

Earn More. Administrate Less.

We've built the most successful promotional, uniform and recognition company anywhere. Everything we do is designed to help our sales partners grow their business, earn more and administrate less.

We Offer:

- The Best Teams in the Business
- Business Technology
- Collaborative Sales Culture
- Increased Income Potential



The Best Teams in the Business.

Support Teams

HALO's experienced and dedicated support staff allow you to **be in business for yourself, not by yourself**. We have a support staff of over 1600 across the United States looking out for one thing: **you**.

Legal	Warehousing Fulfillment	Web Services	Supplier Relations
Lean Six Sigma	Kitting	Information Security	Merchandising
Financial	Customer Service	Enterprise Programs	Sourcing
Accounts Receivable	Billing	Account Management	Product Safety
Accounts Payable	Order Processing	Program Implementation	Sales Management
Payroll	Sales Onboarding	Program Technology	Business Development
Accounting	Sales Support	Program Sales	Marketing
Operations	Information Technology	Inventory	Creative



Your "Get Started" Support System.

Support Teams

1. Onboarding Team

The Onboarding Team assists in your transition to HALO every step of the way. They will answer your "Who, What, When, Where and Why" questions as you learn about the proven processes and flow of your business through the HALO system.

2. Customer Service Team

HALO Sales Partners have a dedicated Customer Service Representative to facilitate the accurate and efficient processing of every order. Your CSR will act as the liaison between the vendor and your customers.

3. Accounting Team

We provide you with a dedicated Accounts Receivable team member who is responsible for statements, making collection calls and working with you & clients on problem resolution related to an invoice.

4. Tech Training Team

The Tech Training Team is your go-to for any technical questions you have. They will meet with you to walk you through the HALO system and will work closely with you to answer any questions you may have as you get acclimated.

5. Marketing Team

Your Marketing Consultant will assist you with a transition communication plan to keep your clients engaged. Additionally, they will work with you to develop a yearly promotional calendar.

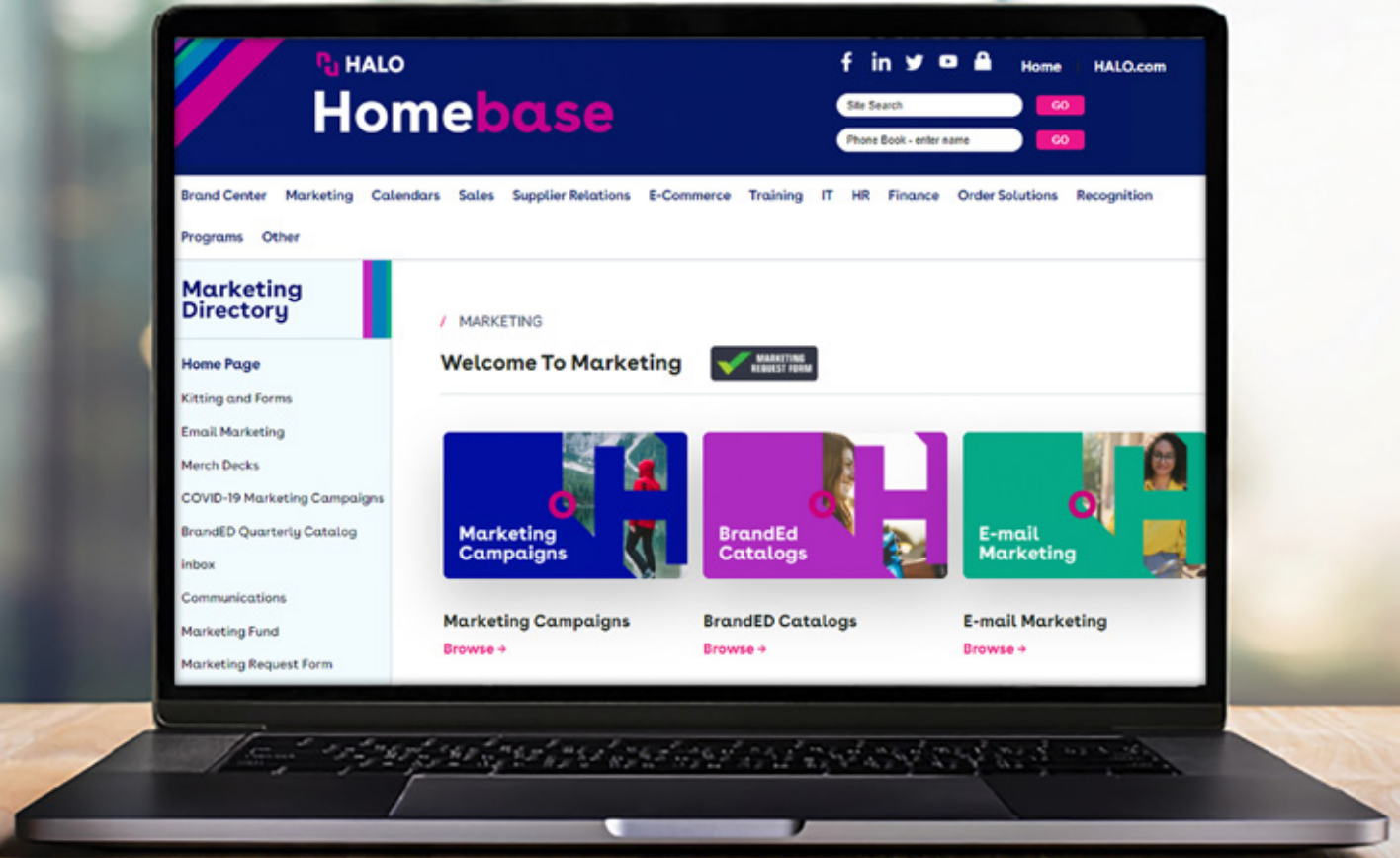
You Have a Homebase.

