



TRAMPOLINE PARK

**FLY TRAMPOLINE PARK
EMPLOYEE HANDBOOK**

FLY TRAMPOLINE PARK EMPLOYEE HANDBOOK TABLE OF CONTENTS

<i>Number</i>	<i>Item</i>	<i>Page</i>
Introduction	Employee Welcome Message	4
	Employee Acknowledgement Form	5
	Introductory Statement	6
Employment		
101	Nature of Employment	6
102	Equal Employment Opportunity	6
103	Reasonable Accommodations of Disabilities	7
104	Business Ethics and Conduct	7
105	Guest Relations	8
Employment Status and Records		
201	Employment Categories	9
202	Performance Evaluation	9
203	Employment Reference Checks	10
204	Letters of Recommendation	10
Employee Benefit Programs		
301	Employee Benefits	10
302	Employee Company Use	11
303	Health Insurance	11
304	Employee Purchases	12
305	Employee Discounts	13
306	Vacation Benefits	13
307	Holidays	14
308	Sick Leave Benefits	16
309	401K Salary Reduction Plan	17
310	Flexible Benefits Plan (Section 125 Plan)	18
311	Benefits Continuation (COBRA)	19
312	Jury Duty	19
Timekeeping and Payroll		
401	Timekeeping	19
402	Paydays	20
403	Employment Termination	21
Work Conditions and Hours		
501	Safety	21
502	Work Schedules	21
503	Use of Cell Phones, Electronic Devices, Telephones and Cameras	21

Number	Item	Page
504	Tobacco Products	22
505	Breaks	22
506	Overtime	22
507	Use of Company Equipment	23
508	Computer and E-Mail Usage	23
509	Internet Usage	25
510	Workplace Monitoring	26
511	Security Inspections	27
512	Employee Photographs	27
513	Use of Vehicles for Company Business	28
514	Employee Parking	29
Leaves of Absence		
601	Family and Medical Leave	29
602	Military Leave	31
Employee Conduct and Disciplinary Action		
701	Employee Conduct and Work Rules	31
702	Drug, Alcohol and Marijuana Use	32
703	Sexual and Other Unlawful Harassment	33
704	Attendance and Punctuality	34
705	Personal Appearance	34
706	Uniforms and Business Attire Dress Code	35
707	Food and Beverages	36
708	Off Limit Areas	36
709	First Aid, CPR and AED Certification	36
Miscellaneous		
801	Life-Threatening Illnesses	37
802	Media Interviews, Photos, Printed Materials and Correspondence	38
803	Non-Disclosure of Business Information	38
804	Social Media Policy	39
805	Recommendations to Guests	40

Welcome new team member!

On behalf of your fellow employees from the control tower to the flight deck, I welcome you to FLY TRAMPOLINE PARK and wish you every success here.

FLY TRAMPOLINE PARK is a private Company providing its guests with the finest activities in Alaska.

FLY TRAMPOLINE PARK is a part of a growing network of quality companies with great employees. We strive to provide exceptional service and are committed to enhancing the lives of our guests and communities from Alaska to...wherever we FLY next! FLY TRAMPOLINE PARK values integrity, quality service, convenience, safety and community involvement.

The professional management and staff of FLY TRAMPOLINE PARK are committed to presenting an engaging, friendly, clean, safe, comfortable and organized environment in all of our facilities.

We believe that each employee contributes directly to FLY TRAMPOLINE PARK's growth and success, and we hope you will take pride in being a Park Guest of our flight crew.

This handbook was developed to describe some of the expectations of our employees and to outline the policies, programs, and benefits available to employees. Employees should familiarize themselves with the contents of the employee handbook as soon as possible, for it will answer many questions about employment with FLY TRAMPOLINE PARK.

We hope that your experience here will be challenging, enjoyable, and rewarding. Again, welcome!

Let's FLY!

EMPLOYEE ACKNOWLEDGMENT FORM

The employee handbook describes important information about FLY TRAMPOLINE PARK, and I understand that I should consult either the Flight Operations Manager or General Manager regarding any questions not answered in the handbook.

Since the information, policies, and benefits described here are necessarily subject to change, I acknowledge that revisions or modifications to the handbook may occur, except to FLY TRAMPOLINE PARK's policy of employment at-will. All such changes will be communicated through official notices, and I understand that revised information may supersede, modify, or eliminate existing policies. I expressly acknowledge that my continued employment with FLY TRAMPOLINE PARK shall constitute adequate and sufficient consideration for any modifications or revisions to policies in the employee handbook. Only the President of FLY TRAMPOLINE PARK has the ability to adopt any revisions to the policies in this handbook.

I have entered into my employment relationship with FLY TRAMPOLINE PARK voluntarily and acknowledge that there is no specified length of employment. Accordingly, either I or FLY TRAMPOLINE PARK can terminate the relationship at will, with or without cause, at any time.

Furthermore, I acknowledge that this handbook is neither a contract of employment nor a legal document. I have received the handbook, and I understand that it is my responsibility to read and comply with the policies contained in this handbook and any revisions made to it.

I acknowledge that I have read and understand Policy 703 contained in this handbook which sets forth FLY TRAMPOLINE PARK'S policy on "Sexual & Other Unlawful Harassment." I understand that FLY TRAMPOLINE PARK does not tolerate sexual or other unlawful harassment and that FLY TRAMPOLINE PARK has provided me with a number of avenues to make a complaint if I feel that I have been subjected to sexual or other unlawful harassment. I agree to utilize such procedures if I believe that I have been subjected to sexual or other unlawful harassment.

I acknowledge that I have read and understand Policy 805 contained in the handbook regarding FLY TRAMPOLINE PARK's policy with respect to the limitations on my authority to make recommendations to Guests on various subjects and Policy 804 which prohibits me from disparaging (criticizing) FLY TRAMPOLINE PARK. I agree to abide by those policies at all times.

EMPLOYEE'S SIGNATURE

DATE

EMPLOYEE'S NAME (TYPED OR PRINTED)

INTRODUCTORY STATEMENT

This handbook is designed to acquaint you with FLY TRAMPOLINE PARK and provide you with information about working conditions, employee benefits, and the policies affecting your employment. You should read, understand, and comply with all provisions of the handbook. It describes many of your responsibilities as an employee and outlines the programs developed by FLY TRAMPOLINE PARK to benefit employees. One of our objectives is to provide a work environment that is conducive to both personal and professional growth.

No employee handbook can anticipate every circumstance or question about policy. As FLY TRAMPOLINE PARK continues to grow, the need may arise to change policies described in the handbook. FLY TRAMPOLINE PARK therefore reserves the right to revise, supplement, or rescind any policies or portion of the handbook from time to time as it deems appropriate, in its sole and absolute discretion. The only exception to any changes is our employment-at-will policy permitting you or FLY TRAMPOLINE PARK to end our relationship for any reason at any time. Employees will, of course, be notified of such changes as they occur.

101 NATURE OF EMPLOYMENT

Employment with FLY TRAMPOLINE PARK is voluntarily entered into, and the employee is free to resign at will at any time, with or without cause. Similarly, FLY TRAMPOLINE PARK may terminate the employment relationship at will at any time, with or without notice or cause.

Policies set forth in this handbook are not intended to create a contract, nor are they to be construed to constitute contractual obligations of any kind or a contract of employment between FLY TRAMPOLINE PARK and any of its employees. The provisions of the handbook have been developed at the discretion of management and, except for its policy of employment-at-will, may be amended or canceled at any time, at FLY TRAMPOLINE PARK's sole discretion.

These provisions supersede all existing policies and practices and may not be amended or added to without the express written approval of the President of FLY TRAMPOLINE PARK.

102 EQUAL EMPLOYMENT OPPORTUNITY

In order to provide equal employment and advancement opportunities to all individuals, employment decisions at FLY TRAMPOLINE PARK will be based on merit, qualifications, and abilities. Except where required or permitted by law, employment practices will not be influenced or affected by an applicant's or employee's race, religion, color or national origin, or because of the person's age, physical or mental disability, sex, marital status, changes in marital status, pregnancy or parenthood when the reasonable demands of the position do not require distinction on the basis of age, physical or mental disability, sex, marital status, changes in marital status, pregnancy or parenthood.

Any employee with questions or concerns about any type of discrimination in the workplace is encouraged to bring these issues to the attention of their immediate supervisor, the Flight Operations Manager, the General Manager, the Vice President of Administration, the Vice President of Operations or the President. Employees can raise concerns and make reports

without fear of reprisal. Anyone found to be engaging in any type of unlawful discrimination will be subject to disciplinary action, up to and including termination of employment.

103 REASONABLE ACCOMMODATIONS OF DISABILITIES

In compliance with the Americans with Disabilities Act, state and local law, FLY TRAMPOLINE PARK will make reasonable accommodations for qualified individuals with known disabilities unless doing so would result in an undue hardship. This policy governs all aspects of employment, including selection, job assignment, compensation, discipline, termination, and access to benefits and training.

A reasonable accommodation is any change in the work environment or in the way a job is performed that enables a person with a disability to enjoy equal employment opportunities. There are three categories of "reasonable accommodations":

- i. changes to a job application process;
- ii. changes to the work environment, or to the way a job is usually done; and
- iii. changes that enable an employee with a disability to enjoy equal benefits and privileges of employment.

FLY TRAMPOLINE PARK recognizes that although many individuals with disabilities can apply for and perform jobs without any reasonable accommodations, workplace barriers may keep others from performing jobs which they could do with some form of accommodation. These barriers may be physical obstacles (such as inaccessible facilities or equipment), or they may be procedures or rules (such as rules concerning when work is performed, when breaks are taken, or how job tasks are performed). Reasonable accommodation removes workplace barriers for individuals with disabilities.

If an employee believes they have a disability for which they need a reasonable accommodation in order to enjoy equal employment opportunities, the employee must notify their supervisor, the Flight Operations Manager or the General Manager. Every request for reasonable accommodation will be evaluated separately to determine if it would impose an undue hardship, taking into account, among other factors, the nature and cost of the accommodation requested, the existence of other alternative effective reasonable accommodations, whether the requested accommodation would be unduly extensive or disruptive, and whether the requested accommodation is one that would fundamentally alter the nature or operation of FLY TRAMPOLINE PARK's business.

All decisions regarding what reasonable accommodations will be made, if any, must be made by a Vice President, after consultation with the employee and his/her supervisor.

104 BUSINESS ETHICS AND CONDUCT

The successful business operation and reputation of FLY TRAMPOLINE PARK is built upon the principles of fair dealing and ethical conduct of our employees. Our reputation for integrity and excellence requires careful observance of the spirit and letter of all applicable laws and

regulations, as well as a scrupulous regard for the highest standards of conduct and personal integrity.

