



Laundry365

Making Our Workplace the Best
Every Day of the Year!

GIRBAU

NORTH AMERICA

Welcome

Girbau North America believes that the health and well-being of team members and their families is a top priority. Success at work and in your personal life is not easy when you – or a loved one – aren't well. That's why we've created a guide outlining the benefits available to employees. If you have questions about this summary, contact your Human Resources team. We're here to help!

Select your Cycle

Perks for Work Menu Program

GNA provides unique and helpful ways to economically assist and reward our team members. As a way to provide team members with additional economic support, we have developed a menu of options focused on household living expenses which GNA will provide reimbursement for annually. Full-time employees (30+ hours/week) will receive \$500 per calendar year and part-time employee (29 hours/week or less) will receive \$250 per calendar year. Eligible expenses:

- Amazon Prime and Costco Memberships
- Wifi/Internet
- Cable, Satellite & Internet-based TV subscriptions
- Pet Care Expenses
- Vehicle Fuel Expenses
- Meat Market & Grocery Store Purchases
- Cell Phone Services
- Utilities (Gas/Electric/Water)



Must be employed 3 months before eligible for this program and must be an active employee at time of reimbursement.

Lemon Fresh Benefits



- Medical, Dental, Vision
- 401K with company match
- Life insurance & disability coverages
- Flexible spending account
- Dependent care (pre-tax benefit)

Don't be Clothes Minded

We support employees who wish to continue their education to secure increased responsibility and growth within their professional careers.

GNA has established a reimbursement program for expenses incurred through accredited schools or institutions that either offers growth in an area related to your current position or might lead to promotional opportunities.

To be eligible, an employee needs to have a full time status and have been employed with the GNA for 12 consecutive months.



Laundry Around the Globe

Tenured Employee Trip to Spain

We feel that it is important for our employees to see the origin of our company and encounter the Spanish culture.

As a way to promote communication, build a stronger team and enhance company knowledge, GNA created an interactive program for its employees. Annually, one full-time GNA employee and a guest will be offered a five (5) day trip to visit our parent company, Girbau S.A. in Vic (Barcelona), Spain.

Moisture Retention

Continuous Service Retention Program

As a token of appreciation for the hard work and dedication of our employees, GNA offers a \$10,000 retention bonus to all full-time employees upon achievement of 10 years of continuous service.

Upon achievement of each additional 5 years of continuous service, GNA offers a \$5,000 retention bonus to all full-time employees.

Part-time employees working a minimum of 20 hours per week and achieving the above years of continuous service will be offered a pro-rated bonus amount based on their normal weekly hours worked at date of achievement.



Employees are offered the choice of how they wish the bonus distribution to be paid: cash, 401K deposit or a split cash payment and 401K deposit. 401K deposits are made in accordance with plan rules.

Life has its wrinkles but you can iron them out

Employee Assistance Program

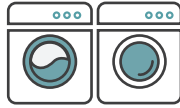
GNA understands that situations arise that can benefit from the view of a professional. We want employees to have every opportunity to seek assistance they need to cope with the challenges they are facing.

The Employee Assistance Program (EAP) is designed to help with a broad range of personal issues such as alcohol and drug abuse, depression, marital problems, finance and legal issues, etc. The EAP is voluntary, free, and completely confidential.

It's Laundry Time

LG Commercial Laundry Equipment Purchase

GNA is LG's exclusive distributor for their Commercial Platinum Laundry Equipment. As a result of that relationship, an employee may purchase an LG washer/dryer set for \$750. Employee will receive a rebate on the purchase after a minimum of one (1) continuous year of service.



Employee must work a minimum of 20 hours per week and must be actively employed at the time the rebate is to be issued.



Wash. Dry. Fold. Repeat!

Laundry Services

Laundry is the never ending story and you "do" laundry all day so we've developed programs so you don't have to do laundry all night!

Employees receive 50% off Wash/Dry/Fold services at Oshkosh Express Laundry Center and we have laundry equipment on-site at GNA for employees to use.



Wash Your Cares Away

PTO & Work Hours

Paid Time Off (PTO) provides full-time team members a period of rest and relaxation away from work and to take care of personal obligations and enjoy life. Your PTO amount is determined by years of service and comes with payout and rollover options.

Along with our 11 paid holidays we also consider your work anniversary a national holiday for you to take the day to yourself making the grand total 12!

We believe there should be a healthy balance between your work and personal lives and therefore offer flexible work schedules.

