9.24**

"I just wanted to let you all know that the Whitesboro location is my absolute favorite store. All of the people are so great and friendly! They are doing a terrific job running that store."

*-Ed Bickford*

### **LAKELAND #9 // 3.12.24**

"Hello there, I've been shopping at your stores for quite a while now on my way to and from work for the better part of twenty years now I figure. Stopped in on the way home from work this morning for my usual supplies from your Lakeland location. Noticed Dave was working the register again this morning. A vintaged, dapper looking fellow. He was very friendly and attentive as usual. I happened to notice he was addressing customers by their first names. He must be a real people person to remember those sorts of things. He seems old school cool to me and I'd like to put a feather in his hat, if I may. Your sammiches are real good too. Thanks for your time."

*- Ryan*

# HR Updates

We are excited to announce **DailyPay** will now be offering two different webinars a month. One will cover general topics and be geared towards educating your new managerial hires (HR, payroll, recruiters, etc) and anyone else you want to help promote DailyPay

to your employees. The other will discuss different topics mostly directed to users and potential users of DailyPay. Please find the schedule below and reach out to me or [customer.training@dailypay.com](mailto:customer.training@dailypay.com) if you have any questions.

## GENERAL WEBINAR DATES & TIMES (EASTERN TIME)

April 24 // 1 p.m.

May 15 // 10 a.m.

June 26 // 1 p.m.

## SPECIFIED WEBINAR DATES, TOPICS, & LINKS

### May 15

#### *May – Be a Millionaire Day*

We will focus on how users can save money and increase financial wellness with DailyPay and other tools

### June 26 (client specific)

#### *June – SME Day*

We will focus on SME clients and provide tips on how they can improve on business goals like growth, retention, and recruitment with DailyPay and other tools

# SPRING CLEANING

The benefits of organizing your environment.



Research shows that a clean and organized space can have a positive impact on your mental and physical health. It doesn't have to be a daunting task. You can start small by tidying up one area at a time, such as your desk or closet. The key is to take the first step and get started!

## Physical Benefits

- **Better sleep:** A cluttered space can make it difficult to unwind and fall asleep. By tidying up your bedroom and creating a calm and peaceful environment, you can improve the quality of your sleep and feel more rested and rejuvenated in the morning.
- **Saves time and reduces frustration:** Cluttered spaces can lead to wasted time searching for lost items and feeling frustrated when you can't find what you need. By creating a designated spot for everything, you'll save time and reduce the stress of searching for misplaced items.
- **Encourages healthy habits:** It's easier to maintain healthy habits such as exercising and eating well when you have a tidy space. You'll have more space to move around and prepare healthy meals, as well as a clear space to do your workouts.

## Mental Benefits

- **Reduces stress and anxiety:** A messy space can make you feel overwhelmed and anxious, as you're constantly reminded of tasks that need to be completed. By creating a more organized environment, you can reduce these feelings significantly.
- **Boosts creativity:** A cluttered environment can hinder your creativity and make it difficult to come up with new ideas. Organizing can help you clear your mind and create a blank slate for new inspiration to flow.
- **Increases self-esteem:** A clean and organized space can make you feel more accomplished and in control of your life. This can boost your self-esteem and give you a sense of pride in your surroundings.



