

THE COMPANY TIMES

A Publication of Jones Legacy Ventures

SPRING 2022



CAB INTERIOR DESIGN



CONGRATULATIONS GRADUATES!



(Left) Ali Oney, daughter of Brian Oney, graduating from New Diana High School and will be attending Tyler Junior College



(Right) Dawson Harris, son of Katee Harris, Kindergarten graduation



(Left) Gunner Moore, son of Bob Moore, graduating from Marshall High School



(Right) Jackson Perritt, son of Cindy Perritt, graduating Spring Hill High School and will be attending Louisiana Tech



Macy Orban, daughter of Nicole Orban, graduating from Trinity School of Texas and will be attending the University of Miami



Matthew Craig, son of Alisha Craig, graduating from Tyler Junior College and will be attending Texas A&M University Corpus Christi



(Left) Nicci Waterhouses' granddaughter, Emily, is graduating from Pre-K

(Right) Sally Stainback's granddaughter, Avery, graduated from Kindergarten



(Right) Sammya Evans, daughter of Alton Jackson, graduating from Jefferson High School and will be attending Tyler Junior College



(Left) Sarah Moore, daughter of Tim Moore, graduated from Texas A&M University



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Cassity Jones Building Materials

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CAB Interior Design-Austin Texas

Greetings from Cab Interior Design!

The start of the year has flown by. We are currently working on two large jobs simultaneously: We are in the middle of fabricating 11 elevator interiors for a new high-rise condo in downtown Houston (The Allen Tower) with 17 more to follow for an office modernization (Memorial City Plaza). We are very excited to be part of these big projects!

In early February, we welcomed Dan Ignasiak to the TEAM. He has been a great addition and we really look forward to what the future holds as he continues to develop and learn this industry. He brings great enthusiasm into the shop each day!

Our shop foreman Matt also recently celebrated his 3-year anniversary with CID. He is a key piece to our operation here in Austin, TX and we can't wait to see what the next 3 years bring. Congratulations Matt!

Dillon Spreen



Daniel and Eddie at the Austin FC Soccer Game



Dillon (left) with his brother and Dad at Big Bend National Park



Matt and Daniel Matching



Employee Appreciation lunch



Copart Tower Install - Dallas, TX



Building from Within

What a great start we've had to 2022. We continue to build on our performance and the results have been outstanding. Doesn't winning have a tendency to feel easy when everything is going right? But let's not lose sight of the consistent hard work we have put in to get here. Our success didn't come overnight, and we know these good times won't last forever. Stay focused on the process.

I often compare our work in the company to that of a 401k millionaire. In 1996, there was a book written called "The Millionaire Next Door" by Thomas Stanley and William Danko. They researched all the millionaires in America and compiled the data into a profile of what the average millionaire looks like. Most of these people have to be professional athletes and movie stars, right? People who hit the genetic lottery and are just blessed with extreme gifts from birth? Not so fast. Ok then, they are rich families that pass money down from generation to generation through inheritance, right? Wrong again. So, then what does the average American millionaire look like?

- **American millionaires are made, not born.** 80% of millionaires in America are self-made and first-generation millionaires. As a matter of fact, 8 out of 10 millionaires come from families at or below middle-income level.
- **The large majority of millionaires have normal backgrounds.** 87% of American millionaires went to public schools growing up. Over 66% of millionaires who graduated from college went to public state schools, not elite ivy league colleges.
- **Most millionaires don't strike it rich quick.** The average age of the American millionaire is 62 years old.
- **The majority of millionaires don't have high-level, high-salary jobs.** 69% of American millionaires averaged less than \$100,000 a year over the course of their career.
- **The majority of millionaires believe that consistency and discipline over a long period of time is the reason for their success.** 8 out of 10 American millionaires' primary investment outside of their personal home was their company's 401k. So, the story about the young computer genius who developed an app that earned millions overnight is the exception, not the rule.

The study goes on to conclude that the vast majority of millionaires are highly disciplined, spend way less than they make, stick to a monthly budget, pay for their future before they pay themselves, and have a long-term vision they focus on executing every single day.