The continued success of FLY TRAMPOLINE PARK is dependent upon our customers' trust and we are dedicated to preserving that trust. Employees owe a duty to FLY TRAMPOLINE PARK and its customers to act in a way that will merit the continued trust and confidence of the public.

FLY TRAMPOLINE PARK will comply with all applicable laws and regulations and expects its employees to conduct business in accordance with the letter, spirit, and intent of all relevant laws and to refrain from any illegal, dishonest, or unethical conduct.

In general, the use of good judgment, based on high ethical principles, will guide you with respect to lines of acceptable conduct. If a situation arises where it is difficult to determine the proper course of action, the matter should be discussed openly with your immediate supervisor and, if necessary, with the Vice President of Administration or the Vice President of Operations for advice and consultation.

Compliance with this policy of business ethics and conduct is the responsibility of every employee of FLY TRAMPOLINE PARK. Disregarding or failing to comply with this standard of business ethics and conduct could lead to disciplinary action, up to and including possible termination of employment.

105 GUEST RELATIONS

Our guests, whether they are jumpers, parents, café patrons or party attendees, are among FLY TRAMPOLINE PARK's most valuable assets. Every employee represents FLY TRAMPOLINE PARK to our guests and the public at large. The way we do our jobs presents an image of our entire business. Guests judge all of us by how they are treated with each employee contact. Therefore, one of our first business priorities is to assist any guest or potential future guest. Nothing is more important than being professional, courteous, friendly, helpful, and prompt in the attention you give to guests. Our personal contact with the public, our manners on the telephone, and the communications we send to customers are a reflection not only of ourselves, but also of the professionalism of FLY TRAMPOLINE PARK as a whole.

Respect for diversity is an integral part of FLY TRAMPOLINE PARK's culture and is a critical element in our strategy to deliver the best experience possible for all of our guests each and every day. Our guests come from a wide variety of backgrounds and have different interests in utilizing FLY TRAMPOLINE PARK's facilities. Regardless of those differences, it is the goal of FLY TRAMPOLINE PARK that all guests are made to feel comfortable and welcome in all of our facilities at all times. To achieve this goal, all employees and supervisors, regardless of level, are expected:

- to understand and respect each guest as an individual, showing courtesy and consideration and fostering personal dignity to each;
- to make a commitment to and demonstrate equal treatment of all guests, without regard to race, color, ethnicity, religion, national origin, mental or

physical disability, sex, age, marital status, pregnancy or parental status;
and

- to understand and respect a mother's choice to breastfeed her child without interference while on FLY TRAMPOLINE PARK's premises.

Positive guest relations not only enhance the public's perception of FLY TRAMPOLINE PARK, but also pay off in greater guest loyalty and increased sales and profit.

201 EMPLOYMENT CATEGORIES

It is the intent of FLY TRAMPOLINE PARK to clarify the definitions of employment classifications so that employees understand their employment status and benefit eligibility. These classifications do not guarantee employment for any specified period of time. Accordingly, the right to terminate the employment relationship at will at any time is retained by both the employee and FLY TRAMPOLINE PARK.

Each employee is designated as either NONEXEMPT or EXEMPT from federal and state wage and hour laws. NONEXEMPT employees are entitled to overtime pay under the specific provisions of federal and state laws. EXEMPT employees are excluded from specific provisions of federal and state wage and hour laws. An employee's EXEMPT or NONEXEMPT classification may be changed only upon written notification by FLY TRAMPOLINE PARK's management.

In addition to the above categories, each employee will belong to one other employment category:

REGULAR FULL-TIME employees are those who are regularly scheduled to work FLY TRAMPOLINE PARK's full-time schedule. Generally, they are eligible for FLY TRAMPOLINE PARK's benefit package, subject to the terms, conditions, and limitations of each benefit program.

PART-TIME employees are those who are regularly scheduled to work less than 30 hours per week. While they do receive all legally mandated benefits (such as Social Security and workers' compensation insurance), they are ineligible for most of FLY TRAMPOLINE PARK's other benefit programs.

All employees will also be assigned to one of three "levels" of eligibility for different benefits depending on their position. REGULAR FULL-TIME employees holding the following positions will be assigned to Level 1 benefits: department heads and supervisors who are selected for FLY TRAMPOLINE PARK's Management Training Program. All other REGULAR FULL-TIME employees will be eligible for Level 2 benefits. PART-TIME EMPLOYEES will be eligible for Level 3 benefits. The differences in, and eligibility for, various benefits based on assigned benefit level are specified in the applicable policies. Approval of eligibility for Level 1 benefits may only be given by the Vice President of Administration, the Vice President of Operations and the Sr. Vice President-Sales and Marketing.

202 PERFORMANCE EVALUATION

Supervisors and employees are strongly encouraged to discuss job performance and goals on an informal, day-to-day basis. Additional formal performance reviews are conducted to provide both supervisors and employees the opportunity to discuss job tasks, identify and correct weaknesses, encourage and recognize strengths, and discuss positive, purposeful approaches for meeting goals. The performance of all full-time and part-time employees is generally evaluated on an annual basis.

203 EMPLOYMENT REFERENCE CHECKS

To ensure that individuals who join FLY TRAMPOLINE PARK are well qualified and have a strong potential to be productive and successful, FLY TRAMPOLINE PARK reserves the right to check the employment references of any job applicant.

The Controller will respond to all reference check inquiries from other employers. Responses to such inquiries will confirm dates of employment, wage rates, position(s) held, and such other information as the Controller or General Manager may deem appropriate. The Controller or General Manager may in his/her discretion decline to provide any detailed employment data without a written authorization and release signed by the individual who is the subject of the inquiry. The Controller or General Manager will require that all requests for references be made in writing and all responses will be provided in writing.

204 LETTERS OF RECOMMENDATION

Before any employee provides a letter of recommendation for another employee, including "personal" letters of recommendation, the letter must be approved by the employee's supervisor and the Controller. A copy of the letter of recommendation must be provided to the Controller for inclusion in the appropriate personnel file. No other letters of recommendation or reference are authorized or permitted.

301 EMPLOYEE BENEFITS

Employees at FLY TRAMPOLINE PARK are provided a wide range of benefits. A number of the programs (such as social security, workers' compensation, and unemployment insurance) cover all employees in the manner prescribed by law. Your supervisor will inform you at the time of hire of your employment status. Full-time employees work 30 hours per week or more. Part-time employees work less than 30 hours per week.

The following benefit programs are available to eligible employees as set forth in more detail the following policies:

- Company Use
- Employee Discounts
- Family & Medical Leave
- Health Insurance
- Holidays
- Sick Leave Benefits
- Uniforms
- Vacation Benefits

Some benefit programs require contributions from the employee but most are fully paid by FLY TRAMPOLINE PARK.

Sick, vacation and holiday pay are not available to employees compensated primarily by commission, even though they may be full-time.

302 EMPLOYEE COMPANY USE

Each employee is eligible for Company discounts at all locations of FLY TRAMPOLINE PARK. These discounts are unique and specific to each location based on Company partnerships in that market. Please consult with your immediate supervisor for more information on employee discount benefits.

Employees of Fly Trampoline Park may not use the equipment or games during any part of regularly scheduled shift or while in uniform. Employees may not use the equipment or any part of the facility other than restrooms and café during a time period starting 30 minutes before each shift and ending 30 minutes after each shift. This restriction also applies to meal breaks and other breaks during a shift. Further, employees are never allowed to use equipment or games while in uniform. Employees are not allowed to enter Park features except to assist jumpers and guests and are NEVER to jump on the trampolines, demonstrate moves or otherwise be on equipment while on duty. The ONLY exception is when there is an immediate need to assist a jumper and even in this situation, the employee must quickly render assistance and then move off the equipment, never jumping or bouncing.

Staff may be present on equipment for maintenance needs, but equipment must first be closed to jumpers. No testing is allowed while a park feature is open for use.

Outside of the discount policy published by the Operations Manager and General Manager at each Fly location, employees are not permitted to allow friends or family to jump for free or to book a discount on jump fees without authorization. Employees and their circle of family and friends are never allowed to use the facility outside of normal business hours nor may the employee use the facility without completing a waiver or knowingly allow any individual to use the facility without completing a waiver.

When using a staff discount, the employee MUST have another Park Guest of staff ring up the discount. Employees are never allowed to ring up their own jump time, parties or other purchases.

303 HEALTH INSURANCE

FLY TRAMPOLINE PARK has a group health insurance plan for full-time employees after they have completed 60 days of service. Full-time employees become eligible to enroll on the 1st day of the month following 60 days of continuous service.

FLY TRAMPOLINE PARK will pay \$571.16/month for the employee's premium for coverage under the group health insurance plan and the employee will be responsible for paying \$150/month. The following are the monthly rates employees will pay for health insurance

coverage if they choose to cover other family Park Guests under FLY TRAMPOLINE PARK's group health insurance plan:

Employee Only	\$180.20/month
Employee & Spouse	\$976.66/month
Employee & Child(ren)	\$818.87/month
Employee, Spouse & Child(ren)	\$1,615.32/month

Premiums can be paid on a pre-tax basis by enrolling in FLY TRAMPOLINE PARK's Flexible Spending Account.

Employees eligible to enroll in the group health insurance plan must enroll when they first become eligible to enroll after 60 days of continuous service. If they choose not to enroll in the group health insurance plan at that time, then they will only be able to enroll in the plan during the open enrollment period at the beginning of each plan year, which is January 1st of each year. See the plan documents for more information regarding eligibility, coverage and enrollment limitations.

For Regular Full-Time employees who are eligible for Level 1 benefits and who are participating in the group health insurance plan, FLY TRAMPOLINE PARK will reimburse the employee for a portion of their deductible and for a portion of the deductible for one other family Park Guest who is participating in the plan. Specifically, after the employee has paid \$1,000 up to \$3,000 of the deductible for themselves or for a family Park Guest on the plan, FLY TRAMPOLINE PARK will reimburse the employee for deductible expenses in excess of \$1,000 until \$3,000 of the deductible has been satisfied. The employee will be reimbursed for eligible deductible expenses on a taxable basis.

It is the policy of FLY TRAMPOLINE PARK to assure the privacy of employees' protected health information through compliance with the Health Insurance Portability and Accountability Act of 1996 (HIPAA). In this regard, employees are requested not to discuss their own or others' protected health information outside of designated Privacy Areas.

