

# THE COMPANY TIMES

A Publication of Jones Legacy Ventures

FALL 2020



CAB INTERIOR DESIGN



## CAB Interior Design

Greetings from Cab Interior Design!

We are excited to be joining the JLV team and become part of something that is great. We are just finishing up our second month here as a newly acquired company, and I could not be any happier with the progress we are making. We have been working diligently to make sure the transition has been as smooth as possible. John and Brad (Founders of CAB) built a solid foundation over the last 30+ years and now we get to take it to the next level.

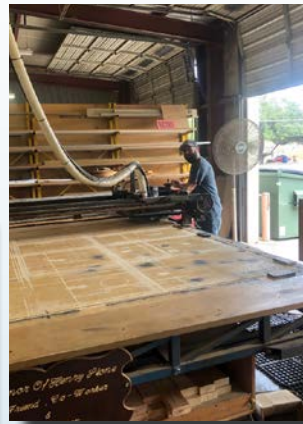
You may ask, what is Cab Interior Design? We are an elevator interior company that does all the fabrication and installation on the interior finishes of an elevator. It is precise work that requires many hours of coordination with Architects, General Contractors, etc. The shop consists of five full time guys; Matt (Shop Foreman), Joe, Tan, Daniel, and Kyle. We also have Wayne, our lead installer, and Rick who is now part time after working with the company for over 20 years. Every team member plays a great part and they all work hard to achieve the same end goal.

Thanks for welcoming all of us with open arms!

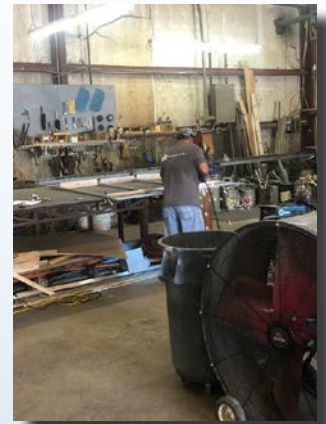
Dillon Spreen



The Cab Team, L-R Kyle Cloinger, Tan Le, Joe Heltman, Matt Raesz, Daniel Torrez & Dillon Spreen



Daniel preparing the CNC machine for the next job. The CNC (computer numerical control) controls the router to cut wood & laminates for the walls & ceilings.



Tan welding the Unistrut framing for ceilings



Completed elevator in the Lamar Tower in Houston

Follow us on social media!

 Cassity Jones Building Materials

 @cassityjonesbuildingmaterials

# JLV

## JONES LEGACY VENTURES



*Quarterback  
Try-outs*



*Bobby D forgot his mask*



*Jacob Reed's completed headstone paid for with the money donated from his work family*



*Leadership Training*



*National Wild Turkey  
Federation Dinner*



*Ron Bowen  
received  
Most New  
Customers  
for 2019*



*New Employee Luncheon*



*Abraham Bragg received  
Highest Profit Award  
for 2019*



*Jimmy's Thank You for  
serving 11 years on the  
Allied Building Board of  
Directors*



*Shelby Stubblefield was  
awarded the 2019  
Newcomer of the year!*



*Brian Oney received  
Highest Gross Margin %  
for 2019*



# BOSSIER CITY

This quarter we welcomed a few new additions to the Bossier City roster. Ed Jones joined us in our Millwork department on the frontlines. He works hard for us every day, helping make door, window, and trim deliveries, and always comes to work with an offensive attitude that we love to see from our employees. Travis Pond comes to us with high aspirations in sales, and is currently doing a great job assisting at the counter and soaking up as much knowledge as he can. Travis does a wonderful job asking questions, and trying to better understand anything he can to grow in our industry. Our latest walk-on player was Trey Rogers. Trey comes to us from a small-town hardware store in Winnsboro, LA. Trey has come on board as our newest utility player. He spends his week helping with the millwork and yard, training inside to learn how to work the counter, and assisting Reggie in getting deliveries together and on time. We also added two awesome new drivers to our team, Broderick Messier and Deandre Dinkins. These two are very hard working, and they always make sure our customers are taken care of when delivering their material in a timely manner. These five rookies have already shown great promise and we believe that they will be valuable assets to us as we continue to grow and better our craft.

