



WE AT STELLARIS/CARL'S JR. BELIEVE

that delivering outstanding customer service is the cornerstone of our business. Providing timely, efficient, and pleasant service to our customers is essential to building lasting relationships that drive repeat business.

Satisfied customers are more likely to become regular customers



SMILE: Most of our communication is done with our facial expressions. A smile can break down barriers and create a bond without saying a word. Out of all facial expressions, the most powerful and potent is undoubtedly the smile which can leave a lasting impression on customers. It's the ideal ice breaker. Smiling helps customers feel comfortable and reassures them that the staff is ready to serve them with enthusiasm and go above and beyond to meet their needs.

GREET: As soon as a customer walks into the restaurant, their customer experience begins. A warm greeting is crucial to making a positive impression. A cold welcome can be more damaging than serving bad food. Greet customers enthusiastically as soon as they enter the restaurant, not just when taking their orders. Small gestures like these can make customers feel appreciated and can go a long way in creating a positive dining experience.

“ Great things in business are never done by one person. ”
They're done by a team of people.

Steve Jobs

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STELLARIS GROUP

NORTH STAR MONTHLY

www.stellarisgrp.com

MONTHLY NEWSLETTER MAY 2023

Stellaris Team,

Like the North Star leading the way, Stellaris leads its brand partners and employees towards stellar operations and professional growth as we feel driven by a responsibility to our brand partners, employees and communities. We believe in cultivating life leaders, and in order to do that we need to support, communicate and unite as a team under the same vision. We hope this newsletter is one thing that helps each month to do just that. We encourage you to read everything here, follow us on social media, join us at our team events, encourage your teammates to do the same, and ask yourself how you can be a leader in your roles at work and in life.

Ahmad Moalej,
Stellaris Founder and CEO

OUR GROWTH

Our Carl's Junior staff performance evaluation model has been modified in order to provide a more humane perspective of the work environment. What does this mean?

Well, we still take into consideration traditional elements of any professional field such as punctuality, technical knowledge and logistical management, but these are not the only features we take into account when selecting our Employees of the Month or when we have to define which workers are deserving of a scholarship, training or other type of stimulus.

A different approach to the job culture

Pain and gain will take you far but it is not a surefire way of succeeding in any long lasting project.

7 Attributes we reward our workers for showing

1. Patience
2. Solidarity
3. Reliability
4. Generosity
5. Willingness to Learn
6. Respect for your coworkers
7. Serenity

Any of our workers can become Employee of the Month or even more. These are characteristics all of us have inside and that only need a little impulse to come out. At Stellaris/Carl's Jr we try to make them a regular occurrence and are a vital part of our nature as a company

TEAM MEMBER SPOTLIGHT

Throughout April, at Carl's Jr we carried out a meticulous selection process to choose the best workers in California (Districts 1, 2, 3 and 4) Utah and Idaho (Districts 6 to 12). Employee of the month awards are a recognition of hard work, professionalism and perseverance. Being selected with this recognition is just one of the many ways we try to make you feel good within our facilities

By delivering these awards we hope to encourage the rest of our members to continue on their path to success. They also offer a pathway to some of our

Although we know that all of our workers have been performing excellently, this month these were the people who demonstrated qualities that deserve to be highlighted.

CARL'S JR CALIFORNIA EMPLOYEES OF THE MONTH April 2023

We proudly present all the Rising Stars from our California teams that, due to their great commitment to our Values and their unparalleled performance, have earned the title of Employees of the Month.



DISTRICT 1

District 1 manages some of the stores with the largest number of customers. For this reason, choosing the employees of the month is always a challenge. All district one workers know what it is to give their best.



DISTRICT 2

Carl's Jr. District 2 has always been known for its attention to detail. We practically do not receive complaints or have to make corrections.



DISTRICT 3

District 3 has given us some of the company's most loyal workers. The sense of belonging that this generates allows us to build on mutual trust.

