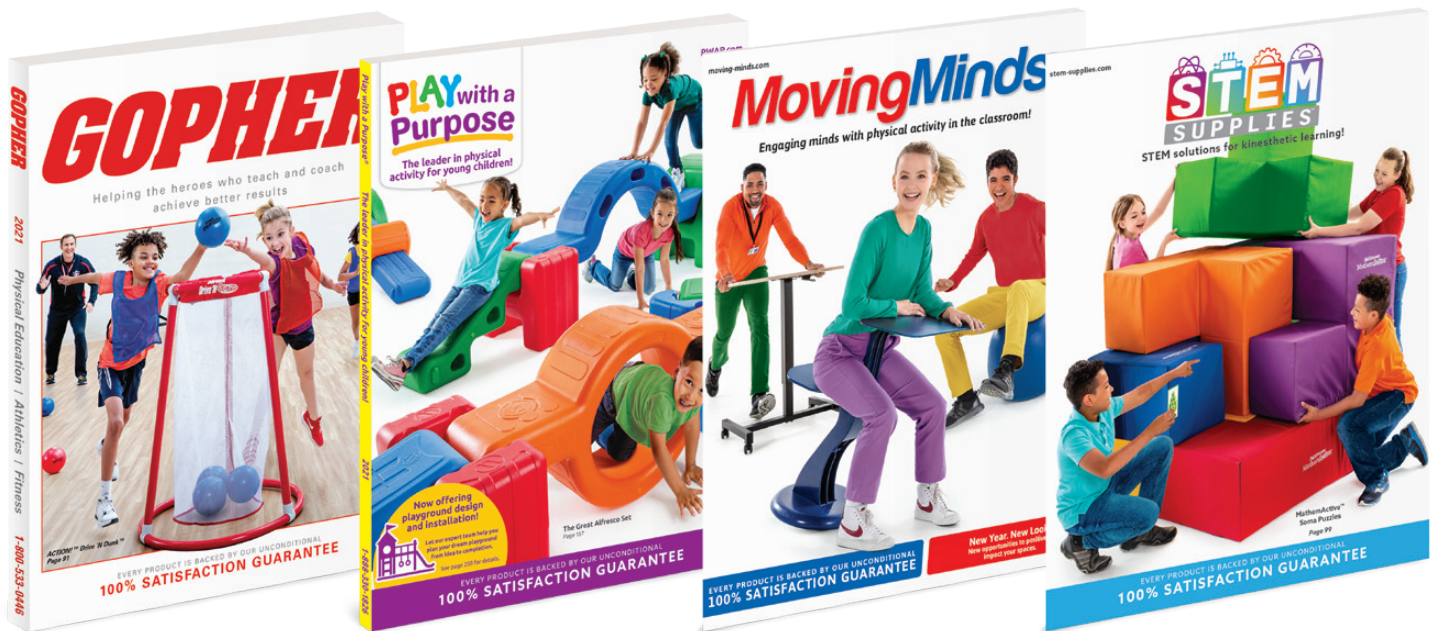


GOPHER SPORT



GOPHER

Innovative physical education, athletic, fitness, and recreation equipment for elementary to high school and beyond.
GopherSport.com

Moving Minds

Engaging minds through physical activity with creative products designed for the classroom.
Moving-Minds.com

PLAY with a Purpose

Your trusted expert in early childhood active play and playground solutions.
PWAP.com

STEM SUPPLIES

Products designed to immerse students in STEM principles and connect learnings to the real world.
STEM-Supplies.com

About Gopher Sport

Gopher Sport is a leading supplier of unique, high-quality, sports, physical education, fitness and early childhood products. Since 1947 we have earned the trust and respect of our customers by providing the very best service and products available. We are dedicated to providing products that will improve fitness, develop skills, create fun, and help everyone reach a high standard of learning and living. All of our products have a 100% unconditional satisfaction guarantee.

Mission

Increase the happiness, confidence and self-esteem of young and old by helping them lead more active and healthy lives.

Our Values

1) We create delighted fans

- We are passionate about bringing happiness and fun to kids with our products.
- We want teachers, coaches and kids to love our products.
- We want our customers to love doing business with us.
- We want to consistently give each customer a fast, friendly, easy, right experience.