That sounds a lot like our company, right? We keep the long term future as our top priority (JLV Strategic Vision), we execute the same tasks at an excellent level every single day (delivering products and services to our customers), we maintain a very disciplined approach (build our culture, develop our people, engage our communities), we make quality investments and care for them so they last a long time (equipment, technology, infrastructure), and we spend less than we make (consistent financial results).

Hence, like I said, our company is the 401k millionaire. We're not a tech company or a new app, and we didn't invent some crazy new product. A lot of times we don't even get to set our own price. But for almost 75 years we have executed the same mission every single day: Helping builders succeed in building sustainable communities. And I couldn't be prouder of that.

Cason Shrode

Getting to Know Jennifer Prock

Title & role: Contractor Support

Brief work history: Ex-Military, Former Deputy Sheriff, Bookkeeper, Bartender

My family: Daughter, Alyssa & Son in Love, Nicholas & Grandbaby of unknown sex (On the way)

Hobbies: Singing, cooking, dancing, reading and socializing with friends

Favorite snack: Pickles, Cheese, Fruit and Veggies

Favorite drink: Water, Coke zero and Basil Hayden Dark Rye

What one person would you have lunch with living or dead and why?: My dad enough said

If you could take a trip anywhere in the world, where would you go?: Scotland

One or two significant events in my life: The day I became a mom and the day I found out I was going to be a grandma (Honorable mention was the time I met Mel Gibson at his daughter's wedding shower, and he talked to me for over an hour about being a cop and ex-military etc. still a little surreal)

An interesting bit of trivia about me?: I once was a competitive jump roper and I still have a little bit of talent in that area 😊

Favorite Quote: "The best and most beautiful things in the world cannot be seen or even touched – they must be felt with heart" Helen Keller



I love a good costume party

My son in love



My Pups



JLV Girls Weekend



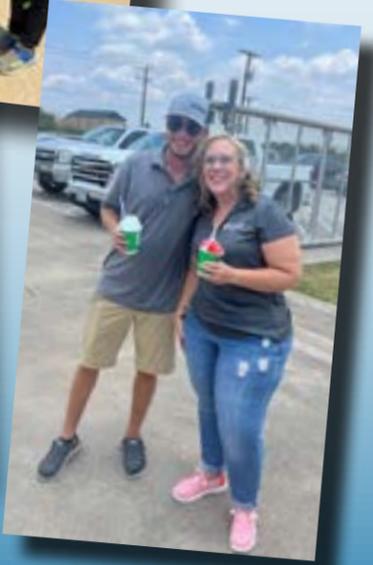
Work friends



Daughter, Alyssa



KONA ICE DAYS



Natalie's Notes



Happy Summertime friends 😊 For a lot of you, this is your favorite time of year ... vacations, lake time, pool time, BBQ, popsicles and swimsuits!!! Remember to stay hydrated, wear sunblock, a hat and HAVE FUN!

I have had a busy first part of the year (but that is how I like it) hanging with you all and mixing it up in our communities. I went out on a limb this year and brought in a massage therapist for Employee Appreciation Week and the feedback was awesome. I'm glad everyone enjoyed trying something new! I'm always open to suggestions of things you all would enjoy. We did a super fun Snuggle Gram at the

Longview yard that brought in puppies for everyone to enjoy on Valentine's Day. This put a smile on faces and supported our local animal shelter. XOXO

I recruited some help from local locations to go out and support the Longview Dream Center at the Stories and Songs event at Bear Creek Smokehouse. The Longview Dream Center provides basic needs, resources and life enhancing programs to the East Texas Region. Several ladies joined me at the Bubbles & Bingo event that helped raise money to support the East Texas Angel Network (ETAN). ETAN supports families that have children with terminal and life-threatening medical needs that cannot be met solely by their families. Dennis Casey and I were also able to get out and help with tornado relief after the tornados ripped through the Ore City area close to Longview. We provided supplies for those in need and for the emergency relief teams that were working with zero down time to restore power, water and get everyone safely out of their damaged homes.