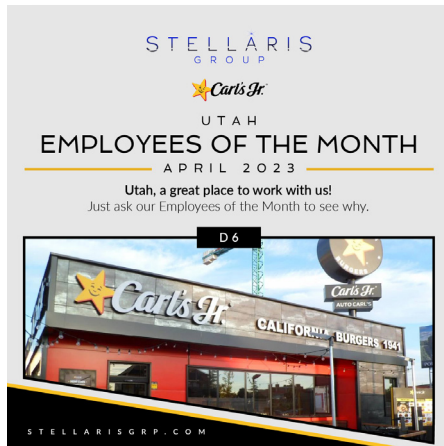


DISTRICT 4

District 4 has successfully managed the bond between young and mature workers. By facilitating integration between different people, District 3 has managed to build an environment where learning is rewarded.

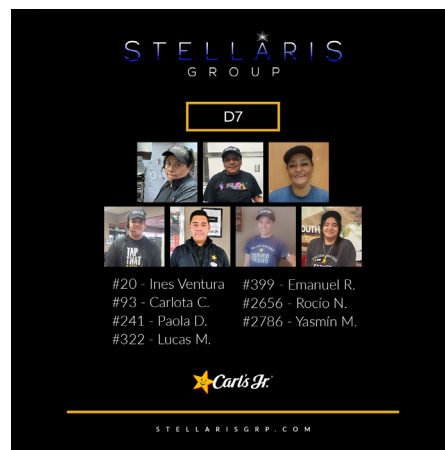
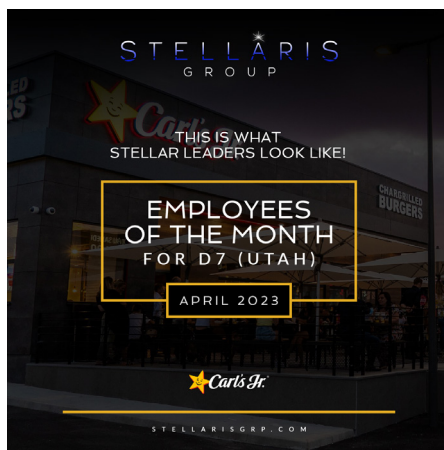
CARL'S JR UTAH EMPLOYEES OF THE MONTH

April 2023



DISTRICT 6

All District Six Employees of the Month showed an incredible ability to deliver great customer service even during times of high demand.



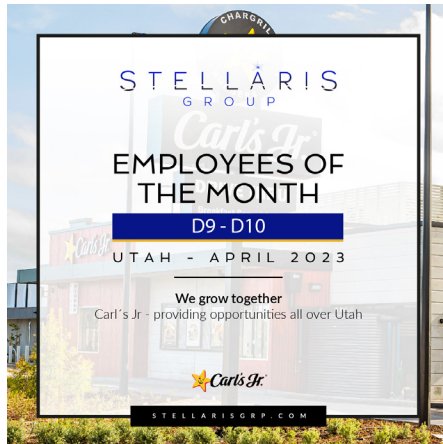
DISTRICT 7

In the stores attached to District 7, you can always expect to receive a quality product, delivered by efficient workers with a good attitude.



DISTRICT 8

Some of District 8 employees of the month have been working with us for over 10 years! During this time their hard work, dedication and vocation for service has definitely made this branch special and unique.



DISTRICT 9

District 9 is a constant provider of good news. That's why when we hear about their Employees of the Month, we know they are for real.



DISTRICT 10

When people know they can count on you, it's when professional goals can be achieved. All of our Employees of the Month for D10 share this important character trait. Against any inconvenience that arises, these tenacious leaders ensure that the work plan is finished.



DISTRICT 11

District 11 is a place we can only comment positively on. Their employees of the month have always been punctual, reliable, mature and agile problem solvers. Hope we can keep it that way.



DISTRICT 12

Shining Bright in District 12! At Carl's Jr., we extend our heartfelt gratitude to our exceptional team for going above and beyond to deliver outstanding work. Your dedication is truly appreciated and valued.

NEXT MONTH'S BIRTHDAYS

CALIFORNIA

06/01

- Hernandez, Moises
- Franco, Jonaz

06/03

- Munos, Jacqueline

06/04

- Gonzalez, Rosa
- Meza, Pedro

06/05

- Pascual, Kery D.

06/06

- Basto, Marily

06/07

- Vargas, Lourdes
- Peyrani, Bertha R.

