THE COMPANY TIMES

A Publication of Jones Legacy Ventures

SUMMER 2021









CAB INTERIOR DESIGN



BACK TO SCHOOL



Amanda Attaway's son, Eli



Bailey Brick's daughter, Tinsley



Blake Martin's daughter, Chloe grandson, Crew grandson, Max



Bobby Davis'



Bobby Davis'



Calie Easthom's son, Lee, on his first day of 5th Grade



Cason Shrode's boys



Colby Chandler's boys, Maddox & Coen



Daniel Hudson's son, Colten, first day of 7th grade



Daniel Rush's daughter, Veronica, 7th grade



Daniels Son Eddie-6th Grade



Derrick Reed's Derrick & Derricka



Desmond son & daughter, Kelly's daughter, Lacamry



Desmond Kelly's son, Desmond Jr.



Ed Twohig's granddaughter, Nova



Ed Twohig's grandson, Colton, on his first day of 7th grade



Iackson Perritt. Cindy's son, first day of Senior Year



Jacob Taylor's son, Clayton



Katee Harris' son's first day of sons, Ryder and Kindergarten



Matt Raez's Ranger



Natalie's son Cole, Junior year



Rudv Galvan's daughter, Le'Lanna



Sonny Bradshaw's daughter, Brooklyn



Trey Rogers son, Maddox

Follow us on social media!



Cassity Jones Building Materials



@cassityjonesbuildingmaterials



www.linkedin.com/company/jones-legacy-ventures

CAB Interior Design-Austin Texas

Greetings Everyone!

The 2nd quarter for us was another good one. Since the completion of the Texas State Capitol in April, we have slowed down some due to losing two projects earlier in the year due to COVID. Unfortunately, project budget cuts eliminated our portion of the work from the Scope, but we have plugged away by doing a lot of clean-up in the shop and bringing in several projects with new customers that we have never done work for in the past.

In June, we attended the Houston BOMA expo and had a great experience. We were able to meet existing customers and even some new potential customers for 2022.

As of July 2nd, 2021, CID has been with the JLV company for 1 year already. I can't thank all the guys that work for CID enough for their hard work and dedication to the company over the first 365 days while I continue to grow and learn this trade. Their support has gone a long way and will always be appreciated more than they know.

With some of our newer projects beginning to take shape in the shop, we look forward to what the 2nd half of 2021.

Dillon Spreen



Preparing for our 1st BOMA Expo



Austin Build EXPO



Houston BOMA Expo John (Left) Dillon (Middle) Matt (Right)



Daniel cleaning and organizing our parts for inventory



Tan and his family on their way to Destin, FL for Vacation!

Getting to Know Nicole Orban

Title & role: Contractor Support – Bookkeeper at Corporate Office

Brief work history: I have worked in accounting about 20 years.

My family: I have 5 children...4 girls and 1 boy. 8, 10 (boy), 12, 17, 19

Hobbies: I love hiking and watching my kids sporting events.

Favorite snack: Chips and salsa

Favorite drink: Bang

What one person would you have lunch with living or dead and why?: Jesus, I have so many questions.

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

One or two significant events in my life: Becoming a mother

An interesting bit of trivia about me?: I was hit by a car when I was 4 years old.

Favorite Quote: "It is what it is"





Family



Back to school

Natalie's Notes



Hello to all my favorite peeps! I hope you are all still staying cool through our hot summer and getting ready for some cool fall weather, football and holiday season. Pumpkins, Turkeys and Santa, Oh My!

I know all of us have had a crazy busy last four months with lumber prices skyrocketing and shortages across the board. Hopefully you all enjoyed the fun events we had at the Texas Rangers new stadium, Shenaniganz and Splash Kingdom Waterpark with your families during summer breaks for the kids. If you didn't get to come, you can check out some of the photos and plan to attend next summer. I really

enjoyed getting to meet your families and see you outside of our work environment and having a great time. Thank you for attending!