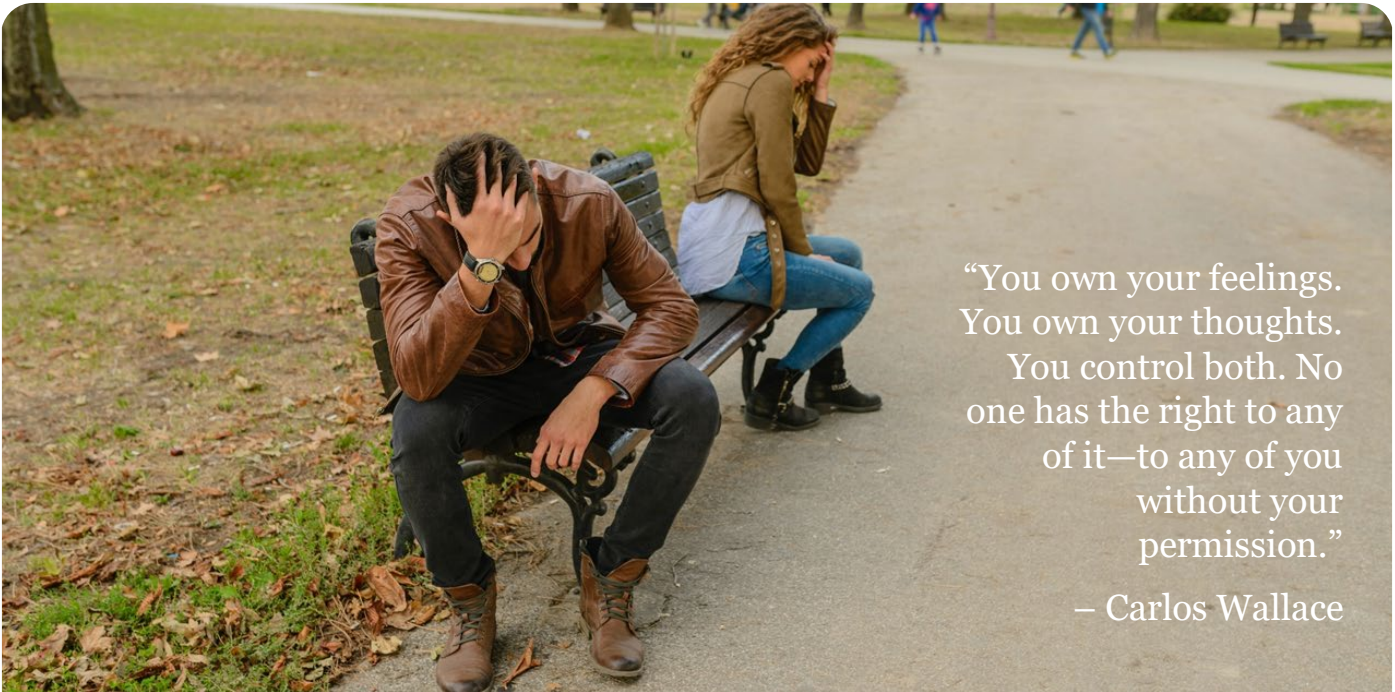
CorpCare

Your Employee Assistance Program is here to help you and your family as you navigate life's challenges. For confidential, caring, professional assistance 24/7, call

**800.728.9444**

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“You own your feelings.  
You own your thoughts.  
You control both. No  
one has the right to any  
of it—to any of you  
without your  
permission.”

– Carlos Wallace

Problems are sure to arise when we’re dealing with other people. But there are times when we can prevent challenging situations from turning into hurtful or serious struggles. Below are some tips to help you manage those tough challenges and keep your cool.

#### De-escalation Techniques:

**Check your body language.** Ask yourself: “How is the other person seeing me?” Uncross your arms, drop your shoulders, unclench your jaw, and relax your face. Adjusting posture and facial cues to be open and soft helps disarm the other person.

**Focus on your breathing.** Deep breathing helps regulate your central nervous system, which can keep you from going straight into “fight” mode. The more regulated you are, the more intentional you can be with our responses.

**Speak steadily.** Lower your voice and slow down your words, even if the other person is yelling. This helps you maintain control of the conversation and can influence the other person to meet you at your level.

**Filter your responses.** Before responding to someone, pause and ask yourself: “Do I really need to say that?” or “How could this be said in a different way?”

**Empathize.** Try viewing the situation from the other person’s perspective. Listen to them to ask a question, not to make a point.

**Schedule a time to talk.** Plan to revisit the conversation at a different time when things are less heated. Doing this demonstrates respect for both you and the other person.

**Work together.** When a person is very defensive, it’s time to collaborate. Tell them, “Let’s work through this together, would you mind helping me?”



*Your Employee Assistance Program is here to help you and your family as you navigate life’s challenges. For confidential, caring, professional assistance 24/7, call*

**800.728.9444**

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Learn more about the [Friday by DailyPay™ Visa® Prepaid Card](#)

# Make every day Friday



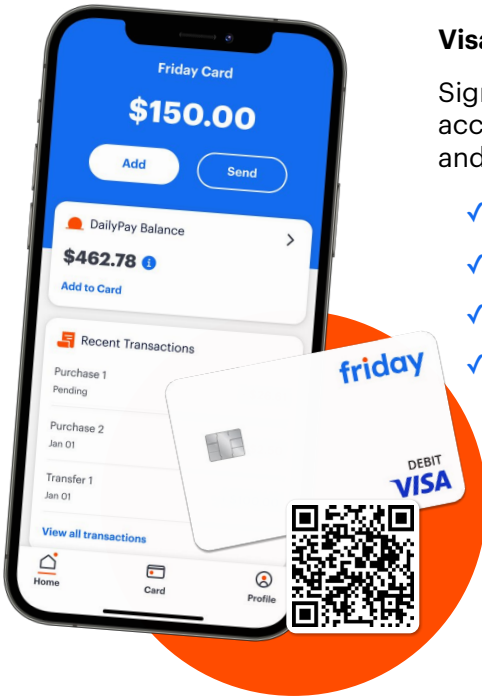
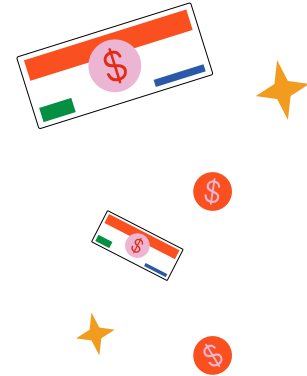
**Don't wait for the weekend. Get your money when you want it.**

