



To: All TNG Associates
cc:
From: TNG Management Team
Date: 28 July 2021
Subject: Strategic Partnership Announcement

TNG Retail Services, LLC (TNG) and SAS Retail Services, LLC (SAS) are pleased to jointly announce the closing of a strategic investment by SAS in TNG Retail Services effective 31 August 2021. This new arrangement will significantly advance TNG's strategy to expand the geographic breadth and comprehensiveness of its retail execution service offerings.

TNG is an industry-leading provider of retail execution services for over 40,000 retail locations across North America. SAS is confident with the combined entity it will increase accuracy in all its operations, improve efficiency in labor strategies and utilize data to guide informed decision-making to drive best-in-class retail execution.

While this transition brings exciting changes, all TNG business will remain the same. All TNG associates will continue to report to their current manager and associates can expect little to no change from their current day to day operations. Together, we will leverage each other's strengths and become a stronger team!

A key part of the partnership is assuring it is beneficial to both our customers and associates. This increases our merchandising support and we will continue to do what's best for our customers while providing more opportunities for our associates. Additionally, important to both parties, are the compelling cultural fit between the two companies. While working through this process with the SAS executive team, we quickly realized that the guiding principles upon which we have run our business are very similar to of SAS. Providing great customer service is extremely important to both companies as well as acting ethically and with integrity when making business decisions, whether those decisions are regarding our associates, clients, or their customers.

Additional information will be sent by SAS on the specifics on the transition and next steps for all associates during the first week of August. In the meantime, if you have any questions, please contact your manager.

Please join us in embracing this evolutionary next chapter!