



**Dear ESOP members,**

At Van Horn, being an ESOP means more than just having shares in the company – it means we all play a role in building a strong, successful future together. As employee-owners, taking care of ourselves is another way we invest in the company we own. When we stay healthy, energized, and focused, we're better able to support our teammates, serve our customers, and continue growing Van Horn. That's why the ESOP Committee is excited to launch our Hydration Challenge! Each employee will receive a Van Horn water bottle and have the opportunity to track their daily water intake as we encourage a simple habit that supports wellness throughout the workday. Small actions can make a big difference. By prioritizing our health and encouraging one another, we strengthen the culture that makes Van Horn special. Healthy owners help build a stronger company – and together, WE OWN IT.

*Thank You*

-Van Horn ESOP Committee



# Instructions

## Van Horn Hydration Challenge – How It Works

### Getting Started

- Each employee will receive one Van Horn water bottle (16 oz) and one tracking sheet.
- Use the water tracker on the bottle to help guide your water intake throughout the day.

### How to Participate

- Fill your bottle with water throughout the day.
- Each time you finish a bottle (16 oz), mark it on your paper tracker sheet.
- Try to follow the time markers on the bottle to stay on track with your daily water goal.
- Continue tracking your water each day during the challenge.

### Prize Eligibility

- Participate in at least 50–75% of the challenge days to qualify for the raffle.
- All qualifying participants will be entered into a random raffle drawing.

### Prizes

- Three winners will be randomly selected from across the entire company.
- Each winner will receive a \$50 Van Horn Merchandise credit.

### Important

- This challenge is based on the honor system.
- The goal is to have fun, stay hydrated, and build healthy habits together.
- Good luck, and happy hydrating!
- When: April 15th-May 15<sup>th</sup> @ 12 p.m. please make sure all participants are on the newsletter spreadsheet.

### For Store Managers

- You may purchase water flavor enhancers for your location if desired (examples: Liquid IV, Propel packets, Gatorade packets, Mio, etc.).
- Each location may spend up to \$25 on water enhancers.
- Please use your corporate card for the purchase.
- Send the receipt/expense to ESOP after purchasing.
- Make sure everyone at your location receives a bottle and tracking sheet.
- We will email managers with these directions and with the tracking sheet to print off the form.
- Managers should add employee's who participated 50-75% on the spreadsheet located on the Newsletter.