This summer we have seen many new faces here in the Bossier store, not just from employees, but also customers. Although it has been a wild ride as we toe the line that is both price and availability, we have enjoyed each day and the new challenges it presents. We have had more opportunities to take business from competitors, we have a pipeline of jobs lined up, and a yard full of pulled loads just waiting for the call to deliver. We know that this ends somewhere and sometime, but here in Bossier we are enjoying the wild ride that has been and continues to be 2020.

P.S. – Congratulations to Jacob and Stephanie on their new healthy baby boy! I am currently finishing this letter as my wife is having contractions, so I am cutting it short.

Regards,  
Justin Bigham, New Father



*Elliana Grace Bigham, September 10, 2020, 7 lbs 14 oz*



*Celebrating Bil Johnson's  
72nd Birthday*



*Kyle Preston ready to load some material*

*Justin Bigham  
& Lexi's baby  
shower*



*Trae Jackson  
not wanting to  
take a picture  
LOL*



*The Squad, L-R Trey Rogers, Deandre Dinkias,  
Broderick Messer, Edward Jones & Travis Pond*

# TYLER

AHOY from the Tyler Lumber yard! We are unmoored and in uncharted waters in the aftershock of COVID-19. We continue to feel the effects of governmental sanctions and governor decrees forcing us to seek out new ways to serve our customers and community. Communication has become our biggest weapon in combating these unprecedented times in the lumber industry. The year 2020 will be written about in history books. Our grandchildren will learn about the pandemic in school. Our country will never be the same. We must soldier on and continue to lead our communities as the driving force of change and positive business practices. The market is volatile, but we must remain steadfast in our principles to provide outstanding customer service, and continue to be leaders in our industry. Price might be high, but our selling power is higher! Community builders have chosen to brave the storm and continue to start new projects. This is the time to sink or swim, and we at Cassity Jones know how to swim! Delfino Gaona has donned a collared shirt and embarked on a new path as Contractor Support. Francisco Hernandez has taken the helm of our Millwork Department, coordinating deliveries. We have welcomed Fabian Garcia as our new millwork delivery driver. This new team has great potential, and we hope they will bring new life to our delivery practices. We have instituted a Store Committee to handle important issues such as operating practices, safety procedures and day to day issues. Members of the committee include Cassidy Merrill, Steven Bisnett, Colton Vance, Delfin Gaona, Cliff Moore, and Blake Martin. Cassidy Merrill was awarded the honor of logging the most “near misses” in August. The crew was awarded for their safety efforts with a pizza party in August. Productivity has not slowed, despite the nations unrest. We continue to exceed previous sales and deliver more and more material to our builders. These record months have warranted more than pizza parties. Fajitas were catered to show our guys in the yard just how much their hard work means to Cassity Jones. Without the dedication and long hours of the drivers and material pullers, Tyler lumber yard would be an empty hull. We may be over worked and extremely busy, but in Tyler we always find a way to have a good time!

The Tyler Area Builder Association held their Annual Clay shoot in August at Prairie Creek Shooting Range. Jason Allison and Shelby Stubblefield attended along with some of our Tyler and Lindale area builders. Shelby Stubblefield improved her score of 12 from last year to a whopping 41! Jason Allison performed slightly above average. Blake Martin was unable to attend. He and his wife Jodi were assisting their daughter Chloe, who moved into her dorm at Baylor University. Please join us in wishing her luck with her studies. GO BEARS!

Cassity Jones of Tyler is so happy to be surrounded by a thriving community that does not shy from misfortune or hardship. This community continues to support local business by keeping the economy moving forward, and keeping our doors open with new residential and commercial projects. A good day's hard work is satisfying, but sometimes you need an outside source to give you that reassurance you may be lacking. Colby gifted all employees with a pair of sunglasses of their choosing. Omar Perez was especially thrilled with this gift of appreciation. He is very fond of wearing sunglasses indoors. “Future so bright, you gotta wear shades.”

As we look to the horizon with new wind in our sails, we hope this missive finds all our Jones Legacy family in good health and prosperity. Though the night may be dark, each morning brings new hope with the light.