In compliance with HIPAA, FLY TRAMPOLINE PARK has designated Privacy Officers. They include the President, CFO, Vice President, the General Managers, the Payroll Clerk and the Assistant Accountant. If you need assistance in processing health insurance claims or have any questions with respect to medical or health information, please direct your questions to one of the Privacy Officers.

304 EMPLOYEE PURCHASES

In order to be entitled to charge privileges, all employees must complete the appropriate paperwork authorizing FLY TRAMPOLINE PARK to deduct any charges made from bi-weekly paychecks. Employees must indicate their Company Park Guestship number on all charge transactions.

When making any purchases at FLY TRAMPOLINE PARK, employees are not permitted to ring up their own purchases. Employees must retain their receipts for purchases of durable goods

for a period of at least 60 days and must be prepared to present proof of purchase to FLY TRAMPOLINE PARK upon request.

Employees may also make payments on their accounts for any charges without waiting for a payroll deduction. When making payments on their accounts, other than through payroll deductions, employees are not permitted to apply their payments to their own accounts. Doing so may lead to disciplinary action up to and including immediate termination of employment.

305 EMPLOYEE DISCOUNTS

This is an employee benefit and can be used for purchases made by the employee only. The discount applies only to purchases charged to an employee's account. The discount will not be allowed for any cash purchases. In order to receive the applicable discount and to establish proof of purchase, employees must be present for the transaction and must provide their Park Guest account numbers to the cashier.

There is no discount on gift cards.

306 VACATION BENEFITS

Vacation time off with pay is available to full-time employees to provide opportunities for rest, relaxation, and personal pursuits.

Level 1 Vacation Benefits

For Regular Full-Time employees eligible for Level 1 benefits, after six months of continuous full-time service, one week (5 days) of vacation is earned based on full-time employment (2080 hours) and can be taken. Thereafter, Regular Full-Time employees eligible for Level 1 benefits will accrue vacation monthly at the rate of two weeks (10 days) for each year of full-time employment (based upon 40 hours or more work week) during the remainder of the first year of employment and during the second through fifth years of employment. After five years of employment, vacation is earned monthly at the rate of 13 days per year (based upon 40 hours or more work week). After ten years of employment, vacation is earned monthly at the rate of 15 days per year (based upon 40 hours or more work week). After fifteen years of employment, vacation is earned monthly at the rate of 20 days per year (based upon 40 hours or more work week). If a full-time employee works less than 40 hours per week, his or her vacation time will be adjusted accordingly.

Level 2 Vacation Benefits

For Regular Full-Time employees eligible for Level 2 benefits, after one year of continuous full-time service, one week (5 days) of vacation is earned based on full-time employment (2080 hours) and can be taken. During the second year of employment and through the fifth year of employment, vacation is earned monthly at the rate of ten days per year (based upon 40 hours or more work week). After five years of employment, vacation is earned monthly at the rate of 13 days per year (based upon 40 hours or more work week). After ten years of employment, vacation is earned monthly at the rate of 15 days per year (based upon 40 hours or more work week). If a full-time employee works less than 40 hours per week, his or her vacation time will be adjusted accordingly.

General Limitations on Vacation Leave

Paid vacation time can be used in minimum increments of one hour. To take vacation, employees should request advance approval from their supervisors. Requests will be reviewed based on a number of factors, including business needs and staffing requirements.

Vacation time off is paid at the employee's base pay rate at the time of vacation. It does not include overtime or any special forms of compensation such as incentives, commissions, bonuses, or shift differentials.

As stated above, employees are encouraged to use available paid vacation time for rest, relaxation, and personal pursuits. In the event that available vacation is not used by the end of the benefit year, employees may carry unused time forward to the next benefit year. If the total amount of unused vacation time reaches a "cap" equal to two times the annual vacation amount, further vacation accrual will stop. When the employee uses paid vacation time and brings the available amount below the cap, vacation accrual will begin again.

Upon termination of employment, employees will be paid for unused vacation time that has been earned through the last day of work.

307 HOLIDAYS

For all Regular Full-Time employees who qualify for Level 1 benefits and who are salaried exempt employees, FLY TRAMPOLINE PARK will grant paid holiday time off on the holidays listed below without any necessity that the eligible employee complete any amount of service.

- New Year's Day (January 1)
- Memorial Day (last Monday in May)
- Independence Day (July 4)
- Labor Day (first Monday in September)
- Thanksgiving (fourth Thursday in November)
- Christmas (December 25)

For all Regular Full-Time employees who qualify for Level 1 benefits, who are hourly non-exempt employees and who have completed six months of continuous service in a full-time employment classification by the date of the holiday, FLY TRAMPOLINE PARK will grant paid holiday time off on the holidays listed below.

- New Year's Day (January 1)
- Memorial Day (last Monday in May)
- Independence Day (July 4)
- Labor Day (first Monday in September)
- Thanksgiving (fourth Thursday in November)
- Christmas (December 25)

FLY TRAMPOLINE PARK will grant paid holiday time off on the holidays listed below to all full-time employees who are eligible for Level 2 benefits and who have completed 12 months of continuous service in a full-time employment classification by the date of the holiday.

Part-time employees will receive holiday paid time off for the holidays listed below if the following requirements are satisfied: (a) the part-time employee has completed 12 months of continuous service; (b) the holiday falls on a normally scheduled work day for the part-time employee; (c) the part-time employee is normally scheduled to work at least three hours on that day; and (d) FLY TRAMPOLINE PARK is actually closed that day.

- New Year's Day (January 1)
- Memorial Day (last Monday in May)
- Independence Day (July 4)
- Labor Day (first Monday in September)
- Thanksgiving (fourth Thursday in November)
- Christmas (December 25)

To be eligible for holiday paid time off, if employees are eligible for either Level 2 benefits or Level 1 benefits and are hourly non-exempt employees or are part-time employees, they must work the day immediately preceding and the day immediately following the holiday if they have been scheduled to work those days. If such an employee fails to appear for a scheduled work shift either the day before or the day after a recognized holiday, regardless of the reason for the failure to appear for their scheduled shift, they will not receive holiday paid time off for the holiday.

Holiday paid time off for qualified non-exempt employees will be calculated based on the employee's straight-time pay rate (as of the date of the holiday) times the number of hours the employee would otherwise have worked on that day.

If scheduled to work on a recognized holiday, the following full-time non-exempt employees will receive no holiday pay, but will be compensated at one and one-half times their regular rate of pay for the hours worked on the holiday: (a) employees who are eligible for Level 1 benefits who have worked for at least six continuous months in a full-time position; and (b) employees who are eligible for Level 2 benefits who have worked for at least twelve months in a full-time position. All other full-time and part-time non-exempt employees will be paid their regular straight-time hourly pay rate for work on a holiday.

If a recognized holiday falls during a full-time employee's previously approved paid vacation leave, holiday pay will be provided instead of the paid time off benefit that would otherwise have applied.

Paid time off for holidays will not be counted as hours worked for the purposes of determining overtime.

308 SICK LEAVE BENEFITS

After completing 6 months of continuous service, full-time employees will begin to accrue sick leave benefits at the rate of 6 days per calendar year (.50 of a day for every full month of service). Employees may only use sick leave benefits for an absence due to their personal illness or injury or for medical appointments for themselves. Employees may also use up to 5 days of sick leave per calendar year for immediate family (parents, spouse, or children) emergencies of a medical nature, such as a child becoming ill at school. Scheduled medical appointments for immediate family Park Guests are not considered emergencies and do not qualify for sick leave. Caring for a sick family Park Guest who requires care is considered an emergency and does qualify for sick leave. Paid sick leave can be used in minimum increments of one hour.

Employees who are unable to report to work due to illness or injury should personally notify their direct supervisor before the scheduled start of their workday. The direct supervisor must also be contacted personally on each additional day of absence. Employees who wish to use their sick leave for medical appointments are required to obtain approval in advance from their supervisor for the absence and are encouraged to schedule such appointments so that they minimize the amount of work time they miss (i.e. early morning, lunch break or late afternoon appointments).

If an employee is absent for three or more consecutive days due to illness or injury, a physician's statement must be provided to a Park Guest of the Privacy Group verifying the medically-related absence and its beginning and expected ending dates. Such verification may be requested for other shorter sick leave absences as well and may be required as a condition of receiving sick leave benefits.

It is the policy of FLY TRAMPOLINE PARK to assure that privacy of the employees' protective health information through compliance with the Health Insurance Portability and Accountability Act of 1996 (HIPAA). In confirming eligibility for sick leave benefits, employees are requested not to discuss their own or others' protected health information outside of designated Privacy Areas. FLY TRAMPOLINE PARK respects the privacy of its employees and desires to ensure that the protected health information of its employees remains private. If you have any questions

with respect to these issues, please direct them to one of the Privacy Officers referred to in Section 303 of this handbook.

Unused sick leave benefits will be allowed to accumulate until the employee has accrued a total of ten calendar days' worth of sick leave benefits. If the employee's benefits reach this maximum, further accrual of sick leave benefits will be suspended until the employee's accrued available sick leave falls below 10 days as a result of usage.

Sick leave benefits are intended solely to provide income protection in the event of illness or injury and to allow the employee to attend medical appointments or to attend to a family emergency of a medical nature as set forth above, and may not be used for any other absence. Unused sick leave benefits will not be paid to employees while they are employed or upon termination of employment.

309 401K SALARY REDUCTION PLAN

FLY TRAMPOLINE PARK sponsors a Salary Reduction Plan for its employees. This Plan provides you with a built-in savings system for retirement through payroll deductions. To be eligible to participate in this Plan, you must be 21 years of age and must be credited with 250 hours of service during either: (1) the initial six months of employment measured from your date of hire; or (2) following the initial six months of employment, any six month period beginning on either January 1st or July 1st. Other eligibility requirements, which are set forth in detail in Summary Plan Description, may exclude certain employees from participating in the Plan. The entry days for the Plan for eligible employees are January 1, May 1 and September 1 of each year.

Your salary deferral contributions are not subject to federal income tax and Alaska State unemployment tax, until withdrawn, but are subject to Social Security tax. Earnings on all investments of your account grow tax free as long as the money stays in the Plan. However, the money you defer will be affected by investment gains and losses.

You can elect to modify, either by increasing or by decreasing, the amount of your payroll deduction on January 1, May 1, or September 1 of each year. You will always be 100% vested in the amount you deferred.

The laws covering tax deferred plans contain many provisions which may affect your retirement, you should contact the Plan Administrator with any questions about the Plan before you make any decisions relating to your retirement. For specific tax advice, you should consult a tax advisor.

