

Happitec

"we'll bring a smile to your computer"

**Employee Benefits
and Information
Handbook**

Name _____

Employee Number _____

WELCOME ABOARD, NEW EMPLOYEE!

We're happy to have you join the Happitec family! As our president and founder Leo J. Zereb has often said, "Each employee is an important pixel in the overall picture of Happitec."

We want your transition to Happitec to be as easy and pleasant as possible. That's why we've prepared this benefits handbook and the accompanying packet of computer-generated maps specially matched to your specific job location and projected assignments.

YOUR SPECIAL BENEFITS AS A HAPPITEC EMPLOYEE

As you know, the Happitec motto is "We'll bring a smile to your computer." We also aim to bring a smile to our customers. That's why we want the employees who interact with those customers to feel as good as can be about themselves. As Leo J. Zereb likes to say, "When you feel happy, then you make others happy just by being happy!"

We've planned our benefits package to include all the things you need to have to feel good about yourself. Make sure you take advantage of your Happitec benefits, so you'll have the kind of smiling face we like to see around Happitec. When an employee is unhappy, we know that we've done our best and that Happitec just isn't the right place for that person to be.

Medical Benefits

We want you to look and feel your best. To make sure you do, our comprehensive medical benefits include full coverage for doctor's visits, hospitalization, and lab work, as well as specialty and cosmetic surgical procedures such as hair transplants and weaves, sex-change operations, and tummy tucks. We'll also pay up to \$1000 for a new wardrobe for your newly-designed figure. Beauty salon coverage is limited to one styling and manicure per month.

Exercise Benefits

To keep you looking fit and trim following your cosmetic surgery, every Happitec branch office includes a fully-equipped exercise room which you may use at your leisure. Just tell your supervisor that you're "keepin' fit for Happitec!" Branch offices compete yearly at the Happitec Olympics, held at our international headquarters in Paris.

Dental Benefits

We want your smile to be as bright and welcoming as the smile on our Happitec logo! That's why we give you full coverage for all your dental needs, including gold fillings, jewel implants, and orthodontia. We'll even pay for your toothbrushes, toothpaste, floss, and mouthwash (up to 6 of each per year). So why not go ahead and have that diamond imbedded in your incisor? It will sparkle a welcome each time you smile.

Life Insurance

To protect your loved ones, we pay the cost of coverage for you at 26 times your weekly base salary!

Accidental Death & Dismemberment

Accidents happen. And we make sure you're covered. Ask your Branch Personnel Officer for Happitec Personnel Pamphlet #673, "You've Already Suffered Enough: A Sensitive Guide to Compensation for Loss of Life or Limb." Coverage includes accidents occurring while you are traveling to, from, or for Happitec, in any vehicle from a hang glider to a rickshaw.

Stock Options

Happitec's Employee Stock Option Plan gives you the opportunity to buy shares of Happitec Common Stock through payroll deduction at 10% off the current market rate. Like common stock issued by all companies, ours can decrease in value as well as increase and there are no guarantees connected with this plan. However, we are happy to say that Happitec Common Stock has increased in value by at least 3% during each of the past three years. We consider it a very good value. Don't you?

Vacation Benefits

For each week you work at Happitec, you will accrue 1.48 hours of vacation time. In addition, as our way of saying "Thanks for your loyalty!", a bonus of 5.93 hours is added to your vacation fund at the end of each year. And that's only your personal vacation time!

Happitec also schedules numerous retreats throughout the year, where employees get together for rest and relaxation. Often these retreats are combined with beneficial training seminars which help you reach your full potential as a Happitec employee. Happitec retreats are held anywhere from Miami to Mustique, so have your clipboard and suntan lotion at the ready!

Holidays

As a Happitec employee, you'll receive 15 holidays per year, including Bastille Day, the Ochremango Festival, and the Annual Celebration of St. Stephanitis. Enjoy, enjoy!

Your Branch Personnel Office is Your Friend!

To take advantage of your Happitec benefits, just stop by your Branch Personnel Office to pick up the appropriate forms. To ensure full benefits, forms must be filed two days prior to any medical or dental procedure, including emergency procedures. Vacations and sick leave forms must be filed ten business days in advance. Should you have any questions, feel free to call Lindy Carlough, Worldwide Benefits Coordinator, at our national headquarters in Chicago.