Shelby Stubblefield



*Jason Allison's Team for the TABA Shoot*



*Fabian Garcia,  
New Employee*



*Francisco Hernandez  
scheduling millwork  
deliveries*



*TABA Hardie Team*



*Shelby Stubblefield's Team*



# Natalie's Notes



Hello Fall ... is that you? Cheers to the weather finally giving us a little bit of a break with cooler temperatures. The summer was a typical Texas summer ... hot and humid. We were still able to get out and support our community through several activities. In July, we went to 4 local parks (16th Street, McWhorter, Stamper & Neal McCoy) in two days, and fed over a thousand people. We pulled together with several local businesses to get all the resources together to make this happen. In August, we did a Community Unity Project that included free school supplies, vision screening, and lots of fun activities to get families out and enjoying time together! September brought a special project called Sharing Boxes. Throughout the community we gath-

ered old dressers, refinished and painted them, and placed them in locations that are easily accessible for those in need. The boxes were filled with food, drinks, and basic necessities. All our current projects are focused on dealing with the homeless, and people in need of a little help. This is something that is near to our hearts, and something we focus on within our company. If any of you have something you would like to get involved in ... please reach out to me and let's discuss it.

On the work front, Spa Day finally happened for our ladies after several cancellations and rescheduling due to our dear friend, COVID. All the ladies enjoyed being pampered for a day and getting to know each other! We are looking forward to all the restrictions from COVID being lifted so we can have large get togethers and celebrate all the great things happening at each location.

Also, I believe most of you know we were in the running for being voted the Top Place to work in East Texas!!! We came in third place, which is great! Jones Legacy Ventures is an amazing company to work for, but we still have room to improve. We love getting feedback from all of you to help us better JLV!

We are headed into holiday season and will have lots of fun things coming up! Don't be scared to get involved ... have some fun! I look forward to seeing each of you, and call me if you need me.



**Natalie Gandy**

[nataliegandy@cassityjones.com](mailto:nataliegandy@cassityjones.com)

903.806.8608

*Here are some of the organizations we currently support!*

**ONE LOVE LONGVIEW~Windridge~CASA~Compassionate Hearts Alliance**

**Newgate Mission~Hiway 80 Mission~Asbury House~Kilgore ISD~Pine Tree ISD**

**Union Grove ISD~Longview Animal Care & Adoption~Heartisans**



*Spa Day*



*Feeding 1K People in a day*



*Hygiene Items for box*



*Sharing Boxes*



### Unstoppable ... and Thankful

To paraphrase the USPS ... Neither rain, nor sleet, nor snow, nor hail, nor pandemic, nor leadership succession will stop the various teams of the JLV companies from fulfilling their mission.

It has been both fascinating and satisfying for me to watch our team members respond to the disruption caused by the Covid 19 pandemic. With courage and tenacity you folks were determined to “keep on keeping-on” supplying products and services to our customers in excellent fashion. This has put a huge strain on all of us but this team has come through with flying colors. We should all thank the Lord that we are in an industry that has been allowed to stay open during the pandemic. Our business is actually up over last year and this strong building market is projected to continue for the foreseeable future. Thanks to all of you for adapting to the changes and stepping up to the challenges that these strange times have caused.

There is another, more personal, reason that I am so proud of you folks. I am proud of the way that everyone has adjusted and accepted the executive leadership change that has been in transition for the past several years. After serving for 27 years as your CEO, I will be stepping aside and passing the torch to Cason Shrode in December of this year. I will still function as a board member, part owner, and on special projects that Cason gives me to get done. I recently reviewed our previous newsletters starting with our first one in the Spring of 2003. There have been so many wonderful people that have been a vital part of the success that our company has enjoyed and it was great to reminisce about those relationships as I looked at their pictures and stories.

As I reflected over the 33 plus years that I have had the privilege of working at this company, there was one theme that kept coming to light... **Thankful**.

I am **thankful** to the Lord for giving me the opportunity to serve in an industry that I love, along-side some of the best people in the industry (in the whole world, for that matter).

I am **thankful** to you, my co-workers, colleagues and friends for joining me in the effort to build an organization of principle and purpose that is locally and nationally known for excellence in serving our customers and communities.

I am **thankful** for the financial blessings that this company has provided to my family, and both my brothers' families, which has allowed us to pay the bills and send all of our kids to college.

I am **thankful** to be able to hand over the reins of this company to a world-class leadership team that I believe will achieve even greater success in the future.

I am keenly aware of how uniquely blessed I have been to be a leader in the Jones Legacy Ventures family of companies for all these years.