As your Communications Liaison, I have enjoyed planning Spa Day for the ladies, hosting the East Texas Builders Association Scholarship Dinner, volunteering at our local animal shelter (Check out Edith and Shelly), attending the National Wild Turkey Federation Banquet to support one of our customers and donating the lumber to build a new Gaga Pit at a local school. The kids were so very excited to have something new to keep them smiling and exercising at the same time. Amanda Attaway, Terrell bookkeeper, started an Annual Softball Scholarship to help remember her husband and support kids with their education goals. I was honored to get to go and be apart of this great event. It poured down rain and those kids had a blast sliding around the bases making forever memories!

On the home front, we celebrated Mary Walker's 16 years with our company at her retirement party! We are already missing her, but know she is enjoying all her free time to spend with her grandbabies and home projects. We also installed a brand-new sign at our Marshall location and added a fresh coat of paint. Big things coming over there!

There are lots of fun things coming up the activity pipeline for every location. If you have suggestions, remember, I'm open to anything you all would like to do. Get in touch with me!

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



Natalie Gandy

natalie.gandy@j-l-v.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~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

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 along-side-you and support what is important to YOU!



Brand new sign in Marshall, Texas





Mary's Retirement cake



Mother's Day flowers sent to all the mothers in our company



Mary's Retirement Lunch



Beth and Cindy enjoying Spa Day



at the NWTF Banquet



My youngest, Cole, getting ready for Friday Night Football



Sally and I drove up to support Amanda's Scholarship Softball Fundraiser



Rudy's daughter out supporting one of our customers



We donated the lumber for Zach Schott to build a new Gaga Pit for a local school

Baby girl Edith (Right)



MARSHALL

Big changes at the Marshall store! After two years of managing the Marshall store, Chad Gaddy has gone back to Longview store. We are very grateful for the opportunity to have worked with him. He taught us that if we all continued to work hard as a team, anything is possible. This came true this past June, as we broke our monthly all-time billing record! We are all sad that we lost an excellent manager, but Chad, we wish you well in your new role. Marshall will always be your HOME!

With lumber pricing coming down, things are shaping up to be very busy in the 3rd and 4th quarters. Builders are moving forward with new projects and we look to be busy in the future.

Congratulations to Bobby Moore for 15 years of service! Brad Basinger celebrated 9 years in July. Thank you for all your hard work and dedication! We couldn't have done it without you!

-Marshall Team



Bobby 15 years

Winn Tile

The 2nd quarter of the year has pulled us in many directions. Historically, Winn Tile spends 85% of its time completing school projects from the previous year, both Contract and Mainstreet. This year has proven to be much busier than normal as we were presented with an opportunity to step in and complete the Tyler High School project, as well as the new Legacy High School on which we were already working. Many projects that were delayed in the past year due to COVID are now proceeding as well, in addition to our normal workload.

Each of us is integral to Winn Tile's success, and we share a tremendous workload. We are an outstanding team and are proud of our accomplishments. It is an honor to work on large local projects that will visibly showcase our abilities and leave a lasting impact for years to come in our community.

Daniel Hudson



Alisha's family out for a family dinner



Alisha's Kids- First Day of School



Tyler High (John Tyler) Grand Opening



Daniel's Step-son Colten's first skeet shoot



Daniel with his Family at the Great Smoky Mountains in Tennesse



Eduardo's New House - Waiting on Doors Windows....._

BOSSIER CITY

What a year it has been so far! The Bossier team has truly enjoyed the fast paced and wild opportunities given to us to show what we are made of! This quarter has seen three busy months here in Bossier. Even when in the middle of a swampy summer, these guys knocked it out of the park. The Bossier employees all really deserved the opportunity to really enjoy themselves with their families on behalf of JLV at Shenaniganz in Rockwall. They got to bowl, play arcade games, axe throw, drive go-karts, experience the escape room and lots more! It was just a small token to show how much appreciation we all have for the work these guys put in every day. Getting to bring their families along with them was such a bonus for everyone as well. We are enjoying the grind that 2021 has brought us so far and are really looking forward to many more opportunities to better ourselves and the CJ brand here in Louisiana!

