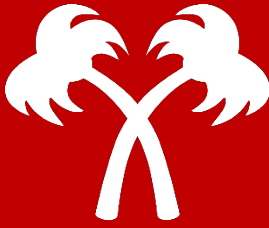
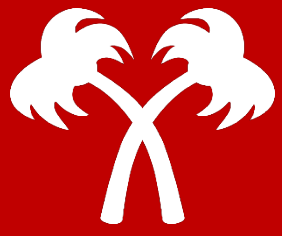




2532 SANTA ROSA AVE
SANTA ROSA, CA



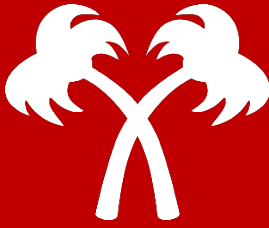


SYNDER FAMILY & STORE #1





IN-N-OUT BURGERS MISSION STATEMENT

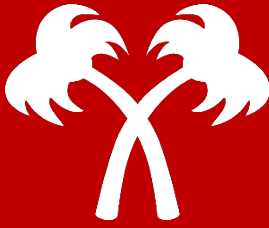


IN-N-OUT BURGER EXISTS FOR THE PURPOSE OF:

1. PROVIDING THE FRESHEST, HIGHEST QUALITY FOODS AND SERVICES FOR A PROFIT, AND A SPOTLESS, SPARKLING ENVIRONMENT WHEREBY THE CUSTOMER IS OUR MOST IMPORTANT ASSET.
2. PROVIDING A TEAM ORIENTED ATMOSPHERE WHEREBY GOAL SETTING AND COMMUNICATIONS EXIST, AND TO PROVIDE EXCELLENT TRAINING AND DEVELOPMENT FOR ALL OF OUR ASSOCIATES.
3. ASSISTING ALL COMMUNITIES IN OUR MARKETPLACE TO BECOME STRONGER, SAFER AND BETTER PLACES TO LIVE.



IN-N-OUT FOUNDATIONS AND CORPORATE GIVING SANTA ROSA AND SONOMA COUNTY 2019 AND 2020



CORPORATE DONATIONS TO SANTA ROSA ORGANIZATIONS CALENDAR YEAR 2019

- 38 IN-KIND DONATIONS OF IN-N-OUT MERCHANDISE WERE PROVIDED TO ASSIST FUNDRAISERS
- 2 HIGH SCHOOL GRAD NIGHTS WERE SUPPORTED WITH GIFT PACKAGES VALUED AT AROUND \$500 EACH
- 1,364 YOUTH RECOGNITION AWARDS (BURGER CERTIFICATES) WERE PROVIDED TO 12 LOCAL SCHOOLS

CORPORATE DONATIONS TO SANTA ROSA ORGANIZATIONS CALENDAR YEAR 2020 (PARTIAL YEAR REPORT)

- 16 IN-KIND DONATIONS OF IN-N-OUT MERCHANDISE WERE PROVIDED TO ASSIST FUNDRAISERS
- 663 YOUTH RECOGNITION AWARD BURGER CERTIFICATES WERE PROVIDED TO 7 LOCAL SCHOOLS
- 113 BURGERS AND 74 DRINKS PROVIDED FOR FIREFIGHTERS AT REQUEST OF THE LOCAL FIRE CHIEF
- \$8,350 WAS CONTRIBUTED TO COMMUNITY FOUNDATION SONOMA FOR LOCAL DISASTER RELIEF

IN-N-OUT FOUNDATION GIVING TO SANTA ROSA BASED CHILDREN AND FAMILY ADVOCACY ORGANIZATIONS

2017 - \$ 18,000
2018 - \$ 22,000
2019 - \$ 25,000
2020 - \$ 35,500

ORGANIZATIONS PROVIDED THE ABOVE SUPPORT BY THE IN-N-OUT FOUNDATION INCLUDED:

- CASA OF SONOMA COUNTY – SERVES ABUSED AND NEGLECTED CHILDREN WITHIN THE JUVENILE COURT SYSTEM
- FORGET ME NOT CHILDRENS SERVICES – OFFERS ANIMAL ASSISTED AND HORTICULTURAL THERAPEUTIC ACTIVITIES
- ON THE MOVE (VOICES) – PARTNERS WITH THE COMMUNITY TO MOBILIZE EMERGING LEADERS IN SOCIAL EQUITY
- VERITY – WORKS WITH THE COMMUNITY TO ELIMINATE ALL FORMS OF VIOLENCE WITH A SPECIAL FOCUS ON SEXUAL ASSAULT AND ABUSE
- YWCA OF SONOMA COUNTY – SUPPORTS FAMILIES AFFECTED BY DOMESTIC VIOLENCE BY PROVIDING SAFE SHELTER, THERAPY, ADVOCACY AND ONGOING SUPPORT

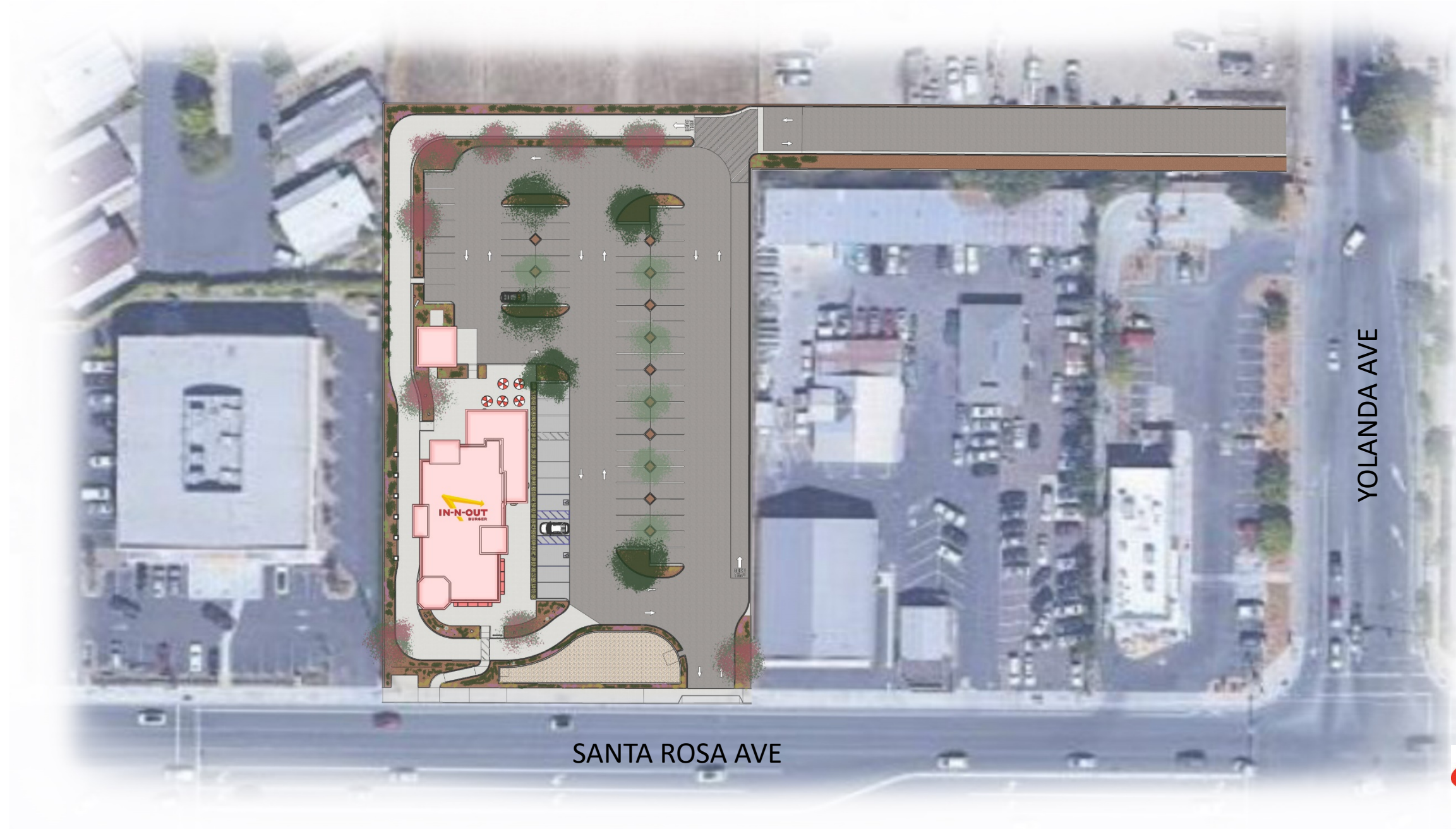
SLAVE 2 NOTHING FOUNDATION GIVING TO SANTA ROSA BASED ORGANIZATIONS

2018/2019 - \$ 20,000
2019/2020 - \$ 30,000

ORGANIZATIONS PROVIDED THE ABOVE SUPPORT BY THE SLAVE 2 NOTHING FOUNDATION INCLUDED:

- VERITY – VERITY FACILITATES HEALING AND PROMOTES THE PREVENTIONS OF VIOLENCE BY PROVIDING COUNSELING, ADVOCACY, INTERVENTION, AND EDUCATION WITHIN THE COMMUNITY
- WOMENS RECOVERY SERVICES – PROVIDES A 120-DY RESIDENTIAL SUBSTANCE DEPENDENT TREATMENT PROGRAM PRIMARILY FOR PREGNANT AND PARENTING WOMEN WITH THEIR INFANTS AND CHILDREN, A CHILDRENS PROGRAM, AND EIGHT-MONTH AFTER CARE PROGRAM AND UP TO 2 YEARS IN A TRANSITION HOME

**MORE INFORMATION ABOUT CHARITABLE CONTRIBUTIONS, YOUTH RECOGNITION AWARDS
AND THE FOUNDATIONS
IS AVAILABLE AT WWW.IN-N-OUT.COM**