YOUR PERSONAL HAPPITEC MAP PACKET

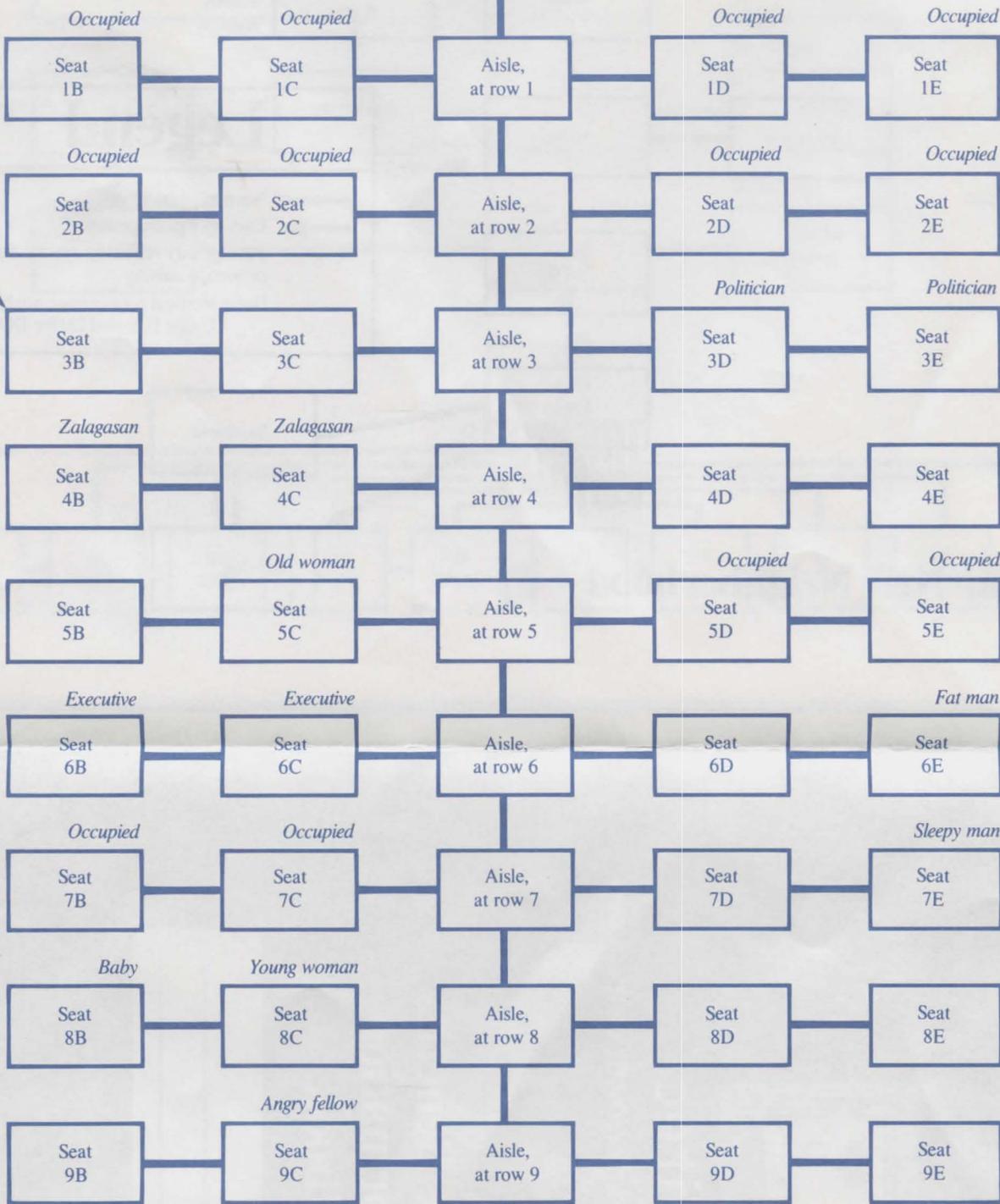
In your specially-prepared map packet, you'll find a map of your new hometown, with your new house indicated. Since you'll be traveling frequently for Happitec, you'll also find a map of your local airport. We've even included a diagram of the airplane you'll be flying, with your assigned seat marked. Also included are maps of the places you'll be visiting as a representative of Happitec. Pay special attention to the map of Paris, since you'll often find yourself here at Happitec International Headquarters.

Have fun exploring all the places in your map packet!

If you have any questions or would like additional maps, please contact Angie Crews, Map Production Supervisor, at our national headquarters in Chicago.

