



The Cutting Edge Spring 2006

Welcome!

Welcome to our first newsletter of the year. With your help, we are hoping to get it out more frequently. My name is Rita Sanders and I will be writing the newsletter. So, if you have any interesting anecdotes, store or employee news, please e-mail me at rita@ritasanders.com. We welcome your input.

Spring Has Sprung

Well, we made it over 140 days without rain but finally on March 11 the record broke and we received a delightful outpouring from the skies. Springtime is also a good time to do our spring cleaning in the stores. Now we will have the time to really dig in and clear out, clean up. Get under those shelves, deep clean the bathrooms, get organized and get ready for the upcoming busy season. It will be here sooner than you think!

It's Over with Over Time

This might not be totally true but we would like you to be very cognizant of overtime. We need you to clock in for the hours you are scheduled to work. For example, if you are to start at 9:30 but arrive at 9:10, don't clock in until 9:30. The company is paying for hours we did not ask you to do. This might not seem like much but if everyone in the company was adding just 10 minutes a day, it would cost the company \$50,000 or more. Certainly, if you are helping a customer, coming in early or staying late to complete a work order on deadline, that's a different matter. If you have spent authorized overtime, you have until Saturday of the week to make it up by taking a longer lunch or leaving early, with your manager's approval.

Take A Vacation!

Now is the time to put in for your vacation so the stores can plan ahead for staffing. Obviously, we cannot all be gone at the same time. We offer vacation for rest and relaxation and want you to take your time off to rejuvenate, even if you aren't planning a trip. Our company policy is that you cannot carry forward more than 40 hours of vacation, so use it or lose it! During our busy season of November 15 through December 31, we ask that no one take vacation time.

Employee Reviews are in Process – don't worry

Employee reviews are important so we in the corporate office can see how everyone is doing. You are judged on performance, attitude, sales and abilities. We look at your last review and see if improvements have been made where necessary. Look forward to it... because the better your performance and your progress in the company, the better chance for more pay! Also, we are in the process of making the forms easier to fill out. If you have any suggestions send them to Kathy Conley, kconley@hallofframes.com.

Company News

The Tatum store will most likely remain open in its present location. After 14 months of negotiations with Westcor we have a tentative agreement to extend the lease for another 5 years. Right now, the Tatum store is 16 years old, which is the longest running Hall of Frames store. In addition, we are also remodeling the Scottsdale Town Center and Tucson stores. Later this year we will be opening Paradise 2. We are reviewing our computer and other equipment needs and other improvements will be announced later.

From the words of our founder, Ben Kogan
“Nothing happens until somebody sells something”