



## WELCOME TO THE INSIDE CHANNEL

Welcome to the third issue of The Inside Channel. This monthly newsletter is all about celebrating wins, sharing stories, and staying connected across all the incredible teams that make up our network: Apollo, BDS, BTR, MAG, MAAS, and White Hawk. Every achievement, big or small, contributes to who we are and where we're headed. Let's keep growing together!

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**Perks & More!**

# CHANNEL PARTNERS SALES TEAM UNITES IN TAMPA

**"YOU CAN'T PUT A PRICE ON MEETING COWORKERS IN PERSON. IN TODAY'S REMOTE WORLD, THOSE MOMENTS OF REAL CONNECTION ARE INVALUABLE—THEY REMIND US WE'RE PART OF SOMETHING BIGGER THAN A SCREEN." - LISA RYERSON**

**TOP ROW, LEFT TO RIGHT: BILL MOCKABEE, ALISON HOLMES, STEVE HEINTZELMAN, DAVID TRANBERG, BEVERLY RUYLE, STAN SLIVA.**

**BOTTOM ROW, LEFT TO RIGHT: ANDREW REYNOLDS, JULIE GUSTAFON, LISA RYERSON, JENNIFER FISHER-FINNEGAN**



The BDS and Apollo Sales teams came together in Tampa to officially launch as the Channel Partners Sales Team. The gathering focused on sharing best practices, aligning strategies, and identifying new ways to deliver greater value for clients.

While the workshops sparked fresh ideas and learnings, the real highlight was reconnecting face-to-face. As Lisa Reyerson noted, "You can't put a price on meeting coworkers in person. In today's remote world, those moments of real connection are invaluable—they remind us we're part of something bigger than a screen."

The final night closed with a dinner along Tampa's Riverwalk, where conversations flowed as easily as the camaraderie. The mix of strategy and bonding laid the foundation for a unified sales force ready to embrace the future together.

The Channel Partners team left Tampa energized, aligned, and committed to driving growth through collaboration and connection.

# EMPLOYEE COMMUNICATION SURVEY RESULTS

Our August survey was all about communication styles. Here are the results out of 511 respondents:

**Promoters: 164   Detractors: 205   Overall eNPS: -8**

## Preferred Company Updates

- Top Channels: Email & Text

## Intranet Usage

- Daily/Weekly and Rarely were the largest groups

## Valuable Content

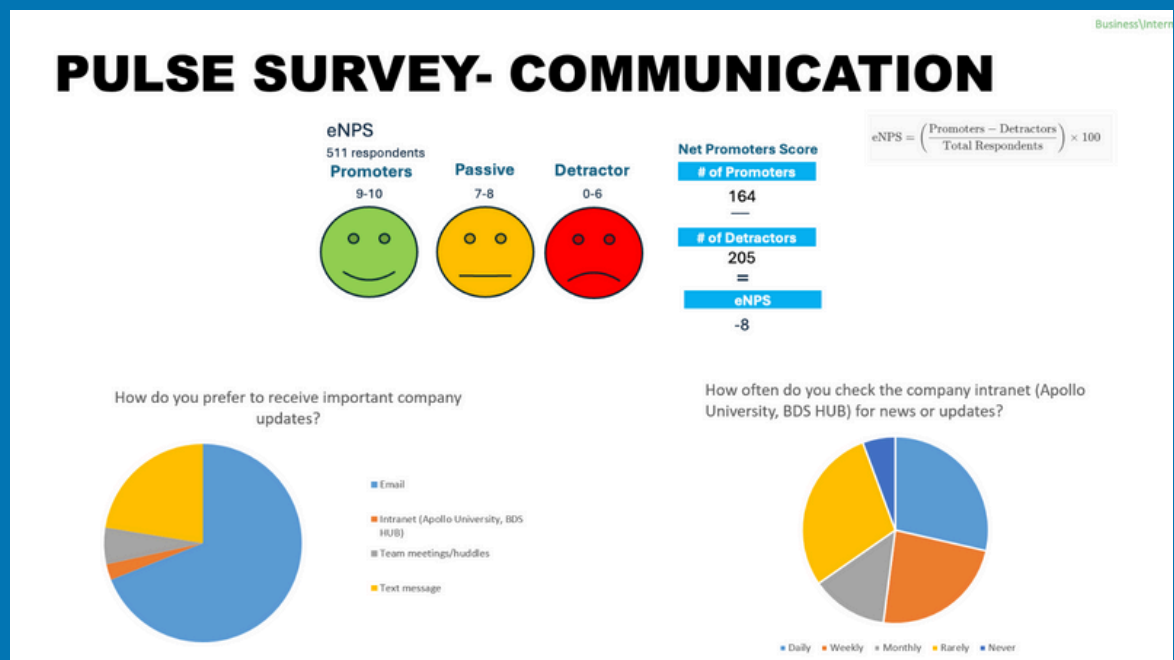
- Most Valuable: Training
- Second: Company news and announcements

