



Featuring this Month

Pulaski #43

FUN FACTS:

- Opening Date: June 17, 2010
- Years of Service: 60
- Their team has grown tremendously and continue to take every challenge given and crush expectations. They've increased sales and food service by 10% each over the last 10 weeks. They are what Byrne Dairy & Deli strives for... AMAZING!

The Sonbyrne Scoop

FEBRUARY/MARCH 2025



Customer Comments

LYSANDER #3 // 11.19.24

"A friend and I are traveling, and we stopped at this gas station for a snack for the ride. At 5 in the morning you don't expect much. This store was beautiful. It was clean, it was organized, and the coffee and donuts were fresh with a great variety to choose from. The best part by far was the customer service. The cashier was not only wide awake (you don't usually experience that at a gas station at 5 am) but she was attentive. Her sales skills and store knowledge were top tier. I asked which donut was the best; she talked me into buying half a dozen. I asked what coffee was what, and she talked me into buying a travel mug. I apologized for being so demanding of her attention, and she was sincere when she told me it was literally her job to be helpful. She sold my friend a mug as well, and when he asked for a slice of stromboli, she convinced him to buy two when she asked if he preferred an outside one or an inside one, and he said he had no idea, so she gave the pros and cons of each one, so he got one of each. I apologized again after paying and thanked her for her help, and she told me to stop, that I had no reason to be sorry. Carrie made my first visit to a Byrne Dairy one I will not soon forget. First impressions, and this one was phenomenal. Beautiful store, excellent coffee, delicious donuts, the stuffed pizza was to die for, and Carrie was the icing on the cake. If this finds its way to her, please let her know that we couldn't decide on the outside piece or the inside one because they were both excellent, but that being said, her pros and cons list was spot on. Thank you for making the start of our day so great. We left smiling and stayed smiling, and the travel mugs were the better option. Thank you again."

- *Lisa Barkley*

FULTON RT 3 #50 // 1.28.25

"I live by this location and always visit this location. The employees are always so friendly and welcoming when we go into the location. Today was so busy and crazy that all associates were helping customers or vendors around the store, and it made me feel appreciative to see I was being helped in a timely manner. Thank you to all of your employees!"

- *Brenda Pryor*

CLAY #125 // 1.23.25

"I am in the store everyday after work and Chelsea and Robin are always friendly and they do a lot to please their customers. Amazing customer satisfaction!!! They care about that store and most of all their customers!!! They deserve lots of recognition!!! Thank you ladies for making my visit always so welcoming!!!!!!!"

- *Tanya Terry*

HR & OPS Updates

SURVEYS:

For all of our newer employees we wanted remind you all of the surveys we are sending out after you have been employed for 14 days, 30 days and 90 days. These surveys will come to you via text message from **GoHappy**. They are generally very quick surveys and you will receive a gift certificate once you have completed them. We are really thankful for your feedback as this helps us improve on employee satisfaction and to keep up the areas that we are doing well on.

TRAININGS CHECKLISTS:

Just a friendly reminder to all employees: please ensure that training checklists are completed when you are hired. Once finished, kindly scan the completed checklists and send them to **sonbyrnehr@byrnedairy.com** so they can be added to the employee's file. Receiving these checklists is crucial in helping us ensure that all employees receive the proper training.



FEBRUARY 2025

MOVE YOUR WAY TO MENTAL HEALTH

Engaging in physical activity is not just about improving your physical health; it plays a crucial role in enhancing your mental well-being too. Regular movement can help reduce stress, anxiety, and depression while boosting your overall mood.

BENEFITS FOR MENTAL HEALTH

- **Reduces stress:** Physical activity increases the production of endorphins, the body's natural mood lifters, which help to alleviate stress.
- **Improves sleep:** Regular exercise can help you fall asleep faster and deepen your sleep.
- **Enhances creativity and learning:** Movement increases blood flow to the brain, which can help improve memory, creativity, and learning.
- **Boosts self-esteem:** Achieving fitness goals, even small ones, can boost confidence and self-esteem.

SIMPLE WAYS TO MOVE YOUR BODY



Walking

- Take a walk in your local park or around your neighborhood. Aim for at least 30 minutes a day.



Dancing

- Put on your favorite music and dance like nobody's watching.



Yoga

- Try a yoga session at home to improve flexibility and reduce stress.



Stretching

- Add stretching sessions into your day, especially during long periods of sitting.



