Welcome to the 2016 Be-A-Star Program: *Leading the Field*

As the global leader in foodservice management and support services, Compass Group is in a unique position to shape our industry. Our star associates are the key to our success. The job you and your team do every day allows us to set a higher standard of excellence and makes us an altogether great place to work. Remaining the industry leader calls for us to continually grow as individuals and as a company, so this year, our Be-A-Star Program is called *Leading the Field: Greatness Grows Here.*

The Be-A-Star Program gives you goals that will help you be successful, while offering you the opportunity to be recognized for being the best. Star Achievements are tasks aligned with your sector’s MAP objectives and other goals. The program consists of 5 Star periods, aligned with the first three quarters of the fiscal calendar. In the fourth quarter, results are tallied, and national winners are determined. Challenge yourself and your team to exceed expectations, and you may be among the winners!

You can access your program instructions, find support, upload submissions and claim Stars right here on the Be-A-Star website – [beastar.compass-usa.com](http://beastar.compass-usa.com). We’ve done our best to make it simple and to give you links to everything you’ll need.

Challenge yourselves to stay focused and inspired as you and your team accomplish each Star. Be a STAR! Where greatness is always in reach! Take the lead in everything you do!

**How to get started:**
- Read the Introduction and Stars 1, 2 and 3. Prepare a plan for completing all the requirements on time.
- Introduce the Program to your team:
  1. Read your Presidents' Message aloud.
  2. Play the Program Kick-Off Video.
  4. Order Be-A-Star merchandise to build enthusiasm, or to keep on hand for individual recognition at a team meeting or event. Visit the MyCompassCatalog website at [www.mycompasscatalog.com](http://www.mycompasscatalog.com).
  5. Print and hang each Star Poster to track the progress of each Star period.

**Resource Links**
- Presidents' Message
- Program Kick-Off Video
- Mapping Our Way Forward
- Program Support
Morrison Community Living is proud to offer unparalleled levels of quality service to our clients and residents, truly leading the field in our industry. We shine brightly as five star communities, offering the best levels of service. We believe this can only be accomplished through the outstanding daily efforts of our associates and teams. Therefore we have made a shift in the 2016 program focus. This year we wish to recognize our associates more, celebrate our communities’ successes and share innovative ideas as we enrich the lives of seniors every day.

It is important to recognize the collective success and the best practices of each team so in 2016 our achievements will focus on Safety, Enriching Lives, Compass in the Community and Diversity & Inclusion. In addition there will be an opportunity to recognize an amazing associate at your community each star.

The Be-A-Star program helps you achieve your business goals while giving you the opportunity to be recognized for being the best. The program consists of a 5 star period, and once you complete your achievements then your team receives a star. The program runs over the first three quarters of the fiscal year; therefore, it is a great way to continue to motivate and stay focused as a team on finishing the year strong.

As leadership we are challenging everyone to reach toward excellence and earn a total of five stars. We have built bonus stars into the 2016 program. In addition to the standard 3 stars, you are now eligible for 2 additional bonus stars - which will make YOU a superstar - a Morrison Community Living all-star!

Here is the new format –you are just clicks away from the 2016 Be-A-Star Program:

Star 1: 4 Achievements (2 deadlines) *BONUS Star 1 earned here!
Star 2: 4 Achievements (2 deadlines) *BONUS Star 2 earned here!
Star 3: 2 Achievements (1 deadline)

We look forward to your successes in our company!

Best of luck!

Sincerely,

Kevin Svagdis (Morrison Community Living West Region)
Joseph Gorman (Morrison Community Living East Region)
Due Dates: December 18, 2015 & January 29, 2016

You have Four Star achievements required for Star 1. All achievements must be completed to earn credit for the star but they are broken out into two deadlines.

Click on each achievement to see a full description and instructions.

