



# OUR NORTH STAR BEST PRACTICES ARE STELLAR PRACTICES:

Increased sales, positive business culture and a better work ambiance are some of the results of our recent remodeling process in our California & Utah districts.

“ An investment in yourself pays the best interest. ”

Benjamin Franklin

UTAH



CALIFORNIA



Our Stellar Operations are only possible through our North Star Best Practices. These consist of us taking action towards improving ourselves and our dining experience. Since 2022, we've been paying attention to our looks and our remodeling process in 10 of our stores are already showing results! We'll be posting all about them in our social media. Stay tuned!

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GROUP

# STELLARIS GROUP

## NORTH STAR MONTHLY

[www.stellarisgrp.com](http://www.stellarisgrp.com)

### MONTHLY NEWSLETTER APRIL 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

### EXPANSION & IMPROVEMENT

#### Our Star shines brighter and brighter **10 NEW REMODELS IN CALIFORNIA & UTAH**

Stellaris Group is committed to providing exceptional service and experiences to our customers. As part of this commitment, we are excited to announce the completion of 10 remodels in our California and Utah areas. Here's a sneak peak of three of our newly renovated stores!

California's store 321 has recently undergone a makeover with a new paint job that enhances its appearance and makes it stand out from our competitors. The improved look of the store reflects our commitment to providing our customers with the best possible dining experience. Great job, team, for standing out from the crowd!

Since 2022, California's Store 215 has received a significant renovation that blends in perfectly with the new car wash and contemporary buildings in the area. Store remodels have a positive impact on the surrounding neighborhood. An upgraded storefront can enhance the aesthetic appeal of the area, attracting more foot



traffic and boosting sales for other businesses in the vicinity. It can also create a sense of community pride and ownership, making people feel more connected to the neighborhood. The store's vast improvement is a result of its successful remodel and outstanding leadership from Lorena Rodriguez and her team. Sales have increased by 20%! We are thrilled to see such a positive response to the remodel and are confident that this store will continue to thrive. Congratulations, Lorena, on your excellent leadership!

District Manager Cody from the Utah district is another great example of great leadership. Sales have skyrocketed at location 1146 in Orem since its fantastic remodel in 2023. Our customers are already noticing the changes, and our store is shining bright!

Our Stellar Operations are only possible through our North Star Best Practices. We will keep you updated on more of our remodels very soon. Don't lose sight of the Northern Star! We are continuously improving ourselves and are eager to share our journey with you.

## TEAM MEMBER SPOTLIGHT

### CALIFORNIA, UTAH & IDAHO EMPLOYEES OF THE MONTH March 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.



Our customers leave happy when they visit any of our stores in California's districts! That's because we work hard to deliver friendly service to anyone who enters our stores in Districts 1 and 2. The choices for the March 2023 Employee of the Month were exceptional, with employees from different stores displaying impressive work ethics.



Congratulations to our Employee of the Month winners of District 3 and 4, California! They have all demonstrated outstanding dedication, productivity, and positivity. Our Stellar operations are only feasible thanks to their presence. We're proud to have them on board!



Commitment, problem-solving strategies and great communication skills are just some of the salient characteristics our Utah & Idaho employees have. No surprise they were chosen as March's Employees of the Month! Congrats to all of our District 5, 6, 7 and 8 winners - your dedication, honesty and incomparable service is truly inspiring!



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**D 9**

- #188 - Leidy Alcantara
- #367 - Jorge Guadarrama
- #380 - Eryn Nevarez
- #432 - Alexander Munoz
- #552 - Leonardo Gamboa

**Carl's Jr.**

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**D 10**

- #131 - Angel Calix
- #207 - Jens Wilde
- #208 - Alicia Roblero
- #2654 - Madeline Feltenberger
- #2729 - Dwyane Roan
- #461 - Shawn Parsons

**Carl's Jr.**

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**D 11**

- #1146 - Isabella Giralt
- #1339 - Paola Hernandez
- #2210 - Jose Gratyerol
- #1363 - Adolfo Cordoba
- #1408 - Javier Munoz
- #1689 - Derek Dewolf

**Carl's Jr.**

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**D 12**

- #2392 - Rachel Arviso
- #1940 - Delia Ibanez
- #1066 - Liliana Estrade
- #1576 - Isabel Avila

**Carl's Jr.**

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Northern stars shining bright! Congrats to our March Employee of the Month winners from Districts 9, 10, 11, and 12 in Utah & Idaho. Honesty and great service are the guiding principles that make these shining stars stand out in the QSR industry.