What a fabulous ride it has been! ... What a fascinating future it will be!

John Jones



# Henderson Doormill

“Yesterday is not ours to recover, but tomorrow is ours to win or lose.”- Lyndon B Johnson

Those are words we should all live by, and we at Cassity Jones choose to win. Despite the economic hurdles, health concerns, and unease nationwide, we are overcoming obstacles and continuing to trust that this too shall pass. Business is at an all-time high, and we are determined (and honored) to aide in your success along the way. As always, we appreciate you and your business. Thank you for choosing Henderson Doormill for your millwork needs.

Stay safe, stay healthy, and stay sanitized.

Jennifer



Another day at the shop



Appreciation Lunch



Hard at work



Margarito's Cake



Otis Debose  
showing us how  
it is done

Thanks for 20  
years Margarito  
Sandoval



## Winn Tile

Where has this year gone? Seems like yesterday we were discussing 2020 goals in January, and are now 4 months from closing out 2020. Although we've struggled with a complete change in society and how we do business, our team continues to win and embrace the challenges we face every day. With everything that has transpired this year, we are still seeing a substantial amount of contract bid work coming in, keeping our estimators full steam ahead with no end in sight. We recently were awarded a \$2.4MM bond project with Berry & Clay for Lufkin ISD that will span over 3 years, securing a book of work for our future. I would like to give a special shout out to Tyler Hunt from our sales team for reaching his 1-year anniversary with the company. Tyler has gained tremendous ground, not only in learning our business, but also in continuing to embrace and strengthen relationships with our valued customers.

School has just started. It has been crazy for the kids during this time of social distancing in school and virtual learning. My stepson Colten is in 6th grade and doing virtual online learning with Van ISD. An 11 yr old had to create a PowerPoint presentation on his third day of school. Really made me stop and think how far technology has come since I was in school. Kind of makes you feel old!

We have a new addition to our WT team. Charlie Rains has come on board as an estimator. Charlie and his wife, Courtney, have a little boy named Levi who is 4 months old. Charlie is an East TX native born in Athens, TX, and raised in Brownsboro, TX. He is a man of God, and is a worship pastor at his local church in Chandler. In his spare time Charlie enjoys spending time with his family and playing music.

I would like to thank Eduardo, Alisha, Tyler, Thomas, Charlie, Noe, and Walter for the hard work and excellent performance they show daily. Despite the challenges we face, we could not hit the deadlines or complete the work without the contribution each of you bring to the team daily.

“Slow and steady wins the race”

Daniel Hudson

Charlie Rain,  
Courtney,  
Baby Levi



Thomas  
Pritchard &  
Tyler Hunt  
Birthday  
Celebration



# HENDERSON

Hello to our CJ families and sister stores. We hope everyone is well, and had a great summer. The second quarter was both interesting and surprising to say the least. Builders just kept on building in our area regardless of the pandemic and lumber market craziness. We like to be positive and say that every day this summer has been a good challenge for our staff. Everyone putting their heads together, and coming up with solutions to problems has been a standard that we take tremendous pride in. Henderson churned out some very strong months this summer, months that we are extremely proud of. George Childers captured more business and along with it, great margins. Zach Graham has been a big part of inside sales support. He is becoming proficient with the system, and is learning something new every day. He has faced many new challenges for sure, and has met those challenges with more confidence than ever. Lamarcus Lewis and Robert Holder are definitely “Grunts” and the backbone of our operations. Through all the heat and up-swing in business, they’ve gone above and beyond what they’ve been asked to do. I am extremely proud of all of you. Great Job!

It is amazing how we and our families have had to change so many aspects of our lives the first half of the year. With businesses opening back up and restrictions lifted, everyone seems to be gaining confidence and doing more fun stuff. George Childers and his family like to spend time at the park with their son Harry. They just celebrated Harry’s 1’st birthday. Congrats to Harry! Robert Holder and his wife Victoria took a trip to Pennsylvania for a week to visit family. Zach Graham and his family took a trip to the Galveston beaches. They caught a little sunburn, but cooled off with some swimming. Lamarcus Lewis and I are very excited about the upcoming High School football season. We are ready for some normalcy for sure! The end of the 2nd quarter also marked a new beginning for my eldest daughter Katelyn. She is now moved into the dorms at Texas Tech. Mrs. Bean (Kelli) & I are very proud of Katelyn’s accomplishments, and are looking forward to seeing her succeed in this next chapter of life. I want to commend Kelli on her decorating abilities. I’m not very good at it, but she made sure Katelyn’s dorm room felt like home. Lubbock is definitely a long way off, so by decorating her room, hopefully Katelyn will not get too homesick. I’m more worried about Kelli! I thought it was a good idea to have Kelli drive all the way back home to keep her mind off of Katelyn growing up. Good luck Katelyn and GUNS UP!!!