Within our group of companies, we helped Amanda Attaway (Terrell controller) put on her 2nd Annual Billy Attaway Scholarship Softball Fundraiser. This is a fun event that helps Amanda give back to the community she lives in while continuing to share Billy's memory. One of the company favorites, March Madness, took place. Everyone enjoys talking trash to their coworkers while rooting on their favorite teams. A little healthy competition is good for team building! We also had our first annual Girls Weekend Retreat to allow our women to come together. There were lots of laughs, dancing, skeet shooting, wonderful food (THANK YOU BOBBY D.) and ATV riding. The ladies had an amazing time and are already looking forward to next year!

We have a few things to be looking forward to: Family Events, Cool Treats at each location to help cool you off and the LAUNCH of our JLV Cares Program.

As always, if you need anything, please let me know.



Natalie Gandy
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Here are some of the organizations we currently support!
ONE LOVE LONGVIEW~Windridge~CASA~Compassionate Hearts Alliance~Newgate Mission~Hiway 80 Mission~Longview Dream Center~Triumph Village~The East Texas Angel Network~Asbury House~The Leadership Academy~Harmony ISD~Spring Hill ISD~Kilgore ISD~Pine Tree ISD~Union Grove ISD~East Texas Alzheimers Alliance~Sheepdog Haven~Longview Christian School~Longview Animal Care & Adoption~Heartisans~Dalton Days



Bobby D was my partner and enjoyed making fun of my front tuck fashion choice



Dennis unloading supplies at the center for tornado relief



ETBA Washer Tournament with our Longview Store



Bubbles & Bingo

(Right) Massages for Employee Appreciation Day



(Left) Gena with her hat she won at the East Texas Angel Network event



Longview Dream Center Stories & Songs fundraising event



My partner, Aspen, at the LACAC Fundrasier walk



Supporting the Longview Animal Care & Adoption Center fundraiser



(Right) Going house to house to check on survivors after the tornado hit



(Left) March Madness Winners 1st-Ashley Jordan, 2nd-Ledale Kelley & 3rd-Chris Netherton

(Right) Easter Treats



St. Patrick's Day Treats



Natalie making lunches for tornado relief



(Left) Tyler Ladies with their Valentine boxes



(Below) Valentine's Day for our special ladies

REMINDER: If you have any organizations or events that you would like us as a company to get involved with, please reach out to me and let me know! We would love to do some things alongside you and support what is important to YOU!

MARSHALL

The first quarter of 2022 has been a great start for the Marshall store. We have had several wins in the first quarter! For starters, our store won Safety Location of the Year for 2021. Shout out to all the Marshall staff for continuously staying on top of all safety precautions and bringing the "Safety Location of the Year" trophy to its new home. We also had an all-time revenue record month in March, all while running one man short. Kudos to our team for putting in the work and making statements with actions! To add to the wins in Marshall, we gained a Dodge flatbed to help assist with deliveries and quick pickups. The Dodge has been of great use and we are really enjoying the extra set of wheels to better serve our customers!

Brad Basinger joined Veteran Johnny Graves for a two-day Wounded War Hero's fishing tournament. Brad and Johnny had a great time fishing and Johnny caught a 5.7 lb. bass during the tournament! Turkey season came and went but Bobby O did not disappoint. He and several other JLV guys went out to Illinois and came back with some rather large birds and good stories to tell! Beth said goodbye to Marshall and hello to Longview after nine years. Her knowledge and dedication are truly missed, but we know she is absolutely loving her new position in Longview contractor support. Filling her position as bookkeeper and much more is Saige Wray. Saige, her husband, and five-year-old daughter moved to Marshall in January and we are excited for her to be with Cassity Jones and part of the JLV family!