## SHEDDING LIGHT INTO NEW HORIZONS!

DISTRICT MANAGER DAVID AND GMS unite at Store #498 to discuss the future of District 2 in California.

Behind every successful brand is a team of dedicated and passionate individuals. At Stellaris, we take pride in our team's relentless effort to provide top-notch service and delicious food. Our General Managers and District Manager, David, came together at store 498 to discuss ways to further elevate our brand and continue to exceed expectations.

From the kitchen to the front counter, teamwork is the driving force behind our success!



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SHINING A LIGHT TOWARDS NEW HORIZONS!  
District Manager David and GMs unite at **Store #498** to discuss the future of District 2 in California.

**Carl's Jr.**

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## CONGRATULATIONS TO WILLIE PHILLIPS

on his promotion to GENERAL MANAGER at our Utah Store 131!

Today we celebrate the success of our team and the hard work they put in to achieve greatness. We are happy to announce Willie Phillips' promotion! Tyler played a crucial role in Willie's training, and we're proud of their dedication and teamwork.

Here's to the next chapter of growth and success for Stellaris!

## SHINE BRIGHT LIKE A DIAMOND!

Happy to announce our Employee of the year, ANDREA FROM STORE #321!

Congratulations to Andrea Martinez, Employee of The Year 2022 at Store 321 in District 3! Every year, we gather the names of our employees for a chance to win the ultimate title of Employee of the Year, awarded by our very own VPO, Beatriz. We are very proud to have such a dedicated and hardworking team member like Andrea. Also, a big shoutout to Patty, David, Beatriz, Mizael, and Lupe for their continuous support, leadership and encouragement.

Let's keep up the great work!



## HAPPY BIRTHDAY, GABRIELLA!

Here's to another year of sharing love and support.

Thank you for being part of the Stellaris journey.

Cheers to another year of leadership and success! Wishing a very happy birthday to our rockstar General Manager, Gabriella Enriquez from Store #208 in Utah. We appreciate your hard work and dedication to the team.

Thank you for being an outstanding leader!



We're always looking for new talent to join our family. Spread the word among your friends and communities!

# NEXT MONTH'S BIRTHDAYS

## CALIFORNIA

**05/01**

- Mellado, Bertha  
- Palacios, Nancy  
- Umanzor, Felipe

**05/02**

- Vargas, Erika  
- Linnehan, George

**05/03**

- Martinez, Alejandra

**05/04**

- Garcia, Samantha L.  
- Gamino, Virginia

**05/05**

- Murillo, Valeria  
- Zamora, Miguel

**05/06**

- Martinez, Andrea

**05/07**

- Bravo, Karen  
- Ponce, Joel

**05/08**

- Hernandez, Angel N.

**05/10**

- Cano, Luz F.  
- Shewfelt, John C.  
- Flores, Benedicto

**05/11**

- Ruiz, Deiry B.

**05/12**

- Velazques, Lilene  
- Banuelos, Joan

**05/13**

- Hernandez, Armando

**05/15**

- Jackson, Anneikaa  
- Alonso, Liset

**05/16**

- Miranda, Christine D.  
- Perez, Luz Y.  
- Daniels, Simona

**05/17**

- De Los Santos, Mireya  
- Martinez, Martha  
- Salazar Pena, Jesus

**05/19**

- Velasquez, Maria

**05/20**

- Lazaro, Basilia

**05/21**

- Alarcon, Maria R.

**05/22**

- Ascencio, Jose M.  
- Martinez, Leslie J.

**05/24**

- Huaman, Susana  
- Cupul, Domingo

**05/28**

- Garcia, James R.  
- Orantes, Iris L.

**05/29**

- Linares Ramos, Stephanie

**05/31**

- Rivera, Lydia D.

## UTAH

**05/01**

- Mutesi, Ivone  
- Howe, Kyria L.

**05/02**

- Tellez, Leslie T.  
- Galvan, Britney J.

**05/03**

- Escareno, Andrea L.  
- Delgado, Silvia

**05/04**

- Ceja rodriguez, Gabriela  
- Garcia, Evelyn

**05/05**

- Cruz, Veronica

**05/06**

- Bradley, Kimani  
- Schwab, Wally V.  
- Santamaria, Aliyah J.  
- Carmona vargas, Julia  
- Mazo, Jordan S.

