



NEW YEAR, NEW BEGINNINGS

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## WELCOME TO THE INSIDE CHANNEL

Welcome to the latest 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!

# BDS TRANSITION TO CHANNEL PARTNERS

The day has finally arrived.

Channel Partners is kicking off the new year strong, and we have officially begun the process of transitioning the BDS brand as part of our move toward one fully integrated Channel Partners organization.

This transition brings together the strength, expertise, and scale of multiple industry-leading teams into a single, unified brand designed to better serve our clients, streamline how we work, and create new opportunities for our people.

As of January 5th, we started:

- Steering traffic from [bdssolutions.com](http://bdssolutions.com) to [channelpartners.com](http://channelpartners.com) through pop-ups and automatic redirects
- Posting announcements on BDS social media channels and encouraging followers to join us on the Channel Partners accounts. Any ongoing activity will cease on the BDS accounts.

We encourage everyone to follow [Channel Partners](#) on social media and help amplify the message by liking, sharing, and engaging with [our post](#).

In addition, to ensure consistent messaging, please reference the official [press release](#) for approved talking points and external conversations regarding this exciting transition.



# CONGRATULATIONS TO OUR TEAMS CHAMPION AWARD WINNERS

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

## TRANSPARENCY

Alycca Jimenez

## EMPOWERMENT

Citlalli Roldan Guzman

## ACCOUNTABILITY

Dennis DeJesus

Michael Alexander



# TEAMS CHAMPION AWARDS



# CELEBRATING SOME MAJOR EMPLOYEE MILESTONES

## ANNIVERSARIES

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### 25 YEARS

Mollie M Gray

### 15 YEARS

Mike Sunderland  
John Carroll  
John Dunkelberger  
Kristi Engel  
Mark Glenn  
Robert Davis  
Scott Ivey  
Sherry Gifford

### 10 YEARS

Brandi Shepherd  
Stephen Johnston

### 5 YEARS

Brian Holliday  
Maria Desa  
Mary Beth Nauschultz  
Robert Shin



# CELEBRATING SOME MAJOR EMPLOYEE MILESTONES

## ANNIVERSARIES

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### 3 YEARS

Amie Denton  
Amy Pickett  
Angela Deluca  
Aracely Aguilar  
Baron Grier  
Ciara Kilgore  
Clint Senensky  
David Stettner  
DayJa Owen  
Douglas Erwin  
GabrielAndiarena Bernard  
Hope Covey  
Jasmine Escobar  
Jonathan Harper  
Joseph McGuire  
Kelly Reeves  
Lacey Wissmann  
Lauralee Norman  
Lauri Tormaschy  
Marilyn Kolwaite  
Melissa Jackson  
Michael Roher  
Nathaniel Almodovar  
Ronald Thrasher  
Roxana Nava  
Sade Bailey  
Samantha Jo Gabbeart  
Scott Barker  
Shanna Skinner

Tonisha Ortega  
Tristan Hamlett  
Varun Hasija  
Vincent Anthony Novelly  
Yashira Casiano



CONGRATULATIONS!

# 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!

*I wanted to give a shout out to FOM Kayla Williams. She has done an amazing job helping coordinate and execute last minute high priority asks from our client. I was able to rely on her quick communication to her reps to get the asks completed, as well as her quickly communicating the information back to me. This allowed me to give the client updates quickly and efficiently. I truly appreciate all her team work this crazy Q4! - Ashley French, Results Specialist*

*All 4 people LeeAnn suggested have agreed to help [on our project] so as long as everybody allows me to use the previously scheduled techs this location will be staffed due in large to her help.*

*I cannot say Thank You enough - Bill Blakely, Sr Ops Manager*

*Flavcity is a known brand online, so their first launch into retail was a BIG move for them, and investment. Then "retail" happened, and with Laurie, John and Citlalli guiding the way they have had so much success Target is begging them to do more! So they felt compelled to take time to talk us through their experience with our work and how impactful they've been to their success so far, then talk 2026 plans so they can figure out a way to use as as much as they can. You guys ROCK! THANK YOU! - Stan Silva, VP Client Development*



As we wrap up 2025, I wanted to express our gratitude for the exceptional work James has done for Freshpet. This year has been filled with numerous projects and objectives, and James has been pivotal to our success and yours. It is important to acknowledge that in previous years, we did not receive the same level of outstanding service and positive feedback before James took over our account. While I could elaborate extensively, I will focus on highlighting a few key performance indicators concisely.