Maybe the 3rd quarter will be a little less bumpy. We at Henderson hope everyone stays healthy and continues to thrive. Take care and God Bless!

Jeff Bean



Katelyn Bean



Trying to take new photos



Harry loves to swing at the park,  
George Childers son



Zach Graham & family  
took a beach trip



Robert Holder stays busy



# *Getting to Know Dillon Spreen*

**Title & role:** General Manager -- Cab Interior Design

**Brief professional history:** In high school, I worked for my dad at Spreen Racing Engines (2009-2012). This is where I learned all my hands-on skills. Tearing down engines to be prepped for rebuild, and even began doing some assembly towards the end. When I moved to Tarleton State in 2012, I began working at Texas A&M Agri-Life Research Center (2013-2016). There I did all the tractor and equipment maintenance, and when I wasn't busy with that, I assisted in Peanut Research. In 2016, Cason Shrode and Daniel Hudson hired me to be a project engineer at American Fire Protection Group, Inc. In my four years (2016-2020) at AFPG, I transitioned from designing fire sprinkler systems to overseeing the entire operation of the Contract department. My connection with Cason and Daniel ultimately is what brought me to JLV in July this year to take on the incredible opportunity to be General Manager at Cab Interior Design.

**My family:** Kayla (Wife) and our Two Dogs (Baige & Hank)

**Hobbies:** Auto Racing, Hanging out with Family & Friends, and Cooking

**Favorite snack:** Chips & Queso

**Favorite drink:** Coke Zero from Sonic or Miller Lite at the end of the day

**What one person would you have lunch with living or dead and why?:** I would like to have lunch with my Grandpa, he passed away in 2010 and I didn't realize how much he supported me with my hobbies at that time. I know he would be extremely proud of what I have done in a short amount of time.

**If you could take a trip anywhere in the world, where would you go?:** New Zealand- It would be a once in a lifetime experience

**One or two significant events in my life:** 1: Graduating from Tarleton State University / 2: Marrying my wife Kayla

**An interesting bit of trivia about me?:** I have been racing circle track cars since the age of 5

**Favorite Quote:** "Circumstances may cause interruptions and delays, but never lose sight of your goal."  
– Mario Andretti



*Fredericksburg*

*Dwarf car*



*Hank &  
Baige*



*Wedding night*

# LONGVIEW

Greetings from Longview,

Who would have ever thought that during a pandemic, business would just go over the top! The crew here in Longview has done an excellent job. During one week in August, we had Joan and Steven off in contractor support, and we still managed to have the highest month in sales for the year. On that note, Steven Wisdom left the company and moved to Nevada; we wish him the best of luck. My hat goes off to the Drivers, and especially the yard employees that have had to work in the heat during the summer. Thanks for making this yard a success. We are hoping that the fourth quarter will be as strong as the first and second. We have already seen some pull back on building; we just hope it does not last very long.

While staying busy with quotes, phone calls, and emails, we were still able to cook on the job for three different builders. Brian had a big time cooking for Chris Hall and his subs on Lake Cherokee, with a beautiful view of the lake and a great looking James Hardie house. Rudy was able to cook for Austin Reich Builders and his framing crew. This was on Reich's townhouse project in Hallsville. Last but not least, Gil cooked for Dennis Hedrick, Lance, and the home owners and framing crew on Dennis's custom house. Thanks to all you guys for excellent customer service; that will go a long way!

A few family things to share:

JD Johnson got married to Monica, his longtime girlfriend.

Brian Oney's daughter Allie celebrated her Sweet 16th Birthday, got her drivers license and car.

Ryne's wife, Kamryn graduated from Panola Junior College.

Brian Oney's son, Landon, received the Player of Year Award for Golf at LeTourneau University.