Cycling

- Ride a bike for fun and enjoy the outdoors.



TIPS FOR STAYING MOTIVATED

- **Set achievable goals:** Start small and gradually increase your activity level. Celebrate your achievements.
- **Find a buddy:** Exercising with a friend can make activities more enjoyable and keep you accountable.
- **Schedule it:** Treat your physical activity like an important appointment. Set aside specific times in your week.
- **Mix it up:** Keep things interesting by trying new activities or varying your routine.

REMEMBER

Your journey to improved mental health through movement is personal. Listen to your body and do what feels right for you. Every step counts, and every movement is a step towards a healthier mind and body.



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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Fight vs. Flight Mode

What it means and ways to get out of it.

Fight or Flight is a natural reaction our body has to stress, danger, or perceived threats. It's an automatic response triggered by the sympathetic nervous system (nerves in your body that activate when you're stressed), preparing us to either fight or flee from a situation. In this state, adrenaline surges, heart rate increases, and we experience heightened senses, all of which are designed to help us respond quickly to danger. In modern life, we don't always face physical threats, but we still experience this stress response due to work, relationships, or other stressors. This prolonged or constant activation can lead to anxiety, irritability, and difficulty managing emotions.

Ways to Regulate

1. Deep Breathing Exercises:

- Why it works: focused breathing activates the calming system in your body, which relaxes your muscles and mind.
- How to do it: inhale deeply for 4 seconds, hold for 4, and exhale slowly for 4 seconds. Repeat 3-5 times.

2. Grounding Techniques:

- Why it works: grounding techniques help redirect your focus to the present moment, interrupting the stress response.
- How to do it: use the 5-4-3-2-1 method: Identify 5 things you can see, 4 you can touch, 3 you can hear, 2 you can smell, and 1 you can taste.

3. Physical Movement:

- Why it works: exercise or movement helps release built-up stress hormones and can trigger a relaxation response.
- How to do it: a short walk, stretching, or any form of light exercise can reset your body's response.

4. Reframing Your Thoughts:

- Why it works: changing negative or catastrophic thinking can reduce perceived threats and ease stress.
- How to do it: pause and ask yourself, "What is the evidence for this thought?" and "What is a more balanced perspective?"

The Warning Signs & Symptoms

- Rapid heartbeat
- Shallow or fast breathing
- Sweating
- Tension in the muscles
- Racing thoughts or worry
- Irritability or intense anger
- Feeling overwhelmed or out of control
- Heightened senses
- Increased pupil size
- Increased blood pressure
- A feeling of dread or panic
- Numbness or apathy
- Feeling outside of your own body

Examples of Triggering Situations

- A job interview
- Heavy traffic
- A heated argument with a partner
- Public speaking
- Sudden loud noises
- A workplace confrontation



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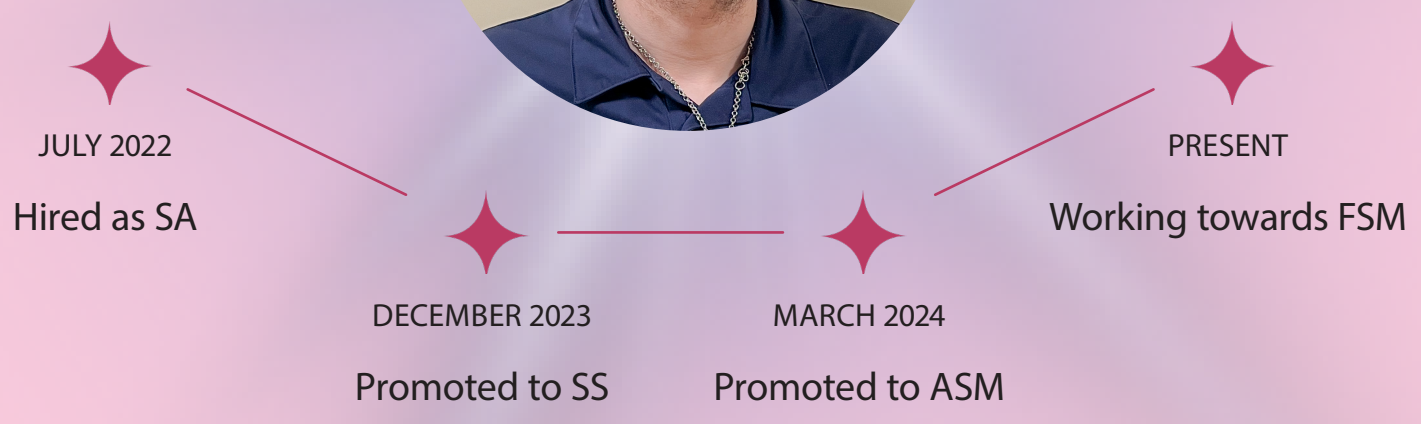
Monthly Food Safety Tip