NOTE: We are looking to exceed the Compass three star program and lead the field by being a five star community! The first Morrison due date is December 18, 2015 for achievements 1 & 2. The second deadline is January 29, 2016 for achievements 3 & 4. In effect, by completing all four achievements you will earn a bonus star. The Morrison deadlines are earlier than the due date published on the Be-A-Star website. You must complete actions or make submissions by the Morrison due date in order to allow time for program administrators to verify your eligibility and claim stars on your behalf.
Due Date: **December 18, 2015**

Rollout the 2016 BeAstar Program

How to get credit:

Introduce your team to the 2016 BeAstar program during a team meeting. Make it fun and be creative. Discuss how your community leads the field and demonstrates excellence. Play the BeAstar 2016 kickoff video found on the home page at http://beastar.compass-usa.com. All accounts will receive credit for this achievement.

You can shine even brighter and capture how you are leading the field by participating in our optional 2016 BeAstar kickoff contest. Upload your team’s meeting photo to facebook or twitter and tag it with the hashtag #MCLBeAstar. The contest runs from **November 16th - December 18th**. Every account that uploads a photo will be entered to win a $100 gift card. One winner will be chosen at random from all the participants. The kickoff contest winner will be notified and receive their prize in December.
Due Date: **December 18, 2015**

**People First**

This achievement is required. We want to recognize associates that are leading the field by enriching the lives of seniors every day. Many factors contribute to the success of Morrison Community Living, but we believe the essential key - our people - deserve the greatest recognition. Celebrating their efforts to go above and beyond is key to our culture and makes us an industry leader. Time and time again, our associates excel at serving our residents, clients and each other. We want to acknowledge our people for their outstanding contributions through the People First associate recognition contest.

**How to get credit:**
Complete one Star 1 Achievement 2 - People First nomination form and upload it to your operations page of the Be-A-star website by **December 18, 2015**. We are looking for stories about any associate who provides outstanding service to residents, customers or other team members.

**Award:**
- Your Region Team will select ONE regional People First winner who will receive a personal note from Morrison senior management and a $50 gift card.
- The individual who writes the winning story will be awarded a $25 gift card
- Team members on both Morrison and the client’s payroll are eligible to participate.
- The note and gift card for the winning associate will be mailed to the Account Director so that he/she can present the winning associate with their People First recognition in front of their peers at a team meeting.

**Number of awards:**
- One award per region, per Star will be given.
- All People First winners will be eligible to win a Grand Prize People First Award given in Fall 2016 and attend the Compass Night of Stars celebration.
Due Date: **January 29, 2016**

Safety Project

Explain how your staff has made it a priority to focus on Safety in your community and share your best practice or innovative idea.

How to get credit:
Complete the Star 1 Achievement 3 - Safety form and upload it to your operations page on the Be-A-Star website at beastar.compass-usa.com by the **Star 1 deadline of January 29, 2016**.

NOTE: Do not "claim" Star 1 on the website; this will be done for you.
People First

This achievement is required. We want to recognize associates that are leading the field by enriching the lives of seniors every day. Many factors contribute to the success of Morrison Community Living, but we believe the essential key - our people - deserve the greatest recognition. Celebrating their efforts to go above and beyond is key to our culture and makes us an industry leader. Time and time again, our associates excel at serving our residents, clients and each other. We want to acknowledge our people for their outstanding contributions through the People First associate recognition contest.

How to get credit:
Complete one Star 1 Achievement - 4 People First nomination form and upload it to your operations page of the Be-A-star website by January 29, 2016. We are looking for stories about any associate who provides outstanding service to residents, customers or other team members.

Award:
• Your Region Team will select ONE People First winner who will receive a personal note from Morrison senior management and a $50 gift card.
• The individual who writes the winning story will be awarded a $25 gift card
• Team members on both Morrison and the client’s payroll are eligible to participate.
• The note and gift card for the winning associate will be mailed to the Account Director so that he/she can present the winning associate with their People First recognition in front of their peers at a team meeting.

Number of awards:
• One award per region, per Star will be given.
• All People First winners will be eligible to win a Grand Prize People First Award given in Fall 2016 and attend the Compass Night of Stars celebration.
Due Dates: March 4, 2016 & April 1, 2016

You have Four Star achievements required for Star 2. All achievements must be completed to earn credit for the stars but they are broken out into two deadlines.

Click on each achievement to see a full description and instructions.

