



STEVE'S WELCOME: AN INTRODUCTION TO ISSUE FOUR

Hi Flashbay Global Team,

This July edition of Baywatch commemorates the 5th anniversary of Flashbay Pty Ltd, our Australian business which is headed up by COO and Flashbay veteran Ieuan Williams. It seems like yesterday that I was scouting out office locations and hiring sales people down in beautiful Sydney and in the five years since the business has matured fantastically under Ieuan's leadership. Congratulations to the Flashbay Pty Ltd team from the whole Flashbay family.

In the same spirit of growth and development we also recognize Therese's training visit to the Flashbay Philippines office, an excellent opportunity for her to intensively train her team members directly and a worthwhile endeavor for all involved. However, it's not just through formal initiatives and programmes that valuable training takes place – we all have fantastic opportunities to learn from each other every day. Especially if you are new to the Company, but even if you are not, ensure that you're making the most of the wealth of knowledge and experience around you by asking questions and being open and willing to learn from your mistakes and build on your strengths.

Steve Webster
CEO

OUR MAIN NEWS

FLASHBAY LTD SUMMER BOAT PARTY

London office celebrates the arrival of the Great British summer with a cruise down the River Thames

THERESE IN THE PHILIPPINES

Therese Sande spends two weeks in the Philippines, meeting and training her new PH4 charges

BAYWATCH MEETS AARON

Introducing and getting to know our Vice-President of Sales from America, Aaron Ricciardi

AUSSIE ANNIVERSARY

Celebrating our Australian office's milestone five-year anniversary in style

LAUNCH OF THE EDGE

Introducing our newest and most exciting addition to our Power product category, our first Inductive Charger

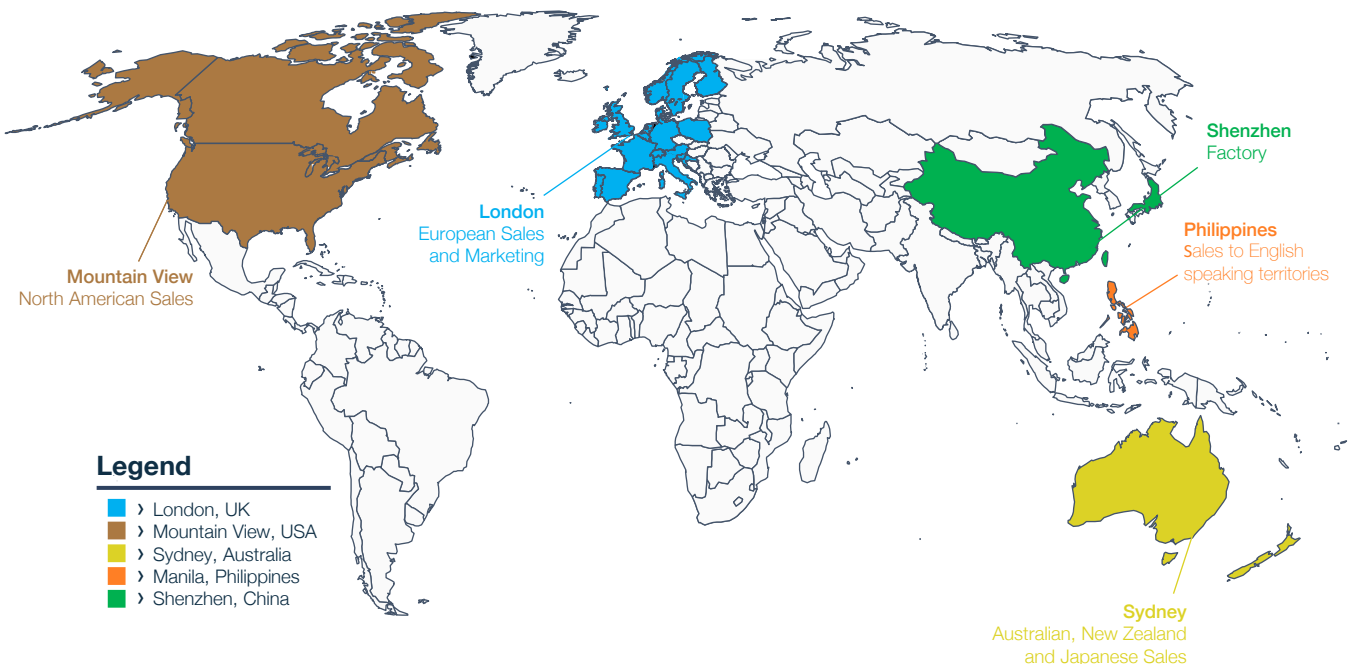
NEW CAR CHARGERS LAUNCHED

Flashbay launches its first exclusively designed USB Car Chargers as Power category continues to expand

BAYWATCH REGULAR FEATURES

Celebrating 5-year-plus Flashbay Anniversaries in June
June Jedi: honouring the month's biggest winners

THE FLASHBAY GLOBAL MAP



The Flashbay Global Map shows our offices around the world, highlighting our truly global footprint.

