

STEVE'S WELCOME: NOTES ON OUR THIRD EDITION

Hi Flashbay Global Team,

Welcome to the belated June edition of Baywatch!

This month we continue our regular feature meeting team members around the globe with Marie, our HR Manager based in London and Janny our Hong Kong based Company Secretary. While we all have a core team of people that we work with every day it's important to remember that we're all part of a much larger global team – it's true to say that with our presence in Mountain View, London, Manila, Shenzhen, Hong Kong and Sydney the sun never sets on the world of Flashbay.

More importantly, our team has never been as strong as it is today and I could not be more proud of what we are achieving together. That's not to say that we can't do even better and it's up to every one of us from the most junior new starter to myself as CEO to do everything that we can to continue to build a business that we can all be proud of and a brand that dominates the promotional technology market in every country and region in which we operate.



Steve Webster
CEO



OUR MAIN NEWS

BAYWATCH FEATURE: MEET MARIE

Introducing our brand new Human Resources Manager, Marie McLaughlin

FLASHBAY WEBSITE DEVELOPMENTS

New TrustPilot product specific reviews to feature on the Flashbay website

INTRODUCING JANNY FROM HONG KONG

Baywatch introduces our Hong Kong Office Manager, Janny Au, and takes a look at her vital role at Flashbay

LAUNCHING THE LATITUDE

Flashbay to launch its first Travel Charger as Power category continues to grow

THE RAY AND THE JET

Final two mini-loudspeakers added to complete the first Audio product line

INTRODUCING THE US OFFICE

An introduction to our US teams, based in California

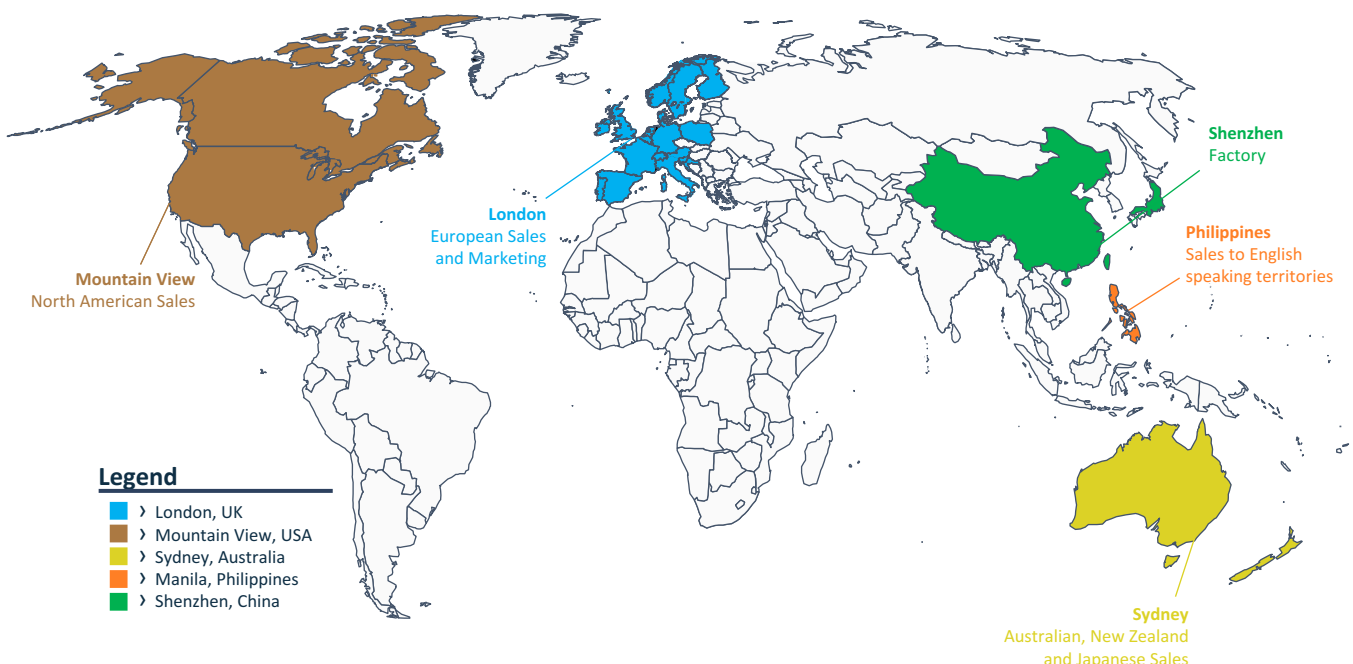
FLASHBAY BOAT PARTY

A brief look ahead to the London office summer party

REGULAR FEATURES

Flashbay Anniversaries: celebrating 5 years plus in May
May Machines: 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 the third issue!

BAYWATCH FEATURE: MEET OUR NEW HR MANAGER, MARIE

LONDON, UNITED KINGDOM



Marie McLaughlin joined Flashbay just two months ago, almost to the day. Based in our Imperial Wharf offices in London, Marie's addition marks another exciting chapter in Flashbay's journey.

