

2023–2024 Girl Scout Cookie Program®

Cookie Boss Manual



OWN YOUR Magic

Whether they're a social butterfly, creative thinker, or strategic innovator, every Girl Scout entrepreneur has their own kind of magic. Girl Scout Cookie Season is the perfect time to harness that magic and achieve their goals!

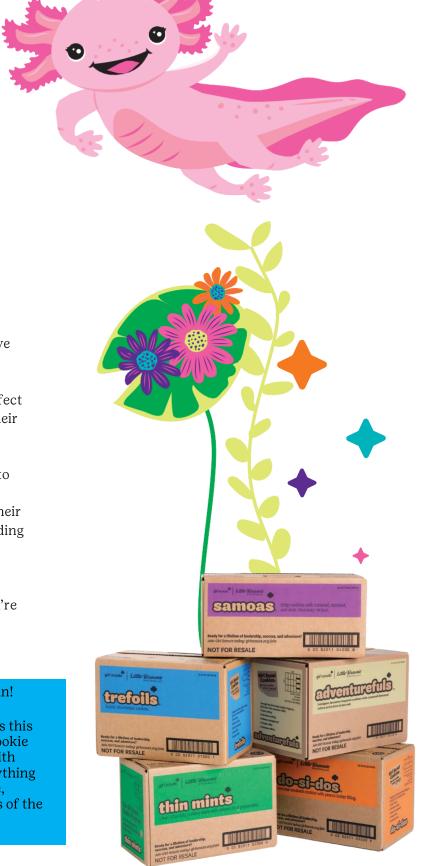
The information in this guide was crafted to help you empower each and every Girl Scout — from newcomers planning their first cookie booth to seasoned pros upgrading their digital strategies.

There's no limit to what Girl Scouts can achieve with your help, and we know you're excited to get started. So, go ahead, own your magic!

Here's to You, Cookie Boss Guardian!

Thank you for supporting your Cookie Boss this season! You're an invaluable part of the cookie program, and we're here to support you with resources, tools, tips, and more. Find everything you need for a magical season in this guide, developed in collaboration with Girl Scouts of the USA.







2023-2024 Girl Scout Cookies®

All our cookies have...

- · NO High-Fructose Corn Syrup
- NO Partially Hydrogenated Oils (PHOs)
- · Zero Grams Trans Fat per Serving
- · RSPO Certified (Mass Balance) Palm Oil
- · Halal Certification

The World's Most Flavorful Lineup

















\$6.00

\$6.00

Adventurefuls[®]

· Real Cocoa

\$ 6.00 Indulgent brownie-inspired cookies with caramel flavored crème and a hint of sea salt

Approximately 15 cookies per 6.3 oz. pkg.



Lemon-Ups*

NATURALLY FLAVORED WITH OTHER NATURAL FLAVORS

\$6.00 Crispy lemon flavored cookies with inspiring messages to lift your spirits Approximately 12 cookies per 6.2 oz. pkg.



Trefoils®

Iconic shortbread cookies inspired by the original Girl Scout recipe Approximately 38 cookies per 9 oz. pkg.



Do-si-dos

per 8 oz. pkg.

Oatmeal sandwich cookies

with peanut butter filling

Approximately 20 cookies

\$ 6.00

\$ 6.00

Samoas*

- Real Cocoa
- Real Coconut

Crisp cookies with caramel, coconut and dark chocolaty stripes

Approximately 15 cookies per 7.5 oz. pkg.



Tagalongs®

· Real Peanut Butter

Crispy cookies layered with peanut butter and covered with a chocolaty coating

Approximately 15 cookies per 6.5 oz. pkg.





- · Made with Vegan
- · Real Cocoa

Crisp, chocolaty cookies made with natural oil of peppermint Approximately 30 cookies per 9 oz. pkg.