Ethan Swain and his girl friend Jaycie got engaged and annouced they have a baby girl on the way.

Congratulations to all the above. There is life outside of Cassity Jones. Without the support of our families, it would be a tough row to hoe!

Everyone stay safe, stay healthy and lets have a great rest of the year!

Bobby Davis

*Ethan Swain  
proposed  
to Jaycie*



*Kamryn  
Powell  
graduates  
Panola  
College*



*Landon Oney  
Player of the year*



*JD & Monica tie the knot*



*Allie Oney  
Sweet 16th Birthday*

*Brian Oney is  
great on the  
grill and his  
customers  
love it*





# TERRELL

Greetings from Terrell!

This summer the Terrell store has been on the upswing, increasing sales month over month. We could not have accomplished this without every single team member giving their best effort every day. I would like to recognize all who have contributed to our success. Starting in the front, the inside sales support staff of Nicci Waterhouse and Jacob Taylor have stepped up like champions, and taken on the workload that is usually done by three. Amanda Attaway is keeping the A/R in great shape as well as billing out everything she can on a daily basis. Since we streamlined the dispatch office, Justin Sharp has taken on some extra responsibilities and is doing a fine job. Out in the yard, where the hard work is done, there have been some new additions to the work force. We have welcomed Zak Hurst, Steven Wiley, and David Shepherd to accompany Clint Feagin and Walter Esquibel to handle the yard operations, and they are all doing well. At the beginning of the summer we brought on a couple of college interns that were interested in learning about the building materials business. Ramiro Velasquez and Garret Davis both did a good job. Special thanks to Clint and Walter for doing such a good job by stepping up and training these new guys the right way. Well done! We have also added two new drivers. Tony Moody and Christian Castleberry have both been GREAT additions to our team. Of course, John Olivo, Daniel Rush, and Chris Duckworth have been our delivery mainstays, and continue to excel in their duties. These yard hands and delivery drivers are the backbone of the operations side of our business and I thank you for all that you do to make us successful. Lastly, I would like to mention our Account Reps. Ron Bowen, Terry York, OT Posadas, Dylan Fisher, and Scott Johnston. They continue to fight through the problems brought about by the Covid virus. They all have done a great job of keeping their customers abreast of the supply and pricing issues, as well as keeping management up to date on customer's upcoming business needs.

Last, but certainly not least, I would like to thank Tom Houser for his leadership of the above-mentioned team members. He has done an excellent job of team building within the store, all the while learning as much as he can every day about our business and industry. Way to go Tom!

Along with the hard work, we have also made time to celebrate birthdays, with cake and ice cream, an in-store hamburger cook out for our staff, and a job site cookout for customers. Even with the virus protocols in place, we figured out ways to still have some fun.

Congratulations are in order for one of our staff members that has welcomed a new addition to their family. On Sept. 4th, Jacob and Stephanie Taylor welcomed their second child, a 7lb-15oz baby boy named Colton Bradley Taylor. Congratulations to the Taylor family!

Until next time....  
Bobby Oglesby



*Clint and Walter discussing training tactics!*



*Jacob Taylor's new baby boy*



*Social Distancing*



*Ice Cream Party*

*Dylan Fisher cooking for Armor Construction with interns Ramiro and Garrett*



*OT Posada's grandson Jackson Connor Rushing was born April 6 and weighed 5 lbs 6 oz*

# ALLEN COMMERCIAL

Greetings everyone, from Allen Commercial. I hope this finds everyone doing well.

Here at Allen Commercial, work has been slow but steady. We have had some of our larger contracts slow down due to weather issues earlier in the year. This prevented them from getting out of the ground. They are now back on track. We anticipate closing with a strong 4th quarter. Our back log is growing for the coming year, 2021. As a result, our revenue continues to grow. We hope to increase our revenue by 20 plus percent from last year. We continue to make improvements to our process and procedures. All of these accomplishments are due to a hard-working group of people. I would like to thank each and everyone of them for their dedication and hard work. Shout outs to Corry, Katee, Robert, Shane, Ed, Mike, JC, Rayco, Eddie, and Shawn.

We hope that everyone is having a great year!! Be safe out there!