NOTE: We are looking to exceed the Compass three star program and lead the field by being a five star community! The first Morrison due date is March 4, 2016 for achievements 1 & 2. The second deadline is April 1, 2016 for achievements 3 & 4. In effect, by completing all four achievements you will earn a bonus star. The Morrison deadlines are earlier than the due date published on the Be-A-Star website. You must complete actions or make submissions by the Morrison due dates in order to allow time for program administrators to verify your eligibility and claim stars on your behalf.
Compass in the Community
Compass Group recognizes its responsibility to make a positive contribution and impact in our communities through outreach initiatives. This can easily be achieved by leading, participating, or supporting a community outreach project that also contributes to meeting MAP 1, 2 or 3 goals and objectives:

- Partner with your client(s) and customers to lead an outreach project.
- Assist with programs your client and customers are already hosting via in-kind, financial, or volunteer support.
- Collaborate with area Compass Group accounts in facilitating a community action event.
- Individually lead activities to meet a societal need.
- Recognize and aid with associate-initiated community outreach.

*If you need help getting started, refer to the Compass in the Community “Ideas and Suggestions” resource document.

How to get credit:

- Complete and save the Compass in the Community Form and upload it to the Star Claims page of the Be-A-Star website at beastar.compass-usa.com by the Star 2 due date.

The Purpose of Completing a Compass in the Community Star Achievement is...
It demonstrates Compass Group’s value of Responsibility in making positive contributions to the health and well-being of associates, customers, and the communities in which we work and live. These activities can potentially strengthen associate, client, and customer relationships which in turn will result in higher retention levels with all groups. Other positive outcomes include unit organic business growth, opportunities for additional sales with other Compass Group companies, and access to greater supply savings.

Note: Consider participating in the optional Compass in the Community North America Awards.
Refer to the “Awards” section and click on the optional ‘Compass in the Community Awards’ link to review the additional guidelines.

CITC Resource Links:
- CITC Star Achievement Form
- CITC Ideas and Suggestions PDF
Due Date: March 4, 2016

People First

This achievement is required. Many factors contribute to the success of Morrison Community Living, but we believe the essential key - our people - deserve the greatest recognition. Celebrating their efforts to go above and beyond is key to our culture and makes us an industry leader. Time and time again, our associates excel at serving our residents, clients and each other. We want to acknowledge our people for their outstanding contributions through the People First associate recognition contest.

How to get credit:
Complete one Star 2 Achievement 2 - People First nomination form and upload it to your operations page of the Be-A-star website by March 4, 2016. We are looking for stories about any associate who provides outstanding service to residents, customers or other team members.

Award:
• Your Region Team will select ONE People First winner who will receive a personal note from Morrison senior management and a $50 gift card.
• The individual who writes the winning story will be awarded a $25 gift card
• Team members on both Morrison and the client’s payroll are eligible to participate.
• The note and gift card for the winning associate will be mailed to the Account Director so that he/she can present the winning associate with their People First recognition in front of their peers at a team meeting.

Number of awards:
• One award per region, per Star will be given.
• All People First winners will be eligible to win a Grand Prize People First Award given in Fall 2016 and attend the Compass Night of Stars celebration.
Due Date: April 1, 2016

Enriching the Lives of Seniors Project

Outline how your staff has made it a priority to enrich the lives of seniors and your community then share your story or best practice.

How to get credit:
Complete the Star 2 Achievement 3 - Enriching the Lives of Seniors Form and upload it to your operations page on the Be-A-Star website at beastar.compass-usa.com by the Star 2 deadline of April 1, 2016.

NOTE: Do not "claim" Star 2 on the website; this will be done for you.
Due Date: April 1, 2016

People First

This achievement is required. Many factors contribute to the success of Morrison Community Living, but we believe the essential key - our people - deserve the greatest recognition. Celebrating their efforts to go above and beyond is key to our culture and makes us an industry leader. Time and time again, our associates excel at serving our residents, clients and each other. We want to acknowledge our people for their outstanding contributions through the People First associate recognition contest.

How to get credit:
Complete one Star 2 Achievement 4 - People First nomination form and upload it to your operations page of the Be-A-star website by April 1, 2016. We are looking for stories about any associate who provides outstanding service to residents, customers or other team members.

