



16100 N. GREENWAY-HAYDEN LOOP • SUITE E-100 • SCOTTSDALE, ARIZONA 85260 • (602) 996-0201

Dear Discount Tire Parents,

Allow me to introduce myself. My name is Anthony Guadagnolo, and I am the Arizona Regional Vice President for Discount Tire. I am writing to express my appreciation with your child's contribution to Discount Tire's mission, and to request that you sign the attached authorization slip.

Founded in 1960 by Bruce T. Halle, Discount Tire has become the largest independent tire and wheel retailer in the world. Mr. Halle's core values still guide Discount Tire operations today: "Treat customers and fellow employees with respect and fairness. Care for those in need, always do what is right, work hard, be responsible, and have fun." These core values have manifested into a promote from within culture where our current 16- and 17-year-old employees are tomorrow's leaders and managers. In fact, I started as a part-time Tire Technician, as did all six of Arizona's Assistant Vice Presidents. We are all a testament on how Discount Tire can make a good high school job into a great lifelong career. For employees extending their education beyond high school, Discount Tire's tuition assistance program provides financial assistance for tuition and textbooks up to \$1,000 for part time employees and \$5,250 for full time employees, per calendar year, subject to eligibility requirements.

In several states, Discount Tire is required to obtain parental consent for 16- and 17-year-old minors to work at Discount Tire, and Arizona is being added to that list. The Industrial Commission of Arizona, who oversees youth employment in Arizona, has requested Discount Tire obtain written approval from Discount Tire parents for their minor child's continued employment at our stores because of our use of low rise in-ground lifts. Unlike traditional auto repair shops that perform typical "under-the-hood" auto repairs by way of high-rise lifts, Discount Tire uses low-rise, in-ground lifts, that rise only 22 inches, just high enough to raise a vehicle's tires off the ground. However, because our low-rise lifts are electrically powered, just like a high-rise lift, the state puts both of them in the same classification. So, I am reaching out to you, as the parent of one of our approximately 300 minors, asking you to provide your written consent for your child to continue working at Discount Tire.

If you have any questions regarding this request, please feel free to contact my office at 602-996-0201 or by email at Dtrazoffice@discounttire.com.

Sincerely,

A handwritten signature in blue ink, appearing to read "Anthony Guadagnolo", with a stylized flourish at the end.

Anthony Guadagnolo
Discount Tire
Vice President - Arizona



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I _____ the parent or guardian of
_____, a minor employee of Discount Tire Co., Inc. (Discount
Tire), hereby approve of my minor child's continued employment with Discount Tire.

Date

Signature