Business Technology

HALO's corporate intranet site houses all of the information you need in one central location.

Homebase Includes:

- Selling Tools
- Case Histories
- Special Pricing
- Training Materials
- Important Forms
- And much more



Order Management.

Business Technology

Our proprietary order management system provides a clean, simple, and efficient order creation and management process with an emphasis on user experience.



Features Include:

- Mobile Responsive
- Browser Agnostic
- Interactive Dashboard
- Order Life Cycle Transparency
- Communication Tool
- Team Accessibility
- Customer Management
- Logo Locker
- Supplier Integrations
- Supplier Management
- Product Catalog
- Real Time Inventory
- HALO Specific Product Pricing
- Real Time Color And Size Availability
- Seven Step Order Process
- Multi-Supplier Order Capability
- Multiple Shipping And Billing User Interface
- Auto-Applied Lead Time
- Simple Step Quoting Process
- Attractive Quote Presentation Documents
- One Click Quote Conversion
- Pre-populated Product Detail
- Simplified Sample Order Process
- Credit Card Wallet User Interface
- Project Builder Tool
- Order Update Capability

Collaborative Sales Culture.

Sales Culture

We are a company of entrepreneurs, thought leaders and business builders who come together to create a global corporate merchandise and recognition company that combines the best people, the best ideas and the best execution.

Collaborative Opportunities:

- Destination Events
- Town Halls
- Regional Idea Sharing Events
- HALO Ideas Mail
- Sales Advisory Council
- Social Media Groups



Buying Power.

Earning Potential

HALO is the #1 client for 85% of the top 100 suppliers in the industry. Our size and reputation provides us with the leverage to negotiate the best pricing, priority production and early access to products for you.

Preferred Supplier Network:

- Over 600 Suppliers offering EQP and more
- 200+ Preferred Suppliers with negotiated best pricing
- All special pricing is shared with every Account Executive



Preferred Plus

- Alphabroder & AB Deco
- Prime Resources
- AZX Sport / Simplified Sourcing
- Bag Makers, Inc.
- CAP AMERICA
- Cutter & Buck
- Gemline
- Goldstar
- Hit Promotional Products
- Visual Impressions
- HPG Brands
- Beacon, Best, Debco, Hub Pen, Origaudio, Handstands, Webb/ Mixie
- LOGOMARK, INC.
- Perry Ellis
- Pop! Promos
- Polyconcept
- PCNA/Bullet/ Leed's/ Journalbooks, TriMark
- NC Custom
- Chocolate Inn-Lanco
- Sanmar
- Showdown Displays
- Starline USA
- St Regis Group
- SNUGZ
- Sweda

Preferred Level 1

- 3M Promotional Markets
- AAA Innovations
- AAkron Rule Corp.
- Allen Company
- Caps Direct
- Charles River Apparel
- DEVARA
- Discount Labels
- Edwards Garment
- Bishop Garmets
- Evans Manufacturing
- Fossa Apparel
- Garyline
- Headwear USA
- Head To Toe, HTT Apparel
- High Caliber Line
- iClick
- Illini
- Imagen Brands
- Crown and Vitronic
- In Your Face Apparel
- LBU
- The Magnet Group
- Castelli
- Maple Ridge Farms
- Outdoor Cap
- Pacesetter Awards
- Peerless Umbrella
- Picturesque Graphics
- PowerStick.com Inc.
- Pro Towels
- PXP Solutions
- Spector & Co.
- Stormtech USA Inc.
- Terry Town
- Tervis
- Timbuk2 Designs
- Toddy Gear
- Tomaxusa
- T-Shirt Tycoon Solutions
- TWINTECH INDUSTRY, INC.
- Vantage Apparel
- Deco Department

HALO Global Network.