Sometimes we get so focused on our work that we forget about the most important thing in our stores - the people! Our guests and our staff are sometimes standing right in front of us and we don't even acknowledge them because we are so busy doing other things, which is crazy because those "other things" that we are doing are to help serve those people! All humans react positively to a "Good Morning!!" accompanied with a smile. So I'd like you to try this out - task your staff to say "Hello!" or "Good Morning!" to every single person who walks in the door this morning and watch how it improves the energy and the mood of your store, your guests, and your employees. And tell everyone to do it - not just the cashiers.

It costs you nothing but will improve your day!



Featuring February's STAR



Dimitri McGuinness

ELECTRONICS PARKWAY #136

Dimitri has been with team 136 since it opened 3 years ago; his dedication and ability are beyond something to rave about. He does well in all environments, not only encouraging himself but also others around him along the way daily. I have enjoyed seeing his skill set advance in the past year under new leadership in the Salt City district; he truly takes everything with a great deal of concern and puts anything that is asked of him into motion. Thanks so much, Dimitri, for all you do at Byrne 136. You are a true rockstar!!

Tanya Doughty,
District Manager

Employee Spotlight

Michelle Parker

CORPORATE OFFICE

MICHELLE'S HIRE DATE: 12/4/2000

JOB TITLE: ACCOUNTING CLERK



I have had the pleasure of working with Michelle for 21 years. Her dependability and work ethic are an inspiration to everyone around her.

She always goes above and beyond what is expected of her and is willing to jump in to help anyone at any time. She is a loyal and trusted person and without her I wouldn't be able to successfully do my job.

During her time with Sonbyrne she has transitioned through three computer systems and has been able to adapt and excel flawlessly. She consistently exceeds expectations and sets a higher bar for everyone.

Thank you, Michelle, for all your hard work and dedication. Your efforts are appreciated more than you know.

Colleen Taylor,
Office Manager

What do you enjoy most about being part of the team?

The best part of this team is that we all work together. I love that this company is so family oriented and family comes first.

Outside of work, what are some of your hobbies or passions?

I love spending time with my family. I love Football. I am a huge Buffalo Bills and Ohio State fan. Most of the time I spend my weekends at the motocross track watching my husband and son race.

Marketing Updates



Featured Ice Cream
Strawberry & Grasshopper Pie



Featured Sandwich
Meatball Sub



Featured Milk
Strawberry & Mint

UPCOMING HOLIDAYS

FEB - CHOCOLATE MONTH

- 1st – Dark Chocolate Day
- 2nd – Groundhog Day
- 3rd – Eat Ice Cream for Breakfast Day
- 7th – Bubble Gum Day
- 9th – Pizza Day & Superbowl
- 14th – Valentine’s Day
- 17th – Presidents Day
- 20th – Muffin Day
- 22nd – Chili Day
- 27th – Strawberry Day

MAR - FROZEN FOOD MONTH

- 1st – Peanut Butter Lover’s
- 3rd – Soup it Forward
- 4th – Snack Day
- 6th – Frozen Food & Oreo Cookie Day
- 7th – Cereal Day
- 9th – Meatball Day
- 10th – Daylight Savings
- 12th – Milky Way Day
- 14th – Potato Chip Day
- 17th – St. Patrick’s & Corned Beef and Cabbage
- 19th – Poultry Day

Happy Birthday

Tracy Acee
Melissa Allen
Deborah Amo
Helene Anthony
Alexandra Arcaro
Judith Baldo
Shawniqua Barber
Sienna Baron
Paige Beaty
Jennifer Bellows
Lance Bishop
Alexis Blair
Brianna Brame
Jessica Brown
James Brownell
Maurice Brumfield
Terence Burgess
Catherine Bush
Tammy Callahan
Dominick Carfora
Aaliyah Carmichael
Ashley Chase
Isaiah Clarke
Adam Coe
Sabrina Conklin
David Cook
Christopher Coons
Alexis Cornwell
Karianne Cummings
Christopher David
James Davis-Reed
Marissa DeGroat
Charity Demeurisse
Sophia Demilio