Award:
• Your Region Team will select ONE People First winner who will receive a personal note from Morrison senior management and a $50 gift card.
• The individual who writes the winning story will be awarded a $25 gift card
• Team members on both Morrison and the client’s payroll are eligible to participate.
• The note and gift card for the winning associate will be mailed to the Account Director so that he/she can present the winning associate with their People First recognition in front of their peers at a team meeting.

Number of awards:
• One award per region, per Star will be given.
• All People First winners will be eligible to win a Grand Prize People First Award given in Fall 2016 and attend the Compass Night of Stars celebration.
Due Date: June 3, 2016

You have two Star achievements required for Star 3. Both achievements must be completed to earn credit for the star.

Click on each achievement to see a full description and instructions.

NOTE: The Morrison Star 3 Due Date is June 3, 2016. This is earlier than the due date published on the Be-A-Star website. You must complete actions or make submissions by the Morrison due date in order to allow time for program administrators to verify your eligibility and claim stars on your behalf.
Diversity & Inclusion
Diversity & Inclusion is important to us because of you, our great people. All together we win. The unique backgrounds, talents, skills and abilities our associates bring to our clients and customers make us the leader in foodservice and support services management. That’s why we want to hear from you, our valued associates, about how you embody diversity & inclusion within your unit or team.

How to Get Credit:
Simply complete the Diversity & Inclusion form and upload it to the Star Claims page on the Be-A-Star website by the Star 3 due date.

Activity:
Diversity & Inclusion Training Programs
Complete the checklist on the form listing the types of diversity & inclusion training programs your associates have attended, and complete the short description.

Star Resource Links:
- Star 3 Form – Diversity & Inclusion
- Diversity page on AltogetherGreat.com
- Diversity page on My Compass
- Diversity & Inclusion Training page on My Compass
Due Date: June 3, 2016

People First

This achievement is required. Many factors contribute to the success of Morrison Community Living, but we believe the essential key - our people - deserve the greatest recognition. Celebrating their efforts to go above and beyond is key to our culture and makes us an industry leader. Time and time again, our associates excel at serving our residents, clients and each other. We want to acknowledge our people for their outstanding contributions through the People First associate recognition contest.

How to get credit:
Complete the People First nomination form and upload it to your operations page of the Be-A-star website by June 3, 2016. We are looking for stories about any associate who provides outstanding service to residents, customers or other team members.

Award:
• Your Region Team will select ONE People First winner who will receive a personal note from Morrison senior management and a $50 gift card.
• The individual who writes the winning story will be awarded a $25 gift card
• Team members on both Morrison and the client’s payroll are eligible to participate.
• The note and gift card for the winning associate will be mailed to the Account Director so that he/she can present the winning associate with their People First recognition in front of their peers at a team meeting.

Number of awards:
• One award per region, per Star will be given.
• All People First winners will be eligible to win a Grand Prize People First Award given in Fall 2016 and attend the Compass Night of Stars celebration.
This is your opportunity to be recognized for your growth and success this year.

Click on Be-A-Star Program Awards and follow the instructions to submit your operation and star associates for Regional and National Awards.

You may also choose to participate in two optional Compass Group North America Awards: the Compass in the Community North America Awards, and/or the Five Jewel Award for Best Practices in Diversity & Inclusion. Click on the links in your online Be-A-Star Program to learn more.

Awards Resource Links:

- Be-A-Star Program Awards page
- Optional Compass in the Community National Awards page
- Optional Five Jewel Award page
Due Date: June 17, 2016

Congratulations – you’ve completed the program. Now the focus will be on you and how as a community you have led the field in 2016. This is your opportunity to be recognized for your growth and success this year. Morrison Community Living wants to reward the outstanding achievements of individuals and the top performing communities. Read over the Be-A-Star Program Award descriptions to see what prizes you wish to apply for. Use the provided entry forms to nominate your operation and star associates for Regional and National Awards.

You may also choose to participate in two optional Compass Group North America Awards: the Compass in the Community North America Awards, and/or the President’s Five Jewel Award for Best Practices in Diversity & Inclusion. Click on the links for each to learn more.

How to apply for an award:
1. Read the award descriptions.
2. Complete nomination forms for any awards that your team or individual associates may be eligible for.
3. Review the instructions on the form to make sure the forms are submitted correctly and on time.