In this latest Baywatch feature section, we take some time to get to know our new HR Manager – it may well be wise to take good note of what it is that makes her tick!!!

What exactly does your role as HR Manager entail?

As HR Manager, I have many responsibilities including implementing and managing all of our HR related policies. I manage recruitment for our UK office and also for PH4 - our team in the Philippines who support the UK and Ireland markets. My role is developing and in future I will be responsible for the global coordination and oversight of our HR function, as well as many more things related to Flashbay employees.

Do you have any hobbies that you particularly enjoy?

I am a big sports fan, particularly football. My favourite team is Celtic and I've been going to see them since I was 2 years old - I've followed them all over Europe from Barcelona to Milan. I also enjoy going to the gym, playing golf, tennis and I am a member of a mixed tag rugby team (although admittedly more of a social member).

What is your proudest moment to date?

Completing the 3 Peaks Challenge in April 2016 with a group of friends and family. You are required to scale the UK's 3 highest mountains within 24 hours. After we reached the top of our first Peak - Ben Nevis - and had been walking for 2 hours in 2 feet of snow – I was ready to give up. However, we all powered through and made it to the end of the challenge – almost in one piece. It was an amazing experience and I would highly recommend it, as the views from the top are spectacular!

What is your favourite interview question to ask?

"What's surprised you about this interview so far?" or "If you were a cereal what would you be and why?"

MAY MACHINES

MOST TOTAL PROFIT

THOR WULFF

Denmark

£72,143

MOST TOTAL PROFIT (PROBATIONER)

ELODIE BERNARD

France

£17,345

MOST NEW BUSINESS PROFIT

CAMILLE LOUIS

France

£16,603

MOST NEW BUSINESS PROFIT (PROBATIONER)

BENJAMIN BARANGER

France

£7,507

MOST 5-STAR REVIEWS

ALBA NUNEZ

Spain

43

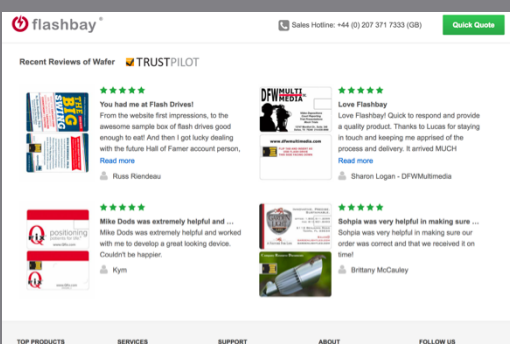
MOST 5-STAR REVIEWS (PROBATIONER)

CARLOTA CASTRO

Spain

35

FLASHBAY WEBSITE TO FEATURE PRODUCT-SPECIFIC TRUSTPILOTS



May saw an exciting new edition to the Flashbay website, with the introduction of product-specific TrustPilot reviews on the corresponding item's web page. The aim is for these reviews to enhance customer confidence in both our product and service offering.

We have decided to utilise our enormous archive of positive TrustPilot feedback by displaying four customer reviews at the bottom of each product page. Each review features a Virtual Proof of the product in question, alongside an enthusiastic account of the client's experience both with the product, and through the sales cycle with Flashbay.

The hope is that this external and impartial validation will serve to provide our potential customers with the assurances they require to confidently order Flashbay products. Indeed this should be particularly useful for our audio category, where the quality of product is more subjective and considered particularly volatile in the promotional market. We are thoroughly excited following the launch of this new range of items, and we look forward to seeing these changes reflected in our sales figures!

BAYWATCH MEETS JANNY – OUR HONG KONG OFFICE MANAGER

HONG KONG



Janny Au is Flashbay's company secretary, helping with all office administration. Based in Hong Kong, Janny officially joined the Flashbay family in August 2014, having previously worked as a freelancer for Flashbay since her first meeting with Phillip in 2007 (who she describes as 'fit, energetic and surprisingly fluent in Mandarin'). Here, we find out a little bit more about one of Flashbay's key cogs:

What is your favourite part of your job?

My favourite part of my job is to work independently under the trust of super boss (Phil) and teammates. There is always room for me to grow and broaden my horizons to face new challenging tasks in the Flashbay family here.

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

I have worked with our very nice and capable teammates to explore various company formation requirements in a variety of countries like the Philippines, Japan, etc. I am also familiar with banking regulations, and have a very good relationship with various bankers in order to face compliance challenges under bank due diligence requirement.

Can you tell us something a little unusual about yourself, that perhaps people would not typically know?

I have a nickname "Paper Lady". It is due to my past job nature (company secretary) – I have to use a lot of papers for recording and printing for storage in accordance with company regulations. My desk is equipped with a lot of cabinets to keep all paper documents for job purposes. During my working very hard, if someone comes to my desk, they have difficulty seeing me due to a mountain of papers on my desk in front of me. But of course, now everything is improved after sitting in my new working environment in the Flashbay office and I have now applied more electronic storage by using Flashbay USBs instead of papers during my current work. In addition, instead of viewing a paper mountain, now I can take a break to look through the office windows to have a view of green mountain. It is really my great pleasure to make a big move to the Flashbay family and feel like a new born with a relaxed working life!