Girl Scout S'mores[®]

• Made with Natural Flavors

\$6.00



Toffee-tastic*

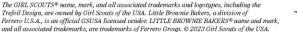
\$6.00

Rich, buttery cookies with sweet, crunchy toffee bits

















As a Cookie Boss Guardian, your time and talents are valuable to your Girl Scout.

We support you with lots of awesome online tools and resources. Find them at LittleBrownie.com

The main job of the parent/guardian is to:

- Support your Girl Scout in creating her Cookie Business
- Honor and live by the Girl Scout Promise and Law
- Follow all policies and meet all deadlines Here's an overview of your roles and responsibilities:

Before the sale

- Read the Cookie Boss Manual.
- Sign and submit the permission slip for your **Cookie Boss.**
- Review rewards and cookie credit guidelines and decide withyour Junior-Ambassador Girl Scout if she will opt out of rewards. If so, submit the Opt-Out Form.
- Submit 1st order to be picked up at the Holyoke or Worcester Cookie Cupboard.

During the Sale

- Submit weekly orders for pick up at the Holyoke or Worcester Cookie Cupboard by Sunday at 8pm.
- Submit payments for your **Cookie Boss** by due dates, or sooner, if your cookies are gone.
- Let your **Cookie Boss Leader** know when your **Cookie Boss** has sent out 15 emails through Digital Cookie.
- Let your **Cookie Boss Leader** know if your **Cookie Boss** participated in the Project Care and Share Virtual Program and what her numbers are.

The Girl Scout Cookie Program® teaches 5 ESSENTIAL SKILLS that will last a lifetime and help girls develop an entrepreneurial mindset.

1: GOAL SETTING

Girls learn how to set goals and create a plan to reach them.

2: DECISION MAKING

Girls learn to make decisions on their own and as a team.

3: MONEY MANAGEMENT

Girls learn to create a budget and handle money.

4: PEOPLE SKILLS

Girls find their voice and build confidence through customer interactions

5: BUSINESS ETHICS

Girls learn to act ethically, both in business and life.

Important Dates for 2023-2024 Season

Before orders can be placed, you must turn in a permission slip!

12/13/2023	Order Card Order Taking Begins
	Digital Order Card selling begins
1/12/2024	Cookie Booth Scheduler Opens- contact Jessica at
	jgonzalez@gscwm.org
1/19/2024	Cookie Program Begins
1/21/2024	Week Two orders due by 8pm to
	jgonzalez@gscwm.org
1/28/2024	Week Three orders due by 8pm to
	jgonzalez@gscwm.org
2/4/2024	Week Four orders due by 8pm to
	jgonzalez@gscwm.org
2/9/2024	Opt Out Forms Due to Jessica at
	jgonzalez@gscwm.org
2/11/2024	Week Five orders due by 8pm to
	jgonzalez@gscwm.org
2/8/2024	First Payment Due to Council
2/18/2024	Week Six orders due by 8pm to jgonzalez@gscwm.org
2/22/2024	Last day to make cupboard exchanges
2/25/2024	Week Seven orders due by 8 pm to
	jgonzalez@gscwm.org
2/29/2024	Second Payment Due to Council
3/4/2024	Week 8 orders due by 8pm to jgonzalez@gscwm.org
3/11/2024	Week 9 orders due by 8pm to jgonzalez@gscwm.org
3/17/2024	Cookie Program Ends
3/17/2024	E-mail Cookie Boss Leader:
	# of emails sent via DOC
	# Project Care and Share sold
3/28/2024	Final Payment Due
Month of May	Cookie Incentives Arrive-you will receive an email to
,	pick up at either the Holyoke or Worcester Leadership
	Center
End of May	Cookie Credit numbers will be emailed to all
	participants

Please note: Order Card taking: this is for friends, family, co-workers, neighbors, etc. When bringing the order card into the workplace, we understand that your Girl Scout might not be able to accompany the card. If this is the case please be sure to include a handwritten letter that can go along with the card asking the customer if they would like to purchase cookies. This is a huge part of learning the five skills and makes it very clear that the **GIRL SCOUT** is selling the cookies and not the parent/guardian.