2) We are dependable and trustworthy

- We do everything with integrity.
- We treat our teammates, customers, and vendors with kindness and respect.
- Our customers can trust us, and they can trust our products.
- We each show ownership of our responsibilities and hold ourselves and our teammates accountable.
- Each of us does whatever it takes to ensure we fulfill our promises to our customers every day.
- We all know to drop other things to make it right for a customer, even when it's inconvenient.

3) We are passionate about quality and excellence

- We have a reputation for quality and are passionate about improving that reputation.
- We expect excellence in our products, our presentations, and the experience we offer.
- We hold ourselves and our products to high standards
- We measure our performance and take immediate corrective action when our performance does not meet our standards

4) We move fast to innovate and improve

- We each continuously find ways to increase the quality, improve the outcomes, simplify the processes, or reduce the cost of what we do.
- We use simple experiments to test new ideas.
- We move fast and light to make small or large improvements.
- We are passionate about giving our people satisfying, challenging responsibilities where they can develop mastery and experience success.



Benefits

Gopher Sport offers a full benefit package including tuition reimbursement, company-wide performance bonuses, an onsite fitness center, business-casual work environment, product discounts, a generous PTO plan, company-paid holidays, and so much more! To learn more about our benefits read on....

The Benefits of Life in Balance, At Work, At Home:

Gopher Sport believes that the success and strength of our business stems from a foundation of sound ethical principles, core values, and the quality, excellence, and dedication of our Team Members. Likewise, we reward Team Members with generous compensation and a wide array of attractive benefits focused toward helping them balance their responsibilities, both at work and at home.

Benefits are provided to all regular full-time and part-time Team Members working at least 20+ hours per week. New Team Members are eligible the first of the month following 30 days of employment. Actual benefits are further defined in the individual plan documents. These are just the material benefits that Gopher Sport provides; there are many less tangible, highly rewarding reasons to be a part of the Gopher Sport Team.

Company-Paid Benefits

The following benefits are provided by Gopher Sport at no cost to you:

- **Basic Life Insurance:** Each Team Member receives \$50,000 of life insurance coverage, subject to plan design. In addition, \$5,000 is provided to your spouse and \$2,000 to each eligible dependent.
- **Accidental Death & Dismemberment (AD&D):** Each Team Member receives \$50,000 of coverage.
- **Short-Term Disability:** This plan provides up to 12 weeks of benefits payable at 66% of your weekly earnings (\$1000/week maximum) for a covered illness or injury. If you are still disabled after 12 weeks, Long-Term Disability insurance will apply.
- **Long-Term Disability:** This benefit provides 60% of your base monthly earnings to a maximum benefit of \$8,000.

Team Member Elected Benefits

Dental Insurance

Gopher Sport offers dental coverage through HealthPartners. Preventive services are covered at 100%, basic care services at 80% after a \$25 deductible, and special care services at 50% after a \$25 deductible. Network services for children 12 years and under are covered at 100% without a deductible.

Supplemental Life Insurance

Team Members are allowed to purchase up to five times their salary (not to exceed \$500,000) in additional Life Insurance on themselves, up to \$500,000 on their spouse, and up to \$12,000 on their child(ren). Premiums are based on amount of coverage elected and age.

Assurity at Work

Team Members have the option of purchasing the insurance policies listed below through Assurity Life Insurance Company. These are individual policies through Assurity with the premium paid 100% by the Team Member through the Gopher Sport pretax plan. An Assurity representative will handle enrollments and provide the details of the plan coverages.

- Accident
- Cancer
- Hospital
- Critical Illness
- Lifelock

Flexible Benefit Plan

This Plan includes a Premium Payment Program. Team Members may elect to have money withheld from their wages on a pretax basis to pay for eligible health and dependent care expenses. There are two accounts available:

- **Health Care Account:** Allows Team Members to have money withheld from their pay on a pretax basis to pay for eligible medical expenses — \$2,700 per year maximum. If you participate in a Health Savings Account the Health Flexible Spending Account is limited to dental and vision expenses.
- **Dependent Care Account:** Allows Team Members to have money withheld from their pay on a pretax basis to pay for child care expenses — \$5,000 per year maximum.

Health Insurance

Gopher Sport offers three health insurance plans through UMR and pays a generous portion of the cost. Plans provide open access to all UMR network facilities and provide preventive care services at 100%.