**05/08**

- Mccamish J, Trenton J.

**05/09**

- Castro, Mara

**05/10**

- Moguel, Raquel

**05/12**

- Oberhansley, Emelie M.  
- Joseph, Alexander O.

**05/13**

- Marquez, Socorro  
- Brown, Rick  
- Northrup, Cameron D.

**05/15**

- Leon, Erica  
- Pille-Toche, Luis  
- Barker, Daemion J.  
- Bowles, Jamey C.

**05/17**

- Garfias, Karla I.

**05/19**

- Robinson, Bridger H.  
- McCosh, Jade  
- Pacheco, Silvia  
- Poulsen, Cierra R.

**05/20**

- Vega, Josiah A.  
- Jaramillo, Gauge  
- McCamish, Tayson

**05/21**

- Raybourne, Jeffrey L.

**05/22**

- Torres, Jorge  
- Kelley, Jessica B.  
- Gonzalez, Bryan A.

**05/23**

- Rego, Troy A.  
- Robles, Jose A.  
- Eugenio, Yazmin  
- Gonzalez, Victoria R.



**05/24**

- Guerrero, Erika N.  
- Langhus, Phillip R.

**05/25**

- Gilson, Jaydon M.  
- Holmquist, Jaden D.

**05/25**

- Gilson, Jaydon M.  
- Holmquist, Jaden D.

**05/26**

- Flores Gomez, Yahaira  
- Moses, Samuel S.

**05/27**

- Kunz, Lonnie A.  
- Dunker, Quinn R.

**05/28**

- Perez, Emma M.  
- Hernandez, Anderson R.

**05/30**

- Leom, Leslie G.

**05/31**

- Hilsman, Casey  
- Martinez, Carolina J.

## NEXT MONTH'S ANNIVERSARIES

### CALIFORNIA

**05/01**

- Ayala, Adriana  
- Doval, Adrian  
- Neria, Maria L.  
- Rosales, David G.  
- Hernandez, Moises  
- Velasquez, Araceli

**05/02**

- Aguilar, Brenda M.  
- Aguilar, Gabriela M.  
- Alarcon, Maria R.  
- Arredondo, Ana M.  
- Aviles Mejia, Noe  
- Barrios, Zolia  
- Bonillas, David A.  
- Calvillo, Raquel  
- Cano, Luz F.  
- De Los Santos, Mireya  
- Flores, Zulma  
- Gallegos, Lillian  
- Godinez, Elsa  
- Gomez, Gabriel I.  
- Gomez, Gabriel  
- Guevara, Zenaida  
- Gutierrez, Sonia  
- Hernandez, Armando  
- Huaman, Susana  
- Jackson, Anneikaa  
- Johnstone, Candelaria  
- Lara, Maria  
- Lemus Velazquez, Maria D.  
- Leonel, Ricardo  
- Meza, Pedro  
- Nunez, Betty  
- Orantes, Iris L.  
- Ortega-Montes, Mirna  
- Pacheco, Maria G.  
- Palma, Margarita  
- Ramirez, Isabel  
- Ramirez, Lorena  
- Rodriguez, Rosalba  
- Ruiz, Eduarda

- Ruiz Lopez, Euleth A.  
- Shewfelt, John C.

**05/03**

- Ramirez, Corazon  
- Rivas, Maria G.

**05/04**

- Bravo, Maria R.

**05/06**

- Sanchez, James

**05/08**

- Aviles, Adan W.  
- Martinez, Leticia  
- Lazaro, Basilia  
- Castillo, Ana I.

**05/09**

- Muro, Juana  
- Martinez, Aylin S.  
- Gabriel, Roger  
- Alonso, Liset

**05/10**

- Quezada, Claudia I.

**05/14**

- Antonio, Edgar I.  
- Rodriguez, Marisol

**05/15**

- Avila Ramirez, Marily

**05/16**

- Angeles, Luis A.  
- Galan, Heidi

**05/14**

- Antonio, Edgar I.  
- Rodriguez, Marisol

**05/15**

- Avila Ramirez, Marily

**05/16**

- Angeles, Luis A.  
- Galan, Heidi

**05/18**

- Martinez, Matilde

**05/20**

- Callejas, Abigail

**05/22**

- Flores Navarrete, Tomasa

**05/23**

- Martinez, Rebeca.

**05/24**

- Rodriguez Eugenio, Yamel

**05/25**

- Ocampo, Marco A.