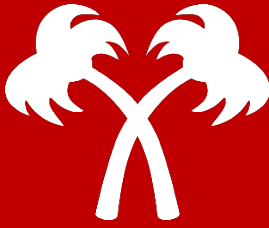
SANTA ROSA AVE

YOLANDA AVE



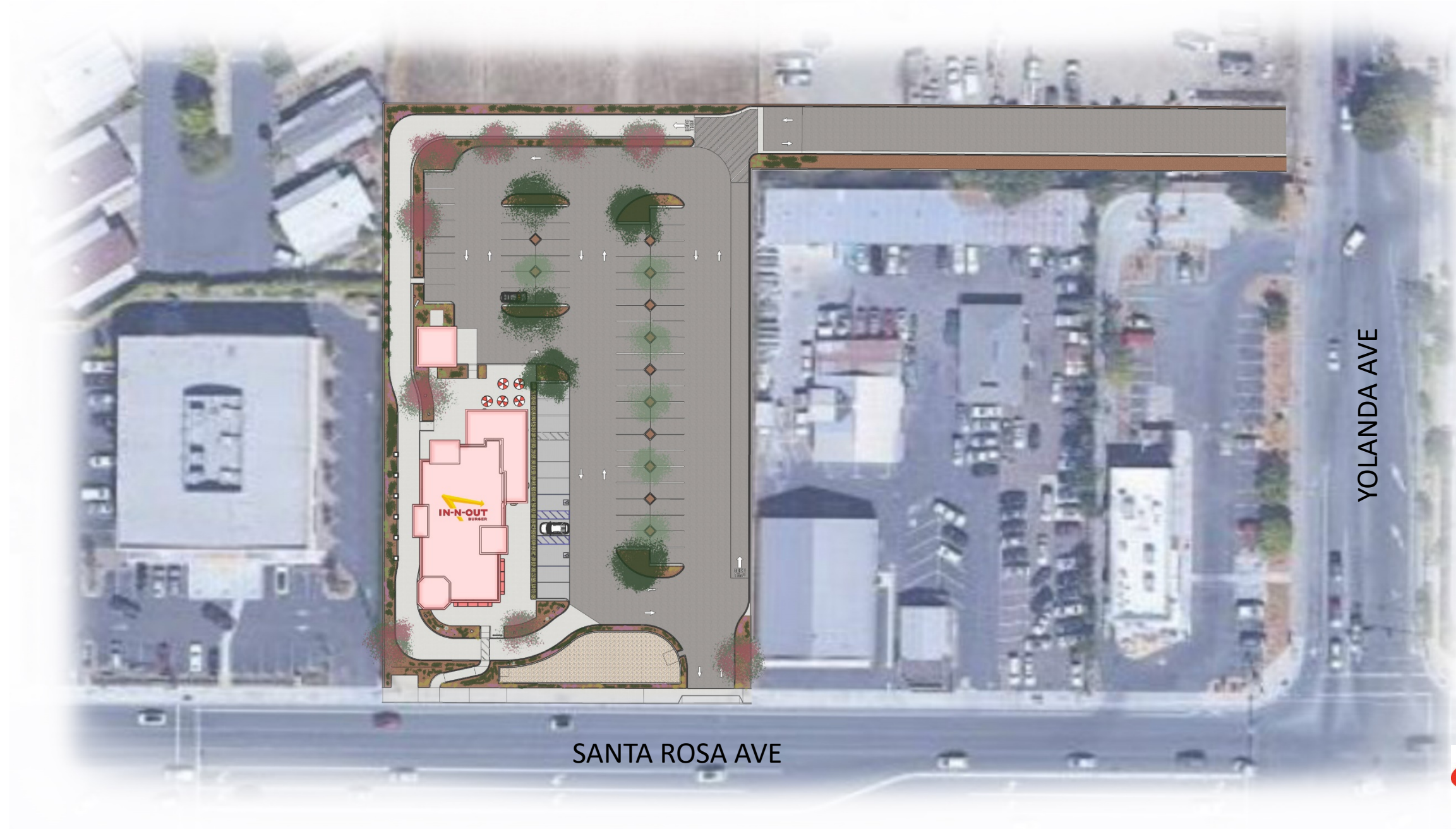


COMMUNITY BENEFITS



COMMUNITY BENEFITS OF A NEW IN-N-OUT RESTAURANT INCLUDE:

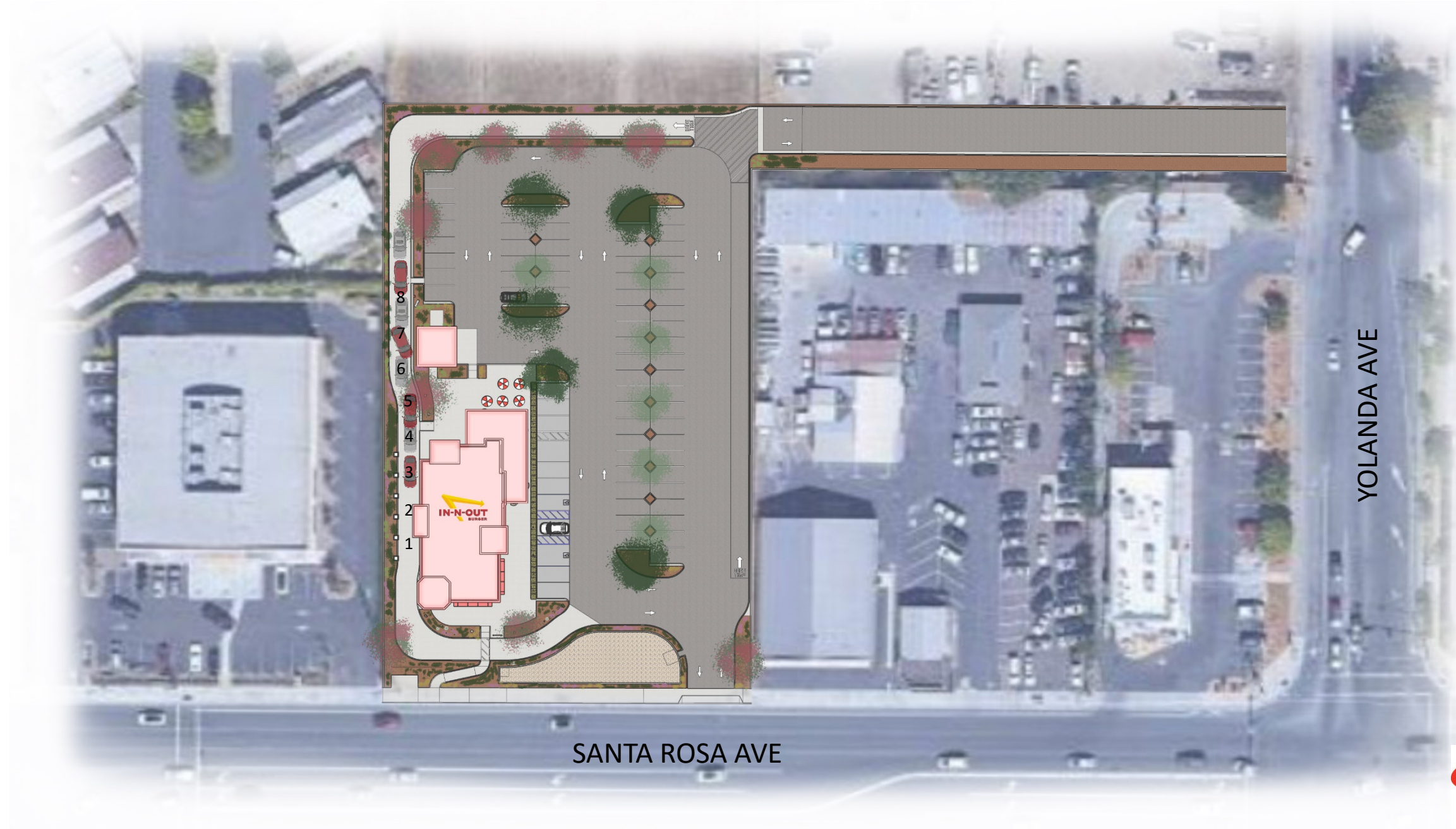
- TAX REVENUE - ADDITION TO THE CITY'S TAX BASE THROUGH DEVELOPMENT OF CURRENTLY VACANT LAND
- NEW JOBS – IN-N-OUT IS A HIGHLY REGARDED EMPLOYER, RECENTLY RANKED BY GLASS DOOR AS THE BEST RESTAURANT IN THE COUNTRY TO WORK FOR AND THE 3RD BEST EMPLOYER OF ANY TYPE TO WORK FOR. WE PAY THE HIGHEST HOURLY WAGES OF ANY EMPLOYER IN THE QUICK SERVE RESTAURANT CATEGORY. NEW JOBS CREATED WILL OF COURSE INCLUDE ENTRY LEVEL RESTAURANT JOBS, BUT WILL ALSO INCLUDE MORE SKILLED LEVEL RESTAURANT JOBS, ALONG WITH ADDED OPPORTUNITIES TO ENTER STORE MANAGEMENT AND MOVE TO CORPORATE SUPPORT POSITIONS. COMMUNITY YOUTH WILL LEARN THE VALUE OF AND BE REWARDED FOR THEIR HARD WORK AND SOME MAY EVEN FIND A LIFELONG CAREER WITH IN-N-OUT.