The Friday Card lets you make no-fee, instant transfers of your earned pay.<sup>1</sup> Just set your direct deposit to the Friday Card and get your pay **whenever you want, wherever you are**. Plus, when you set your direct deposit to the Friday Card, you may be able to get your paycheck up to two days early.<sup>2</sup>

## More control over your finances

Make the financial choices that are right for you. In the Friday app:

- ✓ Track your earnings in real time
  - Plan for the future and budget smarter
- ✓ Manage your transactions
  - Keep tabs on purchases and payments you make



## Visa® card with no hidden fees<sup>3</sup>

Signing up is easy and doesn't require a pre-existing bank account. And, you can easily add it to Apple Pay, Google Pay and Samsung Pay. With the Friday Card, get:

- ✓ \$0 In-network ATM fees through the Allpoint® Network
- ✓ \$0 Monthly fees
- ✓ \$0 Minimum balance
- ✓ Paid up to two days early<sup>2</sup>



<sup>1</sup> On-demand pay requires employer participation in DailyPay. For Friday cardholders with direct deposit set up to go to the Friday Card, on-demand pay fees will be waived for any DailyPay transfers made to the Friday Card.

<sup>2</sup> Early access to eligible direct deposits made through Automated Clearing House (ACH) network depends on when the payment file is received from the employer. We generally make these funds available on the day the payment file is received, which may be up to 2 days earlier than the scheduled payment date. Early availability of direct deposits is not guaranteed and may vary from deposit to deposit. Whether we make funds available early depends on when we receive the payment instructions, any limitations we set on the amount of early availability, and standard fraud prevention screening.

<sup>3</sup> The Friday by DailyPay™ Visa® Prepaid Card is issued by The Bancorp Bank, N.A., Member FDIC, pursuant to a license from Visa U.S.A. Inc. and can be used everywhere Visa debit cards are accepted.



# Featuring April's STAR



JULY 2022

Hired as SA



OCTOBER 2022

Promoted to PWS



JUNE 2023

Promoted to ASM



PRESENT

Working towards OM

## Tiffany Skinner

### FULTON #50

Tiffany is a great asset to our team. She is moving her way up the management chain. Tiffany started as an associate and has now moved into an operations role. She is a positive, knowledgeable role model for the rest of our team. We thank her for all she does for the store.

Sincerely,  
**Melissa Pickreign**  
*Assistant District Manager*

## *Marketing Updates*

### *Featured Ice Cream of the Month*

*Neapolitan*

### *Upcoming Holidays*

*1<sup>st</sup> - April Fools Day*

*2<sup>nd</sup> - Love Your Produce Manager Day*

*12<sup>th</sup> - Grilled Cheese Sandwich Day*

*22<sup>nd</sup> - Earth Day*





*Happy**Birthday*

William Adams

Brodie Ainsworth

Kelly Allain

Conner Allport

Michelle Amponsah

Jacob Arnold

Stephanie Arocho

Crystal Ashwell

Legine Bailey

Gabriella Berardicurti

Michael Bock

Rhonda Boettcher

Cherish Brodbeck

Daniel Brown

Brooke Buchanan

Autumn Burk

Kellie Burns

Phillip Calcagno

Wayne Cash

Zoe Cervantes

Connor Clarke

Meghan Cleveland

Kristen Coley

Levi Coon

Daniel Correard

Edie Cox

Brandon Cramer

Amarah Crowder

Jorge Cruz

Nicole Cummings

David Davis

Crissy Dawson

Abraham Delacruz

Christina Desgrosielliers

Jeffrey Dewine

Erika Eklund

Kathleen Ellinger

Joshua Entin

Thomia Fagan

Hope Ferris

Matthew Fiordeliso

Deborah Gale Cripps

Holley Gerhardt

Zachary Gibson

Brett Gogolsky

Edwin Gonzalez

Ainsley Gorman

ChaTar Green

Marissa Green

Ashley Grosvenor

Carol Grzesiak

Zoey Guido

Skyler Gulvin

Isabella Gutkin

Kristy Harrington

Bonnie Harrington

Yahniece Harris

Shawndria Hector

Danielle Heed

Angel Higgins

Derek Hildreth

Kayla Hoover

Sarah Hoveln

Victoria Hubright

Meagan-Eileen Hunt

Tamahj Jamison

Quamel Jarvis

Marley Jennings

Alyssa Jernberg

Melissa Johnson

Dylan Johnson

Alexandra Jones

Jason Jones

Steven Jones

Valerie Kampf

Luke Kimball

Emilie Kipp

Cory Kotanich

Joseph Larsen

Rien Livermore

Alexandria Lockwood

Ryan Lundrigan

Samantha Manheimer

Shawn Manwaring

Austin Marshall

Tanisha Mason

Meaghan McDevitt

Abigail McDonald

Ayden Moffitt

Kyle Moore

Otis Moore Jr.