- James consistently demonstrates exceptional professionalism, dedication, and accountability in his role as our Client Manager. He is a highly motivated, hard-working individual who effectively manages multiple priorities at once while maintaining accuracy, organization, and a positive attitude. His ability to multitask in a fast-paced environment ensures that client needs are met efficiently without compromising quality.
- He has built strong relationships with us founded on trust and reliability. His proactive approach to problem-solving and attention to detail allow him to anticipate challenges and resolve issues before they escalate. He takes full ownership of his responsibilities and consistently exceeds expectations.
- In addition to his operational excellence, James has played a significant role in driving new business success. Due to his strong relationships, trusted reputation, and client-focused approach, additional business has been generated directly as a result of his efforts. The increase in both new and repeat business can be attributed to James's consistent performance and commitment to delivering value.

Overall, James's work ethic, dedication, and results-driven approach make him an invaluable asset to your organization. His contributions have significantly impacted Freshpet's retention, revenue growth, and overall operational success.

Thank you for your partnership. We are looking forward to 2026 and would like to set up some time in January/February to sit down and strategize for a successful 2026. - Fresh Pet, Jana E.



They worked alongside the Bluemercury new store team during the Scottsdale, AZ, new store setup this week, Sunday through Wednesday. These stores are an elevated shopping experience for customers looking for curated skin and hair care as well as prestige cosmetics brands. The store looks gorgeous and was ready for their soft open on Thursday.

Congratulations to Joey Mora, Ashley Clements, Alexis Coronado, and Shawnee Fontinel for a job well-done!- Bluemercury, Michele Lehman



I would like to recognize the Merch Install DM's for their assistance in helping me staff our upcoming Ikea projects. We recently were awarded 3 Ikea projects that all start at the same time. All Ikea trained reps are now part of Merch Install division. As I started staffing these 3 locations and reaching out to the Merch Install DM's for approval to use their people they were all willing to give up the Ikea trained reps even reworking the schedules they already had in place to make sure we were successful in staffing these locations. In a few instances they went as far as offering up other reps near the Ikea locations to help us get more reps trained and cut down on travel expenses. We would not have been able to staff these projects without the collaboration with the Merch Install Management Team. - Bill Blakely



Channel Partners leadership came together for a special edition of *Straight Talk* to celebrate the incredible work of our teams during a year defined by integration, growth, and resilience. Leaders from across the organization recognized employees who exemplified our core values and delivered outstanding results across corporate, field, and shared services roles.

### Record-Breaking Recognition

This year marked a milestone in employee recognition, with 66 employees nominated by leaders across the business—some receiving multiple nominations. From those nominations, 12 award winners were selected across a variety of categories. Eleven winners received a cash award, and the President’s Award recipient earned a seven-day trip for two or a cash equivalent. All winners will also receive a personalized engraved glass plaque.

Let’s congratulate the nominees first!

## 2025 List of Nominees

Ada Anachebe  
Adam Wesley  
Alberto Grajales  
Allen Villegas  
Andrew Reynolds  
Ashley Bittinger  
Beverly Ruyle  
Bonny Slaughenhaupt  
Bradley Bynum  
Carol Keyosky  
Chris Browder  
Danielle Kraus  
Dave Tranberg  
Dawn Holladay  
Emily Reddye  
Frank Lujano  
Gus Lyons

Haylee Brown  
James Call  
James Dyer  
James Metcalfe  
Jawan Wilson  
Jen Jones  
Jesse Cox  
Jeremy Rodgers  
Jorge Campos  
Joseph Brockman  
Julie Ramsay  
Julie Rixner  
Khalid Kakish  
Kris Mora  
Kristi Engel  
Kristin Matias  
Laura Pinkston

Lauren Judkins  
Laurie Kelhi  
LeeAnn Lape  
Lindsey Van Nuil  
Liz Mansholt  
Manny Gouveia  
Marcelino (Max) Garcia  
Mark Camp  
Marvin Redd  
Mary Ingram  
Mary Meeks  
Megan Buccheri  
Melissa Burke  
Melissa Watson  
Melissa Winters  
Mike Gonzalez

Mike Toner  
Monica Songer  
Nannie Hopping  
Natalie Greenidge  
Nikki Wauldron  
Patti Breau  
Penny Hoenes  
Shawn Marioth  
Shelbie Smith  
Sonia Valenzuela  
Tara Hankins  
The Whole IT Team  
Tim Fox  
Timothy Trubee  
Trent Bosma  
Zane Bowerman



# AWARDS HIGHLIGHTS



Leadership shared heartfelt stories of excellence, collaboration, and impact while announcing the following honorees:

## **Corporate Employee of the Year: Jen Jones**

- Recognized for transparent leadership, mastery, and driving growth during a challenging year for cosmetics while still meeting budget goals.

