

# The Sonbyrne Scoop

April 2026

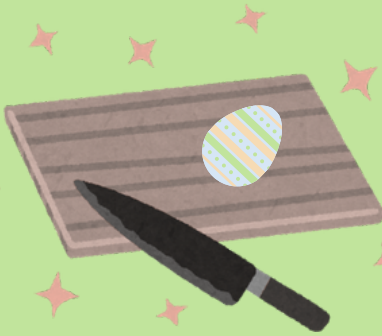


# Food Safety Tip



## SERVE IT SAFE

To prevent cross-contamination, always keep raw foods like meat, poultry, seafood, and eggs separate from ready-to-eat items such as salads, cooked dishes, and fresh fruit. Store raw food on lower shelves in the fridge to avoid drips and use clearly labeled containers. Use separate cutting boards, knives, and utensils for raw and ready-to-eat foods, and wash or sanitize everything thoroughly after use. Always wash your hands before and after handling raw foods to keep everything safe.



# Loss Prevention Tip

## SAFE & SOUND

Make sure back doors, storage rooms, and the safe are locked whenever you're not using them. Check them at the start and end of your shift, and anytime you step away. Only team members with permission should access these areas and keep keys or access codes safe. If a door is left open or a lock is broken, let your supervisor know right away. Doing this every day helps prevent theft, shrink, or accidents, and keeps both the store and the team safe.



# HR & OPs Updates



## VACATION TIME

With the summer months on the horizon, many employees are going to be planning time off. Please submit your vacation requests to your manager at least 2 weeks in advance, but no more than 2 months ahead. Your manager will need to enter the request through Zenput to ensure it's processed and schedules can be updated. If you have any questions about your vacation time, talk to your manager or you can contact HR.

## KEEP IT COVERED

Be sure to review your posted schedules regularly. If you notice any conflicts or need changes, notify your manager as soon as possible. This helps keep coverage smooth and avoids last-minute issues.

## RTO REMINDER

Don't forget to complete your required RTOs, including food safety, alcohol and tobacco, workplace violence and sexual harassment. Staying up to date keeps the store running smoothly and ensures you're meeting all safety and legal requirements. Check with your manager or HR if you're unsure what's due.

## SHIFT CHANGE TIPS

Count your cash, check the floor, make sure that all logs are up to date, and pass on any important info. Communicate clearly and secure the store—smooth handoffs keep everything running safely and on time.

# Recruitment Corner

## **Make Recruitment a Weekly Priority**

At Byrne Dairy, staffing can change fast. Waiting until you're short-staffed to start hiring puts you team - and your customers - at a disadvantage.

Strong managers stay ahead by making recruitment part of their weekly routine.

### Ask yourself each week:

1. Who is in my pipeline?
2. Who do I need to follow up with?
3. What is my plan to bring in new candidates?

### Set aside time each week:

- Review Applications
- Schedule Interviews
- Follow Up with Candidates

Simple habits like *Meet the Manager Mondays* or a midweek application check keep your pipeline full and your store well staffed.

*Don't wait for a gap—build your bench before you need it.*

# Rethinking alcohol for a healthier you

**Did you know** that even moderate drinking can influence your sleep, energy, mood and overall health? Enjoying an occasional beverage while socializing or celebrating a special occasion can be part of life for many, but it's essential to recognize the risks of alcohol misuse.



This April, in recognition of **Alcohol Awareness Month**, take time to improve your understanding of alcohol consumption, learn the signs of a potential concern or support a loved one who may be facing challenges.



SupportLinc EAP offers various resources, including 24/7/365 in-the-moment phone support, coaching, counseling, online courses, videos and tip sheets.

Visit your program's web platform or mobile app to get started.

Take the next step in your wellbeing journey  
mysupportlinc.com | group code: byrne  
800-728-9444



# RECOGNIZE

Understand addiction



**Dependency on a substance or habit can be draining, get in the way of work, responsibilities, relationships and make everyday life challenging.**

Your program offers a variety of resources to help you understand and navigate addiction, including in-the-moment phone support 24/7/365, coaching, counseling, online courses, videos and tip sheets.

