

URBAN BRANDS®

INVESTING IN URBAN AMERICA

November 5, 2007

Kristen Gaskins
122 Livingston Avenue
Edison, New Jersey 08820

Dear Kristen,

It is with great pleasure that we offer you this offer of employment to join Urban Brands as the Divisional Merchandise Manager – Ashley Stewart Division, reporting to Marla Minns – Executive Vice President General Manager – Ashley Stewart Division.

- Annual Base Salary:** On a bi-weekly basis you will receive a salary of eight thousand six hundred fifty three dollars and eighty-four cents, (\$8,653.84) annualized at \$225,000.00 per year.
- Bonus:** You will be eligible to participate in the Company's Senior Management Incentive Plan. The **target** amount of the incentive award that you can earn is 15 % of your annualized base salary. The plan has been designed so that the upside **maximum** that you can earn is 30% of your annualized base salary. We will provide you with a copy of the plan document upon your acceptance of our offer.
- Vacation:** You will be eligible for three weeks vacation in accordance with the Company's vacation policy.
- Benefits:** You will be eligible for benefits in accordance with the Company's Benefit Programs. A Benefits Package will be presented to you on your first date of employment.
- Stock Options:** You will be granted shares at a date and amount to be determined by the Board of Directors.
- Severance Agreement:** At the time of the acceptance of this offer we will execute with you a mitigated severance agreement that will guarantee you (6) six months severance should your employment with the Company end for any reason other than cause. During the term and for a period ending (6) six months after the termination, the company agrees to continue your compensation at the compensation rate at the time of your termination until one of two things were to transpire:

1. You found full time employment where your compensation was equal to or greater then the rate at which you were being paid.

and/or

2. You found full time employment where your compensation was less then what your current rate of pay was at the time of your termination and then the Company would continue to compensate you the difference to keep you whole for a period not to exceed six months

On behalf of the Company, Marla and I, we are excited about this offer. We believe you will find this position to be challenging and rewarding to your career and I personally along with the company look forward to your joining us.

This offer will be a commitment of the Company upon our receipt of a copy signed by you.


If you have any questions, please free to contact me directly.

Sincerely,



Mark A Gunn
Vice President – Human Resources
Urban Brands, Inc.
201 319 9093 ext 2328

Agreed to and Accepted:



Kristen Gaskins

11/16/07

Date:



NEW ASHLEY STEWART INC
 100 METRO WAY
 SECAUCUS, NJ 07094

Period Beginning: 12/26/2010
 Period Ending: 01/08/2011
 Pay Date: 01/13/2011

Taxable Marital Status: Single
 Exemptions/Allowances:
 Federal: 0
 NJ: Table A

KRISTEN T GASKINS
 122 LIVINGSTON AVENUE
 EDISON NJ 08820

Social Security Number: XXX-XX-0777

Earnings	rate	hours	this period	year to date	Other Benefits and Information	this period	total to date
Regular	10384.62		10,384.62	10,384.62	Gil	15.24	15.24
Gross Pay			\$10,384.62	10,384.62			

Deductions	Statutory		
	Federal Income Tax	-2,716.58	2,716.58
	Social Security Tax	-436.79	436.79
	Medicare Tax	-150.80	150.80
	NJ State Income Tax	-615.89	615.89
	NJ SUI/SDI Tax	-50.36	50.36
	Other		
	Checking 1	-6,102.66	
	401K	-311.54*	311.54
	Net Pay	\$0.00	

* Excluded from federal taxable wages

Your federal taxable wages this period are
 \$10,073.08

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VERIFY DOCUMENT AUTHENTICITY - COLORED AREA MUST CHANGE IN TONE GRADUALLY AND EVENLY FROM DARK AT TOP TO LIGHTER AT BOTTOM

NEW ASHLEY STEWART INC
 100 METRO WAY
 SECAUCUS, NJ 07094

Advice number: 0000020010
 Pay date: 01/13/2011

Deposited to the account of	account number	transit ABA	amount
KRISTEN T. GASKINS	xxxxxx8766	xxxx xxxx	\$6,102.66

THIS IS NOT A CHECK

NON-NEGOTIABLE