- NEW PUBLIC IMPROVEMENTS ALONG THE SANTA ROSA AVENUE FRONTAGE WILL INCLUDE ADDITION OF NEW STREET TREES WHICH ARE SORELY NEEDED ALONG SANTA ROSA AVENUE, NEW LANDSCAPING, ADDITION OF A CONCRETE PAD FOR A CITY BUS STOP, AND NEW ADA COMPLIANT SIDEWALKS.
- NEW PUBLIC IMPROVEMENTS ALONG THE YOLANDA AVENUE FRONTAGE WILL INCLUDE DEDICATION OF ADDITIONAL PROPERTY TO THE CITY TO COMPLETE THE CITY CIRCULATION ELEMENT WITH NEW CURB AND GUTTER, NEW ROADWAY TO THE CENTERLINE OF YOLANDA, NEW SIDEWALKS, A BIKE PATH, AND A DEDICATED CENTER TWO-WAY LEFT TURN LANE, ALL OF WHICH ARE SORELY NEEDED ON YOLANDA AVENUE.
- THE ENTIRE SITE WILL BE NEWLY LANDSCAPED WITH A WATER-CONSERVING IRRIGATION DESIGN AND STATE OF THE ART STORM DRAIN WATER QUALITY IMPROVEMENTS.
- THERE WILL BE A BRAND NEW, FAMILY-FRIENDLY, WELL-LIT, SAFE, WELL-MAINTAINED IN-N-OUT BURGER RESTAURANT WITH AN ATTACHED OUTDOOR PATIO TO SERVE THE COMMUNITY.