Thank you,  
Ernest Callaway



*Katee's kiddos first day of school*



*Corry Wafer's beautiful new granddaughter, Lucille Katherine Flowers, born on June 17*



*Ed Twohig has been spending his days off building a new job at his lakehouse*



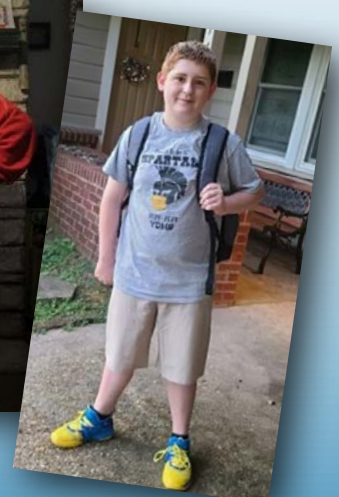
*Shane Johnson welcomed a new litter of puppies at home*



*Congrats to Katee Harris on her 1 Year Anniversary with us*



*Ed's grandkids all had a great start to the school year*





# MARSHALL

Greetings from the Marshall store!

Considering the circumstances, our sales are not quite what we anticipated but are improving. Business is steady and hopefully we can maintain that pace. We remain consistent and diligent in our efforts to offer the best customer service and it shows. We expect September to be a good month. Although COVID has impacted us all professionally it has also had an impact personally. Most of our team stayed busy in east Texas in lieu of vacationing over the summer months. Bobby Moore has been busy working on his deer stand in anticipation of the upcoming season and Justin Cowden has put a lot of work and effort into his Dodge Truck. It is finally ready for PAINT! Our resident saucier, Glen Oney, took his talents to a new level and began bottling his "Slow Burn" special sauce. If you have not tried it, you are missing out! Although he was busy in the kitchen during his spare time, Glen did venture out! He and his family vacationed in Gulf Shores, AL for a week in July. The highlights of the trip were spending time with grandbabies and fishing on the beach.

We would like to congratulate Cpl Rogers, son of Beth Langford, for completing the Marine Corps Embassy Security Group (MSG). His training includes responding to situations like intrusions, bomb threats, demonstrations/riots, fires or natural disasters at embassies or consulates. In his current role, he is primarily responsible for protecting mission personnel and preventing the compromise of national security information, and equipment, at designated diplomatic and consular facilities. Cpl Rogers will spend 1 year in one of the 150 countries around the world, for the next three years. Again, congratulations on this huge accomplishment. We are thankful for his sacrifice and service!

July marked the end of my first year working in Marshall. I have enjoyed having the opportunity to get to know and work with our exceptional team. Each and every team member pulls their weight and does whatever it takes to get the job done. As always, we continue to grind and look forward to finishing out the year strong.

Chad Gaddy

*Check out  
Bobby  
Moore's deer  
stand*



*Cpl Rogers,  
Beth Langford's son*



*Glen Oney's family beach  
vacation*

## HR UPDATE

**Just a reminder if you meet your medical deductible with UHC you can be reimbursed by the HRA account. (See below or call Cindy if you have any questions at 903.746.4009)**

### HEALTH REIMBURSEMENT ACCOUNT (HRA)

Your 2020 HRA will continue with Benefit Bucks.

The HRA for individual and family in-network deductible charges

Health Reimbursement Account Highlights	
Individual Deductible: \$5,000	Family Deductible: \$10,000
Employee Pays <b>First</b> \$3,000	Employee pays <b>First</b> \$6,000
Employer Pays <b>Last</b> \$2,000	Employer pays <b>Last</b> \$4,000
<b>Submit your EOB to Benefit Bucks or contact The Purple Card (866.788.9118) for reimbursement of any deductible you meet that is over \$3,000.</b>	

# Fall Birthdays

*Steven Bisnette* 9/1  
*Bill Johnson* 9/4  
*Zak Hurst* 9/6  
*Gil Martin* 9/11  
*Rayco Ferguson* 9/12  
*Keith Moore* 9/15  
*Javier Vazquez* 9/16  
*Shane Johnson* 9/18  
*Desmond Kelly* 9/18  
*Colby Chandler* 9/23  
*Eddie Williams* 9/23  
*Ryne Powell* 9/24  
*Brian Oney* 9/25  
*Rudy Galvan* 9/26  
*Valentin Garcia* 9/26  
*Patrick Meshell* 10/2  
*Jerome Brewer* 10/3  
*Charlie Moody* 10/4  
*Efrain Sandoval* 10/6  
*Jimmy Jones* 10/8  
*Stan West* 10/8  
*Joe Heltman* 10/9  
*Shelby Stubblefield* 10/14  
*Malcolm Couvillon* 10/21  
*Katee Harris* 10/21  
*Tracy Ross* 10/23  
*Jack Hensley* 10/27  
*Dorrie Mathias* 10/31