310 FLEXIBLE BENEFITS PLAN (SECTION 125 PLAN)

FLY TRAMPOLINE PARK has adopted a "Flexible Benefits Plan" (the Plan) for its eligible employees. This plan allows eligible employees to use pre-tax dollars to pay for several different insurance and fringe benefit programs. Subject to the terms and conditions of the Plan, eligible employees may elect to participate in one or more of the following Benefit Plans: (a) Group Medical Insurance; (b) Medical Care Expense Reimbursement; (c) Dependent Care Expense Reimbursement; (d) Short Term Disability Insurance; (e) On and Off Job Accident Insurance; (f) Term Life Insurance; (g) Critical Care Insurance; and (h) Vision Insurance.

All employees of FLY TRAMPOLINE PARK are eligible to participate under the Plan except for part-time employees working less than 20 hours per week. Any part-time employees who were working between 5 hours and 20 hours per week as of December 31, 2010 and who were participating in the Plan, will continue to be eligible to participate in the Plan so long as they are working at least 5 hours per week.

An eligible employee may become a participant in the Plan on the 90th day following the commencement of his or her employment with FLY TRAMPOLINE PARK. In order to become a participant in the Plan, the eligible employee must complete an individual Salary Redirection Agreement.

Information regarding the Group Medical Insurance, Medical Care Expense Reimbursement, and Dependent Care Expense Reimbursement portions of the Plan may be obtained from the Payroll Administrator for FLY TRAMPOLINE PARK or Flex Plan, the Plan Administrator. The Payroll Administrator will meet with each employee, when he or she becomes eligible to participate in the Plan, to explain the terms and conditions of participation in Group Medical Insurance, Medical Care Expense Reimbursement, and Dependent Care Expense Reimbursement.

Allstate Insurance Company provides and administers the Short Term Disability Insurance, On and Off Job Accident Insurance, Term Life Insurance, Critical Care Insurance, and Vision Insurance under the Plan. A representative of Allstate Insurance Company will contact each employee as that employee becomes eligible to participate in the Plan to review the employee's options with respect to Short Term Disability Insurance, On and Off Job Accident Insurance, Term Life Insurance, Critical Care Insurance, and Vision Insurance.

The terms and conditions of the Plan are set forth in the Plan Documents and are subject to periodic change. The terms and conditions of the Plan are explained in the "Flexible Benefits Plan Summary Plan Descriptions," copies of which will be distributed to each employee by Flex Plan and Allstate when that employee becomes eligible to participate in the Plan.

311 BENEFITS CONTINUATION (COBRA)

The federal Consolidated Omnibus Budget Reconciliation Act (COBRA) gives employees and their qualified beneficiaries the opportunity to continue health insurance coverage under FLY TRAMPOLINE PARK's health plan when a "qualifying event" would normally result in the loss of eligibility. Some common qualifying events are resignation, termination of employment, or death of an employee; a reduction in an employee's hours or a leave of absence; an employee's divorce or legal separation; and a dependent child no longer meeting eligibility requirements.

Under COBRA, the employee or beneficiary pays the full cost of coverage at FLY TRAMPOLINE PARK's group rates plus an administration fee. FLY TRAMPOLINE PARK provides each eligible employee with a written notice describing rights granted under COBRA when the employee becomes eligible for coverage under FLY TRAMPOLINE PARK's health insurance plan. The notice contains important information about the employee's rights and obligations.

312 JURY DUTY

Employees are required to give at least one month of advance notification to their supervisors when they are first notified that they have been called for jury duty and must provide a copy of their jury summons to their supervisor. During the actual period of jury duty, employees must give as much advance notice as possible of an actual absence due to being called to appear for jury duty. Failure to give advance notice to FLY TRAMPOLINE PARK as required by this policy will result in the employee being ineligible for any paid time off for jury duty.

After twelve months of employment, a full-time employee called for jury duty shall be given time off with pay up to a maximum of forty hours per calendar year for the time necessary to fulfill the jury service that occurs during their regularly scheduled working hours. Any amount paid to the employee for the jury service (except per diem and other costs) shall be reimbursed to FLY TRAMPOLINE PARK for the forty hours of paid time off. Full-time employees will receive time off without pay for all hours spent in jury service in excess of forty hours per calendar year and may keep any jury fees received for days spent in jury service in excess of forty hours per year. All other full-time employees and part-time employees will receive time off without pay for all hours necessary to fulfill the jury service and may retain any jury fees paid.

Employees serving on jury duty are expected to immediately return to their regularly scheduled shift each day after the court recesses. Employees serving on jury duty must provide written documentation, which can be obtained from the jury clerk, to their supervisor proving their jury service on a daily basis.

401 TIMEKEEPING

Federal and state laws require FLY TRAMPOLINE PARK to keep an accurate record of time worked in order to calculate employee pay and benefits. Time worked is all the time actually spent on the job performing assigned duties.

Accurately recording time worked is the responsibility of every non-exempt employee. All non-exempt employees are required to use the timeclock. It is the employee's responsibility to personally punch in on arrival and out at the end of their shift. Failure to punch in and out will

be grounds for disciplinary action, up to and including termination of employment. Altering, falsifying, tampering with time records, or punching in another employee may result in disciplinary action, up to and including termination of employment.

Overtime work should be avoided and should be approved by the Department Manager before it is performed. The supervisor will review and approve the record of the employee's working time before it is submitted for payroll processing.

If an employee forgets to punch in or out, the employee must complete a Time Clock Correction Slip and it must be approved by his or her supervisor. The employee's Department Manager must sign the Time Clock Correction Slip and enter the corrected time into the payroll time system. If employees fail to turn in their Time Clock Correction Slips or their commission reports in a timely manner, the compensation owed for any additional time worked or for commissions will be included in their paycheck for the subsequent pay period.

402 PAYDAYS

Pay periods are bi-weekly. The period begins on Monday and ends on the following Sunday.

Employees may choose to receive their pay via a paycheck, a "Total Pay" paycard or direct deposit. If direct deposit is chosen, the pay will be available in the employee's account on the Friday following the end of the pay period. If employees choose to receive their pay via a "Total Pay" paycard, the pay will be available on the employee's card on the Friday following the end of the pay period. For those employees who receive their pay via either direct deposit or on a paycard, a "pay stub" showing the amount deposited and the applicable withholding from their pay will be available to the employee on-line through ADP's web-portal on the same day the deposit is made. No paper copies of the "pay stub" will be mailed to any employee who has elected to receive their pay via direct deposit or a paycard. Paychecks for employees who do not choose to have their pay direct deposited or who do not choose to receive their pay on a paycard will be mailed the Friday following the end of the pay period. No paychecks will be distributed in person.

No advances will be made except in the case of an emergency and then only upon the approval of either the Vice President of Administration or the Vice President of Operations.

403 EMPLOYMENT TERMINATION

Since employment with FLY TRAMPOLINE PARK is based on mutual consent, both the employee and FLY TRAMPOLINE PARK have the right to terminate employment at will, with or without cause, at any time. Employees will receive their final pay in accordance with applicable state law.

501 SAFETY

To provide a safe and healthful work environment for employees, customers, and visitors, FLY TRAMPOLINE PARK has established a workplace safety program. This program is a top priority for FLY TRAMPOLINE PARK. Its success depends on the alertness and personal commitment of all.

FLY TRAMPOLINE PARK provides information to employees about workplace safety and health issues through regular internal communication channels such as supervisor-employee meetings, bulletin board postings, memos, or other written communications.

Each employee shall obey all safety rules and exercise caution in all work activities. Employees must immediately report any unsafe condition to the appropriate supervisor. Employees who violate safety standards, who cause hazardous or dangerous situations, or who fail to report or, where appropriate, remedy such situations, may be subject to disciplinary action, up to and including termination of employment.

In the case of accidents that result in injury, regardless of how insignificant the injury may appear, employees must immediately notify the appropriate supervisor. Such reports are necessary to comply with laws and initiate insurance and workers' compensation benefits procedures.

502 WORK SCHEDULES

Department Managers will assign individual work hours based on FLY TRAMPOLINE PARK's needs. These hours may vary to accommodate special activities at FLY TRAMPOLINE PARK. Work schedules may vary seasonally.

When an employee leaves FLY TRAMPOLINE PARK during their shift for any reason, the employee should inform their Department Manager where they can be reached and the expected time of return to FLY TRAMPOLINE PARK.

503 USE OF CELL PHONES, ELECTRONIC COMMUNICATION DEVICES, TELEPHONES AND CAMERAS

Employees, unless they are in a supervisory capacity, may not carry, have on their person or use personal cell phones or other electronic communication devices while working, unless they are specifically authorized to carry, have or use a personal cell phone or other electronic communication device while working by their supervisor or manager. For those prohibited from carrying, having or using a personal cell phone or electronic communication device during

working hours, those devices must be shut off and left in purses or lockers during working hours. No text messaging for personal purposes is allowed by any employee during working hours, including those who are authorized to carry a cell phone while working. Any violation of this policy will result in discipline, up to and including immediate termination of employment.

Personal use of telephones should be kept to a minimum. To assure effective telephone communications, employees should always use the approved greeting and speak in a courteous and professional manner. Please confirm information received from the caller, and hang up only after the caller has done so.

The use of cameras, including cell phone cameras, is strictly prohibited unless requested or authorized by a manager. Specifically, all photography in restrooms, in locker rooms and on the pool deck is strictly prohibited as is all photography of minors unless parental consent has been given in writing. All employees are required to immediately report any active use of a camera in violation of this policy, whether by an employee or a park guest, to their supervisor or the on-site manager. Any employee who violates this policy, or who fails to report any active use of a camera by any other employee or park guest to which they are a witness, will be subject to discipline, up to and including immediate termination of employment.

504 TOBACCO PRODUCTS

In keeping with FLY TRAMPOLINE PARK's intent to provide a safe and healthful environment, smoking and all use of tobacco products is prohibited throughout FLY TRAMPOLINE PARK. No employee may smoke or use tobacco products in any form on FLY TRAMPOLINE PARK premises, at any time.

505 BREAKS

All hourly non-exempt employees scheduled to work 6 hours or more during a single shift must take at least a 30 minute meal break during their shift. Meal breaks will either be 1 hour or 1/2 hour in length, depending on staffing needs as determined by the employee's supervisor. Meal breaks are not paid. Employees may leave the building during meal breaks. An employee may read, eat or make personal telephone calls during meal breaks. Department Managers will determine when and if any other breaks are to be allowed.

Any employee under the age of 18 will be required to take breaks as required by law based on their scheduled work time. If a minor is scheduled to work six consecutive hours, the minor will be given at least a 30 minute unpaid break during the shift, at least 1-1/2 hours after the beginning of the shift and at least one hour before the end of the shift, during which time the individual will be relieved of all job duties. A minor who is scheduled to work more than five consecutive hours, will be required to take at least a 30 minute unpaid break after working five consecutive hours without a break before returning to work to complete the remainder of their scheduled shift.