Melinda Morehead

Teri Moreno

Bradley Moyer

Charles Munyan

Adam Nouchi

Sean O'Brien

Logan ODonnell

Crystal O'Hara

Kayla Oliver

Bradley Oliver

Skyler Parrow-Strong

Rina Pedone

Starr Pendall

Gage Phillips

Elizabeth Pierce

Lauren Podeswik

Addison Poore

Victoria Recor

Heidi Regna

Caleb Reichert

Jose Resendiz

Jerald Reyes

Debra Rice

Alyssa Ritchie

Donald Rolland

Vincenzo Rotella

Michael Ruedy

Hannah Schichler

Karleen Schultz

Robyn Scicchitano

Jeffery Severance

Sherriann Shoemaker

Caleb Sigal

Trystan Simmons

Wanda Skiff

Carl Smith

Marissa Symonds

Dante Taylor

Jessica Thomas

Julie Thomas

Courtney Thompson

Jennifer Tillman

Maria Toubacaris

Kaniko Virgo

Daronta Ward

Joshua Warner

Kathryn Weber

William Wilbur

Christine Wilgosz

James Wilkinson

James Winne

Jarred Wright

Alicia Wright

Kejuan Wright

Jeffrey Young

Jesse Young

# Anniversaries

Below are employees who completed another full year at Sonbyrne and Byrne Dairy & Deli.

*Congratulations and thank you for all of your hard work!*

## 1 YEAR

Quinn Watkins  
Erica Works  
Lon Reed  
Nevaeh Bird  
Corey Wall  
Raymond Cooke  
Shawndra Guernsey  
Haley Smith  
Joseph Coney  
Virginia Subad  
Keith Mcnerlin  
Joshua Darrow  
Marlen Pereira Vargas  
Cyndal Fredenburg  
Kenado Virgo  
Habonimana Chantal  
April Smith  
Chester Hallock  
Paige Holmes  
Zachary Gibson  
John DeSantis  
Benjamin Russell  
Jared Brown  
Joseph Calabrese  
Jessica Locorini

Avery Walker  
Skyler Gulvin  
Digby Collingbourne  
Logan Brasket  
Tevin Tucker  
Gavin Sharp  
Edward Parkhurst  
Breanna Stewart  
Mark Carpenter  
Robert Noble  
Karol Bennett  
John Northrup  
Onaleisha Thomas  
John Trombley  
Madeleine Byrnes

## 2 YEARS

Debra Kent  
Destin Ross  
Wendy Wickum  
Jessica Fleury  
Nathan Pollock  
Alessio Muto  
Codie Moore  
Joshua Shellhammer  
Helene Anthony

Talia Service  
Eugene Timmons  
Maya Fredette

## 3 YEARS

Lily Fleming  
Anthony Moore  
Autumn Martin  
Adelaide Mcdermott  
Michelle Amponsah  
Shania Thaler

## 4 YEARS

Deniele Pignato  
Jennifer Mariani  
Timothy Bacon

## 5 YEARS

Alexander Bell  
Melissa Grant  
Amber Pickard  
Amber Theel  
Gianina Defrank  
Gabriella Berardicurti

## 6 YEARS

Corinne Hence  
Carl Jackson  
Daniel Wolfanger  
Henry Coleman  
Lorraine Arndt  
Jean Rouse

## 7 YEARS

Lorraine Schott  
Melissa Bennett  
Melissa Pickreign  
James Stedge  
Wendy Daniels  
Cole Pappa

## 8 YEARS

Jennifer Tillman

## 9 YEARS

Lorraine Shriver  
Lillian Daily

## 10 YEARS

Emily Hodge  
Amber Hilton

## 11 YEARS

Robert Mushtare

## 16 YEARS

Kerri Favata  
Courtney Desantis

## 19 YEARS

Ivan Hill

## 27 YEARS

Robyn Scicchitano

## 28 YEARS

Angela Dispirito  
Kara Henry

## 30 YEARS

Keely Reppi

## 43 YEARS

Mark Byrne

