



## *New Member*

Today, we welcomed Erica Viridi to the club. President Clyde had the privilege of inducting Erica, as she was embraced with a standing ovation. Erika, Financial Services Representative for the Principal Financial Group in Sacramento and Woodland resident, was sponsored by Gary Wegener and expressed her appreciation to be a member of the Club.



Erica has a strong familiarity with Rotary, as her father is a Past-President of his Rotary club in Southern Michigan. As expected, her family is thrilled that she's joined Rotary.

We all look forward to getting to know Erica throughout the year.

## *Announcements*

President Clyde informed the club that the Social Committee is planning another event. They're shooting for end of January, so listen for the date at an upcoming meeting.

Gary Wegner announced a **work day** scheduled this **Saturday** at the Science and Technology Academy in Knights Landing. Gary has designed a **chicken coop** that the club has agreed to build for the schools flock of laying hens. All hands on deck!! Meet on campus at **8:30am**

President Clyde announced that, with funds raised at the upcoming Rotary Auction, the club has approved grants for; 1) build an electronic community marquee at Woodland Community College, and 2) replace the climbing net at John Ferns Park

Kris Kristensen announced the details of our Rotary Auction. It's just around the corner.

- Feb. 21<sup>st</sup> at Holy Rosary Community Center.
- Catered by Black Pine Catering, Farm to Fork meal theme
  - Cocktails at 5:30pm, hosted bar along with tastings provided by Matchbook and Route 3 wineries...possible Brewery to be added in the near future.
  - Dinner 7pm, followed by
  - Oral Auction. Proceeds largely benefitting Woodland Community College's Community Electronic Marquee.
- **Needs – Silent Auction items** (Gary Wegner, chair), **Oral Auction items** (Scott Johnston, chair), **Raffle Ticket sales** (Aniek Ramsey, chair), **Sponsorships** (Mark

Ullrich, chair), Dinner Tickets (Aniek Ramsey, chair)...we've all purchased our tickets. Be sure to **invite guests that have an interest in buying auction items**, Set-up/Clean-up (Linda Konietzko and Jim Nolan, co-chairs).

Mike Chandler reminds the membership of a form we can all use to propose a new member, Part-A is completed by the sponsoring member. Hand it off to Mike Chandler and that's all he requires. Mike will handle the warm and fuzzy.

President Clyde shared a big THANK YOU to Gary Bunch for volunteering with Meals on Wheels today.

### ***Birthdays***

Jason Smith, born Jan. 5<sup>th</sup> in Anaheim, CA. Jason celebrated while working; however, on his birth minute he was doing what he loves, riding his bike along the American River bike trail.

Jeff Barry, Jan. 6<sup>th</sup>, Summit NJ, 1969.

Gary Wirth, Jan. 6<sup>th</sup>, 1939, location unknown but my guess would be Eugene, OR.

Kris Kristensen, born Dec. 21<sup>st</sup>, 1950 in Ross, CA.



Birthday Buddies, Jeff and Gary...Go Ducks!!

### ***Anniversaries***



Mark Werum celebrated his 42<sup>nd</sup> Anniversary

### ***Recognition***

With limited time, Bob Moeller opened with thankful time.

Craig Miyamoto happy to still have a name tag after missing a few meetings. An expensive lunch, but we're all thankful to see him again. Since we've last seen Craig he's relocated office space, enjoyed the Holiday's, etc. Erica enjoyed her customary inaugural fine. George Berrettoni was happy Miyamoto is back. Seth was happy to host the Kolb's, Galleazzi's and others on New Year's Eve. Les ushered in the New Year with Tom LaBrie. Tim Pettit's

daughter recently married. Frank Gardner rang the bell on New Year's. Kurt Vogel was sad to learn of the passing of Stuart Scott and happy to be fully moved to Woodland. Sean Kolb was the lucky judge of the holiday Prime Rib cook-off. Winner was The Judge!! Mike Chandler's resolution is simply to make it through the year. And as they say, "That's All Folks!!"

### *Rags to Riches*



Dona wins a free lunch.

### *Today's Program*

Laurie Ruiz introduced Kate Stille, Marketing Director for Nugget Market, speaking on the topic of creating camaraderie and the success of Nugget Market culture. Kate joined the company as Marketing Director 12 years ago as Nugget Market was gearing up for a major Regional expansion. Kate was instrumental in facilitating the expansion, drawing on her experience in Marketing and Community involvement with a background with KCRA TV as an account Exec., Sac Metro Chamber Board, Sacramento Chapter Red Cross and much more.