## Ease of Finding Information on Intranet

- Split between Somewhat Easy and Neutral

## Leadership Communication Timeliness

- Biggest Response: Sometimes
- Next Largest: Often



# CONGRATULATIONS TO OUR TEAMS CHAMPION AWARD WINNERS

Recognizing our outstanding employees who exemplify our company values day in and day out.

## TRANSPARENCY

Robyn Jancha

## ACCOUNTABILITY

Rick Nettleton

## EMPOWERMENT

Chris Yokota

Michael Chea

Felipe DaSilva

Brendan Colborg

Dominic Bona

Brandy Sprenger

Earl Dix



Sean Sanborn (BTR)

# TEAMS CHAMPION AWARDS



# CONGRATULATIONS TO OUR TEAMS CHAMPION AWARD WINNERS

Recognizing our outstanding employees who exemplify our company values day in and day out.

## MASTERY

Forrest Arnold  
Krystal Ortega  
Chris Browder  
Adam Wesley  
Justin Lee  
Craig Jenkins  
Haley Koritko  
Bradley Bynum  
Sean Peterson

## SIMPLICITY

Kelly Lamoree  
Dennis Dejesus



# TEAMS CHAMPION AWARDS



# CELEBRATING SOME MAJOR EMPLOYEE MILESTONES

## ANNIVERSARIES

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### 10 YEARS

Aleksey Fedosov  
Edgar Bannick  
Manny Gouveia  
Travis Russ

### 5 YEARS

Calvin Chung  
Emmanuel Morales  
James King  
Gustavo J Rivera Rodriguez  
Christina Capps  
Amber Gordy  
James Horne  
Charles Garnes  
Enrique Matos  
Ashley Carpio  
Allison Hamilton  
Markeevius Smith  
Robert M Fortunato  
Sellan O Gumbs  
Todd S Curry  
Cynthia Jaramilla  
Michael Kitchen

### 3 YEARS

Victoria Maher  
Dominic Bona  
Daniel Mendez  
Lynette Woodford  
Roberto Parets  
Clarissa Call  
Bryan Shamblin



# CELEBRATING SOME MAJOR EMPLOYEE MILESTONES

## ANNIVERSARIES

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### 3 YEARS

Cherise Chamberlain  
Joseph Lastella  
Olen Eagler  
Katrina Niles  
David Sutheimer  
Susan Wood  
Duane Brison  
Douglas Hurst  
Jon Witherspoon  
Robert Davis  
Katheryn Pribble  
Narium Williams  
Dontae Smith  
Nicole Martin  
Shelly Blend  
LaNyia Smith  
Ashley Richey  
Christina Mantooth  
Dustin Hall  
Kelly San Nicolas  
Kimberly Merida  
Jared Almira  
Lincoln Abreu  
Derek Alexander  
Katlyn Catron  
Teresa Valenzuela Guzman  
Adam McGuire  
Brandy Sprenger  
Marcia Bautista  
Aurora Blackman  
Matthew Brunet

Bonnie Moore  
Jacob Meadows  
Reuel Talangbayan  
Brandon Wright  
Ashley Nichole Lopez  
Oren Portalatin  
Darin Roush  
Allen Osterberg



CON  
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IONS!