Start by visiting the web platform or mobile app.

Take the next step in your wellbeing journey

[mysupportlinc.com](https://mysupportlinc.com) | group code: byrne

800-728-9444



# Rising Star



JUNE 2010  
Hired as SA

MARCH 2026  
Promoted to GM

OCTOBER 2021  
Promoted to PWS

JANUARY 2025  
Promoted to OM

JUNE 2024  
Promoted to ASM

## Keira Weisbrod

STORE #009

Keira started with us 16 years ago as a sales associate. She has moved herself up to the GM position. Keira has built a great team at her store and has earned respect from each team member. Glad you're on our team. We appreciate all you do !!

# Employee Spotlight

## Skyler Parrow-Strong

### MARKETING SPECIALIST

Employed Since July 2023



Skyler is the marketing specialist and a key part of our support team. She brings creativity and energy to every project, from promotions and digital campaigns to new store openings. Playing a vital role in the company's marketing strategy, she designs and coordinates a wide range of marketing materials, including in-store signage, social content, and large-scale marketing campaigns. Working cross-functionally in the company, she is able to ensure branding remains consistent across all platforms while also managing website and app updates.

In addition to her design work, Skyler is heavily involved in new store openings and managing all company sponsorships and donations. Through this work, she helps strengthen community relationships.

Skyler goes above and beyond to support store teams and ensure they have the necessary tools for success. Her positive attitude, attention to detail, and strong work ethic make her an invaluable asset to the team.

### WHAT DO YOU ENJOY MOST ABOUT BEING PART OF THE TEAM?

From my time working at Sonbyrne Sales, what I enjoy most is connecting with all of the passionate and hardworking individuals who pour so much love and empathy into the communities we serve. Whether it's supporting store teams during openings, collaborating on marketing campaigns, or helping bring new ideas to life, there's a strong sense of teamwork and pride behind everything we do. I especially love being able to foster the company's values and mission and translate them into creative designs and materials that customers interact with every day. It's rewarding to know that the work I do helps enhance the customer experience and supports our stores in a meaningful way.

### OUTSIDE OF WORK, WHAT ARE SOME OF YOUR HOBBIES OR PASSIONS?

In my free time, I love to explore and stay creative. Some of my favorite activities include photography, painting, and hiking. Being outdoors helps me reset and recharge, bringing fresh perspectives to light, and often times bringing them back into my design work.

# Marketing Updates

## NEW FLAVOR ALERT!

Our ice cream flavor of the month is Key Lime Pie – an exclusive flavor only available in our stores. Be sure to mention it to our customers when they come in. It's a great opportunity to boost sales!



### SEASONAL MUFFIN

Lemon Poppy

### SEASONAL COFFEE

Blueberry



### SEASONAL DONUT

Glazed Strawberry Cake

### SEASONAL COOKIE

Easter Egg Shaped

# April Holidays

## NATIONAL CAR CARE MONTH

1<sup>st</sup>-April Fool's Day

5<sup>th</sup> - Easter

7<sup>th</sup> - National Beer Day

10<sup>th</sup> - National Siblings Day

11<sup>th</sup> - National Pet Day

12<sup>th</sup> - National Grilled Cheese Day

15<sup>th</sup> - Tax Day

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

23<sup>rd</sup> - National Picnic Day

26<sup>th</sup> - National Pretzel Day

# Anniversaries

Below are employees who've completed another full year at Sonbyrne Sales

## 1 YEAR

Danielle Alexander  
Dean Anderson  
Craig Beckwith  
Tyler Brosseau  
Katelynn Byrnes  
Braydon Campbell  
Jamison Carr  
Julius Champion  
Dustin Combs  
Stephanie Cook  
Cody Coville  
Gabriel Davis  
Christine Donovan  
Britani Ennis  
Braden Farr  
Aveyanna Francisco  
Hannah Gillette  
Tanner Gist  
John Greenleaf  
Christina Grimes  
Patricia Healey  
Daniel Holmes  
Angelina Hough  
Carley Kaulback  
Joshua Leggett  
Kristina Lussen  
Hope McClemons  
Lisa McLaughlin  
Halina Monaghan  
Tia Morehouse  
Edward Muffley  
Angel Nicholson  
Macayle Nieves  
Joanne Pekola