FROM AIRPORT

Airplane Galley



Headphones
Safety card
Airline magazine



Telephone Hatch

Rear of Airplane

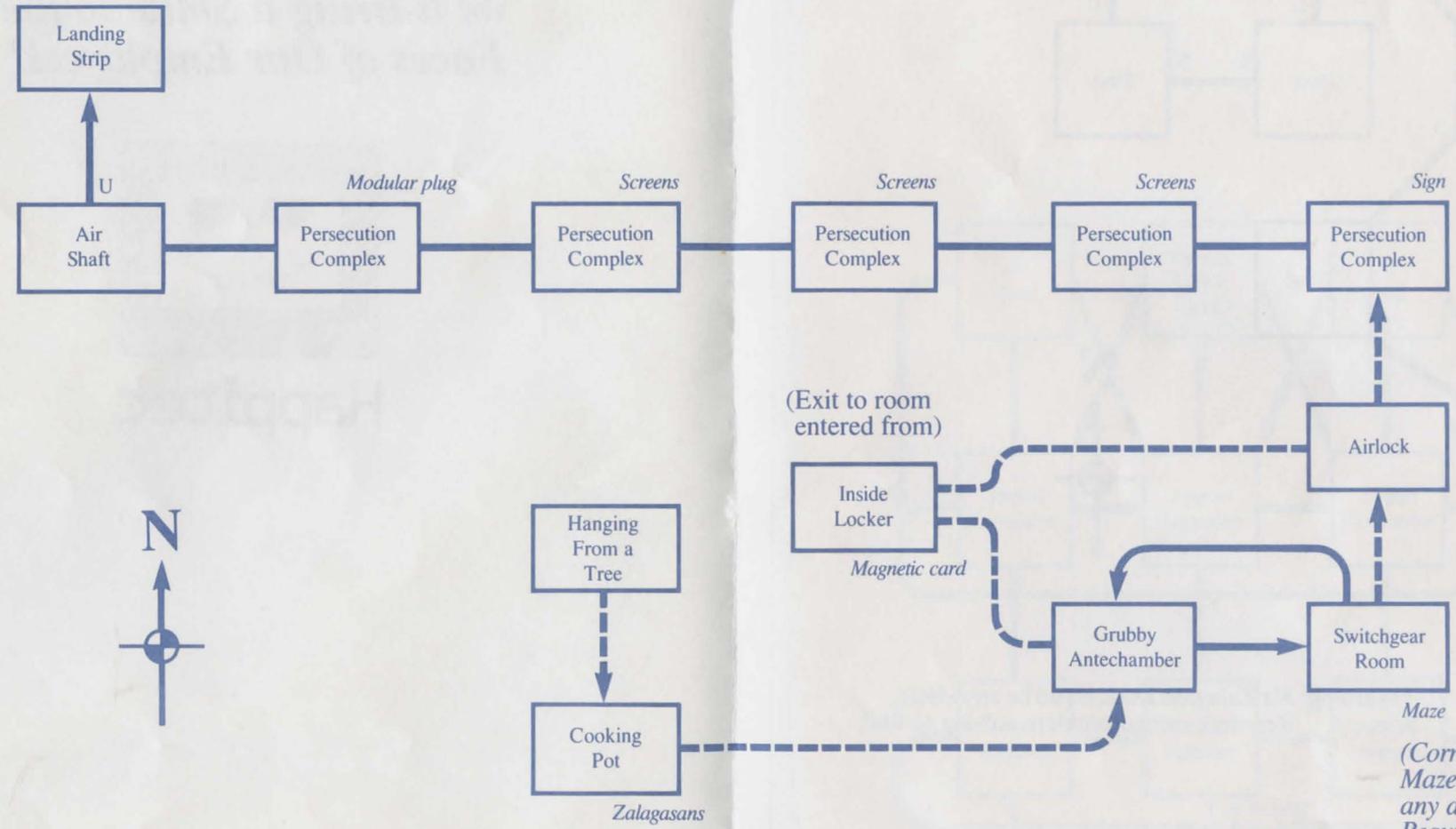
Outside Plane

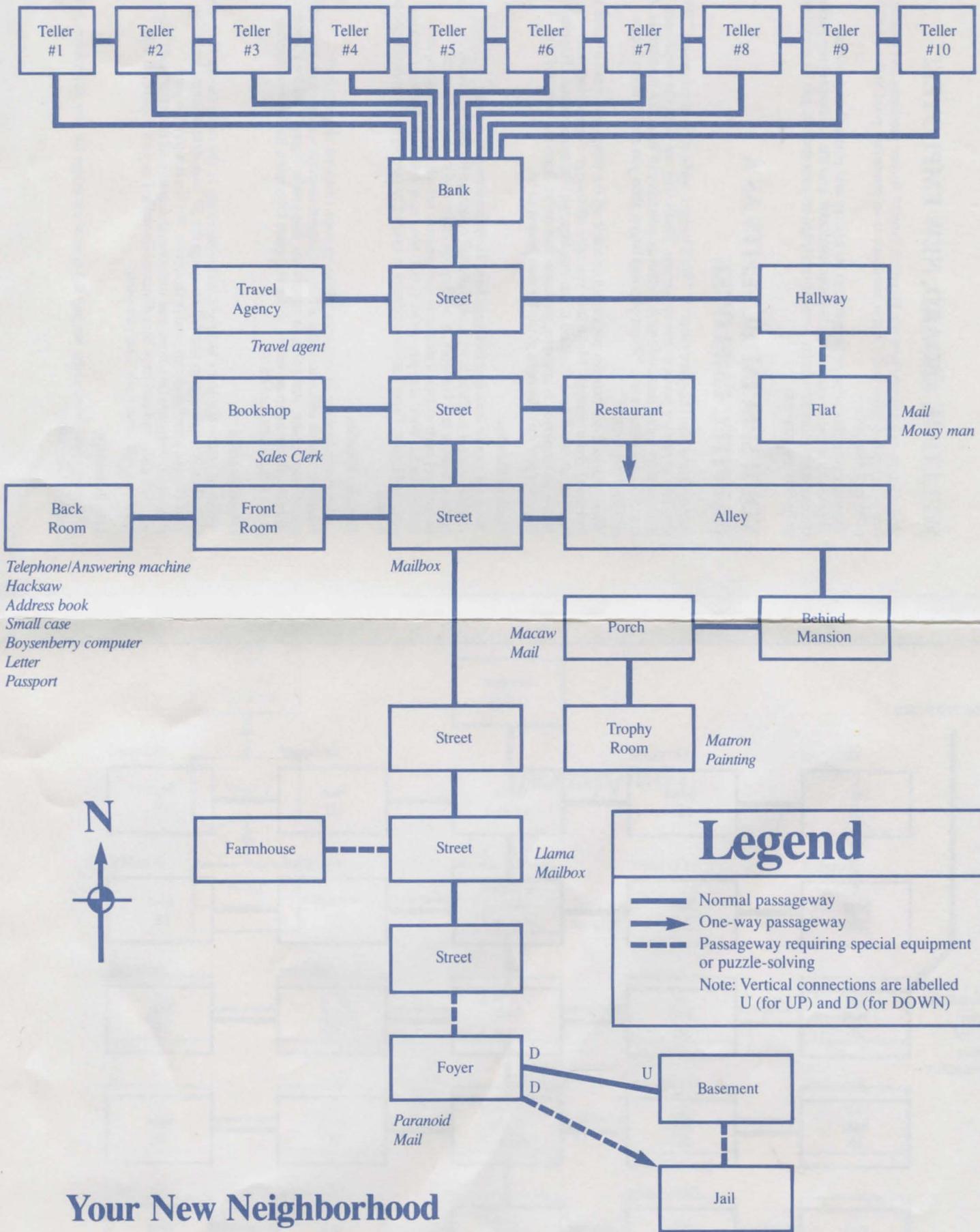
Falling

Hanging From a Tree

The Aircraft

Zalagasa