*Bob Moore* 11/3  
*Jeff Bean* 11/6  
*Eduardo Betancourt* 11/8  
*Ron Bowen* 11/10  
*Noe Gomez* 11/10  
*Daniel Hudson* 11/10  
*JD Johnson* 11/14  
*Ryan Cook* 11/17  
*Christian Teran* 11/18  
*Justin Bigham* 11/19  
*John Jones* 11/26  
*Bobby Oglesby* 11/27  
*Gena Keith* 12/3  
*Bailey Brick* 12/5  
*Bud Gregory* 12/11  
*Jennifer Feagin* 12/18  
*Colton Vance* 12/18  
*Shun Waddleton* 12/18  
*Keith Lee* 12/19  
*Omar Uribe* 12/22  
*Beth Langford* 12/23  
*Daniel Rush* 12/24  
*Lee Elliff* 12/25  
*Cliff Moore* 12/26  
*Adam Jordan* 12/29  
*Jacob Taylor* 12/29



## **Election Time!**

**Tim Moore, General Counsel**

**Tuesday, November 3, 2020, is election day and what a big day it will be! Whether you are registered in Texas or Louisiana, the following offices are up for election: the U.S. President, 35 Senate seats (one in Texas and one in Louisiana), all U.S. House of Representative seats, 16 Texas State Senators, all Texas State Representatives, numerous Texas and Louisiana state judicial elections, and some County/Parish offices.**

**Registering to Vote:** You must be a registered voter to vote. If you are not already a registered voter, the deadline to register in person or by mail is Oct. 5. Louisiana (but not Texas) also offers online voter registration, which carries a deadline of Oct. 13.

**Early Voting:** Any registered voter can participate in early voting. Early voting in Texas will be Oct. 13—Oct. 30, and in Louisiana Oct. 20—Oct. 27. Each county (TX) or parish (LA) will have their own early voting locations and times, so check with your local county or parish to find out where early voting will be held. Early voting offers far shorter waiting times than voting on election day and is more time efficient than voting on election day.

**Absentee Voting:** Now referred to “Ballot by Mail”, this process allows you to vote by mail if you will be away from your county or parish on Election Day, or generally, can be used if you are sick or disabled, are 65 or older, or in the military. You have to submit an application to vote by mail—you can get the application online at [votetexas.gov](http://votetexas.gov) or [geauxvote.com](http://geauxvote.com). The last day to request a ballot by mail is (must be received) Oct. 23 in Texas, and Oct. 30 in Louisiana. Upon the application being approved, the ballot is then mailed out by the voting clerk and it must be received back by the deadline specified (there are different deadlines depending on the classification, such as general request, military, hospitalization,...).

**In Person Voting:** If you prefer to vote in person on Nov. 3, the polling hours will be from 7 a.m. – 7 p.m. in Texas and from 6 a.m. - 8 p.m. in Louisiana.

**If you want more information on voting, you can find detailed information for Texas at [votetexas.gov](http://votetexas.gov), or for Louisiana at [geauxvote.com](http://geauxvote.com).**

**As many of you likely know, the upcoming election promises to be very interesting indeed. Every vote will matter. So, take some time to study the issues and candidates, and then GO VOTE!**





*Ethan's baby girl is on the way*



*Delfino Gaona eating  
Dennis Casey's habanero peppers*



*Greg Hawkins- son bottom left, Walker Hawkins  
1st place coach pitch*



*Justin Sharp 5 years*



*Terry York 15 years*



*Gil treating his customers to lunch*



*Henderson celebrating their HUGE month*



*We sponsored Kona Ice for the Community Unity Event*



*Rudy Galvan cooked fajitas for one  
of his crews in Hallsville*



*We were on the front page of the  
Longview News Journal*



*Longview Lumber feeding a  
local framing crew*