Taylor Depalma
Annabelle Dickens
Christopher Dineen
Renee Drake
Ashley Duncan
Christian Dunne
Alektra Elliott
Alexander Eppley
Azsha Estell
Saralynn Farber
Brandon Fischer
Tara Fistick
Benjamin Ford
Matthew Gaston
Brian Germano
Michael Gill
Jamie Grant
Jaimison Green
Jessica Hart
Corinne Hence
Zoey Henderson
Danajah Hester
Kylie Howell
Dawn Hromada
Alyssa Jensen
Gretchen Justiniano
Justin Kahlke
Diezel Kelly
Crystal Kimpel
Heidi Kluth
Marissa Kopp
Catherine LaVergne
Zachary Leetz
Nathan Leetz

Jessica Locorini
Joseph Lohnes
Echo Longley
Samantha Look
Alexandria Loomis
Conner Love
Cody Major
Jordan Majors
Jordan Martin
Kelly Merritt
Moriah Mitchell
Caitlyn Moebs
Trystin Moore
Eric Moore
Sophia Moore
Daniel Morehouse
Kristi Morquecho
Skylar Mosher
Scott Nesbitt
Freya Nilsen Fanizzi
Stefanie Oneill
Brendan Petranek
Mary Pettitt
Kaitlin Pfund
Thomas Phelan
William Powell
Lauren Powless
Ellen Prior
Daisy Ramos
Amy Rantucci
Darlene Reid
Michael Reynolds
Valerie Rich
Rosemary Riegler

Judith Roberto
Nalayah Robinson
Nicole Roddenbery
Margarita Rodriguez
Joshua Scarpino
Kimberly Schultz
Rheanna Shockency
Tiffany Skinner
Kerri Sloan
Marcus Snow
Kyle Soberanais
Catherine Sokolov
Veronica Soria
Melissa Soudan-Radcliffe
Kimberly Sprague
Maureen Stagnitti
Jennifer Staiger
John Stark
James Stedge
Emily Steinacher
Amy Sterling
Lisa Stoughtenger
Christopher Thoma
Madison Tyler
Domitri Valentin
Jazmine Vann
Kenado Virgo
Myra Waller
Andria Weaver
BethAnn Whelan
Kaliesha Whittico
Marshall Winn
Danielle Wright
Melissa Zimmerman

Happy Birthday

Karen Arnold
Dale Barrows
Demetrius Beach
Amanda Beeching
Deborah Besaw
Brian Bieganowski
Cody Blaney
Jennifer Bloss
Kasey Bogan
Haley Brock
Gerald Brown
Mariah Bruinsma
Christian Brunelle
Tabatha Buck
Steven Burnside
Lonnie Bushnell
Joseph Calabrese
Jennifer Camello
Heather Campbell
Antonio Canales
Brandon Carney
Devon Carolla
Bobbi Carter
Jayson Cesarini
Sandra Chapin
Samantha Church
Miranda Cleveland
Raymond Cooke
Allison Cooter
Keegan Corbett-Bean
August Corso
Natalia Cruz
David Daddario
Nicole Danizio
John DeSantis

Lindsay Dillon
Andre Dinnerson
Tanya Doughty
Hope Downey
Harold Drown
Blake Duncan
Sky Fagner
Terra Fagner
Mackenzie Field
Kolby Fleming
Lily Fleming
Aaron Flood
Hannah Forbes
Mallachi Gaters
Tyler Gizzarelli
Ryan Gorman
Jamison Griffin
Patti Griffin
Maria Guerrero
Joan Guerrette
Joshuah Hagenbuch
Jennifer Hall
Tresa Hammond
Jaedyn Hendrix
Nezekiah Hill
Sadie Hill
Lilli Holcomb
Daniel Holland
Ryan Houck
Anastasia Hyde
Barbara Janaskie
Craig Johnson
Dakota Johnson
David Johnson
Adam Johnston

Alexander Jones
Breanna Jones
Susan June
Tricia Justian
Richard Kelly
Nicole Kenyon
Jessica King
Katrina Kirkpatrick
Rebecca Kunkel
Jessica Laird
James Lanier
Matthew Larkin
Adam Leonard
Vernay Magana
Leslie Manwaring
Allan Martinez
Constance Masten
Heather McCallister
Jesse Mccaulliffe
Alexander McEwen
Nicholas Menkins
Bernard Meyers
Alicia Mitchell
Jakob Montano
Robert Moon
Joshua Murray
Mary Nadeau
Robert Natoli
John Northrup
April Oldaker
Ashley Olson
Kelly O'Neal
Leigha Oneill
Christine Ordway
Ryan Ortlieb