Saige Wray



Beth & Glen after she slammed the pie in his face for winning Safety location of the year



Dennis cooking steaks for the award lunch



Bobby O's Turkey

(Right) Safety location of the year award



Brad Basinger at the 2 Day Wounded Warriors Fishing Tournament



Ethan Swain dancing at his wedding



The passing of the torch for Safety Location of the year

Winn Tile

Here we are into the second quarter with a substantial backlog of work. This just indicates that we must keep adding to this and continue to grow our business. We have brought on Paul Terrell to assist in estimating and preparing job documents and submittals. Manuel Rodezno is assisting in the warehouse and deliveries for the Main Street projects. We are happy to welcome Ben White from the door mill as Winn Tile's new truck driver for our contract projects and for assisting in the warehouse. Ben's experience will be game changing as we have never been able to haul the amount of material logistically as we can now. Dylan Longley has come on board and is training to assist in the office with job tracking, submittals, and ordering, while Eduardo Betancourt transitions into the field to oversee our installations and job performance.

We are making several needed changes to allow us to control our projects and minimize costly mistakes while mitigating our risks. We are all striving to stay on top of the market changes and to continually add new projects that will be profitable for Winn Tile as we reach for our long-term goals. This is a year of growth for Winn Tile. It presents challenges as we add more employees and grow our business family in the current business climate. Change is constant: we are always ready to move and redirect our efforts to what we must do to continue to grow and serve in our marketplace and community.

Daniel Hudson

Appreciation Lunch



BOSSIER CITY

HEY EVERYBODY!

Lots of exciting things have been happening in Bossier this spring! For starters, we have welcomed several new faces to our team here in Bossier! David Greer joined our team back in January as our Millwork supervisor. William Kinnaird and Jennifer Prock have joined us as our new inside contractor's support team. Ryan Robbins and Nick Brooks have joined our team recently as CDL drivers and Parker Skillingstad is our newest hire for our warehouse. Please help us welcome each and every one of these new faces! They each bring a positive attitude and a great work ethic, and we are very excited to see each of them grow and learn with us here in Bossier!

We had our first annual Customer Appreciation lunch in March, and it was huge success! We had great participation from our vendors as well as our builders. We had several awesome giveaways, and a fantastic lunch thanks to Bobby Davis and his impressive skills on the grill! This lunch gave us the opportunity to interact and socialize with our builders in a fun laid back setting which I think everyone thoroughly enjoyed. I think sometimes we all have a habit of getting caught up in the rush and madness of this industry--it's refreshing to be able to sit down and spend some quality time with these guys and just have a good time. The turnout was impressive, but it wouldn't have been possible without everyone's help, for which we are very grateful. We are already looking forward to next year's appreciation lunch! A huge thanks to our corporate team for helping us bring everything together for our builders! We appreciate each and every one of you!

We also had the pleasure of being a part of the 28th Annual JLV Golf Tournament. The weather was iffy on the first day, but both days turned out to be great and the rain managed to hold off for us! This tournament has a reputation of being an enjoyable time to spend with our builders and our vendors, and it never disappoints! Big thanks to Blake and our corporate team for bringing everything together so effortlessly. I know everyone had a great time! Can't wait for next year!

This spring has been exciting and fast paced for us. Everything seems to be moving in a great direction and we are excited to see what the summer has in store for us here in Bossier!

Stay tuned y'all.
Take it easy-

Bailey Brick



(Right)
Chris' daughter
came to visit and left
him some sweet mes-
sages about Cassity
Jones



Customer
appreciation
lunch



Leader Lab L-R (Reggie, Anesha & Chris)



Bailey's little man trying to flex his muscles to fill out the his Cassidy Jones shirt



Bobby de dah the grill master



Boise Cascade Golf Tournament



Cason Shrode's family welcomed their finally, Cash Roman Shrode. Cason's Twin

Sales Team Awards: Victory Award- Rudy Galvan, Pinnacle & Summit Awards- Scott Johnston, Foundation Award- Chris Netherton