506 OVERTIME

When operating requirements or other needs cannot be met during regular working hours, employees may be scheduled to work overtime hours. When possible, advance notification of

these mandatory assignments will be provided. All overtime work should, if possible, receive the supervisor's prior authorization.

Overtime compensation is paid to all non-exempt employees in accordance with federal and state laws at the following rate(s):

- One and one-half times straight-time rate for all hours over 8 in a workday.
- One and one-half times straight-time rate for all hours over 40 in a workweek.

As required by law, overtime pay is based on actual hours worked. Time off on sick leave, vacation leave, or any leave of absence will not be considered hours worked for purposes of performing overtime calculations.

507 USE OF COMPANY EQUIPMENT

Equipment essential in accomplishing job duties is expensive and may be difficult to replace. When using property, employees are expected to obtain prior authorization from their Department Manager and to exercise care, perform required maintenance, and follow all operating instructions, safety standards, and guidelines.

Please notify your Department Manager if any equipment, machines, or tools appear to be damaged, defective, or in need of repair. Prompt reporting of damages, defects, and the need for repairs could prevent deterioration of equipment and possible injury to employees or others. The Department Manager can answer any questions about an employee's responsibility for maintenance and care of equipment used on the job. The improper, careless, negligent, destructive, or unsafe use or operation of equipment can result in disciplinary action, up to and including termination of employment.

508 COMPUTER AND E-MAIL USAGE

Computers, computer files, the e-mail system, and software furnished to employees are FLY TRAMPOLINE PARK's property and are intended for business use only. Employees may not use computers, e-mail or software provided by FLY TRAMPOLINE PARK for personal use and may not use computers or e-mail provided by FLY TRAMPOLINE PARK to disseminate grievances or complaints regarding working conditions, pay or FLY TRAMPOLINE PARK's policies or procedures to other employees. However, employees may use computers or e-mail provided by FLY TRAMPOLINE PARK to send e-mail to only their supervisors or an appropriate alternative manager regarding complaints about working conditions, pay or FLY TRAMPOLINE PARK's policies or procedures.

Employees have no right of privacy in any computer or in any information stored on a computer provided by FLY TRAMPOLINE PARK. All computer equipment and software is provided for the sole purpose of accomplishing FLY TRAMPOLINE PARK's business. FLY TRAMPOLINE PARK has the right and authority to full and complete access to its own equipment and premises, including information stored on a computer work station or network that it supplies, and may take actions to monitor use of the equipment when deemed necessary to the efficient management and operation of FLY TRAMPOLINE PARK.

Employees should not use a computer or a password, access a file, or retrieve any stored communication without authorization. To ensure compliance with this policy, computer and e-mail usage may be monitored at any time and e-mail is subject to search at any time.

FLY TRAMPOLINE PARK strives to maintain a workplace free of harassment and sensitive to the diversity of its employees. Therefore, FLY TRAMPOLINE PARK prohibits the use of computers and the e-mail system in ways that are disruptive, offensive to others, or harmful to morale. For example, the display or transmission of sexually explicit images, messages, and cartoons is not allowed. Other such misuse includes, but is not limited to, ethnic slurs, racial comments, off-color jokes, or anything that may be construed as harassment or showing disrespect for others.

E-mail may not be used to solicit others for commercial ventures, religious or political causes, outside organizations, or other non-business matters.

FLY TRAMPOLINE PARK purchases and licenses the use of various computer software for business purposes and does not own the copyright to this software or its related documentation. Unless authorized by the software developer, FLY TRAMPOLINE PARK does not have the right to reproduce such software for use on more than one computer.

Employees may only use software on local area networks or on multiple machines according to the software license agreement. FLY TRAMPOLINE PARK prohibits the illegal duplication of software and its related documentation. Employees are also prohibited from loading software onto any workstation without the prior written approval of the Controller or Vice President of Administration.

The following behaviors are examples of previously stated or additional actions and activities that are prohibited and can result in disciplinary action:

- Using FLY TRAMPOLINE PARK's resources in an unauthorized manner;
- Sending or posting discriminatory, harassing, or threatening messages or images;
- Using FLY TRAMPOLINE PARK's time and resources for personal gain;
- Stealing, using, or disclosing someone else's code or password without authorization;
- Sharing your password with another employee without authorization;
- Copying, pirating, or downloading software and electronic files without permission;
- Sending or posting confidential material, trade secrets, or proprietary information outside of FLY TRAMPOLINE PARK;
- Violating copyright law;
- Failing to observe licensing agreements;
- Engaging in unauthorized transactions that may incur a cost to FLY TRAMPOLINE PARK or initiate unwanted Internet services and transmissions;
- Sending or posting messages or material that could damage FLY TRAMPOLINE PARK's image or reputation;
- Participating in the viewing or exchange of pornography or obscene materials;

- Sending or posting messages that defame or slander other individuals;
- Attempting to break into the computer system of another organization or person;
- Attempting to by-pass security provisions in FLY TRAMPOLINE PARK's network and computers to access programs or information which you are not authorized to access;
- Refusing to cooperate with a security investigation;
- Sending or posting chain letters, solicitations, or advertisements not related to business purposes or activities;
- Using the Internet for political causes or activities, religious activities, or any sort of gambling;
- Jeopardizing the security of FLY TRAMPOLINE PARK's electronic communications systems;
- Sending or posting messages that disparage another organization's products or services;
- Passing off personal views as representing those of the organization;
- Sending anonymous e-mail messages; or
- Engaging in any other illegal activities.

Employees should notify their immediate supervisor, Controller or Vice President of Administration upon learning of violations of this policy. Employees who violate this policy will be subject to disciplinary action, up to and including termination of employment.

509 INTERNET USAGE

Internet access to global electronic information resources on the World Wide Web is provided by FLY TRAMPOLINE PARK to assist certain employees in obtaining work-related data and technology. The following guidelines have been established to help ensure responsible and productive Internet usage. All Internet usage is limited to job-related activities. Personal use of the Internet is not permitted unless specifically authorized by the Vice President of Administration or Vice President of Operations.

All Internet data that is composed, transmitted, or received via our computer communications systems is considered to be part of the official records of FLY TRAMPOLINE PARK and, as such, is subject to disclosure to law enforcement or other third parties. Consequently, employees should always ensure that the business information contained in Internet e-mail messages and other transmissions is accurate, appropriate, ethical, and lawful.

The equipment, services, and technology provided to access the Internet remain at all times the property of FLY TRAMPOLINE PARK. As such, FLY TRAMPOLINE PARK reserves the right to monitor Internet traffic, and to retrieve and to read any data composed, sent, or received through our online connections and stored in our computer systems.

Data that is composed, transmitted, accessed, or received via the Internet must not contain content that could be considered discriminatory, offensive, obscene, threatening, harassing, intimidating, or disruptive to any employee or other person. Examples of unacceptable content may include, but are not limited to, sexual comments or images, racial slurs, gender-specific comments, or any other comments or images that could reasonably offend someone on the basis of race, age, sex, religious or political beliefs, national origin, disability, or any other characteristic protected by law.

The unauthorized use, installation, copying, or distribution of copyrighted, trademarked, or patented material on the Internet is expressly prohibited. As a general rule, if an employee did not create material, does not own the rights to it, or has not gotten authorization for its use, it should not be put on the Internet. Employees are also responsible for ensuring that the person sending any material over the Internet has the appropriate distribution rights.

Abuse of the Internet access provided by FLY TRAMPOLINE PARK in violation of law or FLY TRAMPOLINE PARK's policies will result in disciplinary action, up to and including termination of employment. Employees may also be held personally liable for any violations of this policy.

Wireless Internet Access

FLY TRAMPOLINE PARK offers wireless internet access for the use and convenience of its Park Guests. Employees are not permitted to utilize the wireless internet access provided by FLY TRAMPOLINE PARK while working. When not working, employees may utilize the wireless internet access, but in doing so, must comply with the restrictions on internet usage set forth above in this policy. For instance, even when not working, employees may not access or download any material through use of FLY TRAMPOLINE PARK's wireless internet access that may be considered obscene or offensive. Any violations of this policy may result in disciplinary action, up to and including termination of employment.

510 WORKPLACE MONITORING

Workplace monitoring may be conducted by FLY TRAMPOLINE PARK to ensure quality control, employee safety, security, and customer satisfaction.

Employees who regularly communicate with customers, such as those who work any Front Desk and those who work in party sales and accounting, may have their telephone conversations monitored or recorded at any time. Telephone monitoring is used to identify and correct performance problems through targeted training. Improved job performance enhances our customers' image of FLY TRAMPOLINE PARK as well as their satisfaction with our service.

Computers furnished to employees are the property of FLY TRAMPOLINE PARK. As such, computer usage and files may be monitored or accessed.

FLY TRAMPOLINE PARK may conduct video surveillance of non-private workplace areas. Video monitoring is used to identify safety concerns, maintain quality control, detect theft and misconduct, and discourage or prevent acts of harassment and workplace violence.

Because FLY TRAMPOLINE PARK is sensitive to the legitimate privacy rights of employees, every effort will be made to guarantee that workplace monitoring is done in an ethical and respectful manner.

511 SECURITY INSPECTIONS

FLY TRAMPOLINE PARK wishes to maintain a work environment that is free of illegal drugs, alcohol, firearms, explosives, or other improper materials. To this end, FLY TRAMPOLINE PARK prohibits the possession, transfer, sale, or use of such materials on its premises. FLY TRAMPOLINE PARK requires the cooperation of all employees in administering this policy.

Employees are required to store personal belongings in locations provided for this purpose. Employees assigned office space may store belongings in their offices and desks. Personal belongings should be stored in a secured area at all times. Employees may utilize day use lockers to secure their belongings during working hours. FLY TRAMPOLINE PARK is not responsible for theft of employee belongings brought into its premises.

Desks, lockers, and other storage devices provided for the convenience of employees remain the sole property of FLY TRAMPOLINE PARK. Accordingly, they, as well as any articles found within them, can be inspected by any agent or representative of FLY TRAMPOLINE PARK at any time, either with or without prior notice.

FLY TRAMPOLINE PARK likewise wishes to discourage theft or unauthorized possession of the property of employees, FLY TRAMPOLINE PARK, visitors, and Park Guests. To facilitate enforcement of this policy, FLY TRAMPOLINE PARK or its representative may inspect not only desks and lockers but also persons entering and/or leaving the premises and any packages or other belongings. Any employee who wishes to avoid inspection of any articles or materials should not bring such items onto FLY TRAMPOLINE PARK's premises.