SANTA ROSA AVE

YOLANDA AVE

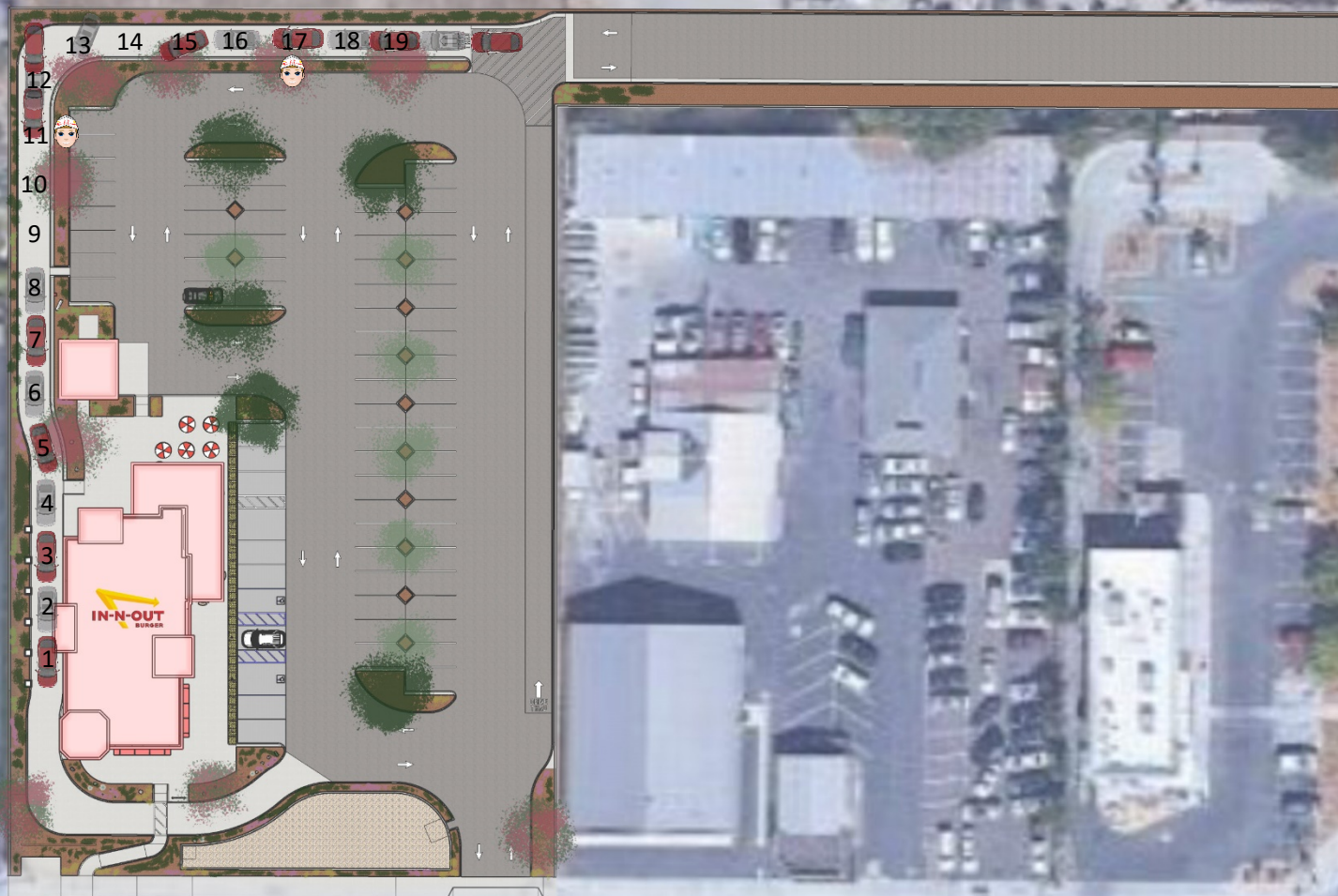




SANTA ROSA AVE

YOLANDA AVE





SANTA ROSA AVE

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