High Five Winners Terrell, Marshall, Tyler & Longview stores



Brandon Dixon's daughter, Kyndall, with her new kicks

(Right) Christian and Calie goofing off in Terrell



(Right) Cason welcoming the group to our Leader Lab



Commercial Retreat



Keith Moore working hard in the yard

(Left) Micheal hanging with a special visitor



LDP Training



Dixie-Ply treating some of our guys to some clay shooting



Leader Lab



(Left) Cindy pooped out on her steep walk on vacation with her girlfriends



(Right) Nicole with her daughter Macey at high school graduation



(Left) Ryne Powell was hard at work and Natalie walked by and threw a paper towel at him, it landed directly on his hat bill LOL



(Left) Tim Moore is always busy taking care of things for our entire company and making sure we are up to par on all new rules and regulations



Nicole's daughter's softball team we sponsored



Country singer, Neil McCoy, representing us on stage



Delfino is killing it at his new position



Dennis grandbaby



Jason Allison's sweet niece loves to wear his Cassidy Jones hat



(Right) East Texas Builders Association Washer Tournament



Employee Appreciation Massages



New Employee Lunch



HENDERSON

The first quarter brought in a great start of the year for Cassity Jones in Henderson. The store took on several new residential projects and more consistent roofing sales, and it continues to work on its relationships with its old and new builders. The Henderson employees are busy working together as a team, developing and teaching skills, and spending time with family.

The store has become more productive, all with only one warehouse worker, one driver, one controller, one operations manager, and one sales and account manager (between Longview and Henderson) under store manager Jeff Bean. Although each employee has distinct responsibility, all share in the credit for Henderson's success!

Employee development continues in Henderson: Zach Graham has been attending product knowledge meetings, including a millwork PK meeting touring the DW Distribution door mill in DeSoto; Leah Salazar was sent to a three-day Dale Carnegie course, which she has enjoyed attending; and Rudy has been doing great in the JLV Leadership Development Program. Rudy also helps lead in Henderson by stopping in to help when the store is short-staffed, and by encouraging and teaching Zach and Leah. Jeff Bean and Robert Holder both had work anniversaries this past quarter: Jeff had his 15-year anniversary, although his combined time spent with Cassity Jones is now 21 years, and Robert Holder has now been driving and directing at Cassity Jones for 28 years! Congratulations to both! Also, Calvin Sanders continues to power through loading trucks.

Store employees also have had some fun. Jeff finally got to go on his cruise and is volunteering his time to help a cousin set up a nonprofit transitional house for women and children. Rudy spends time with his little girls and new baby, and Zach and his fiancé are planning their wedding for later this year.

The Henderson branch looks forward to a productive rest of the year!

Leah



Celebrating 15 years with Jeff Bean



Leah attending Dale Carnegie training with Matt Raesz and Courtney Moro

VALUES

INTEGRITY - Practice uncompromising standards of integrity and ethical conduct to build trust with our customers, our vendors, each other, and our community.

PERFORMANCE - Strive to exceed performance expectations. Achieve personal and work-related goals every day. Encourage personal responsibility for every employee in our company.

LEADERSHIP - Lead into the future using our company's legacy as a foundation to build on. Provide exceptional leadership training for our employees. Support and trust our leaders to make decisions.

TEAMWORK - Work together to create stronger relationships with our employees, customers, and vendors. Value and utilize the strengths, talents, and diverse perspectives of others.

COMMUNITY STEWARDSHIP - Proudly serve the communities where we live and work. Pay it forward to build a better future for all.

TYLER

2022 has gotten off to a great start in Tyler, TX. I am proud to say that we were able to set a new sales record for our store in April! I want to thank each member of our team for working hard and making it possible for us to achieve such a great accomplishment.

As our business has grown over the past 2 years and we noticed that we were running out of space. Fortunately, we were able to pour additional concrete to expand our lumber yard in 2021, and we are currently working on expanding our operation to include the warehouse that once was the Door Shop. We are excited to see how the new addition to our facility will help us serve our customers in the future.