FLASHBAY TO LAUNCH FIRST WALL-SOCKET TRAVEL CHARGER



We are hugely excited to announce the imminent launch of our first Travel Charger, the Latitude. The Latitude will become the latest edition to our ever-expanding Power product range, complementing our existing Power Banks and Car Chargers.



Featuring four USB connecting ports, the Latitude will offer portable charging capabilities through its wall socket connector for up to four USB-based devices. The charger comes with four attachable wall plugs, allowing for worldwide use, including the UK, Europe, China and the USA. Indeed, its versatile functionality, combined with its stylish case, makes the Latitude the perfect travel companion for jet-setting customers.

The Latitude offers screen-printing branding capabilities on the two large sides of the charger, as well as on both faces of the case, ensuring our clients are able to customise the product with maximum impact and effect. The launch of the Latitude is yet another exciting milestone in Flashbay's illustrious history, as we continue to expand our offering to ensure we can meet an ever-broader set of customer demands and needs.

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:

Brent Mackender: 7 years
(Sales Account Manager, Aus)

Jin Li: 7 years
(Printing, QA, China)

Kui Ke: 7 years
(Painting, QA, China)

Hui Huang: 6 years
(Internal Affairs and Security, B, China)

Rottgar Schmidt: 6 years
(Senior Sales Account Manager, Ger)

Rob Wolfs: 5 years
(Group Leader, Ned)

Husheng Ou: 5 years
(Printing, QA, China)

Feiba Li: 5 years
(Printing, QA, China)

Qifei Wang: 5 years
(Printing, QA, China)

Qingyun Zhao: 5 years
(Printing, QA, China)

Hengfu Chen: 5 years
(Printing, QA, China)

Honghua Lin: 5 years
(Warehouse, QA, China)

Lifang Li: 5 years
(Production, QA, China)

Decai Li: 5 years
(Painting, QA, China)

INTRODUCING OUR US OFFICE

MOUNTAIN VIEW, UNITED STATES OF AMERICA

Pictured above is our American team, standing outside of their office in Silicon Valley, Mountain View, California. Under the stewardship of Flashbay's North American President, Janet Abke, Flashbay Inc. have been blazing trails through our sales figures since 2008.



Located in one of America's most innovative and dynamic areas, the team consistently posts some of our most impressive sales numbers. Currently, the office is in the midst of moving all operations under one building - indeed, we will have photos aplenty from the new layout in next month's edition of Baywatch. For now, we simply wet the appetite by providing a brief visual introduction of the team for our global Flashbay audience!

SUMMER BOAT PARTY IN LONDON

LONDON, UNITED KINGDOM

Flashbay's London office is gearing up for its annual Summer Boat Party late next month. The celebrations will be taking place on board the famous Elizabethan boat, promising an evening of drinks, barbecues, music, dancing and sightseeing down London's stunning River Thames.



With most details already affirmed, all that really remains to be settled is the theme for the night. Rumours of a newsletter-inspired Baywatch motif has seen some staff anxiously making use of Flashbay's new corporate discount rates at the ONE LDN gym across the road - others have meanwhile adopted the more time and energy efficient method of simply proposing alternative fancy dress suggestions!

No costume consensus has been achieved thus far, but excitement is building in London as the date draws nearer - hopefully the notorious British weather is on a similar wavelength to the rest of us come the big night. Ultimately, you will have to stay tuned to next month's edition of Baywatch for a full debrief of the ensuing decadence, alongside any embarrassing photos we can summon to document the evening's entertainment. Watch this space!



FLASHBAY LAUNCH TWO MORE MINI-SPEAKERS: THE RAY AND THE JET

Last week saw the exciting launch of our third Flashbay-built Bluetooth® loudspeaker, the Ray, warmly following in the footsteps of its predecessors, the Tab and the Seed.

The Ray is identical to its antecedents in terms of specification, but comes in a plastic shell, available in 8 different colours. Offering screen printing branding, the Ray gives a classic, elegant look to our range, and will form the core of our audio offering.



Indeed, the family of mini-loudspeakers will soon be complete, as we gear up to launch our fourth and final member, the Jet (above), available in a stylish black, brown or white leather. Customers will soon therefore have the option of choosing from a metallic, plastic, wooden or leather speaker, ensuring all potential customer needs and desires can be met.

All of our mini-loudspeakers can be connected to audio devices via Bluetooth®, and provide the option of hands-free calling and answering, in addition to a crisp and clear music sound. We are hugely excited to continue enhancing our new audio category, with further loudspeaker and headphone additions firmly in the pipeline, as we continue to cement our position as the global leader in promotional technology.

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!