For ease of reference, our articles in Baywatch are colour-coded by geography, as indicated by the legend in this map. We hope you enjoy this issue!

LONDON OFFICE CRUISE INTO THE GREAT BRITISH SUMMER

LONDON | UNITED KINGDOM



The penultimate Friday of June saw the London office celebrate the arrival of British summer time with the annual Summer Boat Party. The theme for the evening was “hats” – plenty of scope for creative genius, but equally not too taxing for the more conservatively-minded!



The highlight of the evening was undoubtedly provided by our French team, pictured above, who truly raised the bar for future costume expectations. Led by group leader Camille Louis, (Princess Leia), and her Stormtroopers (Thomas Lohmuller, Arnaud de Lisle, Florian Potier and Benjamin Baranger), the whole French team brought an incredibly energetic choreography to the evening’s proceedings - from a thrilling embarkation, through to the dancefloor on board thereafter, and finally onto the after-party back on land.



JUNE JEDI

MOST TOTAL PROFIT

JILL KAVANAGH

United States
\$75,437

MOST TOTAL PROFIT (PROBATIONER)

CATHERINE GOMIS

France
£21,242

MOST NEW BUSINESS PROFIT

ANNE-SOPHIE BECQUET

France
£16,850

MOST NEW BUSINESS PROFIT (PROBATIONER)

CATHERINE GOMIS

France
£12,221

MOST 5-STAR REVIEWS

MIKE DODS

United States
45

MOST 5-STAR REVIEWS (PROBATIONER)

BENJAMIN BARANGER

France
28



All in all, the evening was undoubtedly a tremendous success, and we look forward to the London office’s next social – the New Starters’ Welcome Drinks scheduled during the autumn months!

THERESE VISITS HER NEW TEAM IN THE PHILIPPINES!

MANILLA | PHILIPPINES

The last two weeks of June saw UK2, Scandinavia and PH4 group leader, Therese Sande, visit her new PH4 charges (below) in the Philippines for the first time. Following months of Skyping and emailing, Therese was finally able to spend two special weeks meeting, training and bonding with her new team in person.



The incredibly warm reception Therese received was symptomatic of her whole stay, and more generally of the prevailing atmosphere of enthusiasm and camaraderie in the office. Indeed, the graphics team (below) motto of "Flashbay never gives up!" aptly embodied the spirit in Manilla, even extending to Therese's reluctant sampling of such local culinary highlights as "balut."



The trip was hugely beneficial, following on from Aaron's similarly productive visit to see his PH1 team, in April. The PH4 team responded superbly, making great strides of progress in a comparatively short space of time as they soaked up Therese's experience and expertise. We look forward to the team continuing to reap the benefits of these couple of weeks as they build upon the ever-growing momentum in Manilla.

BAYWATCH FEATURE: MEET OUR US VP OF SALES, AARON!

MOUNTAIN VIEW | UNITED STATES



Aaron Ricciardi is our Vice-President of Sales for Flashbay Inc., our US office in Mountain View, California. Aaron has served Flashbay for over eight years. In this section, we take some time to get to know our Sales guru a little better:

What does your role at Flashbay entail on a day-to-day basis?

As Vice President of Sales, I oversee the development and growth of sales for the North American Market in the United States and Philippines. My responsibilities range from hiring and training new account managers to implementing and streamlining policies and procedures across the team. On a daily basis, I review the work of the sales team to ensure account managers are developing and growing professionally, while remaining focused on reaching monthly goals

Do you have a moment or task that you look back on as your favourite so far at Flashbay?

The US Sales Office winning the First Hero's Feast was definitely a highlight.

What is your favourite part of your job?

My favourite part of my job is being able to work with a great team and grow along with them on both a personal and professional level.

Can you tell us something about yourself that most people would not know?