06/08

- Vorn, Sariem T.

06/09

- Sandoval, Christian M.

06/13

- Antonio, Edgar I.

- Torres, Liliana
- Silvestre, Olga M.

06/14

- Amaya, Josue S.

06/15

- Valencia, Juan M.
- Becerra, Esmeralda

06/16

- Gamez Camacho, Veronica
- Rodriguez, Rosalba

06/17

- Huerta, Marlen A.

06/18

- Godinez, Danelia
- Ramos, Matthew A.

06/19

- Pompa Sanchez, Leticia
- Lopez, Jose L.

06/20

- Ramirez, Jezuri
- Alarcon, Claudia Y.

06/21

- Mendez, Julio

06/22

- Lopez Lopez, Iracema

06/23

- Quezada, Claudia I.

06/24

- Rojas, Cristina
- Ramirez, Braulio
- Ramos Mr, Cesar K.

06/25

- Mata, Rosa I.

06/27

- Munoz, Erica

06/28

- Gutierrez, Vicenta

06/29

- Mejia Sanchez, Verenice
- Martinez, Paula

06/30

- Lopez, Olga

UTAH

06/01

- Cornwall, Candice K.

06/03

- Bollwinkel, Kyle J.

06/04

- Corrales, Lucia

- Garcia, Martha

06/05

- Taylor, Carol L.

- Ottinger, Kenneth I.

06/06

- Francisco Pablo, Francisca

- Montiel, Amairani

- Hansen, Danielle R.

06/07

- Ramos, Roberta C.

- De La Cruz, Juana.

- Zarco, Gerardo

06/08

- Perez, Maria A.

- Huggins, Jessica M.

- Giles, Nicholas M.

- Young, Caleb M.

- Knecht, Ethan S.

06/11

- Rosas-Vargas, Daniel C.

06/12

- Medina Duarte, Juan

- Gilson, Braxton M.

- Earl, Corban M.

06/14

- Courts, Robert

06/15

- Noel, Joshua B.

06/16

- Ortega, Yanirel

06/18

- Rodriguez, Alonso

06/19

- Guzman, Nathan A.

06/20

- Burkey Jr Jr, David S.

- Schmidt, Lauren M.

- Richards, Alex C.

06/21

- Guadarrama, Yahir D.

06/22

- Evangelista, Julius Ceasar P.

06/23

- Solorzano Mz, Norah A.

- Hipwell, David B.

- Chavez, Anthony

- Person, Brock H.

06/24

- Monroy, Juan

- Clemente, Juana

- Serrano, Jesus

- Benedict, Zackery

- Ranson, Boyce D.

06/25

- Leon De La Cruz, Angel I.

06/26

- Dunn, Robert

- Avellaneda, Nicolle

06/27

- Diaz, Mayela

- Simonson, Kenneth L.

06/28

- Serrato, Miguel A.

- Rodriguez, Esmeralda

06/29

- Paradee, Dawn R.

- Young, Kari J.

- Clapp, Codee M.

- Benn, Nataya C.

- Santos hernandez, Lisbed

06/30

- Blanc, Brionna L.

NEXT MONTH'S ANNIVERSARIES

CALIFORNIA

06/01

- Orozco, Odalis

- Pulido, Maria C.

- Tello, Daisy A.

- Villanueva, Angelina

06/04

- Gonzalez, Justin A.

06/05

- Garcia, Guadalupe

- Acosta, Andres

- Miranda, Carlos

06/06

- Barajas, Marisol

06/08

- Segoviano, Diana I.

06/11

- Santana, Oscar I.

- Olivares, Aimee V.

06/12

- Sanchez, Veronica

06/14

- Murillo, Edith C.

06/16

- Aragon, Liliana

06/17

- Agulera Aivar, Ramon

- Nunez, Dillon A.

06/18

- Gaitan, Manuela

- Garcia, Rosa M.

- Mendoza, Juan

06/19

- Arroyo, Juan

- Perez, Oscar

- Barragan, Bryan A.

- Reyes, Brian A.

06/21

- Martinez, Paula
- Villegas, Brianna L.