The HALO Global Network (HGN) is a group of best-in-class international distributor partners located in strategic global markets. HALO has partnered with these companies to expand our global reach and capabilities for our clients.

Key Advantages:

- Vetted global network
- Cost Containment and Savings
- Supply Chain Expertise
- Distribution in Region
- Global experts on international program development and operations
- Expertise of taxes and duties



HALO GLOBAL OFFICES & DISTRIBUTION CENTERS:

UNITED STATES:

- Sterling, IL - Primary
- Detroit, MI
- New York, NY
- Houston, TX
- Livermore, CA
- San Jose, CA

UK:

- London

EU:

- Rotterdam, NL

NATIONS WITH HALO PARTNER AGENCIES:

- | | | |
|-------------|---------------|----------------|
| • Argentina | • Indonesia | • Poland |
| • Australia | • Ireland | • Singapore |
| • Brazil | • Italy | • South Africa |
| • Canada | • Malaysia | • Spain |
| • China | • Mexico | • Thailand |
| • England | • Netherlands | • Turkey |
| • France | • New Zealand | • UAE |
| • Germany | • Peru | • Vietnam |
| • India | • Philippines | • Switzerland |

Global Procurement & Supply Chain.

Earning Potential

Our in-house sourcing team offers your clients a safe, reliable and responsible way to source, manufacture and import products while enjoying significant cost savings. We manage all aspects of production, from product safety to delivery, with no worries at a lower price!

2022 Large Import Costing Examples:

Chalkboard Key Holder

- Quantity: 50k
- HALO cost: \$534k
- Competitor cost: \$843k
- HALO cost advantage: 36%
- Cost savings: \$308k

Jacket

- Quantity: 90k
- HALO cost: \$2,865,600
- Competitor cost: \$3,473,100
- HALO cost advantage: 17%
- Cost savings: \$607,500



Incentives & Bonuses.

Earning Potential

Preferred Supplier Bonus:

- Annual bonus paid for sales on preferred supplier products.

The Essentials Program:

- Negotiated, aggressive pricing on our top 150 products (up to 40% off).
- Quarterly bonus paid on every item sold (5%-10%).

Over \$4MM in Supplier Bonus Program payouts to HALO AE's in 2022.

Sales Contests:

Annual sales contests with incentives to increase sales and margins.

Destination Events:

Free airfare and lodging for annual destination events based upon yearly sales revenue.



Business Development.

Earning Potential

We have the teams, strategies and tactics to help you grow your accounts and win more business.

"Mile Deep" Account Penetration Program

- Review your accounts with more than \$100k in growth potential
- Deep one-on-one review of existing business and buyers in the account(s)
- Comprehensive account research process and referral practice
- Defined account penetration tactics
- Review process for continued success

Business Development Team

- Dedicated RFP/RFI Team
- Project Management
- Response and Presentation Development
- Presentation Team
- 50% Win Rate 2022
- Over \$45MM in Estimated Revenue won in 2022



Earning Potential.

We offer our sales partners generous gross profit pay, the best net pricing in the industry and several bonus programs allowing our partners to maximize their earning potential.

Our flexible compensation model allows you to partner with us as an employee or as an independent contractor. As an independent contractor you receive incentive based bonuses paid on orders above a 37% margin. Employees receive insurance and 401K.



BI-WEEKLY COMMISSIONS

Get paid bi-weekly on booked orders.

ACCOUNT PENETRATION

Strategies and tactics to go deeper into accounts and grow your business.

MARKETING AND PROMOTION

Our strategies result in a 10-15% sales increase year over year with an annual company-matched marketing fund of up to 6% of commissions.

GLOBAL SOURCING

Our in-house sourcing team delivers a 15% cost savings on average over industry importers with no prepayments.

HALO GLOBAL ART

We offer a dedicated outsourced art resource for digitizing, vector conversion and virtuals at up to 1/10th of market cost.

BUYING POWER

Purchase better, increase margins and reduce costs for your customers.

BUSINESS DEVELOPMENT

Our BD team is ready to assist you with RFPs and presentations when an opportunity arises.

BONUS & INCENTIVES

Up to 3% bonus on Preferred Suppliers' sales and 5%-10% bonus on products sold from our Essentials Program.



Your Next Move.

<https://halo.com/join-our-sales-team/>