Christopher Poston  
Susan Purcell-Cordway  
Colin Ramage  
Marrainne Ray  
Brandon Reynolds  
Haiden Rinebold  
Dakota Rivera  
Angel Rogers  
Rebecca Shaff  
Amanda Tillman  
Vanessa Vasquez  
Sarah Williams

## 2 YEARS

Andrea Church  
Kelsey Church  
Karianne Cummings  
Envie DeGroat  
Patti Driggers  
Hannah Forbes  
Daniel Fountain  
Travis Johnson  
Diezel Kelly  
Rebecca Lane-Dycus  
Robert Love  
Monica Marshall  
Christian Perron  
Jacob Ramsperger  
Harlee Ryan  
Lilian Ryan  
Ashley Sanderl  
Dawn Shafer  
Garoldine Spink  
Jennifer Staiger  
Caleb Steinbrecher  
Kevin Suchnicki

Tyler Sylvia  
Alondra Villa Garcia

## 3 YEARS

Joseph Calabrese  
Mark Carpenter  
Habonimana Chantal  
Raymond Cooke  
Paige Holmes  
Benjamin Russell  
April Smith  
Virginia Subad

## 4 YEARS

Debra Kent  
Codie Moore  
Nathan Pollock  
Joshua Shellhammer

## 5 YEARS

Lily Fleming  
Autumn Martin  
Adelaide Mcdermott  
Anthony Moore

## 7 YEARS

Gianina Defrank  
Amber Travis

## 8 YEARS

Henry Coleman  
Daniel Wolfanger

## 9 YEARS

Wendy Daniels  
Cole Pappa  
Melissa Pickreign  
James Stedge

## 10 YEARS

Jennifer Tillman

## 11 YEARS

Lillian Daily  
Lorraine Shriver

## 12 YEARS

Amber Hilton  
Emily Hodge

## 13 YEARS

Robert Mushtare

## 18 YEARS

Courtney Desantis  
Kerri Favata

## 21 YEARS

Ivan Hill

## 29 YEARS

Robyn Scicchitano

## 30 YEARS

Kara Henry

## 32 YEARS

Keely Reppi

## 45 YEARS

Mark Byrne

# Congrats & Thank You!

# Birthdays

Laura Arce  
Crystal Ashwell  
Richard Bachmann  
Arianna Baker  
Marvin Bell  
LaRoshia Bellamy  
Lynda Bennett  
Bradley Berning  
Jennie Bissell  
Cameron Blakeley  
Michael Bock  
Rhonda Boettcher  
Cherish Brodbeck  
Lillyann Brown  
Zahara Burdick  
Phillip Calcagno  
Jerimiah Carpenter  
Wayne Cash  
Amy Cerone  
Kazia Clanton  
Mahliq Collins  
Melissa Collins  
Alena Cook  
Levi Coon  
Jenny Cooper  
Landon Cross  
Nicole Cummings  
Christina Desgrosielliers  
William DeZarn  
Krystal Domion  
Mindy Dosztan  
Melissa Dupont  
Kathleen Ellinger  
Joshua Entin  
Cory Eppard