## **Field Employee of the Year: Emily Redeye**

- Honored for recruiting and developing 64 field employees and playing a critical role in building strong in-store teams.

## **Fulfillment & Logistics Employee of the Year: Marvin Redd**

- Celebrated for exceptional leadership during a major transition year and for consistently exceeding client expectations.

## **Break Fix Field Employee of the Year: Mark Camp**

- Recognized for tireless dedication, mentorship, and unwavering support of field teams nationwide.

## **Break Fix Corporate Employee of the Year: Lauren Judkins**

- Honored for strategic leadership, client partnership, and converting project work into long-term programs.

## **Corporate Account Excellence Award: Julie Rixner**

- Recognized for achieving the company's first-ever three-year agreement through disciplined execution and client trust.

## **Field Account Excellence Award: Gus Lyons**

- Celebrated for leadership in one of the most complex retail environments and for stepping up to lead additional teams.

## **Salesperson of the Year: Dave Tranberg**

- Honored for setting new standards in enterprise selling and unlocking growth through long-term client relationships.

## **Construction Employee of the Year: Sean Marioth**

- Recognized as a steady, trusted leader who has elevated construction operations and strategy.

## **Shared Services Employee of the Year: Kari Kraus**

- Celebrated for growth, confidence, and leadership that has strengthened shared services.

## **Core Values Champion of the Year: Kristi Engel**

- Honored for embodying every element of Channel Partners' core values and leading transformational change.



# PRESIDENT'S AWARD

Kristin Matias, our Director of HR, received the President's Award for her exceptional commitment to learning, growth, and leadership—continuing to drive progress even while on leave and ensuring alignment throughout the integration. Her dedication exemplifies what it means to lead with ownership and integrity.

She has been an indispensable force in unifying and modernizing our people operations. Starting as a coordinator ten years ago, she has grown into one of our most respected leaders. As our iCIMS expert, she has driven numerous API integrations that have boosted efficiency and strengthened our systems. After taking over the BDS onboarding team, she was essential in merging and streamlining onboarding across the organization, always approaching challenges with innovative thinking and a clear commitment to the company's best interests. She's firm, professional, and direct—exactly the kind of leadership that gets things done. No nonsense, no wasted time, just results.

## A Message of Thanks

CEO Jim Fulk closed the program by thanking all employees for navigating a demanding year with perseverance and teamwork. While only a few could receive awards, leadership emphasized that the entire organization played a role in moving Channel Partners forward. Congratulations to all nominees and winners—and thank you to every employee for the impact you made this year.



EMPLOYEE OF THE  
YEARS AWARDS

# KRISTIN MATIAS



# PORTAL CREDENTIALS FOR ALL FIELD

All field employees will soon have access to **our new Company Portal**, a key step in bringing everyone onto one unified Channel Partners platform.

This will impact arconnects email users - those who currently use the apolloretailportal.com to their applications. You will now access your tools through a single, centralized portal using Company Portal credentials. In time, the apolloretailportal.com domain will permanently redirect to the new portal.

This move supports our transition into one unified brand and simplifies how you log in to the systems you use every day.

If you're a field rep going through this transition (meaning you previously used apolloretailportal.com), please be sure to watch the accompanying video for a clear walkthrough of what's changing and what to expect **between now and January 15th!**