06/24

- Castro, Gissia A.
- Moreno, Derek

06/01

- Carrera, Addriana A.
- Salas, Lourdes
- Gonzalez, Carla L.
- Khanani, Asif
- Hernandez, Maria
- Toledo junior, Valentin
- Robles-Mendoza, Maria M.
- Hinckley, Orion J.

06/02

- Dilley, Melinda
- Contreras-Diaz, Karina
- Roybal, Shahiya K.

06/03

- Gonzalez Jr, Edgar G.
- King, Johnathan M.
- Behrendt, Shane K.

06/04

- Rasmussen, Leslie M.
- Leander, Courtney M.
- Schall, Kristinia B.

06/05

- Rubio, Ainari J.
- McCosh, Jade
- Lopez, Carlos
- Meyers, Aaron L.

06/06

- Gwynn, Joshua T.

06/07

- Vargas Rosales, Alma G.
- Palacios, Jacob G.
- Howe, Kyria L.

06/08

- Zuniga Rivas, Yeison A.
- Dunker, Quinn R.

06/26

- Reynaga, Jessica M.
- Vazquez Murguia, Natalia
- Santibanez, Luz M.
- Cervantes, Mayra

06/28

- Navarro, Nathalie M.

UTAH

- Young, Joyce N.
- Charley, Raechelle R.
- Avila, Juan A.
- Martinez, Richard
- Sanchez, Alejandro L.
- Martinez, Mariah K.
- Damian Tapia, Andre A.
- Dooley, Sean M.
- Alcantar, Shanetell N.

06/09

- Hinckley, Anna T.
- Golding, Casey
- Jimenez, Kimberly K.

06/10

- Messer, Keslie I.
- Peterson, Michael A.
- Brown, Rick
- Kahlert, Felicia
- Andreason, Jordon S.
- Reyes, Angel G.

06/11

- Anderson, Anna M.
- Neilson, James F.
- Stewart, Peter F.
- Kilgore, Charlotte A.

06/12

- Karinen, Holli A.
- Janti, Joshua J.
- Camacho, Kitzya

06/13

- Anderson, Faith M.
- Sanchez, Adrian J.

06/14

- Jacobo, Jose G.
- Christensen, Josh D.
- Castro, Maria

06/29

- Garcia, Gilberto

06/30

- Chavez, Dominga F.

06/15

- Montiel, Amairani
- Diaz, Mayela
- Gomez, Rocio
- Knecht, Ethan S.
- Garca, Joel
- Zona, Aria E.
- Thornock, Aubrey J.
- Burton, Chelsey D.
- Perez, Paola S.

06/16

- Bryant, Shantell A.

06/17

- Martinez, Sarah K.
- Mangum, Adam D.
- Urbina, Armando J.
- Molina, Diego
- Reh, Dee

06/18

- Earl, Corban M.
- Teuscher, Trinity L.
- Schmidt, Lauren M.

06/20

- Vance-Chlumsky, Cheinefl J.
- Vigil, Jesse E.

06/21

- Morrow, Tanner M.
- Jett, Keller

06/23

- Brooks, Journey W.
- Burkey Jr Jr, David S.

LET'S GET SOCIAL

Please take a look at our Facebook, Instagram, and LinkedIn pages! Check regularly to stay tuned with all the news and content we'll be sharing with you: blog posts, events, recognitions and more. Follow us or like us so you're up to date with all the announcements from Stellaris.

You are part of our community.
By liking, following and sharing, you help our family grow!



www.stellarisgrp.com

STELLARIS
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Stellaris proud

I'm a **STELLAR LEADER**
at a **STELLAR WORKPLACE**



ALL THE REASONS I'M PROUD TO WORK AT A STELLARIS CARL'S JR.

- 1 We are encouraged to grow and are promoted from within
- 2 We are recognized and rewarded for great performance
- 3 We are a diverse Equal Opportunity establishment for all
- 4 Our work environment and facilities are quality made and well maintained
- 5 We sell delicious, fun, quality food!
- 6 Our brand image is cool, youthful and fun!



**BEING RELIABLE FOR THE TEAM -
A QUALITY ALL OF OUR STELLAR TEAM MEMBERS HAVE!**

*"Until reliability is established there is no sense in
wasting time trying to make things go faster".*

Carroll Smith

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