**05/26**

- Carter, Tia S.

**05/28**

- Gutierrez Dominguez, Ruben  
- Zuniga, Issac

**05/30**

- Martinez, Erica

**05/01**

- Perez, Maria E.  
- Tutt, Jade  
- Nunez, Carolina  
Gnagbi, Laura  
Santos hernandez, Lisbed

## UTAH

**05/02**

Meyers, Jayden  
Aleaga, Tulatala A.  
Duran Yasmin, Yasmin

**05/03**

Ledesma, Christopher B.  
Paradee, Dawn R.  
Gonzalez, Maria

**05/08**

Aviles, Adan W.  
Martinez, Leticia  
Lazaro, Basilia  
Castillo, Ana I.

**05/04**

Jex, Lindi S.  
Molina, Jose m.  
James, Cristina  
Raybourne, Jeffrey L.  
Dawson, Brianna R.

**05/05**

Marler, Brock W.  
Francisco Pablo, Francisca  
Flores Gomez, Yahaira  
Walling, Christopher

**05/06**

De La Torre, Benjamin C.  
Perez, Angela V.  
Andrade, Jayden I.  
Rivas, Waldo X.

**05/07**

Slaugh, Paige J.  
Vianne, Ndaysenga  
Morales, Melissa B.  
Melgoza, Atziry  
Mecham, Ariel  
Robinson, Bridger H.

**05/08**

Palmer, Raune L.

**05/10**

Flores, Yareli A.  
Romero, Brook C.  
Rutkiewicz, Travis  
Angulo, Monica Y.

**05/11**

Dumas, Cammie A.  
Cook, Brian K.  
French, Cassidie L.

**05/12**

Lopez Martinez, Elvia  
Rodriguez Castillo,  
Gregorio  
Cervantes, Fabiola C.  
Huggins, Jessica M.

**05/13**

Espinoza, Catherine L.

**05/14**

Diffrient, Rachael L.  
Galvan, Britney J.

**05/15**

Camacho, Carlota  
Lee, Stephanie

**05/16**

Young, Kari J.  
Rogers, Michael P.  
Clark, Tyler J.  
Konieczko, Jason J.

**05/17**

Cuevas, Daisy  
Martinez, Jonathan J.  
Ramon, Adriana  
Holt, Samantha  
Cibrian, German  
Swick, Jacob  
BARAJAS, Primavera  
Escareno, Andrea L.

**05/18**

- Garfias, Karla I.  
- Jeffords, Sabrina M.  
- Johnson, Tajhaunna M.  
- Wright, Jeffreyah

**05/19**

Escobar, Lily  
Rego, Troy A.  
Luu, Sebastian M.

**05/20**

Brown, Riley J.  
Leon, Erica  
Wright, Richard J.  
Mendoza, Minor F.

**05/21**

Johnson, Austin  
Shindurling, Tiffany  
Garzon, Lucia

**05/24**

Mazo, Jordan S.

**05/25**

Moore, Mary S.  
Mutesi, Ivone

**05/26**

Carrion, Mariuxi  
Aders, Jordan T.  
Flores, Alexis  
Larson, Dayton D.  
Castillo, Abril

**05/27**

Cox, Ashley L.  
Medrano, Adrian  
Oliver, Mikaela S.  
Garcia, Evelyn  
Leom, Leslie G.  
Santamaria, Aliyah J.

**05/28**

Cole, Kylie D.  
Hardy, Samson J.  
Campos, Victoria M.  
Cabrera, Javier S.  
Bradley, Kimani  
Leon, Francisco J.

**05/29**

Molina, Irene  
Reyes, Jovani  
Dalling, Jeremy E.  
Dalling, Tarrie E.

**05/30**

Chavez, Anthony  
Wray, Amanda  
Olayo Morales, Lucila

**05/31**

Barba, Giovanni  
Leon de la Cruz, Luis  
Puga, Gabriel L.  
Hernandez, Guadalupe  
Quinones, Jose A.  
Leon De La Cruz,  
Christopher  
Hernandez, Khloe M.  
Hofmeister, Brooklyn  
Roukles, Ruby R.  
Baker, Aiden J.  
Leon de la cruz, Angel I.  
Merida, Rene J.  
Kinney, Nataia E.

# 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!



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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!

*"A leader is one who knows the way,  
goes the way, and shows the way."*

————— **John C. Maxwell** —————



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