CHANNELPARTNERS.COM/PORTAL

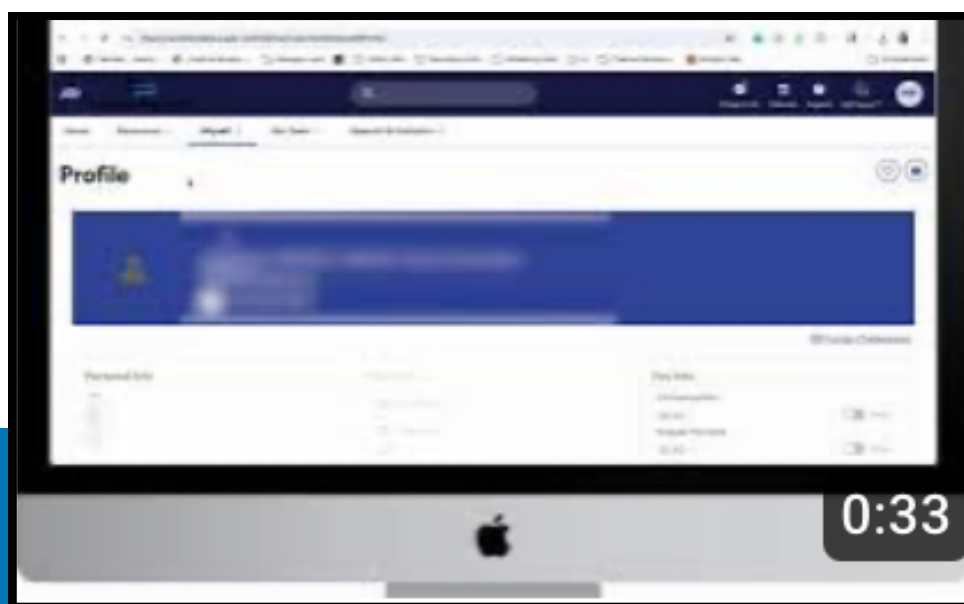
**ARCONNECTS USERS: [WATCH THIS VIDEO!](#)**



# DON'T LOSE YOUR MAILED W2

Don't lose your W-2 in the mail. If you didn't opt in for paperless delivery, your W-2 will be mailed to the home address listed in ADP. Take a moment to confirm your address is correct to avoid delays—watch this short video to see how to update it or follow these simple steps:

1. Log into the company portal: [channelpartners.com/portal](http://channelpartners.com/portal) (use your company portal credentials, legacy BDS employees this is your SSO account to get to MY APPS)
2. Click on the ADP tile
3. Click on MYSELF
4. Then click on PROFILE
5. Then update your address
6. Click SAVE



[WATCH THIS VIDEO!](#)



## SECOND EPISODE OF “THE BRIDGE”

Our second episode of “The Bridge” dropped December 12<sup>th</sup> featuring guest speakers from the field! In Episode 2, hosts Heather Petrone, Jimmy Knight, and Andrew Catapano break down the power of first impressions, why Transparency builds trust, and how new and seasoned merchandisers can set the tone from day one. Featuring real-world field stories, expert insights, and wisdom from district managers across the country, this episode gives you the tools to show up confident, prepared, and ready to succeed.

This episode features real conversations from managers such as Julie Ramsay, Lee Ann Lape, and even recent award-winner, Emily Reddye. They share practical tips, and inspiring stories to help you make a lasting first impression in the field.

Be on the lookout for Episode 3 dropping Friday January 9<sup>th</sup> - Power Moves: Own Your Growth! This one is all about how to grow your career by taking ownership, seeking opportunities, and making intentional moves!