Regards, Justin

(Right) We made it out of the escape room

(Below) Desmond bowling with his wife and kids



(Right) Justin and his sassy sidekick





(Left) Ed Jones brought his whole crew to have a good time

TYLER

It has been a busy 2nd quarter in Tyler. Business has remained strong, and we are blessed to have the best builders in Tyler as our customers. We are expecting business to remain busy heading into the Fall, and we are trying our best to gear up for it. I would like to take this opportunity to thank every member of the Tyler team. You are the hardest working group that I have ever been around, and we would not be successful if it were not for each one of you.

On July 10th, we got to send a large group of the Tyler team to a Rangers game to show appreciation for the excellent work they do. The guys got to see an 11-inning battle between the Rangers and the A's. In the end the Rangers lost, but everyone had a great time watching the game and getting to see the new Ballpark.

Our Cassity Jones family has continued to grow this Summer. Jason & Kayla Allison welcomed their baby girl Charley Kate Allison into the world on May 19th. Charley weighed 6 lb. 14 oz. and was 20" long. Kaleb & Bailey Kirk welcomed their baby girl Ellie Cain Kirk into the world on July 14th: Ellie weighed 9 lb. 9 oz. and was 21.5" long. Congratulations to both families on their beautiful baby girls! We are very happy for you and can't wait to meet them!

As we move into the Fall, I want to challenge everyone to keep working hard and pushing forward every day. We have been on a record setting pace up to this point in the year, but we have a long way to go before we reach the

finish line. LET'S FINISH STRONG!

Colby Chandler



Charley Kate Allison born to Jason & Allison on May 19 6lbs 14oz and 20 in









Bowling

Colton and his wife at the game

Derrick



Ed Jones giving his little one early driving lessons



Derrick and his family



Effrain and his wife enjoying the wave pool



Family gaming effort



Everyone having fun





JD and his sweet wife



Javier at the Ranger Stadium

(Right) Jerome Brewer got a Bull's

Eye



Keith Lee & his wife

Justin and Ellie

Justin



Globe Life

Coots

Lexx

The NEW Ranger Stadium



RANGE

Look at these cute shirts JD's wife made for the Ranger game

Otis and Angela



Pooped out finally



Natalie & Matt

Shooting some pool



Splash Kingdom fun

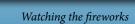
EXAS

Man de de de la constante de l



Shorty and his daughter





The Associate and his wife

HENDERSON

Q-2 was another good quarter for Henderson. Shortages seemed to ease a little, which made it a little bit easier on everyone compared to Q-1. The summer heat has been taking its toll on everyone. With air conditioners breaking down, Marcus' 120-degree warehouse & Robert slugging it out in the heat, I'd say we've already endured enough for a summer. Can't wait until fall.

Leah Salazar has expanded on her training and is steadily increasing her versatility. Adding to her controller position, she's taken on a couple more tasks. She attended her first Product Knowledge meeting with DW & learned a lot about doors & millwork. Rudy Galvan stepped up by teaching her how to navigate the DW system as well. Thanks Rudy. Leah also took on the safety coordinator roll and has taken it to the next level. Thanks for stepping up to the plate! She also found some time away from work with Max & her sister with a solid round of minigolf.

Marcus Lewis has done a really good job for us despite the heat. We try to cool him off as much as we can. His girls finished up youth softball & basketball. Both of his girls made the All-Stars! All those hoops & homeruns paid off. "Winning has become a habit!" Marcus' trucking business has also expanded. He's recently purchased another 18-wheeler and his business has been hauling consistently throughout the summer. Keep on truckin' Marcus!