Gary Fuller  
Joseph Furner  
Cheryl Gagnon  
Deborah Gale Cripps  
Lexi Green  
ChaTar Green  
Marissa Green  
Johnathan Griner  
Carol Grzesiak  
Faith Guiste  
Arianna Hagberg  
Omran Haidari  
Andrea Harper  
Kristy Harrington  
Bonnie Harrington  
Derek Hildreth  
Abigale Holbert  
Annabelle Horan  
Jacob Howell  
Victoria Hubright  
Courtney Jadus  
Alexandra Jones  
Dream Jones  
Steven Jones  
Aaron Jones  
Danielle Judson  
Cory Kotanich  
Emily Krause  
Connor Kulesa  
David Lamprecht  
Zachary Leishman  
Gloria Lovine  
Kristina Lussen  
Gabrielle Lynch  
Dakota Mack

William Mann  
Bernice Mays  
Meaghan McDevitt  
Naajiy McGhee  
Steven McManus  
Ewan Middleton  
Melinda Morehead  
Teri Moreno  
Shakiela Mosley  
Sarah Moyer  
Lori Mudge  
Charles Munyan  
Amy Nazario  
Oliver Newell  
Cassandra Newton  
Angel Nicholson  
Adam Nouchi  
Ryan Ohara  
Sondra Olcott  
Kayla Oliver  
Skyler Parrow-Strong  
Kayleigh Peckham  
Starr Pendall  
Antonio Perez  
April Perkins  
Jared Perry  
Gage Phillips  
Marlon Pickerd  
Jaddalynn Pierce  
Carem Plunkett  
Lauren Podeswik  
Aleena Polatas  
Keegan Pullano  
Cadin Quimby  
Guadalupe Ramirez Vasquez

Joshua Reed  
Jose Resendiz  
Debra Rice  
Alyssa Ritchie  
Heydi Rodriguez  
Donald Rolland  
Danielle Rose  
Daniel Rosicka  
Ariel Ross  
Robyn Scicchitano  
Vincent Sharp  
Sherriann Shoemaker  
Marissa Shoop  
Trystan Simmons  
Carl Smith  
Carla Snyder  
Billy-Jo Sorgi  
Mark Steinbach  
Caleb Steinbrecher  
Carter Steiner  
Sakiena Stewart  
Bradley Strange  
Desarae Thompson  
Jennifer Tillman  
Maria Toumbacaris  
DeAudren Turner  
Serena Visser  
Esther Weah  
Payton Weaver  
Christine Wilgosz  
James Winne  
Piper Wojkowski  
Samuel Wolkoff  
Natasia Worley  
Alicia Wright

## Happy Birthday!

# Byrnsie's Brain Boosters

Solutions on Next Page

There are 12 hidden Easter Eggs in this newsletter (1 on each page except the last). Can you find them all?

Z	M	Q	L	T	W	H	A	B	P	E	X	C	Y
B	D	R	J	I	L	P	W	U	E	U	V	E	T
C	T	E	R	X	A	L	P	N	B	R	J	A	D
S	A	C	E	E	P	R	A	N	K	L	W	S	A
H	F	Y	U	P	S	D	H	Y	B	E	D	T	E
O	O	C	I	N	C	I	P	A	Q	T	I	E	U
W	R	L	G	G	J	B	L	E	T	H	G	R	T
E	Q	E	E	A	F	R	S	H	C	G	M	K	L
R	F	G	C	V	E	E	N	O	H	H	Y	T	S
S	S	D	R	R	E	E	O	T	O	N	L	H	L
D	P	S	E	G	T	Z	B	G	C	D	A	E	O
U	T	E	B	H	G	E	O	E	O	O	L	W	O
B	E	M	E	A	V	Y	T	R	L	L	A	H	F
F	N	O	L	P	S	E	T	S	A	B	W	A	S
T	A	E	O	O	U	K	R	S	T	L	M	E	N
A	L	I	B	C	Z	X	E	R	E	U	O	U	N
M	P	T	U	T	H	A	W	T	T	B	P	O	B

## Word Search

- EASTER
- EGG
- CHOCOLATE
- BUNNY
- PRANK
- PLANET
- RECYCLE
- BUMBLEBEE
- PICNIC
- SHOWERS
- PEEPS
- THAW
- BASKET
- BUDS
- FOOLS
- BREEZE
- BULB
- GEESE

## Word Scramble

Can you unscramble the words below?