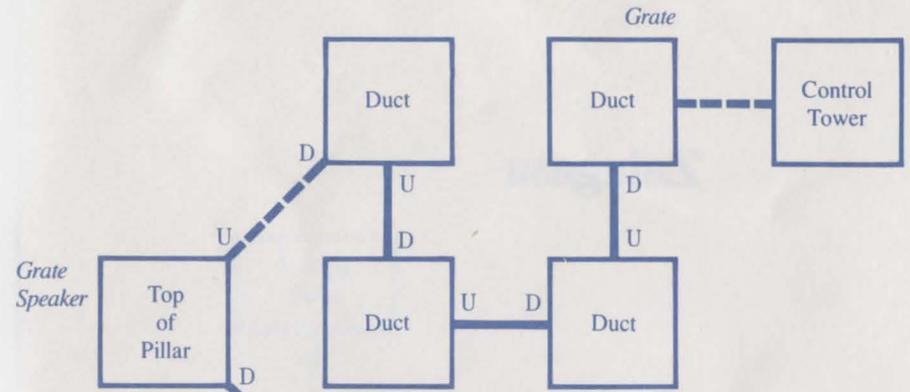
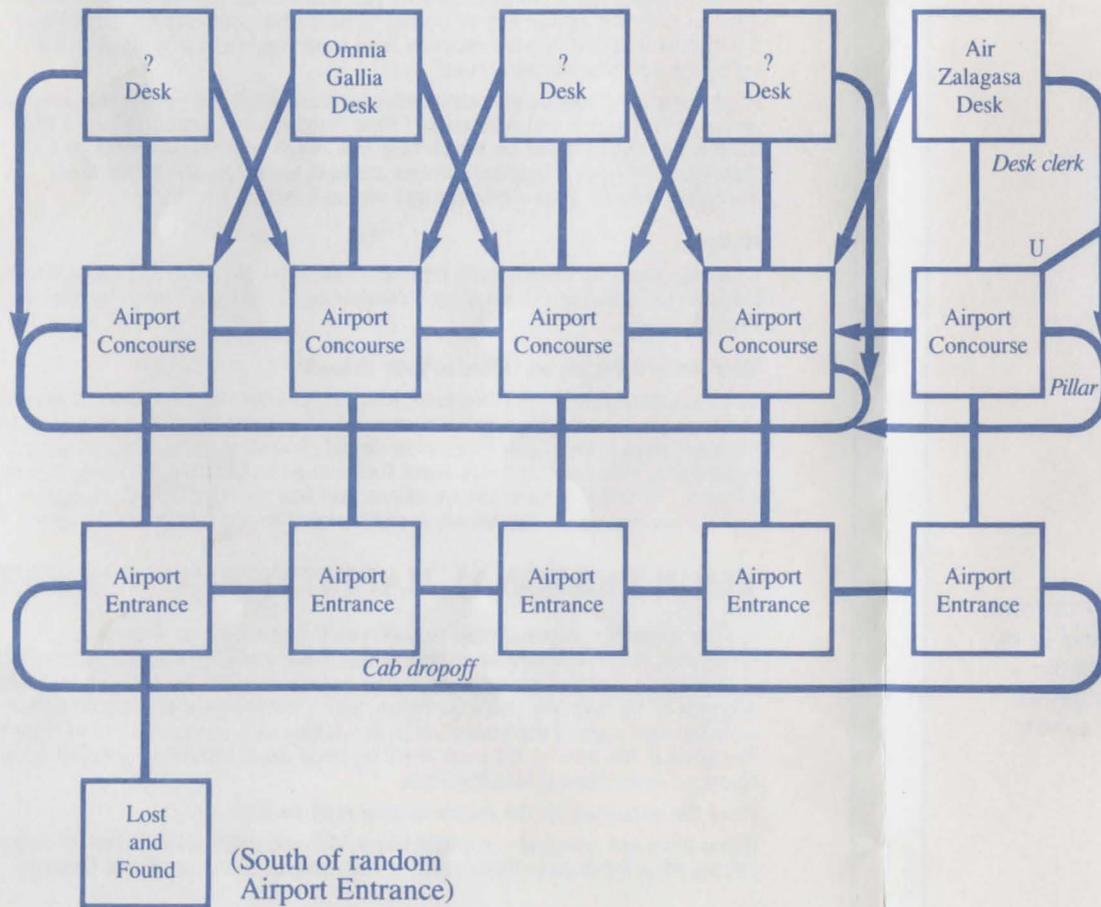


Your New Neighborhood

Legend

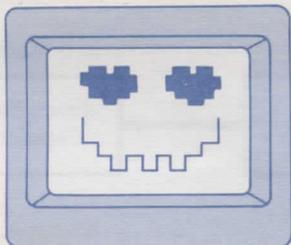
- Normal passageway
 - One-way passageway
 - Passageway requiring special equipment or puzzle-solving
- Note: Vertical connctions are labelled U (for UP) and D (for DOWN)

The Airport



*Warning: Air Zalagasa Desk could be anywhere.
Requires special problem solving to find.

*We'll Bring a Smile to the
Faces of Our Employees!*



Happitec

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