# SHOUT OUTS!

Celebrating our team and the incredible job they're doing all across the country. Have a shout out you want to include? Send it over to [Comms@ChannelPartners.com](mailto:Comms@ChannelPartners.com) and include "Shout Out" in the subject line!

*Cheryl Sage and her Apollo team came to our store yesterday for our Fall 2025 mass cosmetics reset. I want it on record that this was the BEST, most thorough vendor team I have worked with in my entire time at Ulta Beauty. I was impressed with their thoroughness, cleanliness, organization, helpfulness, and breadth of knowledge. If possible, I would love to work with this team again for any upcoming third party visits, especially larger projects like the spring mass cosmetics reset. But regardless, I'd like to recognize them for their performance yesterday. Thank you!*

— Katrina Dessauer, ULTA (store 681)

*The team worked great! They were efficient and super helpful! -Joann C., Dollar Tree*

*Photo: Kaitlyn Moudy, John Walker, Debbie Miles, Tracy Stone, Viola "Dawn" McClintick*





*I would like to recognize Amanda and her team who helped me in Middlefield Ohio at store 7463. This is an amazing team. She is an awesome lead and I would just like to give them a recognition. Thank you so much these guys rocked.*

*-Amanda Bese, Dollar Tree*

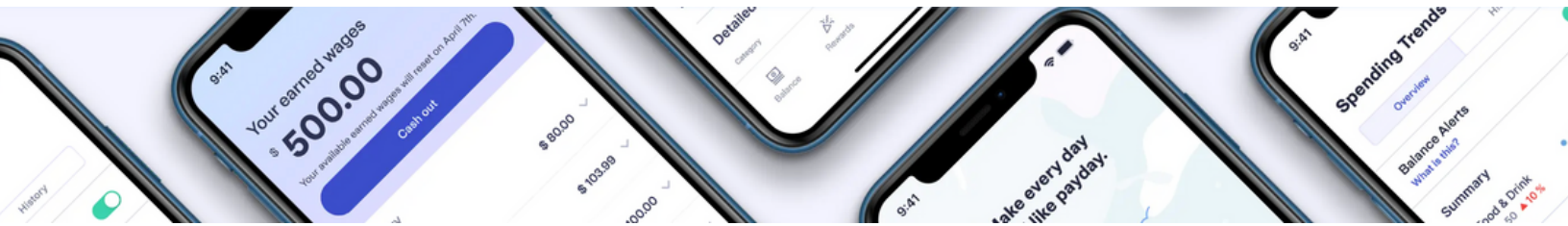
*Hey JP, just wanted to let you know that Melissa and her Team (especially the group that was here last night) did an amazing job! They were professional, productive, knowledgeable and a pleasure to work with! Unquestionably in the top 3 that we've worked with from Apollo!*

*-Steve Astles, Fresh Market*

*I want to give a big thank you and shout out to the Apollo team for this store. We started out a day behind but this team stepped up and got it done. Project completed on time today. Thank you everyone for the support.*

*-Rebecka Montgomery, Dollar Tree*

# EARLY WAGE ACCESS NOW EXPANDED



We're excited to share updates to our partnership with Rain, the app that lets you access your earned wages before payday. Eligible employees can advance up to 50% of upcoming earnings to cover expenses when needed.

## What's New?

- Sign up is now under **Channel Partners Solutions**
- Corporate employees are now eligible
- California employees are now eligible

## What is Rain?

Rain provides early wage access, meaning you don't have to wait until payday—you can withdraw a portion of the money you've already earned, giving you more financial flexibility.

Download the app & sign up selecting "Channel Partners Solutions" as your employer.