Robert & Victoria Holder recently took a short vacay day and caught a concert in Flint. Robert was super excited that he & Victoria got to see Matt Maher in concert. Robert is a big Gospel music fan. I always have to remind myself to switch his music station back to gospel in his work truck. I don't think Robert is a big fan of 80's metal or heavy metal. Sorry Robert if I've ever done that to you!

The Bean family took a little vacay to Gulf Shores, AL. For us there is nothing like being beach bums. This marks the last time all of our girls could be together on a family vacay for years to come. Two are headed to college starting their freshman & junior years as the other two are starting their freshman & junior years in high school. They're starting to fly the coop. otin We're very proud of our girls and can't wait to see what they can do.

Jeff Bean



Jeff & Kelly enjoying their vacation





Keeping her in line in the dugout



Jeff's four girls



Record month lunch with our corporate staff



One of Marcus' trucks



Robert's view of Matt Maher in concert



Marcus' girls All-Star Team

Henderson Door Mill

— Rodney A. Winters. Don't pray for lighter burdens, but for stronger backs. Nothing endures but personal qualities.

Greetings from the door mill! By now, we should have all realized our endurance limits at some level over the past two years, purposefully or not. Whether it is trying to keep materials in stock/shelved, staying ahead of grocery outages or inflation, or simply staying within the speed limit... 2021 is over half-way through and I find myself still recalling "where did 2020 go?"

We have had our challenges as a production facility, but this isn't our first rodeo, is it? We begin every day newly inspired and enthusiastic! We are diligently overcoming obstacles, not just showing up & filling spots, and tackling each problem head-on as it arises. I am not going to inflate the truth, there are difficult days, but tough times don't last - tough people do - so far, so good! Just a few minor scrapes, bumps, and bruises, but we are prevailing - as is par for course!

Our primary vendors are struggling to keep inventory available, numerous manufacturers are on various allocations and it obviously has a trickle effect. Many of the components we buy and incorporate into our products are not available until possibly 2023, while some others are on a "wait and see" basis. There are many with a big "question mark" as to when, or even if, it will ever be available again. **Oh, but despair not ye faithful patrons!** We've gotcha covered: we have several backup plans to make sure you remain successful and have the items you need to keep your builders building. There may be adjustments that need to be made, such as offering an alternate door design or a different door casing, but we will never leave you without at least two options. YOU are why we are here, and YOU will be the reason we succeed or fail.

Thank you for choosing and remaining loyal to Henderson Door Mill, as we know you have a choice. Thank you for continuing to give us the opportunity to help you succeed, and above all, thank you for caring enough to stand with us as we all strive to be a better company and overcome the struggles in today's business climate.

And so, we bid you ado until next time and leave you with a few thoughts:

- Plan ahead, regardless of your vendor of choice. Research the products before they are needed to ensure availability/lead times and encourage your customers to look in the right direction. Sometimes, they don't always know what the best solution is for them or what they need.
- Always have 2 choices for your customer one is not enough and three is too many no one wants to feel overwhelmed. An overwhelmed individual will always make a knee-jerk decision.
- Go with your trusted supplier, the one who bails you out no matter who is at fault. Go with the supplier that has YOUR best interest at heart, not their wallet.

Love you all!! Mean it!

(Right) What now



Jennifer



Ain't enough to share, sorry!



Jen and Chips newest rescue baby, Mia



Crunching numbers



Lowering the thermostat



Ready for whatever you throw at me



Okay, lets get this show on the road!

TERRELL

"Individual commitment to a group effort – that is what makes a team work, a company work, a society work, a civilization work." -Vince Lombardi

Q2 has been a whirlwind, and the 'winning' culture is alive and well in Terrell. In June, we celebrated our highest month ever in sales. The very next month, we doubled down and celebrated our highest profit month ever. I could not be prouder of this team and all they continue to do.

Working together as a cohesive TEAM has always been the focus and will continue to be the focus in everything we do. The entire TEAM in Terrell has done an outstanding job in Q2 and the results certainly show. Through all of the craziness and uptick in business, this team is absolutely capable of producing outstanding results day in and day out.