Girl Scout Cookie Proceeds



How the cookie crumbles

Cost of Cookies	22%
Volunteer&MembershipSupport,CustomerService	11%
GirlLeadership&Membership	23%
Troop&SUProceeds, GirlRewards	19%
Outdoor Program, Camp & Property	25%

23 % 22 % 25 % 19 %

Cookie Credits

As part of the **Cookie Boss** program, you are eligible to earn Cookie Credits if you sell 130 boxes or more. Cookie Credits are not earned if you sell below 130 boxes. Girls earn Cookie Credits for the highest level of cookies they sell. Cookie Credit numbers will be emailed to you in mid-May.



- GSCWM overnightanddaycamps,major trips and projects
- Camping and program events sponsored by GSCWM or Service Units
- GSCWM Girl Scout
- Go Travel opportunities
- Girl Scout sponsored Destinations
- GirlScoutuniforms, handbooks, or anything sold at GSCWM stores
- GSUSA Membership dues
- Can be redeemed to fund any Girl Scout activity

Cookie Boss Participants who are Junior, Cadette, Senior, or Ambassadors can choose to "opt-out" of earning the rewards and receive a higher amount of cookie credits. Please see the chart here for exact amounts.

Cookie Credits cannot be redeemed for cash. Cookie Credits from the 2024 Cookie Program must be used by May 31, 2025. Cookie Credits can be used for GSUSA catalog orders placed directly with GSUSA.

Sell this amount of cookies:	Girls earn reward items and earn cookie credits in this amount: 0	Girls do not earn reward items and earn cookie credits in this amount:
50	0	0
85	0	0
COOKIE	CREDITS START	TAT 130 BOXES
	SOLD	
130	60	70
150	75	90
250	125	150
300	150	180
400	200	240
500	250	300
750	360	435
1000	470	570

How to Place a Cookie Boss Order



Ordering

- 1. All girls need to submit their permission slip and initial order to <u>igonzalez@gscwm.org</u> by Sunday, January 14, 2024
 - at 8 PM in order to pick up cookies on the first week Cookie Cupboards open starting January 17-19.
- 2. Each following week, **Cookie Boss** participants will place a "pending" order with Jessica by emailing <u>igonzalez@gscwm.org</u> by Sunday evening at 8 PM in order to get more cookies from the cupboards later that same week.
- 3. The last day to place a cookie order is Sunday, March 10, 2024.

Delivery

Cookies are delivered to the Worcester and Holyoke Cookie Cupboards the week of January 17-19. **Cookie Boss** participants will arrange for their pick-up Wednesday, Thursday, or Friday. They can begin selling with the cookies in hand on January 19.

What to do with returns/exchanges

While we are certain that your Cookie Boss will sell all of her initial order, we recognize that you may feel unsure about placing a large initial order without any confirmed orders. Full, unopened cases of cookies can be returned to either the Holyoke or the Worcester Cookie Cupboard through February 22. If, after this time, you have a concern speak with your **Cookie Boss Leader**, who will help work out a plan. Exchanges for different flavors are not guaranteed after February 22. **Continuing this year:** *GSCWM will only accept up to 5 cases of S'mores and 5 cases of Toffee Tastics per Girl Scout for return/exchange.*

Money handling

Your **Cookie Boss Leader** will email you ONE week before each payment is due with the number of boxes of cookies you have taken to date, the total amount due at that time, and the total balance at that time.

Making Payments for Cookies Sold

Payments should be mailed or delivered to a GSCWM Leadership Center in the form of cash, money order, or bank check. Personal checks are not accepted. NEVER MAIL CASH.

GSCWM does not accept checks as payment for cookies. If you choose to accept checks from customers, the checks should be made out to the parent/guardian, not to GSCWM.