# TALENT SHOWCASE 'PARTNERS GOT TALENT'

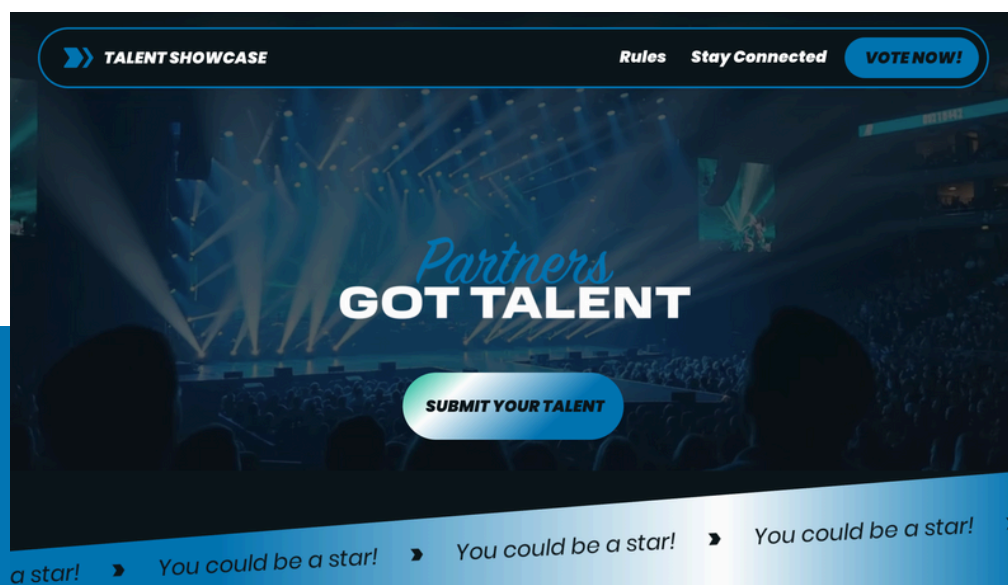
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Got a hidden (or not-so-hidden) talent? Do you sing, dance, cook, draw, or something else? Now's your chance to show it off in the Channel Partners Got Talent Showcase, "Partners Got Talent"!

## Submissions open August 27 – September 10

- Visit [partnersgottalent.com](http://partnersgottalent.com)
- Review the "Rules"
- Fill out the form
- Click the link inside the form to upload your 1-minute video

Don't wait—start planning your big moment today! You could win up to \$250!



## LIVE SHOW: SEPT 18th @ 3P ET

## The Banking and Investing Program for Channel Partners



As an employee, you are eligible for banking benefits with the new Banking and Investing Program from Bank of America and access to investment products from Merrill. To introduce the program, Bank of America will be hosting a webinar which will consist of a brief overview of the new benefits for employees and an open forum for any questions.



Watch this [video](#) from our CFO!



# Wellable WELLNESS WINNERS

## **RORRIE BEVIS**

### APPLE WATCH WINNER

I love the Apple watch so far! It's been really helpful in getting better understanding my activity as well as having other perks! I've also been able to use it with my Dexcom which has been great for seeing my blood sugars at a quick glance!

I've actually been loving a lot of aspects about the Wellable app, but my favorite part is all of the on-demand classes and webinars that are being held! There's tons of different things to explore!



## **MIGDALIA FERNANDEZ**

### APPLE WATCH WINNER

The Wellable app keeps me motivated to move and monitor my health. The contests make me feel like I belong to a group and it is healthy competition. It feels great to earn something and I don't feel invisible to the company.

The work/life balance I can achieve with this company is a plus! Having trust and no micromanagement makes me feel appreciated and trusted as a senior professional. Also, this kind of contest makes me feel part of a team.



# Helpful RESOURCES

**IT SUPPORT:** [helpcenter@channelpartners.com](mailto:helpcenter@channelpartners.com)

**HUMAN RESOURCES:** [hr@channelpartners.com](mailto:hr@channelpartners.com)

**EMPLOYEE EXPERIENCE:** [employeeerelations@channelpartners.com](mailto:employeeerelations@channelpartners.com)

**PAYROLL:** [payroll@channelpartners.com](mailto:payroll@channelpartners.com)

**BENEFITS:** [benefits@channelpartners.com](mailto:benefits@channelpartners.com)

**WELLNESS:** [wellness@channelpartners.com](mailto:wellness@channelpartners.com)



## **KRISTI ENGEL**

VP of Human Resources

Kristi has been with the company since 2007, bringing steadfast leadership and care to the organization.

If you need HR support, please reach out to her team at:

**[hr@channelpartners.com](mailto:hr@channelpartners.com)**