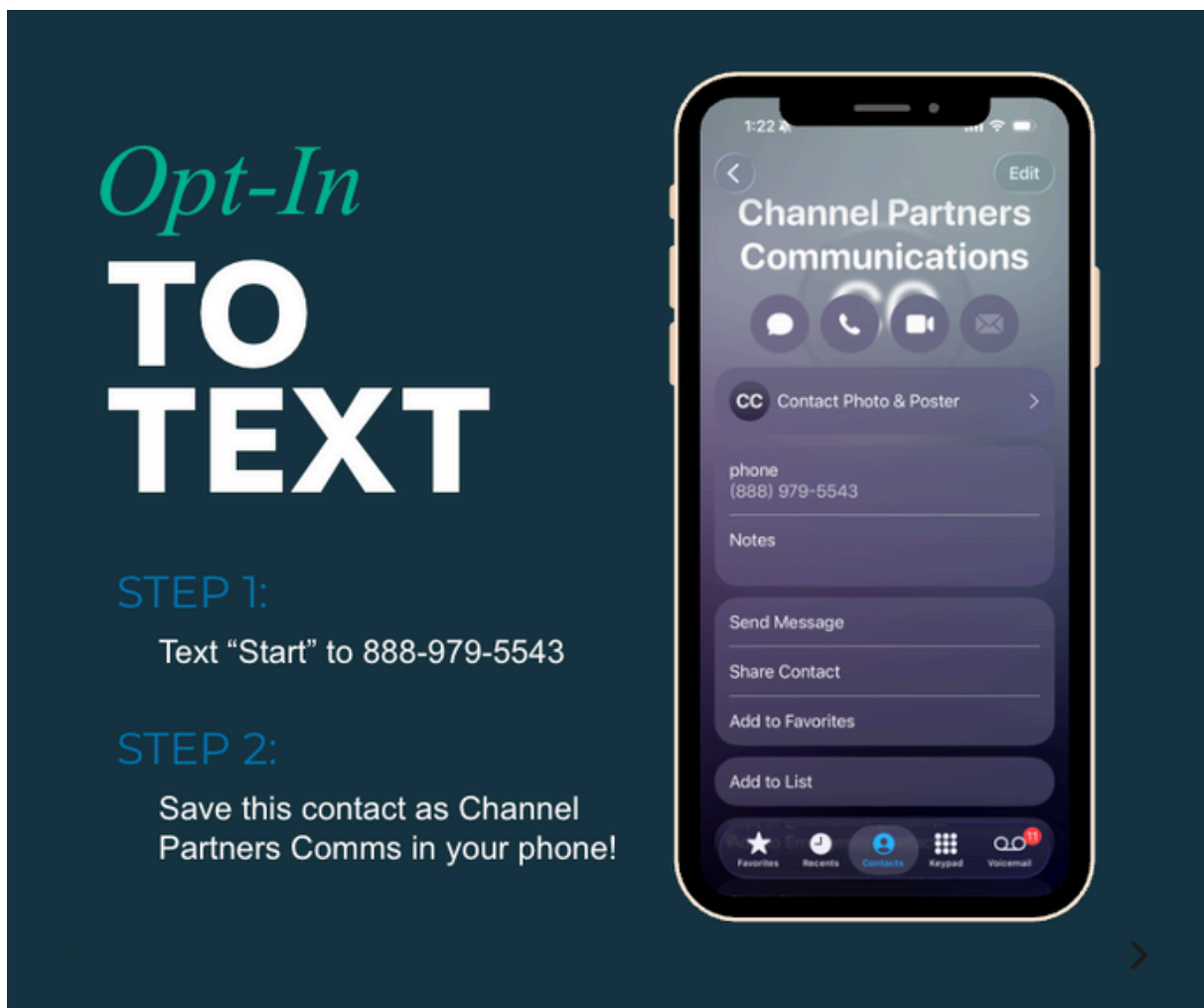
**[CHECK OUT EPISODE 2 NOW!](#)**

# OPT-IN FOR COMPANY TEXTS

If you previously opted out of company text messages by replying STOP, you can opt back in at any time. Just reply START to begin receiving fast, important updates from your manager and key departments.

We know email inboxes can get overwhelming. Text messages are a quick and easy way to receive short, time-sensitive communications when they matter most.

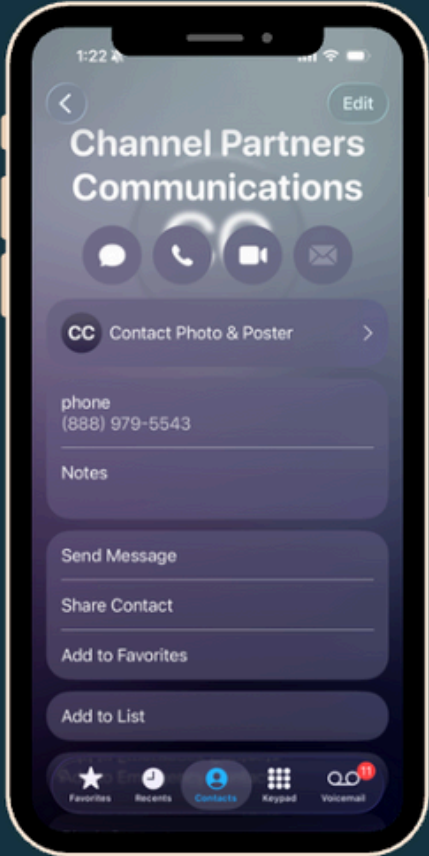
**Pro tip:** Add our contact card to your phone so you always know it's us reaching out.