Loads of Fun

Company Events, Birthdays & Anniversaries



- Employee Birthday Gift
- Monthly Recognition for Birthdays & Anniversaries
- Company Lunches & Meetings; Lunch & Learns
- Business Edge Trainings & Reward Opportunities
- Team Building Events
- Holiday Party

Get the Good Dirt Here

LG Online Partner Store

Because of Girbau North America's partnership with LG Electronics, our team members are part of the LG Partner Appreciation Program. Access to this program allows GNA team members to purchase LG products on LG's Online Partner Store. This exclusive program gives registered users discounts of up to 15%-35% on LG products.



Lets Get Ready to Tumble

Fitness Reimbursement

In an effort to promote the health and wellness of our staff, GNA offers reimbursement towards a fitness club membership.

An employee can receive up to \$20 per month for single and up to \$40 per month per household for family.



**Refer to employee handbook for eligibility and details on these programs. Programs may be modified, suspended or cancelled at the sole discretion of Girbau North America.*

More About Us

Girbau North America (GNA) is an industry-leading provider of comprehensive laundry solutions and support services for the vended, commercial, industrial, multi-housing and textile care markets. GNA delivers quality laundry products in concert with local distributor expertise and business support services to clients throughout North America. At GNA, our proven, best-in-class equipment offering — including high-performance, open-pocket washers and dryers, continuous batch tunnel washing systems, feeders, ironers, folders and conveyor systems — are built for longevity, superior efficiency and unrivaled flexibility. Our slogan — Laundry Beyond Laundry — compliments our objective to add value, through innovation, high-performance equipment, solutions and services. GNA stands strong in its commitment to sustainability, adaptation to customer needs, and providing clients with personalized laundry solutions that deliver success.

- Industry's most comprehensive equipment offering
- Local, expert distributor support
- Industry-best warranties
- Laundry design & layout
- Business proformas & financing
- Parts & ongoing local, technical service

At GNA, we cater to a number of markets with equipment and brand offerings designed to improve our clients' businesses.

Market Channels



Commercial Every laundry is unique in size, scope and goals. At GNA we specialize in improving commercial on-premise laundries at hotels, vet clinics, salons, dairies, fire departments, correctional facilities, and more. We work to cut energy and labor costs, while boosting laundry production and quality.



Industrial Equipment flexibility and automation are key ways to boost production and quality while lowering overhead costs. GNA specializes in developing industrial laundries from scratch, as well as simply improving them with quick Returns on Investment (ROI).



Textile Care Our advanced wet cleaning technologies deliver exceptional programming flexibility for improved textile restoration results and a greater percentage of wet cleaned to dry cleaned items. Eco-friendly and a fraction of the cost of dry cleaning equipment.



Vended We help vended laundries get into business the right way, with exclusive products and expertise that help you stand apart from the competition.



Multi-Housing Apartment complexes, dormitories and residential facilities require durable, simple-to-use washers and dryers available in space-saving configurations. At GNA, we offer the equipment and local distributor support — often with creative lease and share options — to reduce management hassles while boosting revenue.

Brands

Continental Girbau® Our flagship brand providing equipment and service solutions to vended and on-premise/commercial laundry markets.



Express Laundry Center® Innovators of the “60-minute wash/dry/fold,” the trademarked Express Laundry Center brand is a turnkey vended laundry solution encompassing high-speed equipment, multiple store services and marketing/management support.



Girbau Industrial® GNA's industrial laundry equipment brand encompassing everything from open-pocket washers and dryers to high-volume continuous batch washing systems, ironers, folders and stackers.



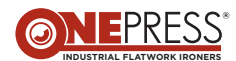
Poseidon Textile Care Systems® GNA's eco-friendly wet cleaning brand for textile care businesses, including textile restoration and dry cleaning.



Sports Laundry Systems® Our dedicated brand for athletic laundries with specialized disinfection capabilities.



OnePress Ironers® Our highly productive brand of ironing systems engineered for quality results and medium- to high-volume productivity.



GNA Subsidiary Companies

Custom Select Financing Provider of financing solutions to GNA customers.

Girbau Creative Services Provider of marketing, advertising and public relations services to GNA customers and distributors.



Sustainability

Not only are GNA laundry products highly efficient — using less energy, natural gas and water — they are manufactured in an environmentally friendly manner to meet rigorous environmental and safety standards established by the International Organization for Standardization (ISO). Ever focused on laundry efficiency, GNA is a member of the U.S. Green Building Council (USGB), a 501(c)(3) nonprofit that developed the Leadership in Energy and Environmental Design (LEED) Green Building Rating System.

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