

TAB TELL ALL



TAB RETAIL REMODELING INC.

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2022 TAB Manager's Meeting

December brings the holidays and our annual TAB Manager's Meeting. It is where we bring all our current site and shift managers as well as upcoming leaders who have been identified during the year to begin manager training. We review our successes from the year and reflect and examine where we need to improve. This year's meeting was a success in large portion to the buy in and contributions of the TAB members that attended. The knowledge, best practices and advice shared from colleague to colleague was invaluable. This is one of the inspirations for the TAB Manager Phone Tree that we recently emailed to all those in the manager program. We recognized the answers to most of the situations that occur in the field can be assisted with and guided through by our colleagues. In addition to the corporate managers that are always available to assist, tap into the talent we have in the field



We went over many aspects of what a TAB Manager is faced with and the tools and tactics needed to be successful. Some of the themes repeated over the meeting are what we should all emphasize today and over the upcoming year: communication, treating and talking to everyone with respect, consistency, building relationships and making decisions with what is best for TAB in mind. We need to remember to recognize progress and achievement and congratulate with the same consistency and energy that we criticize. We all came away energized and excited about the upcoming year and the future of TAB. If you were not at this year's meeting we encourage you to work hard and make your presence felt in a positive way on your upcoming projects so we can see you next year!

Special points of interest:

- Manager's Meeting
- Yearly Awards
- Updated Travel Compensation Criteria
- Fun Facts



TAB Yearly Awards and Recognition

.As our year comes to a close we like to recognize and celebrate members of our family who have excelled and stood out. Just because you may not be mentioned does not mean you are not appreciated! We can not do this without everyone's contribution. Some members have exemplified above and beyond and should be recognized and used as role models in TAB. Please congratulate your teammates for their success.



Most Improved Award:

Justin Shepherd
Jeremy Daniel
Courtney Weaver

Rising Stars Award:

Alex Pineda
Justin Hinds

Employee Leadership award:

Sequoyah Jarrells
Tim Galloway
Taneya Hardin

Mentorship Award:

Tim May

Step-Up Award

Lamarcus Pruitt

MVP Award:

Brandi Earls
Taunya Peck

Above and Beyond Award

Sheriif Njie
Abdoulie Mbye

Upcoming Project Locations

- Colorado
- California
- Hawaii
- Rhode Island
- Oregon
- New Jersey
- Indiana
- Louisiana
- Nebraska
- Montana



TAB Retail Remodeling INC

440 S Enota Drive NE.
Gainesville, GA 30501

Main Phone: 770-297-8571
Recruiting : 470-846-7070
Fax: 770-297-8575
Website: www.tabretailremodeling.com



1 Team 1 Goal 1 Family



Smokeless Indoor Grill Recipe

GRILLED PEACH NUTELLA SUNDAES

WHAT YOU NEED:

- 2 peaches
- 2 teaspoons honey
- 4 tablespoons Nutella
- 4 scoops vanilla ice cream
- 1/4 cup chopped pecans
- Whipped topping
- 4 maraschino cherries

HOW YOU MAKE THE SMOKELESS INDOOR GRILL RECIPE:

Firstly, preheat your smokeless indoor grill. Next, halve and pit the peaches and liberally brush each cut side with about 1/2 a teaspoon of honey.

TAB Shout Out

In a previous edition of our newsletter we recognized the remodel team at Walmart 5903 in Phenix City, AL that was led by Adam Waters. In a terrible oversight we forgot to acknowledge shift manager Kenneth Owens. Kenneth did an amazing job on this remodel and was an integral part of this team's success. Kenneth helped train new members, he led small teams effectively in executing aspects of the remodel. Thank you Kenneth for your efforts and you are appreciated for the impact you had on this remodel.

Secondly, place the peaches on the grill cut side down. Cook for about five to eight minutes until the peaches have grill marks. Then, flip them over to the other side and cook for two to three more minutes.

Thirdly, remove from the heat and let them cool for two to three minutes. Then, fill the hollow point with about one tablespoon of Nutella.

Lastly, add a scoop of vanilla ice cream, a dollop of whipped topping, about a tablespoon of pecans, and at least one maraschino cherry.

Updated Travel Compensation and Hotel Program Criteria.

In an effort to secure commitment and support our projects and teams in the field we have made some updates to the defining criteria to receive your travel compensation. It will be explained and given to new hires as well as be updated in our S.O.P.

1. **A TAB employee must work their 1st full scheduled week to earn and receive their Travel Compensation on the first per diem check.** (Call outs, coming late, leaving early for any reason on the first scheduled week would make you ineligible to receive travel compensation.)
2. **You must be an employee in good standing to be eligible to receive travel compensation.** (TAB members that are removed and/or relocated from a site as a form of discipline are not eligible to receive travel compensation. During the course of a project one can become ineligible for the travel compensation program due to attendance and discipline issues. The employee will be notified and given a path with measurable and quantifiable checkpoints to regain eligibility into the travel compensation program.)

Per Diem and all its components are given at the discretion of management.

Hotel Policy Update

Effective immediately and applicable to all TAB projects going forward there has been an update to TAB's Hotel Assistance program. It is being explained to all current employees and will be taught to new employees as they are hired.

On a TAB member's first project the corporate office offers a Hotel Assistance Program. This was created to assist those on their first remodel with us or first project of the year who have not yet received any per diem payments, and do not have the upfront money needed to secure project lodging. TAB will allow the employee to select an approved hotel from Hotels.com and book the hotel room for the employee and/or their traveling group. The employee(s) would then reimburse TAB for the hotel purchase through an agreed upon payment plan using future per diem installments. This can be invalidated through attendance and discipline issues causing payment in full due immediately.

The update to this program is now all TAB members would have to reserve and pay for their own room on the first night of their assignment to a project (typically Sunday Night). Then after working their shift the employee would call in the following morning (typically Monday) and Ms. Taffney would then book and pay for the rest of the work week on behalf of TAB.



FUN FACTS!

The first person convicted of speeding was going eight mph.

The world wastes about 1 billion metric tons of food each year.

The severed head of a sea slug can grow a whole new body.

Many feet bones don't harden until you're an adult.