Star Resource Links:
• Regional People First Team Member of the Year
• National People First Team Member of the Year
• Regional Account of the Year
• National Account of the Year
• RVP of the Year/Penta Award
• National Enriching Lives Award
• National Safety Award
• Compass in the Community National Award
• President’s Five Jewel National Award

Be-A-Star Program Awards

Award: Regional People First Team Member of the Year

Judging Criteria:
• Nominations for ONE People First team member are to be submitted, using the People First Team Member of the Year nomination form, directly to your SSC. A photo of the associate must be included with the nomination form to be eligible for this award. A regional committee led by a RVP will determine the regional winner.
Number of Awards:
• One award per region

Award Application Due Date: June 17, 2016

**Award: National People First Team Member of the Year**

Judging Criteria:

• Senior leadership will review all regional People First winners and select an overall National winner. One National winner will be selected for Morrison Community Living and will be recognized at a Compass Award celebration.

Number of Awards:
• One award for Morrison Community Living

**Award: Regional Account of the Year**

Judging Criteria:

• If you are on track to achieve 5 Star status, submit your Regional Account of the Year submission form to be eligible for your Region’s Account of the Year. Submit the completed nomination form to your SSC. A regional team led by a RVP will determine the regional winner. One Regional Account of the Year winner will be selected per region and will be announced nationally and then recognized at a local Be-A-star Awards Celebration.

Number of Awards:
• One award per region

Award Application Due Date: June 17, 2016

**Award: National Account of the Year**

Judging Criteria:

• Each Regional Account of the Year will be evaluated by Morrison senior management based on key focus areas of people, growth, culture and operational excellence. One National Account of the Year winner will be selected for Morrison Community Living and will be announced nationally and then recognized at a local Be-A-star Awards Celebration.

Number of Awards:
• One award for Morrison Community Living

Award Application Due Date: June 17, 2016
Award: RVP of the Year (Penta)
Judging Criteria:

- Senior leadership will select one outstanding Regional Vice President based off of their regions participation in the program. The winning RVP will be recognized at a Compass Award celebration. No award application is necessary.

Number of Awards:
- One award for Morrison Community Living

Award: Enriching Lives Award
Judging Criteria:

- Submit the completed Enriching Lives form to your regional SSC. Senior leadership will review the regional nominations and select an overall National winner. One National winner will be selected for Morrison Community Living and will be recognized at a Compass Award celebration.

Number of Awards:
- One award for Morrison Community Living

Award Application Due Date: June 17, 2016

Award: Safety Award
Judging Criteria:

- Submit the completed Safety form to your regional SSC. Senior leadership will review the regional nominations and select an overall National winner. One National winner will be selected for Morrison Community Living and will be announced nationally and then recognized at a local Be-A-star Awards Celebration.

Number of Awards:
- One award for Morrison Community Living

Award Application Due Date: June 17, 2016

Award: Compass in the Community North America Award
Judging Criteria:

- Submit the completed award application to your SSC. Entries will be judged by the Diversity Council. One National winner will be selected for Morrison Community Living and will be announced nationally and then recognized at a local Be-A-star Awards Celebration. The Morrison winning account will be submitted to Compass for further award judging.

Number of Awards:
- One award for Morrison Community Living
Award Application Due Date: June 17, 2016

**Award: President’s Five Jewel Award**

Judging Criteria:
- Submit the completed award application to your SSC. Entries will be judged by the Diversity Council. One National winner will be selected for Morrison Community Living and will be announced nationally and then recognized at a local Be-A-star Awards Celebration. The Morrison winning account will be submitted to Compass for further award judging.

Number of Awards:
- One award for Morrison Community Living

Award Application Due Date: June 17, 2016
Compass in the Community North America Awards
(Optional Participation)
Due Date: June 17th, 2016

Description of Activity:
Giving back to the communities we serve is the right thing to do. Compass Group is proud of the time, energy and financial resources our businesses and associates contribute to help build stronger, healthier communities. The Compass in the Community North America Awards program recognizes those associates and accounts who best demonstrate this guiding principle.