512 EMPLOYEE PHOTOGRAPHS

For security purposes, all employees are required to have a valid photograph of themselves taken and maintained so they can be identified while on site. Tampering with, or failing to provide, a valid photograph constitutes grounds for discipline, up to and including termination of employment.

513 USE OF VEHICLES FOR COMPANY BUSINESS

Employees may be required to use their personal automobiles for business purposes and, as part of their job responsibilities, may be required to travel between FLY TRAMPOLINE PARK's locations.

If an employee is required to use their private vehicle for FLY TRAMPOLINE PARK business, they will be required to sign a release allowing FLY TRAMPOLINE PARK to obtain a copy of their Alaska Driving Record. The employee's Alaska Driving Record will be disclosed to FLY TRAMPOLINE PARK's insurance carrier. If FLY TRAMPOLINE PARK's insurance carrier advises FLY TRAMPOLINE PARK that an employee is excluded from coverage because of the employee's driving record, then the employee is precluded from driving while working for FLY TRAMPOLINE PARK. If the ability to drive is a requirement of the employee's position, and the employee has been excluded from coverage by FLY TRAMPOLINE PARK's insurer, the employee may be reassigned to a position that does not require driving or terminated at FLY TRAMPOLINE PARK's sole discretion.

Employees will be notified, in writing, if they are not permitted to drive during working hours because they have been excluded from insurance coverage by FLY TRAMPOLINE PARK's insurer or because they have not provided proof of adequate insurance or they have failed to provide a driving record release. This notification is referred to as a "do not drive" notice. If an employee has received a "do not drive" notice from FLY TRAMPOLINE PARK and then subsequently drives on business for FLY TRAMPOLINE PARK, the employee will be subject to discipline, up to and including termination of employment.

Employees who use their private vehicle for FLY TRAMPOLINE PARK business must immediately report any traffic citations they receive, other than tickets for parking violations and tag violations, to the Personnel Department, regardless of whether the citation was received during work hours. Failure to do so may constitute grounds for discipline, up to and including termination of employment.

When an employee uses his or her private vehicle for FLY TRAMPOLINE PARK business, the employee will be reimbursed for mileage at the maximum rate permitted by regulations of the Internal Revenue Service, but only if the employee is authorized to drive in connection with his or her duties for FLY TRAMPOLINE PARK and only if the employee is not otherwise paid an automobile allowance. All employees who use their private vehicle for FLY TRAMPOLINE PARK business must have liability insurance on their vehicle in minimum amounts of \$100,000 per person/\$300,000 per accident and must provide proof of the same to FLY TRAMPOLINE PARK. Employees must also maintain proof of insurance in their private vehicle at all times in accordance with Alaska law. FLY TRAMPOLINE PARK will not be responsible for any damage to any employee's vehicle while in use for Company purposes.

For those employees who are entitled to request reimbursement for mileage for use of their private vehicles for FLY TRAMPOLINE PARK's business, all requests for mileage reimbursement must be submitted by the end of the month following the month in which the employee used their private vehicle for Company business. For instance, if an employee is seeking reimbursement for mileage for use of their private vehicle in January, the employee would need to submit the request for reimbursement by the end of February at the latest. No mileage will be reimbursed unless a request for reimbursement is submitted in a timely manner as provided in this policy.

514 EMPLOYEE PARKING

Employee parking is available at all locations of FLY TRAMPOLINE PARK. Employees shall use the parking spaces furthest away from the entrance, leaving closer parking spaces for Park Guests, unless their supervisor has designated a different parking area. Supervisors may designate closer parking for employees who are scheduled to work when a Company location is closed or who are scheduled to either open or close a Company location.

601 FAMILY & MEDICAL LEAVE

FLY TRAMPOLINE PARK provides 12 weeks of family and medical leave (FMLA) without pay to employees who wish to take time off from work duties to fulfill family obligations relating directly to the birth or adoption of a child; to care for a spouse, child or parent of the employee with a serious health condition; or for the employee's own serious health condition. Employees may request up to 12 weeks of family leave after having completed at least 12 months of service, and at least 1,250 hours of service during the previous 12-month period. An employee must take any accrued paid sick, if applicable, or vacation leave, if applicable, as part of the approved period of leave. Employees who qualify for FMLA are limited to a total of 12 weeks of FMLA during a single 12 month period measured from the first date the employee uses FMLA.

FMLA may be taken for a serious health condition, which is an illness, injury, impairment, or physical or mental condition that involves: inpatient care in a hospital, hospice, or residential medical care facility; or continuing treatment by a health care provider. Employees are required to provide a doctor's certification of a serious health condition upon request and must provide the certification in a timely manner. Failure to do so may result in a disqualification from FMLA. Any changes in this information should be promptly reported to FLY TRAMPOLINE PARK. Employees returning from FMLA for a serious health condition of themselves must provide a completed Fitness for Duty Certification from their physician upon request.

When FMLA is foreseeable based on an expected birth or adoption or for elective surgery, the employee shall provide FLY TRAMPOLINE PARK with not less than 30 days notice, before the date the leave is to begin, of the employee's intention to take leave. If FMLA is for any other approved reason, employee is to give as much notice as is practicable.

Employees requesting FMLA related to the serious health condition of a child, spouse, or parent may be required to submit a health care provider's statement verifying the need for family leave to provide care, its beginning and expected ending dates, and the estimated time required.

Eligible employees may also take FMLA while the employee's spouse, son, daughter or parent are on active duty status or call to active duty status in the military, military reserve or National Guard for qualifying exigencies, which include the following general categories of activities:

- Short-Notice Deployment;
- Military events and related activities;
- Childcare and school activities;
- Financial and legal arrangements;
- Counseling;
- Rest and recuperation; and
- Post-Deployment activities.

If an employee believes they are entitled to FMLA for a qualifying exigency, they should contact their immediate supervisor for more information about the specific activities for which such leave is permitted.

In addition, qualified employees, who are the spouse, parent, son, daughter, or "next of kin" of a covered servicePark Guest, are entitled to take up to 26 workweeks of leave in a single 12 month period to care for a covered servicePark Guest with a serious illness or injury incurred in the line of active duty for which the servicePark Guest is either (1) undergoing medical treatment, recuperation or therapy; or (2) otherwise in outpatient status, or (3) otherwise on temporary disability retired list.

Any employee whose treating health care provider certifies that the employee requires intermittent leave for a serious health condition, must take such leave in minimum increments of one hour. The amount of total leave permitted for an employee entitled to intermittent leave will be determined by using the average number of hours the employee worked in the twelve months prior to requiring intermittent leave and multiplying it by 12.

So that an employee's return to work can be properly scheduled, an employee on FMLA is requested to provide FLY TRAMPOLINE PARK with at least two weeks advance notice of the date the employee intends to return to work. When approved FMLA ends, every reasonable effort will be made to return employees to their previous position or an equivalent one. They will be treated as though they were continuously employed for purposes of determining benefits based on length of service, such as the rate of vacation accrual and job seniority rights.

Benefit accruals, such as vacation, sick leave, or holiday benefits, will be suspended during FMLA and will resume upon return to active employment.

FLY TRAMPOLINE PARK shall maintain coverage under any group health plan for the duration of FMLA at the same level and under the same conditions coverage would have been provided if the employee had continued in employment for the duration of such leave. FLY TRAMPOLINE PARK may recover the premium that it paid for maintaining coverage for the employee under such group health plan during any period of FMLA under these provisions, if the employee fails to return from leave. An employee who fails to report to work promptly at the end of the leave is considered to have resigned.

Employees who sustain work-related injuries are eligible for a medical leave of absence for the period of disability in accordance with all applicable laws covering occupational disabilities.

602 MILITARY LEAVE

A military leave of absence will be granted to employees who are absent from work because of service in the U.S. uniformed services in accordance with the Uniformed Services Employment and Reemployment Rights Act (USERRA). Advance notice of military service is required, unless military necessity prevents such notice or it is otherwise impossible or unreasonable.

The leave will be unpaid. However, employees may use any available paid time off for the absence.

Continuation of health insurance benefits is available as required by USERRA based on the length of the leave and subject to the terms, conditions and limitations of the applicable plans for which the employee is otherwise eligible.

Vacation, sick leave, and holiday benefits will not continue to accrue during a military leave of absence.

Employees on military leave for up to 30 days are required to return to work for the first regularly scheduled shift after the end of service, allowing reasonable travel time. Employees on longer military leave must apply for reinstatement in accordance with USERRA.

Employees returning from military leave will be placed in the position they would have attained had they remained continuously employed or a comparable one depending on the length of military service in accordance with USERRA. They will be treated as though they were continuously employed for purposes of determining benefits based on length of service.

Contact the Vice President of Administration or the Vice President of Operations for more information or questions about military leave.

701 EMPLOYEE CONDUCT AND WORK RULES

To assure orderly operations and provide the best possible work environment, FLY TRAMPOLINE PARK expects employees to follow rules of conduct that will protect the interests and safety of all employees and the organization.

It is not possible to list all the forms of behavior that are considered unacceptable in the workplace. The following are examples of infractions of rules of conduct that may result in disciplinary action, up to and including termination of employment.

Theft or inappropriate removal or possession of property

Falsification of timekeeping records

Working under the influence of alcohol or illegal drugs

Possession, distribution, sale, transfer, or use of alcohol or illegal drugs in the workplace, while on duty, or while operating vehicles or equipment

Fighting or threatening violence in the workplace

Boisterous or disruptive activity in the workplace

Negligence or improper conduct leading to damage of property

Insubordination or other disrespectful conduct

Violation of safety or health rules

Smoking in prohibited areas

Sexual or other unlawful harassment

Possession of dangerous or unauthorized materials, such as explosives or firearms, in the workplace

Excessive absenteeism or any absence without prior notice

Unauthorized absence from work station during the workday

Unauthorized presence in the facility, at any time.

Unauthorized use of telephones or other employer-owned equipment

Violation of personnel policies

Unsatisfactory performance or conduct

Employment with FLY TRAMPOLINE PARK is at the mutual consent of FLY TRAMPOLINE PARK and the employee, and either party may terminate that relationship at any time, with or without cause, and with or without advance notice.

702 DRUG, ALCOHOL AND MARIJUANA USE

It is FLY TRAMPOLINE PARK's desire to provide a drug-free, healthful, and safe workplace. To promote this goal, employees are required to report to work in appropriate mental and physical condition to perform their jobs in a satisfactory manner.

