



June 30, 2023

Hello Discount Tire Family,

We are excited to announce a big step in the process of planning for the future of our new campus. There is an enormous amount of work to do, and we need your help!

We have engaged a research firm, [DORIS](#), to help us understand how to build the best future campus for you! They are working with us by engaging with you to study our current locations. We want to know what is working, and what improvements we can consider.

Your active participation in this research project is crucial. Your voice matters and we can make the best decisions when we hear from you.

On **Monday, July 24**, all Corporate employees will receive a survey to help us better understand your needs so that we can create a workplace that serves you.

DORIS researchers will be on-site at the Corporate, Desert Ridge and Alameda locations for 10 days to study how we use our space. Additional information and schedules will be provided soon.

This will be an excellent opportunity for you to play a significant role in shaping the layout and functionality of our future spaces.

We're excited to have DORIS on board and look forward to seeing what they discover through their research.

Thank you for your enthusiastic participation in this project. We Do This Together!

Michael Zwieback  
Chairman