*Opt-In*  
**TO TEXT**

**STEP 1:**  
Text "Start" to 888-979-5543

**STEP 2:**  
Save this contact as Channel Partners Comms in your phone!



Channel Partners Communications

phone  
(888) 979-5543

Notes

Send Message

Share Contact

Add to Favorites

Add to List



REFERRAL PROGRAM  
**REFER A FRIEND,  
REAP THE REWARDS**



**\$100**  
PART-TIME FIELD ROLES

**\$200**  
FULL-TIME FIELD ROLES

**DOUBLE  
BONUS**  
for Specific Hot Jobs!

**TWO WAYS TO REFER:**



**iCIMS Application**

Ask your referral to list your name as their referral source on their iCIMS application.



**“Refer a Friend” Button**

Click this button in the upper righthand corner of the job posting and fill out the required information.

**TO QUALIFY:**

- ✓ The hired referral must complete the required number of hours/days (varies by role).
- ✓ Both you and your referral must be active employees at the time of payout.
- ✓ You must be the first employee to refer the candidate.

# BANK OF AMERICA UP TO \$500 CASH OFFER

Start by enrolling a new eligible checking account.

1. Enroll by opening a new personal checking account by May 31, 2026 using the QR code.
2. Set up and receive Qualifying Direct Deposits into that eligible personal checking account within 90 days of account opening (deposit period)

Bonus Amount	\$100	\$300	\$500
Total Qualifying Direct Deposits <sup>1</sup>	\$2,000 – \$4,999	\$5,000 – \$9,999	\$10,000 or more

#### Then you're qualified!

- ✓ After you satisfy all of the requirements, at the end of the Deposit Period (90 days after account opening), we'll attempt to deposit your bonus into your new eligible account within 60 days.

## BOA OFFERS

**BANK OF AMERICA** 

#### NEW CHECKING CUSTOMER OFFER

Cash Offer Up To \$500<sup>1</sup>

Start by opening a new eligible checking account.

\$100  
cash offer  
\$300  
cash offer  
**\$500**  
cash offer



**EXCLUSIVE OFFER**

# Your opportunity to purchase FIFA World Cup 2026™ tickets

New Bank of America® **Customized Cash Rewards** or **Unlimited Cash Rewards** cardholders can enjoy exclusive access for an opportunity to purchase up to two FIFA World Cup 2026™ tickets, while supplies last.<sup>1</sup> Starting **December 4, 2025 through January 5, 2026**, apply and get approved for one of the cards below to participate. Card account must be opened and established by **February 5, 2026**.<sup>1</sup>

**Choose the card that's right for you, including the limited-time FIFA World Cup 2026™ design option**



*"I want to choose my category"*

### **Customized Cash Rewards**

Earn 6% cash back for the first year in the category of your choice. After the first year from account opening, you'll earn 3% on purchases in your choice category.<sup>2</sup>



*"I want unlimited cash back"*

### **Unlimited Cash Rewards**

Earn 2% cash back on all purchases for the first year. After the first year from account opening, you'll earn unlimited 1.5% cash back.<sup>3</sup>

## **\$200 Cash Rewards Bonus Offer<sup>4</sup>**

No matter which card you choose, earn a cash rewards bonus after making at least \$1,000 in purchases in the first 90 days of account opening.



**To learn more about this exclusive offer,** scan the code or visit [bankofamerica.com/cardfwc26](https://bankofamerica.com/cardfwc26) for details. Or see an associate to get started.

When you use the QRC feature, certain information is collected from your mobile device for business purposes.



BANK OF AMERICA

# Preferred Rewards

GOLD



## New: A special program for employees of Channel Partners

You have special access to enroll in the Bank of America Preferred Rewards® program and receive Gold tier benefits without needing the combined qualifying balance of \$20,000.<sup>1</sup> Enroll now to enjoy a wide range of financial benefits and rewards.

### Here's how to get your benefits:

1. Have an existing or open a new eligible personal Bank of America® checking account.
2. Set up your company's payroll direct deposit into an eligible Bank of America® checking or savings account.
3. Once your direct deposit is confirmed, enroll in Preferred Rewards through Mobile2 or Online Banking.



Scan for more details

Or visit

[https://go.bofa.com/24939\\_QF](https://go.bofa.com/24939_QF)

**BANK OF AMERICA** 

When you use the QRC feature, certain information is collected from your mobile device for business purposes.

Page 1 of 2. Please see page 2 for additional important disclosure information.