Drugs and alcohol use are highly detrimental to the safety and productivity of employees in the workplace. No employee may be under the influence of any illegal drug, marijuana or alcohol while in the workplace, while on duty, or while operating a vehicle or equipment.

While on FLY TRAMPOLINE PARK premises and while conducting business related activities off FLY TRAMPOLINE PARK premises, no employee may use, possess, distribute, sell, or be under

the influence of alcohol or marijuana or engage in the unlawful manufacture, distribution, dispensation, possession, or use of illegal drugs. Further, no employee may consume alcohol or marijuana while in uniform. Violations of this policy may lead to disciplinary action, up to and including immediate termination of employment, and/or required participation in a substance abuse rehabilitation or treatment program. Such violations may also have legal consequences.

The legal use of prescribed drugs is permitted on the job only if it does not impair an employee's ability to perform the essential functions of the job effectively and in a safe manner that does not endanger other individuals in the workplace.

In accordance with federal and state laws, employees under the age of 21 are prohibited from serving or consuming alcohol.

Employees with questions on this policy or issues related to drug, marijuana or alcohol use in the workplace should raise their concerns with their supervisor or either the Vice President of Administration or the Vice President of Operations without fear of reprisal.

703 SEXUAL AND OTHER UNLAWFUL HARASSMENT

FLY TRAMPOLINE PARK is committed to providing a work environment that is free of discrimination and unlawful harassment. Actions, words, jokes, or comments based on an individual's sex, race, ethnicity, age, religion, or any other legally protected characteristic will not be tolerated. As an example, sexual harassment (both overt and subtle) is a form of employee misconduct that is demeaning to another person, undermines the integrity of the employment relationship, and is strictly prohibited.

Sexual harassment is defined as follows:

Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct constitutes sexual harassment when (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment; (2) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or (3) such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment.

Examples of sexual harassment include, but are not limited to: unwanted sexual advances; demands for sexual favors in exchange for favorable treatment or continued employment; unwelcome sexual jokes, flirtations, advances or propositions; verbal abuse of a sexual nature; graphic, oral commentary about an individual's body, sexual prowess, or sexual deficiencies; leering, whistling, touching, pinching, assault, coerced sexual acts or suggestive insulting, or obscene comments or gestures; and displays in the workplace of sexually suggestive objects or pictures.

FLY TRAMPOLINE PARK prohibits sexual harassment or harassment based on any protected characteristic of its employees in any form. Anyone engaging in sexual or other unlawful

harassment will be subject to disciplinary action, up to and including termination of employment.

Every employee must report every incident of sexual or other unlawful harassment promptly to his or her supervisor. If the supervisor is unavailable or the employee believes it would be inappropriate to contact that person, the employee should immediately contact either the Vice President of Administration or the Vice President of Operations. Employees can raise concerns and make reports without fear of reprisal.

Every employee of FLY TRAMPOLINE PARK is expected to support and carry out this policy. Any supervisor or manager who becomes aware of possible sexual or other unlawful harassment shall take immediate steps to stop it and shall promptly advise either the Vice President of Administration or the Vice President of Operations of the situation. Any person who receives a report of sexual or other unlawful harassment is expected to seriously consider all such complaints and to take immediate steps to implement this policy in accordance with the provisions contained herein.

Every effort will be made to promptly investigate all allegations of discrimination or harassment in as timely and confidential a manner as possible. In cases where it is determined a violation of FLY TRAMPOLINE PARK's policy has occurred, appropriate disciplinary action will be taken, up to and including termination of employment.

Complaints made in good faith under this policy will not result in any adverse action against the complainant. No person who participates in good faith in an investigation will be treated adversely because of that participation. Any complaint alleging retaliation because of the reporting of the violation of this policy or participation in an investigation of such a report should be promptly reported. Any such retaliatory conduct will not be tolerated.

704 ATTENDANCE AND PUNCTUALITY

To maintain a safe and productive work environment, FLY TRAMPOLINE PARK expects employees to be reliable and to be punctual in reporting for scheduled work. Absenteeism and tardiness place a burden on other employees and on FLY TRAMPOLINE PARK. In the rare instances when employees cannot avoid being late to work or are unable to work as scheduled, they should personally notify their supervisor as soon as possible in advance of the anticipated tardiness or absence.

Poor attendance and excessive tardiness are disruptive. Either may lead to disciplinary action, up to and including termination of employment.

705 PERSONAL APPEARANCE

Dress, grooming, and personal cleanliness standards contribute to the morale of all employees and affect the business image FLY TRAMPOLINE PARK presents to Park Guests and visitors. During business hours, employees are expected to present a clean and neat appearance. Hair, beards and facial hair must be kept neat, clean and trimmed. All employees must have hair color which is a natural shade (i.e. blonde, brown, black, red or gray). Any employee reporting for work with hair color which is not a natural shade (i.e. blue, green, pink or purple)

will be immediately suspended without pay until the hair color is changed to a natural shade. Any employee reporting for work with an extreme hairstyle, as determined in the discretion of the management of FLY TRAMPOLINE PARK, will be immediately suspended without pay until the hairstyle is changed to be consistent with the professional image FLY TRAMPOLINE PARK expects to be presented by all of its employees.

FLY TRAMPOLINE PARK recognizes that some employees may choose to have noses, tongues, eyebrows, lips and other parts of their bodies or faces pierced. Employees may wear earrings and may wear a single small nose stud no larger than 1/8th of an inch in diameter while working. All other visible jewelry or other objects in pierced body parts must be removed while working. For example, any nose rings, eyebrow rings, tongue studs, lip studs or other similar objects must be removed before reporting to work. Any employee reporting to work in violation of this policy will be asked to remove the object, and if the employee refuses to do so, the employee will be subject to discipline, up to and including immediate termination of employment.

FLY TRAMPOLINE PARK also recognizes that body art in the form of tattoos and other skin pigment alterations is a personal choice. However, all tattoos on the face and head are banned, except for "make-up tattoos" (i.e. eyeliner, eyebrows and lip color). With respect to all other tattoos, management reserves the right to ask an employee to cover anything that is deemed to be inappropriate, offensive, disturbing or distracting to our Park Guests or which does not comport with the professional image that FLY TRAMPOLINE PARK wants to present to the public and its Park Guests. Employees who refuse to comply with requests to keep tattoos covered will be subject to discipline, up to and including immediate termination of employment.

706 UNIFORM AND BUSINESS ATTIRE DRESS CODE

FLY TRAMPOLINE PARK is a premier recreation Company and the image of its employees reflects the image of FLY TRAMPOLINE PARK. To ensure that FLY TRAMPOLINE PARK presents a professional image, most employees will be required to wear uniforms provided by FLY TRAMPOLINE PARK. No substitutions will be permitted. While on duty, employees will be required to be dressed in the uniform issued to that employee as outlined in their Uniform Compliance Agreement or, if a uniform is not required, be dressed as required in their individual Business Attire or Uniform Compliance Agreement. To maintain the image of FLY TRAMPOLINE PARK, employees are required to comply with their Uniform Compliance Agreements anytime they are wearing their uniform and are on FLY TRAMPOLINE PARK's premises, regardless of whether they are working.

FLY TRAMPOLINE PARK will supply all employees who are required to wear a uniform with uniform jumpsuits that are left on property and laundered on site. Employees may not remove these uniforms from Park property without express permission of the General Manager or Flight Operations Manager. Uniforms may not be altered in any way.

Employees are responsible for the condition of their uniforms. Uniforms must be clean and pressed at all times. If a uniform is damaged as a result of work related activities, the employee's supervisor has the discretion to determine if the uniform is still in wearable condition and to determine if the damage to the uniform was avoidable. If the damage to the uniform was avoidable, the employee will be responsible for partial or full replacement cost of the uniform.

Employees and supervisors who are not required to wear a uniform issued by FLY TRAMPOLINE PARK will be required to dress as outlined in their Business Attire or Uniform Compliance Agreement. FLY TRAMPOLINE PARK will issue one standard uniform to those employees and supervisors who are not required to wear a uniform. The employee or supervisor may wear the standard uniform on days when the individual would like to wear casual clothing. The standard uniform is the only acceptable casual wear and no other casual clothing will be acceptable. However, the employee or supervisor may wear any authorized "uniform shirt" with dress slacks or pants and shoes which meet the standards set forth in their Business Attire or Uniform Compliance Agreement as an alternative to wearing the full uniform when the supervisor or employee wishes to wear casual clothing. Additionally, a security deposit equal to the cost of the uniform will be deducted from the paycheck of the employee or supervisor upon the issuance of the uniform.

FLY TRAMPOLINE PARK reserves the right to require all employees and supervisors, including those who are not normally required to wear a uniform, to wear a standard uniform on special occasions. Such occasions will include Open Houses.

Any employee or supervisor who has questions about what constitutes appropriate business attire pursuant to the dress code should consult with their supervisor or the Vice President of Administration or the Vice President of Operations.

707 FOOD AND BEVERAGES

While on duty at the Front Desk or other public areas, drinks must be kept out of sight and in covered containers (i.e. water bottles) to protect the computers, phones, countertops etc. Staff must clock out to eat lunch or other meals. Employees may not eat or drink when they may be viewed by the public.

708 OFF-LIMIT AREAS

While on-duty, employees are only permitted in those areas where their job duties require them to be. If an employee's job duties do not require an employee to enter a certain area, that employee is not permitted to enter that area of FLY TRAMPOLINE PARK. For instance, no one is permitted behind the Front Desk except those employees who are assigned to work behind the Front Desk. When employees are present at FLY TRAMPOLINE PARK during off-duty hours, they are only permitted to be present in the public areas of FLY TRAMPOLINE PARK.

709 FIRST AID, CPR and AED CERTIFICATION

FLY TRAMPOLINE PARK requires all employees to maintain current First Aid, CPR and AED certifications as a condition of employment. Employees who are on duty when an emergency situation arises are required to respond to the emergency as appropriate under the circumstances and to the extent they are trained to do so.

All employees must have the required certifications prior to beginning employment and those certifications must be good for at least six months. If the employee does not have the required current certification(s) on the date of hire or their certifications will expire in less than six months, the employee must obtain the certification(s) within 30 days of the date of hire or

expiration of the certification(s). Such employees may register for a course provided by FLY TRAMPOLINE PARK, if one is scheduled within the first 30 days of employment or within 30 days of when their certification(s) expire, and FLY TRAMPOLINE PARK will pay the registration fee for attendance at such courses. However, if the employee is not able to attend a class provided by FLY TRAMPOLINE PARK within the first 30 days of employment or within 30 days of when their certification(s) expire, then the employee will be responsible for obtaining the required certificate(s) on his or her own time and at his or her own expense. Failure to provide proof of current certification(s) as required by this policy shall be grounds for discipline, up to and including immediate termination.