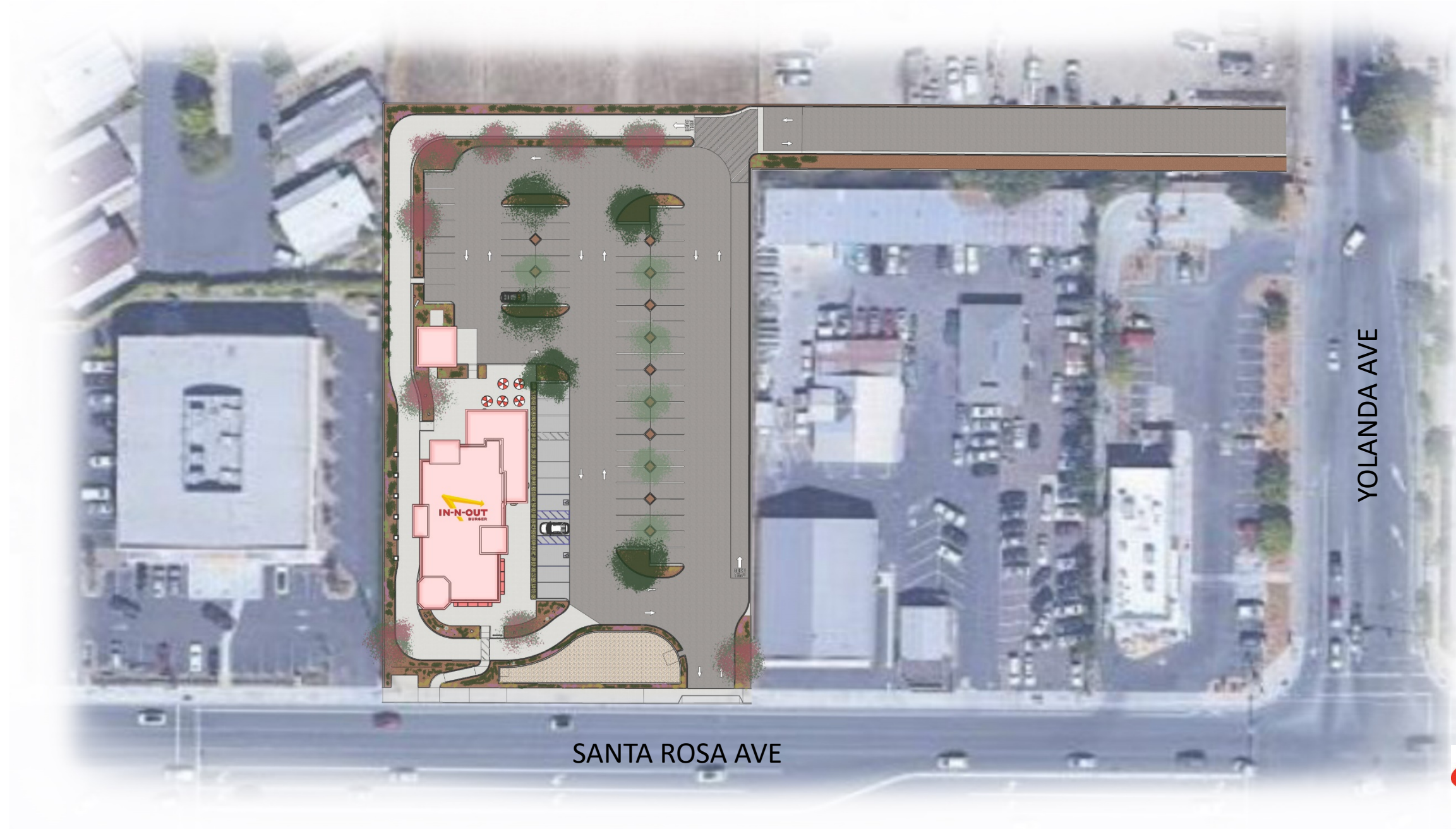




SANTA ROSA AVE

YOLANDA AVE





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