



Team Member Benefits

Time Off

PAID TIME OFF (“PTO”)

NewAge provides team members with Paid Time Off (“PTO”). The PTO year runs from July 1st through June 30th.



Full time team members with one (1) or more years of service earn PTO based on years of service at the following rate:

Years of Service	Number of PTO Days	Number of PTO Hours
1-4	15 Days	120 Hours
5-11	20 Days	160 Hours
12+	25 Days	200 Hours

Part time team members with one (1) or more years of service working fifteen (15) or more hours per week earn PTO based on years of service at the following rate:

Years of Service	Number of PTO Days	Number of PTO Hours
1-4	5 Days	Prorated based on hours worked ¹
5+	10 Days	Prorated based on hours worked ²

VOLUNTEER DAY

Team members receive one (1) paid day per calendar year to work on a “volunteer” project.



OWNER'S DAY

Once a team member becomes fully vested in the ESOP, they will receive an extra eight (8) hours of PTO time each year.

HOLIDAYS

Full time team members are eligible for seven paid holidays in each calendar year. If the holiday falls on a Tuesday or Thursday, the company usually extends the holiday to include the Monday or Friday and provide our team with a four day holiday weekend.



Observed Holidays

- | | |
|------------------|------------------|
| New Year's Day | Labor Day |
| Good Friday | Thanksgiving Day |
| Memorial Day | Christmas Day |
| Independence Day | |



¹Not to exceed 20 total hours
²Not to exceed 40 total hours

Health and Life Benefits

MEDICAL INSURANCE

After thirty days of employment, NewAge makes available and pays a portion of the cost of a health program for full time team members and their eligible dependents through United Health Care. NewAge covers up to 87% of the cost for health insurance depending on plan.



DENTAL INSURANCE

After thirty days of employment, NewAge Industries makes a dental program available for full time team members and their dependents through Delta Dental.



VISION INSURANCE

After thirty days of employment, NewAge Industries makes a vision program available for full time team members and their dependents through United Healthcare.



SHORT TERM DISABILITY

After six months of employment, full time team members are eligible for this benefit in case of a covered accidental bodily injury, sickness or pregnancy.

LONG TERM DISABILITY

After six months of employment, full time team members are eligible for this benefit in case of a covered accidental bodily injury, sickness or pregnancy. Coverage becomes effective after short term disability coverage ends.

LIFE INSURANCE BENEFIT

Full time team members are eligible for life insurance in the amount of one and half times annual salary rounded up to the nearest \$1,000. Maximum benefit is \$100,000.

VOLUNTARY LIFE INSURANCE

NewAge also offers additional voluntary life and accident insurance coverage at the team member's expense.

NewAge Retirement Plans

NewAge offers three different types of retirement plans to all eligible employees.

EMPLOYEE STOCK OWNERSHIP PLAN

The ESOP retirement benefit provides shares of ownership of NewAge and the associated dividends to eligible team members. NewAge provides a contribution of 3% of your eligible annual salary as well as company dividends that are allocated to the shares in the plan. The share price has increased by 1,446%, or 15 times its original value, since the plan's inception. Please see the ESOP brochure for more information about NewAge's ESOP. In the past this has provided up to 30% of salary in retirement benefits³.



³NewAge retirement plans are not guaranteed and prior performance does not mean the same will happen in the future.

NewAge Retirement Plans *continued*

401(K) AND COMPANY MATCH

The 401(k) plan is a voluntary employee contribution plan. NewAge provides our team members a contribution of up to 3% of their eligible earnings.



Additional NewAge Benefits

PRO INCENTIVE BONUS

A discretionary bonus plan driven by company profits⁴. See plan eligibility for requirements. The program represents an opportunity for all team members to work together and share in the success of the organization.



⁴Pro Incentive Bonus is not guaranteed and has to be earned by the whole company.

TUITION ASSISTANCE

Regular full time team members with 6 months or more of service are eligible to receive Tuition Assistance for an academic degree that is related to their current position or a different position within the organization. Team members are eligible to receive up to \$4,000.00 of reimbursement per calendar year. Please see Human Resources for all pre approval requirements first.



WILLIAM PENN INN CARD

After 5 years of continuous service, all eligible team members will receive a card from NewAge Industries entitling them to dining at the William Penn Inn each month. NewAge will contribute \$90.00 per month.



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