

I wanted to start off by thanking all of you for the tremendous support you have given my small company. Dhimiters was the first restaurant we started, and it began in Oakwood Mall seven years ago. This was a new venture for me, fresh out of high school and business hungry. My family was a very big part of this venture and all the success of Dhimiters restaurant is due to them. We have all put a lot of blood and sweat into the last 7 years growing this business.

For the last several years we have explored new locations as our company business model is changing with the times. Our main reason for leaving the mall is that we find it particularly important that our restaurants own the real estate they operate in versus leasing them. The reasoning behind this is that, when leasing a property, you don't always have the freedom to do as you like with your business: days open or closed, menu revisions, having to request permission for everything you want to change, even if it is minor. The biggest reason, though, is when you develop a loyal clientele, one that goes to your location every single time, you're creating a popular spot at a location that does not belong to you. After some time, you start to feel as if the business you built isn't really yours. We wanted OUR customers to feel comfortable when they enter our restaurant, to be able to sit down without any external nuisance.

Our first step for our new business model is to find a corporate headquarters large enough to host management office space, storage for all the Dhimiters equipment, and to also host our new processing facility so we may continue to wholesale our lamb. This property needs to be in a highly trafficked area so we can utilize it for our food trailer during the summer for days we aren't booked with events.

Another very important step was to acquire an already established restaurant, one with charm and with owners willing to teach us all their recipes. My family got lucky with this because a family favorite we had been going to for decades was for sale: Pizza Del Re. Unfortunately, when we acquired it, it had been shut down, and we had to go through a lot of extra work to get it back up and running again as well as renovating the location. Pizza Del Re has been around for 45 years, and it really warms our hearts to say that the founders have been nothing less than excellent to work with. They have been by our side daily as we fulfill orders. They have been patient with us while we move through stages of reopening the entire restaurant back to its original state. After operating Del Re for two months, we, as a family, came to the decision that it was time to begin implementing our new model / vision, and the first step was to reject any new lease agreements Dhimiters was due for.

I'm proud of what we accomplished at Dhimiters Restaurant:

- Making monthly donations. This has been possible by the understanding of our staff to receive a higher hourly pay but relinquishing all credit card tips. Tips have been going to several charities throughout our community and surrounding communities.
- Minimum starting wage of \$11 an hour for hourly workers and \$10 for staff under the age of 16.
- Going through the rewards / loyalty accounts weekly and adding loyalty points to random frequent visiting accounts as a discreet thank you.
- Putting money right back into the beautiful cycle of our local economy, back to all the local farmers, vendors, and small business owners like us. On a yearly basis we're floating around \$100,000 in purchases of local ingredients.

It was very difficult closing the Oakwood Mall location. We want to thank everyone for their continuous support, and we will see you again soon.

Vangjel Kapbardi

Chief Executive Officer



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