We have also grown our team this year. We want to welcome Otis Debose, Efrain Sandoval, Shorty Sandoval, and Justin Garrett who joined the Tyler team from the Door Shop. They are all doing a great job, and we are very happy to have them. Ashley Jordan has come on board to be the new Controller in Tyler. She is taking the place of Cassidy Merrill who will now be taking on a Contractor Support role for our store. Both Ashley and Cassidy are doing a great job in their roles.

Speaking of Ashley Jordan, we have a new saying in Tyler... "Ashley wins everything"! Shortly after Ashley began working here, we had a Chili Cook-Off at the store. Ashley had never cooked chili before, but I gave her a hard time and encouraged her to enter in the contest. After working on her for a few days, she finally gave in and entered the contest....AND WON! Then came the March Madness company wide competition. Ashley forgot that the brackets were due until Cassidy reminded her, so at the last minute she threw her bracket together...AND WON! We have now concluded that Ashley wins everything, and she will no longer be allowed to compete in any contest that I am also entered in. All joking aside, congratulations Ashley on all your success!

Blake Martin did another great job of organizing our annual Cassidy Jones Golf tournament. We had a great turnout of customers and vendors this year, and everyone who attended enjoyed themselves. Raymond Beck recently reached a special milestone. He has now been with Cassidy Jones for over 20 years. Congratulations Raymond and thank you for all the hard work and dedication you put in to making Cassidy Jones great!

In March, Bobby Davis traveled to Tyler and cooked an excellent lunch on behalf our corporate office for employee appreciation. A big thank you to Bobby for taking the time to come over and cook for us. It was great as always!

I want to conclude by thanking every member of the Tyler team. You all work so hard each day to provide great service for our customers and you do not always receive all the credit that you deserve. You are the reason that Cassidy Jones is successful, and you should all be proud of what you have been able to accomplish so far this year. I believe that if we keep working hard every day that we can make 2022 the best year that Tyler has ever had!

Colby Chandler



Chili Cook-off Winners 1st-Ashley Jordan, 2nd-Greg Hawkins, 3rd-Tomme Brown



Cassidy's sweet boy arrived, Jett Everett



Happy Birthday Shorty



Jason Allison's daughter, Charley Kate, turns 1



Kyndall Breanna Dixon, 10-15-21, 6lbs 19 oz



Keith Lee hiding from the camera



Thanks for 20 years Raymond

TERRELL

Hello from Terrell! Where, oh where, has the time gone?! It's hard to believe the first quarter has come and gone and summer is right around the corner!

Business has remained strong since our last newsletter, and our customers remain optimistic and excited for the times ahead. The Terrell team continues to shine and get better each and every day. While things have certainly not slowed down, we continue to find time to have fun and get the job done as we service our customers around the metroplex.

Congratulations to Daniel Rush on the birth of his grandson, Warren Michael Ray Rush. His daughter Victoria and Warren are both doing well! We'd also like to send congratulations to Sammya Evans, Alton Jackson's daughter, as she graduates from Jefferson High school in Jefferson, TX. Sammya plans to attend TJC in the fall to continue her education.

I would like to personally thank every employee at the Terrell location for their hard work and dedication to Cassity Jones. As a result of everyone's hard work, Terrell was awarded the company 2021 "Flagship Award" for its overall performance excellence. And, for the first time ever, Terrell was awarded the 'High Five' Award for its strong sales performance in 2021. Our team has done a phenomenal job and continues to shine despite these challenging times! Congratulations to the entire Terrell team!

Tom Houser

(Right)
2021 STORE OF
THE YEAR



Amanda and her son, Eli, at his FFA Competition



Justin Sharp's son playing catcher at the scholarship fundraiser



Daniel Rush's newest grandbaby, Warren Michael Ray, was born April 7, 6 lbs 7 oz and 19 inches



Jacob Taylor's 5 year anniversary lunch



JT getting geared up for chainsaw training



Dylan Fisher's son, Nolan Edward, made his debut

(Right) Nicci getting everything ready for the Super Bowl Party



Tunes for Tots Golf Tournament Fundraiser



The guys all show up for food

LONGVIEW

Cassity Jones Longview started off the year 2022 in a good position to have a great year. Building has stayed steady and while we continue to have our difficulties from time to time, we stay positive and remain focused on our customers. We would like to welcome Xavier Banda to the team. He joined our team at the end of last year as our Class A CDL driver. Xavier has done a great job and has been a great addition to our team.