First Cookie Payment of \$2.00/box for cookie syou have received up to one week

before this date

February 29 **SECONDCOOKIEPAYMENT** of \$1.50/boxforcookiesyouhavereceiveduptooneweek

before this date

March 28 FINAL COOKIE PAYMENT of remaining balance due for all cookies received

GSCWM
Cookie Boss
301 Kelly Way
Holyoke, MA01040

GSCWM
Cookie Boss
115 Century Drive
Worcester, MA 01606





How the Cookie Cupboards Operate



Once again all of our cupboards will be by appointment only. We had such a huge success with this appointment system; this also offers the opportunity to have more appointments available for **Cookie Boss** girls to pick up. Right now we are still confirming that the local cupboards will be returning and adding on to this year. We usually have several cupboards placed around our council. Remember most of these cupboards, with the exception of our Leadership Center cupboards, are run by volunteers from your areas. However, if our volunteers are not comfortable with running their cupboards then we will have less locations. Please keep that in mind when placing an order for pickup at the cupboards.

All orders **must** be submitted to Jessica at <u>jgonzalez@gscwm.org</u> by 8 PM on Sunday evening to be eligible for cookie pickup Wednesday, Thursday, or Friday of that same week. We do live in New England so please keep in mind that our deliveries could be delayed due to weather. However, we work very hard with our delivery agents to make sure that our cupboards are supplied with the cookies that they need in the time that they need them. As we get closer to the end of the cookie program, we are transferring cookies from cupboard to cupboard, which could affect quantity and variety of cookies available. We will require you to sign up for a pickup time and day. Your order needs to be picked up during that time. You will need to show up at your scheduled appointment time. No earlier and no later. If you need to make a change to that appointment then please contact Jessica at <u>jgonzalez@gscwm.org</u>.

Council Cupboards

Holyoke Cookie Cupboard 301 Kelly Way Holyoke, MA 01040 Entrance in the rear of the building

Hours:

Wednesday 3:00 PM-6:00 PM Thursday: 11:00 AM-8:00 PM Friday: 9:00 AM- 6:00 PM

Worcester Cookie Cupboard 115 Century Drive Worcester, MA 010606 Entrance in the rear of the building

Hours:

Wednesday 3:00 PM-6:00 PM Thursday: 11:00 AM-8:00 PM Friday: 9:00 AM- 6:00 PM





Booth Selling Tips



Offer a Project Care and Share option

During booth sales, ask customers to donate cookies to a worthy program. Promote the option with posters and a special chart for donated cookies (tally donated boxes on the chart).

Give away bite-sized samples

Let customers have a taste so they can try something different—they may even find a new favorite. Keep the variety's nutrition label in full view in case a customer has food sensitivities.

Share goals with customers

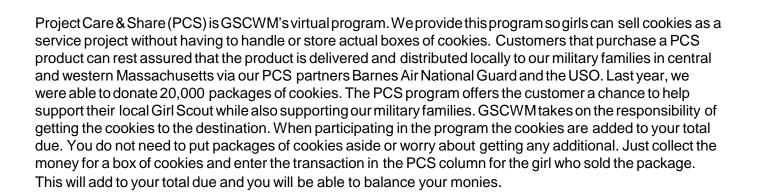
They love to hear how girls are making a difference, so encourage your girl to make posters, banners or t-shirts to get the word out.

Make cookie bundles

Attach a ribbon and a handmade card for maximum impact.

Give away recipes

Encourage customers to try something new by offering a recipe card with every purchase of multiple boxes.







Cookie Booth Etiquette & Tips

(Please review with Girl Scouts and adults participating in booth sales)

In the interest of providing a quality program, ensuring safety and providing the assurance of future booth sales for our Girl Scouts, the following procedures, etiquette and tips have been developed.