Time Off

Paid Time Off (PTO)

Gopher Sport provides Team Members with a specific amount of time to be used as the Team Member deems appropriate for his/her individual needs. Team Members accrue hours per pay period based on years of service. New hires can begin using PTO as hours become available.

Years of Service – PTO Accrual*	
0-4 years	120 hrs / 15 days
5-10 years	160 hrs / 20 days
11-20 years	200 hrs / 25 days
21+ years	240 hrs / 30 days

*Those not working full-time will accrue based on hours worked.

Hybrid Work Environment

Gopher Sport offers hybrid work opportunities that allow for employees to work remotely every Monday. New employees also earn 3 weeks of WFH hours in their first year that can be used at their leisure, much like PTO. Eligibility of this benefit begins after 90 days of employment.

Holidays

Gopher Sport recognizes and provides paid time off for 7 Holidays and 1 Floating Holiday annually: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Floating Holiday (usually designated the Friday after Thanksgiving), Christmas Eve Day, and Christmas Day.

Funeral Leave

Gopher Sport provides up to three days off with pay for the death of an immediate family member.

Retirement Savings Plans

Each year the company reviews and may make a contribution to one or both of the following employee tax-deferred savings plans:

ESOP (Employee Stock Ownership Plan)

These are employer contributions invested into company stock, making Team Members stockholders. Your efforts contribute to the profitability of the company and thereby increase the value of the company stock in your account. Any increased value in your account is tax-deferred until withdrawn. Complete ownership of your account is earned over a five-year vesting period.

Tax-Deferred Profit Sharing Account (401K)

Again, these are employer contributions into your employee account (administered by Empower Retirement) and invested, at your discretion, in any of the 14 investment funds offered. Any earnings or contributions into the fund are tax-deferred until withdrawn. Like the ESOP above, you gain ownership over a 5-year vesting period.

**To be eligible for the above plans, you must be 21 years of age and work 1,000 hours between January 1 and December 31 of each calendar year. Team members may become eligible the first day of the next calendar quarter after their 1-year anniversary of employment.*

Retirement Savings Plans — Employee Contribution

Employee Tax-Deferred Savings Plan (401K)

Team Members can electively save for retirement by contributing a percentage of their earnings, tax-free, into an individual account through payroll deduction. These funds can be invested at your discretion into any of the 17 investment funds offered. Any earnings or contributions are tax-deferred until withdrawn. Unlike the accounts above, you have immediate ownership of the entire account.

**To be eligible for the above plan, you must be 21 years of age and complete 3 months of service.*

Other Benefits

Company-Wide Performance Bonuses

Company-wide bonuses are dependent solely on the performance and profitability of the company. Company-wide performance bonuses may be given to eligible Team Members midyear and/or at the end of the year.

Management Performance Incentive Program

Eligible individuals have the opportunity to earn incentive bonuses based on accomplishing predetermined, individual performance goals.

Service Award Program

Service awards are given beginning at five years and each five-year milestone anniversary thereafter. Team Members will be recognized at the monthly All-Team Meetings.

Wellness Program

Gopher Sport is committed to developing and maintaining healthy lifestyles. Various health-related programs are coordinated by the Active & Healthy Committee, including health screenings, walking challenges, and a Wellness Reimbursement Program. In addition, Gopher Sport has an onsite fitness center available to all Team Members.

Work Life Balance Assistance Program

This program is offered through our life insurance carrier and provides 24-hour access to professional advice for you and your family.

Referral Program

As openings arise within the organization, Gopher Sport looks for qualified individuals to fill positions. We believe that our current Team Members can be of great assistance in recruiting suitable candidates. Team Members can earn up to \$1,500 if a referred candidate is hired.

Educational Assistance Program

It is the company's philosophy to promote training and development to our Team Members. Gopher Sport provides an Educational Assistance Program for seminars and continuing education classes.

Personal Computer Purchase Program

After one year of employment, Team Members are eligible to purchase a personal computer with a 10% down payment – the balance being payroll-deducted (interest-free) over a period of up to 24 months. This plan is offered annually as funds become available.

Employee Purchase Program

Team Members are allowed to purchase company products at a 30% discount off the catalog price. Shipping costs will be added to nonstock items, and prepayment for your order is required.

The CREW (Committee Responsible for an Enjoyable Workplace)

The CREW promotes fellowship and provides social and recreational events throughout the year. In addition, the CREW coordinates our Annual Company Picnic and Holiday Party.