Like always, we work hard and play hard. Some of our team went on trips, and others stuck close to family and friends. Sarah McIntosh took her parents on a vacation to San Antonio for their first visit. Beth Langford took her mom on a vacation to California and was able to visit her future daughter in law to help her shop for a wedding dress for the upcoming wedding in France. Caleb Hill purchased a new four-wheeler and has been breaking it in at the mudding events with friends. Gil Martin was able to see pictures of his granddaughter Savanna Heyden's FFA show where she placed 3rd!

We made the best of circumstances and had some fun fighting off the cold weather. Gena Keith and Beth Langford created a hot chocolate bar with all of the add-ons for a good cup of hot chocolate. For Valentine's Day, Cassity Jones Lumber warmed our ladies' hearts with flowers and sweets.

Winter weather followed with family fun time at Easter. Some of our youngest were Easter bunny ready, including Ethan's daughter Everleigh, Gil's grandson Maddox, and my daughter, Charlotte. We enjoyed a Happy Easter and hope this nice weather continues.

Not only do we like to have fun here at the Longview store, but we like to have fun and contribute to a good cause. For us, that includes the Hunter Oney Annual Crawfish Boil. We had some of our own help serve, support, and also eat. If you haven't been to this event, you should try it next year! The Longview store continues to be blessed with an exceptional team and we look forward to continuing to offer exceptional service to our customers and community.

Chad Gaddy

(Below) Beth and her Mom headed on vacation



Bobby giving his final speech to his team before moving over to the corporate office



(Left) Brian and Michelle finally getting to relax a little to celebrate Hunter



(Left) Chad Gaddy's baby girl, Charlotte, on Easter

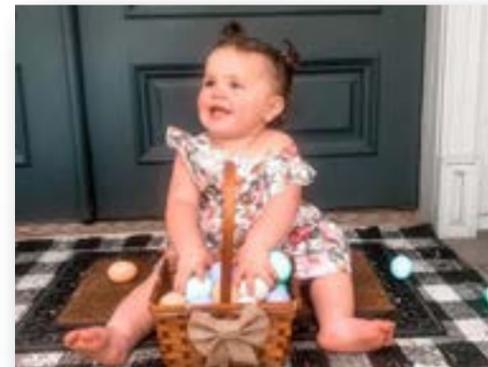


(Right) Brian Oney 20 year celebration

Brian had another large crowd this year at his crawfish boil



(Below) Brian with his watch he chose to for his 20 year gift



Ethan's daughter, Everleigh, on Easter



Gil's grandbaby, Maddox, on easter



Gil's granddaughter Savanna Heyden at San Antonio FFA show 3rd I class



The girls out supporting the Hunter Oney Scholarship Crawfish Boil

(Below) Sarah spent a couple of days with her Mom and Dad in San Antonio



(Left) Valentine's Day Hot-coco Bar



Rudy got Account Rep of the month

ALLEN COMMERCIAL

Hello from Bossier City, LA!!!

I'd like to take a second and thank our team for the hard work and loyalty they show to Allen Commercial. The opportunity to be a part of a work environment that displays the values of JLV is much appreciated by all.

In March, we welcomed Stan West to our team. He comes to us from the Cassity Jones Longview location. We are glad to have him aboard and look forward to the growth he will help us achieve. We also enjoyed the crawfish season, but more importantly, the opportunity to strengthen our team. As we all know, "Iron sharpens iron."

The first half of 2022 has been a fun challenge for Allen Commercial as we continue to strengthen our team and diversify our products and services. We have been working hard on some unique jobs. Right now, we are in the process of "Every Man A King", a restoration project that is taking a 100-year-old hotel and transforming it into a brewery/hotel. We are thankful to be a part of such a specialized project.