Basics:

- Be sure to have all adults supervising a booth sale read, understand, and agree to abide by all procedures and etiquette as stated here.
- Booth Sales are conducted by Troops, Girls with a higher goal for a Family booth, or Individual girls participating in our Cookie Boss program with their families.
- Prior to booth sales, have the Girl Scouts and parent/guardians review and sign the Booth Sale Etiquette Contract available in the Troop Manual.
- When conducting a council booth sale, print a copy of the Current Signups confirmation and take it with you as the permit to your location, date, and time. If two troops should show up at a Cookie Booth at the same time, please work it out as we are sisters to every Girl Scout. The contact person for that location is on your print out. **DO NOT INVOLVE STORE MANAGEMENT.**
- Girl Scouts should always behave in a manner appropriate to a public place. Adults are responsible for the actions of themselves and the actions of their girls. Keep in mind that girls who are not willing to follow procedures and etiquette should not be permitted to participate in cookie booths.

Security:

- Never leave girls alone and unsupervised at a booth sale. There **ALWAYS** needs to be and adult present and engaged.
- * Keep a careful eye on the money box. Whereas girls should be encouraged to accept payment and make change, an adult should be carefully monitoring all financial transactions.
- * If approached by individuals challenging the Cookie Program or Girl Scouting in general, Adults are asked not to engage in debate. Refer the individual to Dana Carnegie at 413-584-2602 ext 7122 to discuss the matter further.
- * In the case of an incident where you or your Girl Scouts feel threatened, call 911 immediately and then the council emergency number 413-584-2602

Standards:

- There must be two adults present at all booth sales. There should be a minimum of two girls and a maximum of five girls present at a troop booth sale at any given time (maximum may vary per location. Refer to the Current Sign Up notes for your booth location). For larger troops, schedule girls to participate for shorter shifts so that every girls has the opportunity to participate. Troop member's friends, acquaintances, siblings (including infants) and pets are not permitted or appropriate at cookie booths.
- * At a Booth Sale, girls should be identifiable as Girl Scouts by wearing a membership pin, uniform, sash or vest, or other Girl Scout clothing. Keep in mind that appearance makes a lasting impression and when participating in Girl Scout activities, we represent Girl Scouts. Girls and adults should dress as if they are "going to work". This is your business, represent it well.
- Remember to abide by any specific requirements identified on your Current Sign-ups print out specific to the booth sales location. Be sure all adults understand that we have assured the location managers of all stores we coordinate with that these guidelines will be followed. Reports of a troop's failure to comply with these guidelines may jeopardize future opportunities. Location managers have the right to ask anyone participating in booth sales to leave. Troops are to leave without comment if asked to do so.
- If you are the first troop to arrive at a booth site and are unsure of where to set up, ask the store manager or service desk personnel if there is a specific location for set up. **Do not ask for special set up locations.** All booth sales are to be set up **OUTSIDE** unless the store manager tells you that you may set up inside. Make sure girls and adults in charge dress for the weather.

- Arrive no more than 10 minutes before your scheduled time. The troop scheduled before you is scheduled until the end of their time slot and you may not sell cookies before the beginning of your time slot. Manage the transition with the previous troop without argument, please. However, if the troop following you has not shown up, you can continue to sell until they arrive. At the end of your shift, quietly pack up all items, clean up and remove all trash, and completely leave the area. All empty cases must be taken with you and not disposed of in the store's trash container. Think Recycle! If you are the last slot on the schedule, leave on time.
- Locate and show the girls where the restrooms are located. Some locations do not have or do not allow public use of the rest room. Do not ask for exceptions. Girls should always use the buddy system when taking a bathroom break, getting cookies from the car, etc. There should **ALWAYS** be girls at the booth site.
- If girls or adults need a food or drink break, they should eat and drink discreetly away from the booth sale. Food, drink or other items should not be on the booth sales display. There will be no smoking by girls or adults anywhere near a cookie booth.

Remember, we are all responsible for the reputation that Girl Scouts hold in the Girl Scout Council of Central and Western Massachusetts. Protect that reputation and our relationship with the businesses that support us with booth opportunities.

Questions? Contact your Service Unit Cookie Booth Coordinator, Service Unit Cookie Manager or Your Product Program Manager, Brandi at 413-224-4036 (prodprograms@gscwm.org)

Thank you and Happy Selling!