1. GRINSP
2. FEDRSTO
3. ELAMP
4. UTRPOS
5. STOCRAR
6. OIEHWOP
7. SNAGANEIHSN
8. FMCIISHE
9. VIMORNEETN
10. SBIGLISN

## Cryptogram

Can you figure out the secret phrase?

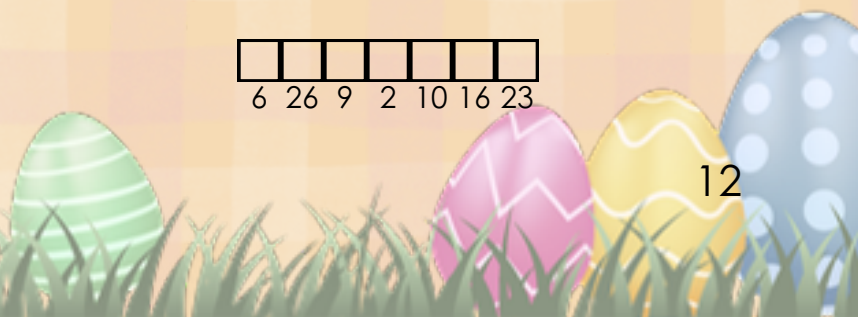
□	□	□	□	□
22	15	16	18	26

□	□	□	□	□	□	□
23	1	9	2	10	16	23

□	□	□	□	□
24	16	18	17	21

□	□	□
4	22	20

□	□	□	□	□	□	□
6	26	9	2	10	16	23



# Byrnsie's Brain Boosters

Were you able to find each of the 12 hidden Easter Eggs?



## Solutions

Z	M	Q	L	T	W	H	A	B	P	E	X	C	Y
B	D	R	J	I	L	P	W	U	E	U	V	E	T
C	T	E	R	X	A	L	P	N	B	R	J	A	D
S	A	C	E	E	P	R	A	N	K	L	W	S	A
H	F	Y	U	P	S	D	H	Y	B	E	D	T	E
O	O	C	I	N	C	I	P	A	Q	T	I	E	U
W	R	L	G	G	J	B	L	E	T	H	G	R	T
E	Q	E	E	A	F	R	S	H	C	G	M	K	L
R	F	G	C	V	E	E	N	O	H	H	Y	T	S
S	S	D	R	R	E	E	O	T	O	N	L	H	L
D	P	S	E	G	T	Z	B	G	C	D	A	E	O
U	T	E	B	H	G	E	O	E	O	O	L	W	O
B	E	M	E	A	V	Y	T	R	L	L	A	H	F
F	N	O	L	P	S	E	T	S	A	B	W	A	S
T	A	E	O	O	U	K	R	S	T	L	M	E	N
A	L	I	B	C	Z	X	E	R	E	U	O	U	N
M	P	T	U	T	H	A	W	T	T	B	P	O	B

## Word Search

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- EGG
- CHOCOLATE
- BUNNY
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- RECYCLE
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- PICNIC
- SHOWERS
- PEEPS
- THAW
- BASKET
- BUDS
- FOOLS
- BREEZE
- BULB
- GEESE

## Word Scramble

1. SPRING
2. DEFROST
3. MAPLE
4. SPROUT
5. CARROTS
6. WHOOPIE
7. SHENANIGANS
8. MISCHIEF
9. ENVIRONMENT
10. SIBLINGS

## Cryptogram

A P R I L  
22 15 16 18 26

S H O W E R S  
23 1 9 2 10 16 23

B R I N G  
24 16 18 17 21

M A Y  
4 22 20

F L O W E R S  
6 26 9 2 10 16 23

