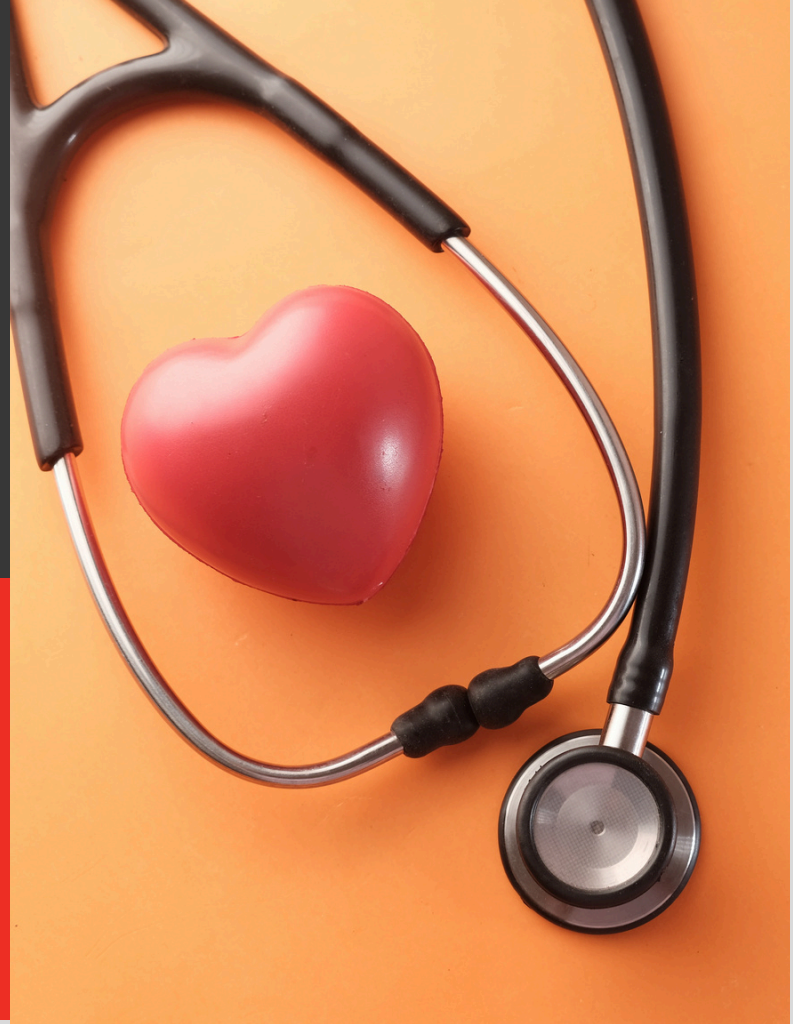




Retail Benefits Overview

- Benefits are effective the first day of the month following the end of a 60 day wait period
- Medical, dental, vision offered to all full time team members (30+ hours a week)
- 401k following 6 months of employment or determined hours worked, company match is 100% of the first 3% and then 50% of the next 2%
- Maternity and Parental Leave, after one year, team members receive 2 weeks of parental leave and 8 weeks of maternity leave



Benefits

| | |
|---------------------------------------|--------------------------------------|
| Medical CIGNA | Health Savings Account UMB |
| Vision METLIFE | Dental METLIFE |
| Flex. Spending Account NUESYNERGY | Life and AD&D METLIFE |
| Short/Long Term Disability METLIFE | Accident/Critical Illness METLIFE |
| 401(k) Retirement TRANSAMERICA | |

Additional Benefits

40% Shopping Discount

Employee Referral Bonus ranging from \$50 up to \$1,000

HealthCare Concierge HealthJoy

- Virtual MSK Care
- Telehealth Virtual Visits
- Prescription Savings

Counseling through MetLife

Paid Time Off

Rally House's PTO program combines vacation and sick time into one bank that you can draw from for most time off needs.

All regular full-time team members are eligible for PTO.

PTO begins to accrue on the first day of employment.

| POSITIONS | LENGTH OF EMPLOYMENT | TIME ACCURED | |
|---|----------------------|--------------|------------------------|
| | | PER PAY | ANNUAL |
| Area Manager District Manager Regional Director | 1st Day | 5,230 Hours | 136 Hours (17 Days) |
| | 5th Year | 6,769 Hours | 176 Hours (22 Days) |
| Store Manager (SM) Assistant Store Manager (ASM) | 1st Day | 4,307 Hours | 112 Hours (14 Days) |
| | 5th Year | 5,846 Hours | 152 Hours 19 Days |