When I was in High-School and College, I had the unfortunate luxury of driving my sister's red Volkswagen beetle as a means of transportation. My mother said it gave me character... I remained single for a very long time!!!

FLASHBAY ANNIVERSARIES

IN THIS REGULAR SECTION WE RECOGNISE AND GIVE THANKS TO OUR FLASHBAY EMPLOYEES ALL AROUND THE WORLD WHO HAVE CELEBRATED FIVE YEARS OR MORE SERVICE TO FLASHBAY IN THE PAST MONTH:

Ralf Bamminger: 11 years
(Sales Director)

Shuiming Wang: 11 years
(Engraving, Group Leader, CN)

Yongqiang Yang: 9 years
(Printing, Group Leader, CN)

Nengwen Chen: 9 years
(Printing, Assistant Group Leader, CN)

Yunli Luo: 9 years
(Warehouse, WH Keeper, CN)

Yanxiu Wan: 9 years
(Printing, Film-making Technician, CN)

Brenda Bravo: 8 years
(Accounting Manager, US)

Aaron Ricciardi: 8 years
(Vice President of Sales)

Bartosz Wojszko: 8 years
(Graphics Designer, UK)

Donghong Zhong: 8 years
(Plastics and Leather, Mould Engineer, CN)

Tong Qiao: 8 years
(Printing, Worker, CN)

Wenchuan Zhuang: 8 years
(Graphics, Technician, CN)

Xiyun Liu: 7 years
(Production, Worker, CN)

Mingrong Yuan: 7 years
(Graphics, Technician, CN)

Lukasz Kukulka: 7 years
(Warehouse Supervisor, UK)

Wenxia Wang: 6 years
(Production, Worker, CN)

Jianjun Xiang: 5 years
(Printing, Worker, CN)

Zhou Liu: 5 years
(Production, Operation Manger, CN)

James Park: 5 years
(Group Leader, AU)

Richard Lam: 5 years
(Senior Sales Account Manager, AU)

Stefanie Ellsner: 5 years
(Group Leader, DE)

Kris Rush: 5 years
(Group Leader, US)

AUSSIE ANNIVERSARY CELEBRATIONS

SYDNEY | AUSTRALIA

The 7th June marked the fifth anniversary of the incorporation of Flashbay Pty Ltd, our Australian office in Sydney. The team celebrated the milestone by heading to the Arthouse Hotel after the obligatory warm up on the darts board back in the office!



Headed up by Ieuan Williams, the office Down Under has seen an incredible rate of growth since its foundation in 2012, with USB Flash Drive orders rising by just under 800% in that time! Here's to many more joyous anniversaries and celebrations together!

EXCLUSIVE CAR CHARGERS LAUNCHED

LONDON | UNITED KINGDOM



Late June saw the launch of our first Flashbay-exclusively-designed USB Car Chargers – the Zip, the Vista and the Master. All three chargers come with a lovely matte finish, featuring an LED light embedded around its charging ports. The Zip comes with a metallic face, available for branding via screen printing or laser engraving; the Vista has a plastic face which can be screen and photo printed; and the Master has a supple leather top which is only available for screen printing. Our fourth model to launch, the Woodie (our Wooden offering, as the name might suggest!), will complete this set of Flashbay-designed USB Car Chargers in due course, as our product offering continues to grow.



FLASHBAY INTRODUCES NEW INDUCTIVE CHARGER

LONDON | UNITED KINGDOM

June saw a highly exciting development in our Power product range, with the launch of our first Inductive Charger, the Edge. The Edge is a wireless charger, allowing for portable electric devices to be charged up just by sitting loosely on top of the inductive charger. The Edge itself must be plugged into the mains, but there is no need for the mobile device or tablet to be connected to any power socket.



The introduction of this new technology is the latest example of our commitment to remain at the forefront of the promotional technology market, and marks another exciting chapter in Flashbay history. The Edge comes with sizeable 55cm² branding area available for Photo Printing, ensuring customers will be able to display their logos in a prominent manner on a sophisticated and practical device.



The Edge is broadly square-shaped, and we look forward to the imminent launch of its counterpart, the round-shaped Cirque, as we continue to enhance our Power product offering to provide a versatile and holistic range for our customers.

Suggestions and Questions

If you have any suggestions for future editions of our Baywatch newsletter, or should you have any questions on any topics in this month's issue, please email newsroom@flashbay.com.

We are always excited to hear your thoughts!