Cookie Booth Etiquette Contract

On my honor,	I,	, will follow the rules listed below while
working at my	r troop's cookie booth.	
I will:		(\$
•	Be polite and friendly	BOX
•	Remember that my behavior reflects on all Girl	Scouts girl scout @ COOKIES
•	Obey the booth sales starting date	
•	Arrive and leave on time	
•	Wear my uniform, vest, or sash to identify me a	as a Girl Scout
•	Not block the entrances to stores	
•	Keep table and area neat	donaje
•	Say THANK YOU to all approached	a rox
•	Remove empty boxes and recycle if possible	
I will	NOT:	
•	Get in the way of customers	
•	Ask a customer twice to buy cookies	
•	Go into the store to sell cookies while working a	t the cookie booth
•	Talk loudly, run around or play while selling at a	a cookie booth
•	Eat, drink or chew gum while at the cookie boot	th
Girl Scout Si	gnature Dat	te:
Parent Signa	atureDa	te:
Anu airl 1	particinatina in the Cookie Booth Sale must follow m	rocedures of Volunteer Essentials and have a signed

Please Remember:

Permission slip available from your Troop Leader.

Booth sales give girls the opportunity to learn new skills, to promote Girl Scouting, live the Girl Scout Promise and Law, and to sell more cookies. With this opportunity comes the responsibility to follow safety, public relations and business guidelines.

Please keep in mind that selling Girl Scout Cookies at booth sales is a privilege granted to us by local businesses. This privilege, if abused (even unintentionally) could cause all Girl Scouts to lose the opportunity for additional sales at these places of business. Please be considerate of the business's customers and property. If complaints arise you may be asked to leave.

LBB makes magic



Share the link to the new LittleBrownie.com

Did you know Little Brownie Bakers' started making Girl Scout Cookies' in 1973? They've been baking with heart for 50 years now! Join us in celebrating their milestone by checking out their new website.

One-stop shop for volunteers and entrepreneurs

LittleBrownie.com is filled with tons of materials to help entrepreneurs grow their cookie businesses. Build digital and in-person marketing campaigns with resources like clip art, cookie photography, virtual backgrounds, booth signage and recipes.







Inspire cookie entrepreneurs



Skills they build

The Girl Scout Cookie Program[®] helps Girl Scouts develop real-world skills in five essential areas:

Goal Setting
Girl Scouts learn how to set goals and

create a plan to reach them. How you can help: Encourage them to set incremental, achievable goals. Work with them to break down their goals into small, frequent wins, like weekly challenges.

Decision Making
Girl Scouts learn
to make decisions
on their own and
as a team.

How you can help: Talk about how they plan to spend the troop's cookie earnings.

Money Management
Girl Scouts learn to create
a budget and handle money

How you can help: Build on their interest in learning to manage all facets of the cookie business, like creating a budget to fund a troop experience or figuring out the percentage of customers who chose the donation option.

People Skills
Girl Scouts find their voices
and build confidence through
customer interactions.

How you can help: Ask them about new marketing ideas they want to try. They can discuss how to tailor their cookie pitch to achieve their goals.

Business Ethics
Girl Scouts learn to
act ethically, both in
business and life.

Howyou can help: Talk to them about the importance of delivering on their promise to customers. They can also consider offering a cookie donation option.





Good for Girl Scouts, good for the planet!

Packages of Samoas^a now have reduced plastic packaging, and cases of Thin Mints^a use 26% recycled content (and 18% less packaging material).



Did you know?
100% of our
rewards packaging
is recyclable or
reusable!





Inspire cookie entrepreneurs



Continued

Cookie business badges

Entrepreneurs can earn these official Girl Scouts' recognitions by completing requirements that help them develop new business skills.

Learn more at girlscouts.org!







Getting families involved

Families can support their Girl Scouts as they learn the five skills and think like entrepreneurs. With the encouragement of their family, there's no stopping a Girl Scout!

