



May 19, 2020

Dear Area Operator Applicants,

First and foremost, we would like to thank you for your interest in an executive-level position with True Tutor, LLC. A leadership role in an operating business is a highly unique experience for high school students, and it is our honor to open up opportunities to our fellow classmates in the midwest.

As you most certainly remember, the COVID-19 pandemic had a significant impact on the United States for several months earlier this year. Additionally, the country is preparing for a second, potentially more aggressive wave of coronavirus to impact our world in coalition with the annual cold & flu epidemic this winter.

Just like many other businesses, True Tutor needed to drastically & unexpectedly halt operations in mid-March due to countrywide & statewide shutdowns & mandates. Although we quickly prepared a platform & curriculum to supplement e-learning by utilizing FaceTime, Google Meet, and Zoom in substitute of in-person tutoring, we noticed that most customers (for True Tutor as well as our competitors) canceled their services. Most customers did not feel like e-tutoring would be beneficial for their student(s): this claim was fair, as there were (and still are) many unknowns to the advantages/disadvantages of learning online. Although our business was negatively impacted, True Tutor is prepared to take this step once again when & if necessary this winter. We will make this decision based upon the behavior of elementary/middle schools as well as WHO and CDC recommendations; not necessarily based solely on whether or not the “meeting spot” of the tutoring session is open. Coffee shops (our most popular meeting location) are likely to stay open longer than schools; however, this does not make in-person tutoring sessions a safe & healthy option.

Additionally, we want to be transparent with all prospective Area Operator applicants by stating that True Tutor, LLC did not (and will not in the future) take advantage of business protection/insurance funds, stimulus package payments for small businesses, or other small business relief programs as a result of our lost revenue. We are all students, and strongly hold the belief that these funds should be reserved to business owners that have bills to pay, families to feed, and paychecks to supply to other adults/workers with financial obligations. We are stating this just to make you, a potential Area Operator, aware that any future COVID-related closures will not be a “pay day.”



In addition to the possibility of COVID-related interruptions this school year, it is also always a rule of thumb that businesses will not earn profit for at least the first several months of operations. Even though True Tutor already stands as a profitable company, new Area Operators will bring in this never-before-seen business into a new area. So, it is highly unlikely that you will receive a substantial sum of money this school year, as profits - especially in new areas, will be tight.

Despite this, we are keeping our application open for Area Operators for a reason. We believe that business-driven and 100%-dedicated individuals will still find successes in this opportunity. We believe that finding Area Operators that are in this journey for the long-term is a critical component. There is so much to be done and so much that can be planned during “downtime” (when there are not many customers to serve). If you fit the description of a business-driven and dedicated high school student that is interested in working with True Tutor for the long-term scale, PLEASE APPLY! We would be very fortunate to have you on our team. Remember, although the first several months may be rougher than any of us would like (due to COVID disruptions), setting up your zone for unprecedented success once we’re able to operate normally will prove to pay off.

Please do not hesitate to contact us with any questions, comments, or concerns. We are looking forward to reviewing your application.

Sincerely,

True Tutor, LLC Co-Owners

Henry Dziechciarz
Auschwin Lee
Scott Vrablik

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