We are excited as we push Allen Commercial to where we want to finish 2022 and start 2023.



Anesha & her family on summer vacation



Allen Commercial out supporting their favorite little league team

(Below) Valentines goodies that Anesha and Katee received from Cassity Jones



Stan West



(Right) Job site visitation to Every Man A King 33122



Crawfish Luncheon



Spring Birthdays

Anesha Woods 5/3
Tim Moore 5/3
James Gallman 5/4
Devin Brown 5/8
Margarito Sandoval 5/8
Jerry Alvis 5/11
Wayne Potter 5/12
Tee Taylor 5/17
Tra Jackson 5/23
Matt Raetz 5/24
Kandice Reed 5/25
Gilbert Valdes 5/26
Jennifer Prock 5/27
Omar Perez 5/27
Dillon Spreen 5/29
David Greer 5/30
John Olivo III 5/30
Peirce Coplin 5/30
Justin Cowden 6/6
Jacob Merritt 6/7
Abraham Bragg 6/9
Zach Graham 6/10
Tony Ybarra 6/11
Gabe Crawford 6/11
Dylan Longley 6/15
Otis Debose Jr. 6/15
Greg Hawkins 6/27
Tyler Lambright 6/29

Fabian Garcia 7/4
Aaron Boughton 7/5
John Skillingstad 7/17
Cason Shrode 7/22
Cassidy Merrill 7/24
Mike Freeman 7/24
David Morton 7/27
Ledale Kelley 7/27
Brian Devore 8/2
Raymond Collins 8/2
Francisco Hernandez 8/3
Israel Barrientos 8/3
Leah Salazar 8/3
Justin Garrett 8/4
Ryan Robbins 8/4
Tom Houser 8/4
Ed Jones 8/21
Shaun Allen 8/25
Thomas Pritchard 8/25
Sally Stainback 8/27
Joan Bale 8/28
Justin Sharp 8/29
Bobby Davis 8/31
Kyle Lambright 8/31

Safety Kudos

As every employee should recognize, workplace safety is a top priority in our company. The company dedicates hundreds of thousands of dollars annually to its safety and insurance program. We belong to a very safety-oriented insurance group that we were not only pre-screened and evaluated for just to get into, but we are also subject to constant evaluation to stay in the group. We also have a Director of Safety and Fleet (Glen Parnell), and each location has a Safety Coordinator. Although these employees are an important part of our safety program, their goal is no different than what the company seeks from every employee--to do everything possible to achieve another company-wide accident-free day.

So, now to the kudos. Although our safety program does not exist to obtain awards, we have received two industry safety awards. The first award received was the Silver Star Trophy, which we received because of our overall safety program implementation and more particularly, its results. The Silver Star award was only awarded to the top safety tier of our building industry insurance group. More recently, we were recognized and received the Safety Fleet Award for our excellent fleet safety program and performance. These are not participation trophies: they have high qualifying standards and are the result of our emphasis on our safety program to keep our company operations safe for everyone, from employees to the general-public.

While Glen's role as Safety Director and the location Safety Coordinators are very instrumental to the company safety program, every single employee counts toward our safety results. There is no one person responsible for receiving these safety awards—these are team awards. They are the result of every employee's buy-in and continuous focus on "safety first". They are due to you recognizing the importance of safety in your respective roles, whether it is recognizing and responding to safety issues, paying attention to and participating in safety meetings, being active in the "near miss" program, doing safety walk-arounds, loading and unloading properly, doing pre-trip inspections, driving defensively, performing proper maintenance, and doing the many other aspects of your particular job that entail safety for you, your co-employees, and anyone else that crosses the company's path.

Congratulations to every employee for your part in helping the company obtain these safety awards. However, we cannot rest on these laurels. Safety is a race that never ends, and there simply is never a good time to relax. We can and should celebrate our safety awards, but we must also never lose our focus on being continuously deliberate about safety. Every employee, every day.

Keep up the good work!

Tim Moore

JLV

JONES LEGACY VENTURES

Valentine Snuggle Gram