How to get credit:

1. Complete the Star Achievement’s Compass in the Community form, adding a brief essay (maximum 500 words) description of the project should include:
   - Community initiative(s) and their goals and objectives
   - Level of support from operation/team associates
   - Outcome of the project’s efforts with information about its effect on outreach recipients, as well as account associates, client(s), customers, and vendors (where applicable)
   - Any public acknowledgement received

2. The submission should be exhibited in presentation format. This can be a scrapbook, electronic presentation (such as PowerPoint), or a video* (on CD/DVD or provide link address if posted on web). *Note: Videos can be no longer than 5 minutes in total length and not professionally produced.
   - Include documentation of planning, execution and results (pictures, meeting notes, volunteer sign-ups, diagrams and graphs, press releases, newspaper articles, pictures, flyers, thank you notes, etc.).

How to Submit: Send your form and submission to your Be-A-star Contact Friday June 17th, 2016.

Due Date for Division Entries: Each program (Canteen, Eurest, Chartwells Schools, Morrison, Corporate, etc.) may send up to three (3) submissions for CITC North America Awards consideration.
Number of Awards: Five

One Gold award: $8,000 for charities and attendance at the Compass Night of Stars Celebration!
One Silver award: $6,000 for chosen charities
Three Bronze awards: $2,000 each for their respective charities

Judging Criteria: Winning submissions have the following criteria in common:
- Outreach appeared to be a "way of doing business"
- Activities promoted sustainability for the recipient(s) and/or cause
- Activities made a significant and assessable impact
- Activities promoted team building and there was significant associate involvement
- Collaboration with other Compass and/or non-Compass groups
- Goals of the community activity were clearly defined and focused
- Activities were well-planned, executed and outcome(s) measured and presented

The North America Awards judging committee consists of executive officers, managers and at least one representative from a non-profit partner organization. (It is suggested that divisional judging groups have a similar make-up, though each program can decide how to choose their Awards submissions.)

Award Date: Site Contacts and Managers of winning submissions will be contacted by the mid-August 2016.

CITC Awards Resource Links:
- CITC Star Achievement Form
- CITC Ideas and Suggestions PDF
- CITC Judging Form
- CITC Participation Certificate
2016 Five Jewel Award

For Best Practices in Diversity & Inclusion
(Optional Participation)
Submission Due Date: June 17th, 2016 (All submissions should be sent to your SSC)

Diversity & Inclusion Defined
Compass Group believes a diverse and inclusive environment supports innovation and collaboration, and benefits our associates, clients and customers.

Diversity is the presence of differences that make each person unique that can be used to differentiate groups and people from one another. There are a number of different dimensions of diversity*, however diversity is simply what makes you...you.

Inclusion is the full engagement and development of all associates. Inclusion is what makes our diversity matter. Inclusion fuels creativity, allows us to attract and retain a highly skilled workforce, and helps us to deliver positive business results.

Visit AltogetherGreat.com to learn more about Diversity & Inclusion at Compass Group.
*See Dimensions of Diversity diagram

Submission Criteria: Diversity & Inclusion at Work

Is there diversity among your team members? Do you leverage that diversity to create a stronger team? Have you created an inclusive workplace environment? If so, we want to hear from you! In your Five Jewel Award submission, highlight aspects of diversity among your associates and describe how you use the power of diversity & inclusion to build a stronger team, deliver great service and drive business results.

Create an essay, video or scrapbook that answers the following questions:

Participation:
1. How many associates are in your unit(s), department(s) or team?
2. How many associates participated and/or were involved in this diversity & inclusion initiative(s)?

Partnering:
3. Did your unit/department/team partner with your client, community agency, non-company group, etc? If so, how?
Criteria

4. Tell us about your team’s diversity (as defined above). How do you leverage this diversity? How do you create an inclusive workplace? Tell us about a project/solution/activity which demonstrates how you use inclusion to build a stronger team, deliver great service and drive business results.

Result

5. What was the result of your project/solution/innovation? Is it transferable? Is it sustainable?

Wow Factor

6. Your submission should include a “WOW” factor. A wow factor isn’t limited to the look and feel of your submission’s presentation, but could include a creative project/solution/activity/innovation.

NOTE: Submissions must be individual unit or department submissions. Region and division submissions will not be accepted.

To qualify for the 2015 Five Jewel Award, you must:

● **Step 1:** Complete the Star 3 Diversity & Inclusion achievement.
  ○ Be sure to complete the Star 3 form.