<sup>1</sup> Preferred Rewards Program Eligibility. As an employee of a company participating in the Bank of America Employee Banking and Investing Program, you are eligible to enroll in the Bank of America Preferred Rewards® program if you:

1. have an active, eligible Bank of America personal checking account, and

2. receive all or part of your payroll direct deposit from the participating company into an eligible Bank of America checking or savings account.

Employees qualify for the Gold tier of Preferred Rewards without meeting the balance requirement and may qualify for higher tiers on the standard program terms. The standard program terms require an eligible Bank of America personal checking account and a qualifying balance of at least \$20,000 for the Gold tier, \$50,000 for the Platinum tier, \$100,000 for the Platinum Honors tier and \$1,000,000 for the Diamond Honors tier in your combined qualifying Bank of America deposit accounts (such as checking, savings, certificate of deposit) and/or your Merrill investment accounts (such as Cash Management Accounts, 529 Plans). The qualifying balance is calculated based on your average daily balance for a three-calendar month period. Employee benefit plans (such as 401(k)) will not count toward the combined balance requirement. If you are no longer an employee, standard program terms apply. New employees may have to wait up to one month before they can enroll to allow for their employee status to be identified. Benefits become effective within 30 days of your enrollment, or for new accounts within 30 days of account opening, unless we indicate otherwise. Certain benefits are also available without enrolling in Preferred Rewards if you satisfy balance and other requirements. For more information refer to the Preferred Rewards section of the Personal Schedule of Fees available at [bankofamerica.com/fees](https://bankofamerica.com/fees).

<sup>2</sup> Mobile Banking requires that you download the Mobile Banking app and may not be available for select mobile devices. Message and data rates may apply.

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# US HOLIDAY & PAYROLL CALENDARS

Head to [channelpartners-hub.com](http://channelpartners-hub.com) click on BASICS then HR Documents to gain access to the [Holiday and Payroll Calendars!](#)



## CHANNEL PARTNERS

2026 Holiday Calendar	
Holiday	Date
New Year's Day	Thursday, January 1st
Martin Luther King Jr. Day	Monday, January 19th
President's Day	Monday, February 16th
Good Friday	Friday, April 3rd
Memorial Day	Monday, May 25th
Juneteenth	Friday, June 19th
Independence Day	Friday, July 3rd
Labor Day	Monday, September 7th
Veterans Day	Wednesday, November 11th
Thanksgiving Day	Thursday, November 26th
Day after Thanksgiving Day	Friday, November 27th
Christmas Eve	Thursday, December 24th
Christmas Day	Friday, December 25th
Day after Christmas	Monday, December 28th
New Years Eve	Thursday, December 31st

# CANADIAN HOLIDAY & PAYROLL CALENDARS

Head to [channelpartners-hub.com](http://channelpartners-hub.com) click on BASICS then HR Documents to gain access to the [Holiday and Payroll Calendars!](#)

2026 Canada Holiday Calendar	
Holiday	2026 Date
New Years Day (All Provinces)	January 1, Thursday
Family Day (AB,BC,ON) / Louis Riel Day (MB)	February 16, Monday
Good Friday (All Provinces)	April 3, Friday
Victoria Day (Patriot's Day for Quebec)	May 18, Monday
Saint Jean Baptiste Day (Quebec only)	June 24, Wednesday
Canada Day (All Provinces)	July 1, Wednesday
August Civic Holiday (All Provinces)	August 3, Monday
Labour Day (All Provinces)	September 7, Monday
National Day for Truth and Reconciliation (BC, MB, NB)	September 30, Wednesday
Thanksgiving Day (All Provinces)	October 12, Monday
Remembrance Day (All Provinces)	November 11, Wednesday
Christmas Day (All Provinces)	December 25, Friday
Boxing Day Observed (All Provinces)	December 28, Monday

# Helpful RESOURCES

**IT SUPPORT:** [HelpCenter@ChannelPartners.com](mailto:HelpCenter@ChannelPartners.com)

**HUMAN RESOURCES:** [HR@ChannelPartners.com](mailto:HR@ChannelPartners.com)

**EMPLOYEE EXPERIENCE:** [EmployeeRelations@ChannelPartners.com](mailto:EmployeeRelations@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)



**MELISSA WATSON**  
Employee Experience  
Manager

Melissa brings more than 15 years of progressive leadership across human resources, talent management, and employee engagement. Melissa is excited help advance the employee experience, refine people processes, and support a culture where employees feel valued and connected.

