



Summary of Employee Benefits

Slam Brands currently provides the following benefits to its eligible employees. This is just a summary of benefits. Benefits may change at any time without advanced notice.

Insurance

Regular, full-time employees are eligible for medical benefits and other insurance on the first of the month following 90 days of employment. Slam Brands currently pays a portion of the premium for this coverage. Costs for employee and family are determined at the start of each plan year. If you are a regular, full-time employee, Slam Brands provides life insurance, short term, and long term disability insurance to you which is 100% covered by the Company.



Major Medical/Prescription Card

Vision

Dental

Basic Life

Long Term Disability

Short Term Disability



Flexible Spending Account

Regular, full-time employees are eligible to participate in the Company's Flexible Spending Accounts effective on the first of the month following or coincident with 90 days of employment. Under this plan, employees can put aside pre-tax dollars for certain medical expenses and dependent care expenses.

Vacation

Regular, full-time and part-time employees are eligible for vacation after 90 days of employment. Vacation time is earned but cannot be taken during the first 90 days. Regular full-time employees accrue vacation hours each pay period accumulating to the following total vacation days:

Years 1-3	15 work days per year
Years 4-5	18 work days per year
5+ Years	20 work days per year

Regular part-time employees earn vacation time on a pro-rata basis according to their hours worked.

401(k)

Eligible employees may begin participating on the first of the month following or coincident with 3 months of employment. This savings and investment plan allows employees to contribute pre-tax dollars through payroll deductions. Slam Brands matches 100% of the first 3% deferred by the employee and 50% of the next 2% for a total potential match of 4% gross wages.