Caroline Parody
Stephanie Pescini
Kory Platt
Uniqnious Porcha
Nicole Pragle
William Purdy
Emma Rose
Layla Russ
Samantha Sealey
Tania Shaughnessy
Antonio Siscoe
Carolyn Smith
Ciani Smith
Maureen Smith
Queenisha Smith
Nyla Snyder
Shane Sorell
Minuette Stanton
Rylee Strindberg
Matthew Sutch
Jordan Sweeney
Veronica Sweeney
Christopher Tarbox
Michael Van Houten
Colleen Waite
Dominick Walker
Kimeka Wineglass
Kaitlynn Wollek
Vaquez Woodard
Mary Wright
Bryonna Yestrumsky
Kristina Young
Marissa Young

February 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

Stephanie Arocho

Bianca Berg

James Brownell

Nicholas Chrissley

Meghan Cleveland

David Delpriore

Adam Hartle

Mackenzie Johnston

David Kausch

Donald Lamb

Adriel Lopez

Alexander Mandujano

Erin Marmontello

Crystal Mattes

Caitlyn Moebes

Annette Mullins

Ava Renna

Bryant Santiago

Carolyn Smith

2 YEARS

Crystal Ashwell

Austin Carosella

Xzavier Carter

Catherine Clappin

Lisa Grego

Lisa Lafritz

Andrew Okoniewski

Nathaniel Recor

Darlene Reid

Heather Stage

3 YEARS

Roy Clarke

Nicole Gaglianese

Corey Klauder

Daniel Morehouse

Latif Richardson

DeAnna Ryan

4 YEARS

Joseph Demauro

Kenneth Kimpel

Joshua Payzant

5 YEARS

Lashanda Lake

6 YEARS

Jessica Bohart

Ashley Bollinger

Jean Fisher

Cory Kotanich

7 YEARS

Marie Waskiewicz

8 YEARS

Laurie Benjamin

10 YEARS

Peter Elliott

12 YEARS

Tamara Kelsey

14 YEARS

Tanya Doughty

Kelly Magee

18 YEARS

Brenda Leader

21 YEARS

Colleen Taylor



March 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

Lydia Anderson
Christian Ayala
Loretta Ayers
Sienna Baron
Russell Benfer
Dylan Blair
Christian Bristol
Wayne Cash
Laurie Cirigliano
Danielle Crowley
Brianna Daggett
Joseph Davis
Lindsay Dillon
Samantha Dimora
Ryan Doughty
Blake Duncan
Alekra Elliott
Mackenzie Field
Mykala Girvin
Katrina Hill
Dawn Hromada
Jayden Hunkins
Geana Ingison
Barbara Janaskie
Izabella Jensen

Jainna Kelly
Nathan Manos
Abu Marrah
Terri McGurk
McKayla McNeilly
Tyren Mcrae
Jakob Montano
Freya Nilsen Fanizzi
Maleek Pointer
Joshua Rogers
Aaron Simmons
Kayla Solosky
Jenny Torres
Jazmine Vann
Lesly Vasquez

2 YEARS

Hassan Ali
Robert Barnes
Marissa DeGroat
Melissa Dunaway
Kolby Fleming
Emmeline Foster
Rodney Geranis
Kimberly Kelly
Jordan Majors

Dylan Maynard
Carlee McCall
Alan Miller
Alyssa Ritchie
Anthony Roscoe
Gage Simmons
Dakota Williams

3 YEARS

Sara Clarke
Michael Gill
Derek Hildreth
Alyssa Lopez
Kaitlin Pfund
Ashley Skinner
Timothy Strassner
Jennifer Tedesco
Michael Ward

4 YEARS

Michael Todaro

5 YEARS

Taylor Depalma
Carrie Pitcher

7 YEARS

David Branagh
Jamie Grant
Jason O'reilly
Julie-Anna Santiago
Nicholas Wager

8 YEARS

Kevin Catlin

9 YEARS

Sharon Henderson

10 YEARS

Melissa Swim

12 YEARS

Jamie Moreno
Bobby Potter

15 YEARS

Pamela Clark

18 YEARS

Joshua Martin