Inspire families to get involved by reviewing these resources:

- Cookie Program Family Meeting Guides
- Cookie Entrepreneur Family Pins



Market their business online



Your #1 strategy

Girl Scouts can expand their customer base by promoting their cookie business online. Here are a few ways they can take their digital marketing to the next level.

- **Digital Cookie***: Personalize their site by uploading weekly videos. Offer cookies through direct shipping or in-person delivery.
- Social Media: Create a digital marketing campaign to stand out and spread the word to far-away family and friends. For tips and best practices, visit <u>Digital Marketing Basics</u> on LittleBrownie.com.
- **Text or Call:** Reach out to customers who may not be online and follow up for reorders.



Find ready-made graphics, announcements and other digital resources:

Find inspiration on social! Follow and share posts to kick-start a digital campaign.









Girl Scouts

Little Brownie Bakers

Safety resources

Girl Scouts and their caregivers must read, agree to and abide by the guidelines linked below before engaging in online marketing and sales efforts through the cookie program. You can also ask your council about the Volunteer Essentials and Safety Activity Checkpoints. These include basic facts, forms, tips and more!

- Girl Scout Internet Safety Pledge
- Digital Cookie® Pledge



Market their business in person





Share the magic, face-to-face

If your troop is planning in-person cookie events, there are lots of ways they can creatively rise to the occasion!

- In the Neighborhood: Girl Scouts can stay local and ask their neighbors to buy cookies using their cookie order card.
- Cookie Stands: Entrepreneurs can set up shop in front of a residence or private property and market their cookies to customers who live nearby.
- Cookie Booths: Preapproved locations like grocery stores, banks, malls or even parking lots are great places to set up a booth and connect with cookie lovers.

*Cookie booths must be coordinated by Troop Cookie Managers, may only happen at councilapproved locations and must be legally open to, accessible, and safe for all girls and potential customers. For more details, talk toyour council and visit girls coutcookies.org/troopleaders.

Cookie menu lanyard

On-the-go Girl Scouts will love these handy Girl Scout Cookie™ menus!

They fit easily into plastic holders on lanyards so they're protected from all types of weather. Entrepreneurs can wear them at booths and encourage customers to scan their QR code to go to Digital Cookie*. It's especially handy if booth inventory in a certain variety is running low!

Girl Scouts can also pop them into their backpacks for customers to scan anytime.

Lanyard inserts can be personalized with marketing messages and cookie prices.







Cookie Boss Action Plan







The first step to a successful Girl Scout Cookie Season is to plan for it. Use the space below to map out the information you need to support entrepreneurs as they own their magic!

Key	
3	
Vov	
Key	





Resources at a glance





All resources can be found at girlscouts.org/cookieresources

About Girl Scout Cookies®

Troop Leader Resources

Cookie Business Badges

Cookie Entrepreneur Family Pin

Digital Cookie®

Girl Scouts' safety guidelines

One of the most essential steps you can take to have a magical season is to review all safety guidelines with troop members and their caregivers.

- Practical Tips for Parents
- Safety Tips for Product Sales
- Your Council's Volunteer Essentials and Safety Activity Checkpoints

For more information visit: girlscouts.org/cookieresources



Found at LittleBrownie.com

Digital Marketing Basics

FAQs and Nutrition Information

Girl Scouts[®] Cookie Captains and Cookie Rookies

Social Media Tools and Graphics

Own Your Magic Resources

 $Resources for Girl\,Scouts\,to\,Grow\,Their\,Cookie\,Businesses$

Cookie History

Need Inspiration?

Find us on Pinterest for quick, easy and exciting ways to make the Girl Scout Cookie Program^a a success.

Follow us on social for shareable cookie content!



FOLLOW Little Brownie Bakers[®] on Pinterest *@lbbakers*

FOLLOW Little Brownie Bakers* on Facebook @LittleBrownieBakers