After six (6) months of continuous employment, FLY TRAMPOLINE PARK will pay the registration fee for the employee's attendance at CPR, AED and First Aid training course sponsored by FLY TRAMPOLINE PARK when the original certification(s) expire and will pay the employee for the time required to attend the course. When signing up to attend a course, the employee will be required to sign an Agreement which sets forth the employee's responsibilities and the consequences which will result if the employee fails to attend the course for which he or she signs up. In the event an employee fails to timely renew his or her required certification(s) or if his or her required certification(s) expire, that can serve as grounds for discipline, up to and including immediate termination of employment.

In the event that an employee has to take a certification course outside of FLY TRAMPOLINE PARK, the employee will be responsible for paying the cost of the course. If the employee is required to have the certification, after he or she provides proof of attendance to FLY TRAMPOLINE PARK and an appropriate receipt documenting the cost of the course, FLY TRAMPOLINE PARK will reimburse the employee for the cost of attending the course, but only up to the amount that it would have cost FLY TRAMPOLINE PARK had the employee attended the course offered by FLY TRAMPOLINE PARK.

Employees who are not required to have a CPR, AED or First Aid certification for their position may take the course when it is offered at FLY TRAMPOLINE PARK on a space available basis. FLY TRAMPOLINE PARK will pay the class fee for such employee's attendance at the class after the employee has been employed with FLY TRAMPOLINE PARK for more than six months. However, because attendance at such classes is voluntary on the part of the employee, FLY TRAMPOLINE PARK will not pay the employee for the time required to attend the class.

801 LIFE-THREATENING ILLNESSES IN THE WORKPLACE

Employees with life-threatening illnesses, such as cancer, heart disease, and AIDS, often wish to continue their normal pursuits, including work, to the extent allowed by their condition. FLY TRAMPOLINE PARK supports these endeavors as long as employees are able to meet acceptable performance standards. As in the case of other disabilities, FLY TRAMPOLINE PARK will make reasonable accommodations in accordance with all legal requirements, to allow qualified employees with life-threatening illnesses to perform the essential functions of their jobs.

Medical information on individual employees is treated confidentially. FLY TRAMPOLINE PARK will take reasonable precautions to protect such information from inappropriate disclosure. Managers and other employees have a responsibility to respect and maintain the confidentiality

of employee medical information. Anyone inappropriately disclosing such information is subject to disciplinary action, up to and including termination of employment.

Employees with questions or concerns about life-threatening illnesses are encouraged to contact either the Vice President of Administration or the Vice President of Operations for information and referral to appropriate services and resources.

802 MEDIA INTERVIEWS/PHOTOS/PRINTED MATERIALS/CORRESPONDENCE

All media requests for interviews, comments on stories being written, or permission to film or photograph FLY TRAMPOLINE PARK are to be referred to the Marketing Department. No employee is authorized to communicate with the media, whether newspaper, radio or television, without the prior approval of the Marketing Department in Anchorage or, in Juneau and Fairbanks, the prior approval of the General Managers.

All printed literature regarding FLY TRAMPOLINE PARK must be approved by and ordered by the Marketing Department. Employees may not use FLY TRAMPOLINE PARK letterhead for any purpose that is not within the scope of the employee's job duties and responsibilities.

Employees shall not spread rumors about FLY TRAMPOLINE PARK and employees shall not discuss FLY TRAMPOLINE PARK's private business with anyone, either on or off the job.

Violation of this policy can lead to discipline, up to and including immediate termination of employment.

803 NON-DISCLOSURE OR USE OF BUSINESS INFORMATION

The protection of confidential business information and trade secrets and Park Guest's personal information is vital to the interests and the success of FLY TRAMPOLINE PARK. Such confidential information includes, but is not limited to, the following examples:

- Compensation data;
- Computer programs;
- Park Guest lists;
- Park Guest data;
- Financial information;
- Marketing strategies;
- Forms;
- Pending projects and proposals;
- Policies and procedures; and
- Handbooks and manuals.

Employees who improperly use, convey or disclose trade secrets or confidential business information will be subject to disciplinary action, up to and including immediate termination of employment and legal action, even if they do not actually benefit from the disclosed information. Improper use of FLY TRAMPOLINE PARK'S business information includes accessing and using employee or Park Guest data, including, but not limited to, addresses, emails and

phone numbers, contained in FLY TRAMPOLINE PARK's databases for any purpose not authorized by FLY TRAMPOLINE PARK.

Employees are responsible for all property, material or written information issued to them or in their possession or control during their employment with FLY TRAMPOLINE PARK. Employees must return all property of FLY TRAMPOLINE PARK, including, but not limited to, all manuals, handbooks, correspondence, contracts, forms, or other business documents, immediately upon request or upon termination of employment. Failure to do so could result in legal action against the employee.

804 SOCIAL MEDIA

FLY TRAMPOLINE PARK has worked hard to promote its image in the communities where it has Parks and wants to maintain its reputation. Further, FLY TRAMPOLINE PARK wishes to protect the privacy rights of its employees and Park Guests, both current and former, and to preclude any possible defamation of employees, as well as defamation of FLY TRAMPOLINE PARK itself and of Park Guests of FLY TRAMPOLINE PARK.

Guidelines for functioning in an electronic world are the same as the values, ethics and confidentiality policies employees are expected to live every day, whether you're Twittering, blogging, posting a status on Facebook, talking with Park Guests or chatting over the neighbor's fence. Nothing in this policy is intended to limit any legally protected communications. However, your responsibility to FLY TRAMPOLINE PARK does not end when you are off the clock. For that reason, this policy applies to use of social media as a part of your employment with FLY TRAMPOLINE PARK, as well as personal use of social media as it relates to FLY TRAMPOLINE PARK.

FLY TRAMPOLINE PARK respects the rights of its employees to use social media in their personal lives. It is important that all employees are aware of the implications of engaging in forms of social media and online conversations that reference FLY TRAMPOLINE PARK, its Park Guests, its managers or employees and/or the employee's relationship with FLY TRAMPOLINE PARK in any way. This policy applies to employees who use the following:

- Multi-media and social networking websites such as MySpace, Facebook, Friendster, LinkedIn, Yahoo! Groups, Snapchat, Instagram and YouTube
- Blogs
- Wikis such as Wikipedia and any other site where text can be posted
- Twitter

All of these activities are referred to as "Internet postings" in this Policy. Common sense is the best guide if you decide to post information in any way relating to FLY TRAMPOLINE PARK. The following covers your legal responsibility and non-disclosure obligations. Failure to abide by these guidelines can result in serious ramifications for you, including, but not limited to, personal liability for defamation, copyright infringement, breach of privacy etc. Violating these guidelines, whether during working hours or during your personal time, may also lead to disciplinary action up to and including termination of employment.

1. Legal Liability

When you choose to go public with your opinions via social media, you are legally responsible for your Internet postings. You can be held personally liable for any comments deemed to be defamatory, obscene, proprietary, or libelous. For these reasons, anyone using social media should exercise caution with regards to exaggeration, colorful language, guesswork, obscenity, copyrighted materials, legal conclusions, and derogatory remarks or characterizations. Do not publish slanderous, libelous or otherwise illegal content. Do not publish content on the internet without the relevant copyright information; comply with copyrights and respect the right of the individual regarding the use of their own image. FLY TRAMPOLINE PARK potentially could pursue legal action against you for Internet postings that violate the law or that impugn the reputation or image of FLY TRAMPOLINE PARK. Anything you post that can potentially tarnish FLY TRAMPOLINE PARK's image or reputation could create a conflict of interest between you and FLY TRAMPOLINE PARK that would result in immediate termination of employment.

2. Company Confidential Information

You are not allowed to disseminate confidential and proprietary information that you learn as part of your job, including any information about Park Guests of FLY TRAMPOLINE PARK. See Policy 803. If you are unsure whether a certain piece of information may be published, check with your manager or any Vice President. If in doubt, do not publish.

3. Commenting On FLY TRAMPOLINE PARK, Its Employees Or Its Park Guests

When posting your point of view on anything having to do with FLY TRAMPOLINE PARK or one of its Park Guests or employees, you should neither claim nor imply you are speaking on FLY TRAMPOLINE PARK's behalf. If you comment on any aspect of FLY TRAMPOLINE PARK's business, you must clearly identify yourself as an employee of FLY TRAMPOLINE PARK and include a disclaimer that the views are your own and not those of FLY TRAMPOLINE PARK. Because you are legally responsible for your postings, you may be subject to liability if your posts are found defamatory, harassing, or in violation of any other applicable law. You may also be liable if you make postings which include confidential, proprietary or copyrighted information, including any information about individual employees or Park Guests. All of these types of postings are prohibited under this policy.

FLY TRAMPOLINE PARK recognizes that employees may, on occasion, have concerns about FLY TRAMPOLINE PARK's decisions or how it operates its business. If employees have such concerns, FLY TRAMPOLINE PARK has an open door policy and encourages its employees to bring any concerns they may have to the attention of their supervisor or another Park Guest of management so those concerns can be addressed in a constructive manner and do not result in unfounded and inaccurate rumors.

805 RECOMMENDATIONS TO PARK GUESTS

All employees of FLY TRAMPOLINE PARK are prohibited from representing themselves as, or inferring or implying that they are, a medical doctor, a physical therapist, a chiropractor, a nutritionist, or a registered dietician unless they have obtained an educational degree or a certification indicating that they are trained as such a professional.

No employee is authorized to provide any advice to Park Guests of FLY TRAMPOLINE PARK with respect to physical therapy or rehabilitation of an injury and all employees shall refrain from doing so.

No employee is authorized to make any recommendations or suggestions to Park Guests of FLY TRAMPOLINE PARK regarding any type of nutritional supplements, herbal products or dietary products of any kind whatsoever and all employees shall refrain from doing so.

No employee, except registered dieticians specifically hired to do so, is authorized to provide any type of dietary advice, recommendations or suggestions to Park Guests of FLY TRAMPOLINE PARK and all employees, except registered dieticians, shall refrain from doing so.

With respect to general conditioning issues, employees shall not demonstrate for Park Guests how to use FLY TRAMPOLINE PARK's equipment or how to perform a particular exercise, unless the employee has been specifically hired and trained to do so. If a Park Guest raises any health-related concerns in connection with their use of equipment or their participation in a class, all employees shall refer the Park Guest to his or her own health care professional for advice on the issue raised.

Employees may only distribute, or allow distribution of, authorized and approved literature.

Any violation of this policy will result in disciplinary action, up to and including immediate termination of employment.