● **Step 2:** Complete the Five Jewel Award activity outlined above.
  ○ Ensure that all questions are answered and the completion criteria is met.

● **Step 3:** Submit an essay, scrapbook or video following the guidelines below.

To submit **for award consideration:**

Along with a copy of your Star 3 Diversity & Inclusion Achievement Form, provide above information in **ONE** of the below acceptable formats:

● An **essay** of **no more than 1000 words**

● A **scrapbook**, digital (i.e. PowerPoint or electronic file) or hard copy, displaying photos, associate testimonials, a summary, etc. (No longer than 15 pages)

● A **video** with photos, associate testimonials, a summary, etc. (Not to exceed 5 minutes)
  ○ **THE VIDEO CANNOT BE CREATED AND/OR PRODUCED BY A PROFESSIONAL COMPANY OR ORGANIZATION. YOUR TEAM/UNIT MUST CREATE AND/OR PRODUCE THE VIDEO**.

**IMPORTANT:** Your team may only submit one item listed above. Sending more than one will deem the entry ineligible.

Five Jewel Resource Links:

● Diversity & Inclusion Star Achievement form
● Mapping Our Way Forward PDF
● Diversity page on AltogetherGreat.com
● Diversity page on MyCompass.com
● Five Jewel Award page on My Compass (featuring past winners)
● Five Jewel Award Process and Judging Criteria PDF
Dimensions of Diversity

Diversity is the presence of differences that make each person unique that can be used to differentiate groups and people from one another. Many think of gender, race, ethnicity and age when they think of diversity, but there are various dimensions of diversity beyond those that we can see. The following diagram visually depicts this concept quite well:

- **Primary**- makes up our personality
- **Secondary**- reflects our lifestyle choices
- **Organizational**- represents the roles we chose
- **Cultural**- reveals how we’re influenced by our cultural experiences

Remember, no one dimension is more important than the other. All aspects of diversity are important and worth consideration.
If you have questions regarding any of the achievements or support materials in your sectors’ Be-A-Star Program, contact your Regional Be-A-Star Champion below.

**Bateman Senior Meals – Brettler Region**
Shelly Krieg  
3110 W. Pinhook Road, Suite 201  
Lafayette, LA 70508  
Shelly.Krieg@compass-usa.com  
Phone: 337-593-0433, ext. 21

**Elkhodary, Lantzsch and Viviano Regions**
Amber Frix  
5801 Peachtree Dunwoody Road  
Atlanta, GA  30342  
AmberFrix@IamMorrison.com  
Phone: 404-845-3327

**Flayer Region**
Marnie Godles  
4207 E. Whitney Lane  
Phoenix, AZ 85032  
MarnieGodles@IamMorrison.com  
Phone: 602-687-8619

**Leary Region**
Sherri Parker  
1301 West Rio Salado Parkway, #18  
Mesa, AZ  85201  
SParker@IamMorrison.com  
Phone: 480-718-9065

**McFall Region**
Mary Rich  
36500 Ford Road, #199  
Westland, MI 48185  
MaryRich@IamMorrison.com  
Phone: 734-728-5441

**Tretiak Region**
Tonya Lumpkin  
5801 Peachtree Dunwoody Road  
Atlanta, GA  30342  
TonyaLumpkin@IamMorrison.com  
Phone: 404-236-7955

**Young Region**
Sarah Blackburn  
1714 Peyton Terrace  
Shorewood, IL 60404  
SarahBlackburn@IamMorrison.com  
Phone: 708-906-2365
Your Be-A-Star Program is all in one place on the Be-A-Star website at beastar.compass-usa.com.

The Be-A-Star website contains your sector’s 2016 Be-A-Star program materials. On the website, you can upload any necessary submissions and, if required, claim Stars for your operation.

To log into the Be-A-Star website, you must know your Operation Number and Password.

If you need assistance with the Be-A-Star website, send an email to your Regional Be-A-Star Committee or Be-A-Star Champion. See the Program Support section for a list of contacts.
This calendar does not reflect Morrison Due Dates.

Squares Indicate Fiscal Calendar Quarter-end Dates

★ Stars Indicate Star Due Dates