Nugget Market was founded 1926 by Mack and William Stille.



The company is very proud to be considered one of Forbes' top 100 best companies to work for, the past 9 consecutive years.

Fortune process:

- Announcement is typically released the 3rd week of Jan. This year's announcement has been postponed until March this year. Nugget Market hopes to be named once again for the 10<sup>th</sup> consecutive year.
- A 3rd party process that begins early summer.
- The Great Place to Work (consultant).
- Ultimately Nugget Market receives excellent feedback from their Associates.
  - 1000 out of 1300 surveys were returned and based on 58 questions.
- Consultant compiles the information and ranks based on responses to audit and Associate surveys.
- Final results are based; 1/3 on audit and 2/3 on Associate responses.

Drivers of Fortune list:

- Credibility. Leaders communicate regularly with a focus on transparency.
- Respect. Employees are provide w/ tools to get the job done. Each team member is welcomed to participate in projects.
- Fairness. Listen to professional and personal challenges of team
- Camaraderie

The following page you'll find key components to building a work environment and company culture recognized for greatness, such as that which exists at Nugget Market today.

Excellent program and congratulations to the Stille Family for building such a valuable asset for our community.

### *Upcoming Programs*

January

13<sup>th</sup>: Dave Reynolds, National Park Service, Yosemite: A Gathering of Spirit; 150th Anniversary. <http://www.nps.gov/yose/index.htm>

20<sup>th</sup>: Gary Wegener, Trans-Siberian Motorcycle Trek. Rotary is alive and well in Russia.

27<sup>th</sup>: Cherie Schroeder, Program Director, Yolo Foster Care. <http://www.yolofostercare.com>

## THE DIMENSIONS OF A GREAT PLACE TO WORK®

Trust is the essential ingredient for the primary workplace relationship between the employee and employer. According to our model, trust is composed of three dimensions: Credibility, Respect, and Fairness.



### Credibility

Credibility means managers regularly communicate with employees about the company's direction and plans – and solicit their ideas. It involves coordinating people and resources efficiently and effectively, so that employees know how their work relates to the company's goals. It's the integrity management brings to the business. To be credible, words must be followed by action.



### Respect

Respect involves providing employees with the equipment, resources, and training they need to do their jobs. It means appreciating good work and extra effort. It includes reaching out to employees and making them partners in the company's activities, fostering a spirit of collaboration across departments and creating a work environment that's safe and healthy. Respect means that work/life balance is a practice, not a slogan.

\*Great Place to Work Institute

6



### Fairness

At an organization that's fair, economic success is shared equitably through compensation and benefit programs. Everybody receives equitable opportunity for recognition. Decisions on hiring and promotions are made impartially, and the workplace seeks to free itself of discrimination, with clear processes for appealing and adjudicating disputes. To be fair, you must be just.



### Pride and Camaraderie

The final two dimensions of the Institute's model relate to workplace relationships between employees and their jobs/company (Pride), and between the employee and other employees (Camaraderie).



As companies become great, the division between management and labor fades. The workplace becomes a community. Employees take pride in their jobs, their teams, and their company. They feel that they can be themselves at work. They celebrate the successes of their peers and cooperate with others throughout the organization. People take pleasure in their work – and in the people they work with – in a deep and lasting way. They want to stay around for their careers.

7

## MISSION STATEMENT

We are a family of dedicated people with a love of food and a passion for excellent service. We are committed to constant improvement, our people, and most importantly, guest satisfaction.

**Our associates are our competitive edge —**

superior quality and great prices are just part of the bargain.

**Food4Less**  
Woodland • Cameron Park • Vallejo

**Nugget**  
MARKETS

## 5 CORE VALUES

### POSITIVE ATTITUDE

Lead by example—develop a positive team. Great attitudes create great outcomes.

### INTEGRITY

Establish a foundation of trust, safety and ethical behavior for all guest, vendor and associate interactions.

### RAVE (RESPECT, APPRECIATE, VALUE EVERYONE)

Work together and appreciate the value and diversity of all our associates, vendors and guests.

### FAMILY

Foster loyalty and camaraderie, promoting personal and professional growth.

### FUN

Engage our guests with positive energy and enthusiasm. Smile, laugh, celebrate, enjoy humor, have a good time.

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MARKETS