I think we are all looking forward to the cooler months ahead as summer comes to an end. Q3 is shaping up to be another good one as the business outlook is strong along with some fun and exciting events on the horizon for our employees and customers.

I would like to thank every employee in Terrell for their hard work and dedication, as well as JLV staff and key employees from the other Cassity Jones yards for helping make the Terrell operation a success!

-Tom Houser

Cash Allen Carsner born August 25 to Cody & Sahara Carsner





A very busy back office

(Right) Bobby and Tom enjoying an afternoon on the water



Taking a few minutes to cool off



LONGVIEW

Good Day from everyone in Longview, Texas!! Just like all the other stores, we have been very busy doing what we do. We have been fortunate with the rain, but are still able to get the job done. Building permits in the Longview paper have become to shrink, but I think we need some new subdivisions in the city limits. Most of the work is scattered out over 3-4 counties. We still feel confident about the work in front of us, and feel very confident about the rest of the year.

Our slogan in Longview has always been "work hard and play hard". Below you can see some of the play hard!

The crew from Longview would like to thank the company for the tickets to the Rangers game. Everyone had a great time even though the Rangers lost. J.D. and his family went to Galveston for vacation and had a wonderful time. They all got dressed up in pink, and rode the ferry. What a great looking family. Sarah got to spend some time with her nephew Cameron and cool down at Splash Kingdom. Rudy and his daughter also went to Splash Kingdom and had a blast cooling off. Javier took his regular trip to California to pick up his son Javier Jr., who is now a high school senior year. Jr. plans on training under his uncle and becoming a certified plumber. Welcome home Jr.! Ryne and his wonderful wife Kamryn have been married for 2 years and are building their first home together. Congrats to both of you and good luck in the future. I had the privilege to go to Alaska fishing, had a great time and caught halibut, salmon and cod. That was a bucket list item for me. My family, Gail, Natalie, Dallas, Max, crew and Dallas's parents all went to Navvare Beach, Florida for a week and had a fabulous time with the grandkids. Will do again next year!

Congratulations to Rudy Galvan for 5 years of service with Cassity Jones. Thanks for all you do Rudy! (FYI, Rudy has another baby on the way).

We would all like to welcome Chad Gaddy back to Longview. As you would guess, he fits right in and he is a wonderful Daddy to Charollete. Thanks Chad, you are an asset!

Well, good-bye until next time!!!!





(Left) Gena with her family in the Ouachita Mountains in Arkansas



Brian Oney's family in San Diego



Sarah & her nephew Cameron at Splash Kingdom



(Right) Gil with his son

ಈ grandson in Louisville Kentucky

Ryne and his wife took photos to celebrate their second wedding anniversary



JD & his girls on their vacation in Galveston



Bobby's Alaskan Halibut

ALLEN COMMERCIAL

Hello from Allen Commercial here in Bossier City. A lot of changes are happening around here in Louisiana. Jonathan Morse was promoted to the General Manager for Allen and Shane Johnson was promoted to the role of Operations Manager. Jonathan rejoined the company at Allen Commercial back in November of 2019, and Shane has been with Allen for almost 3 years. Everyone has been working extremely hard to make sure that this transition goes smoothly.

We have a lot of projects coming up for the end of the year and look to finishing strong for the year of 2021. We also had a new hire for our installation, Trey Johnson. We look forward to seeing him grow with us as this year winds down and we jump into 2022.

Your Allen Commercial Team



Katee and Shane went to Chimp Haven and had a personal tour of the facility



Ed Twohig celebrating 45 years



Allen had a visitor that wanted to go for a joy ride in one of the company trucks



Corporate - Building from Within

As you all know, we recently conducted the JLV engagement survey. An engagement survey is designed to assess the degree to which employees feel valued at the company where they work. It measures employees' commitment, motivation, sense of purpose and passion for their work and organization.

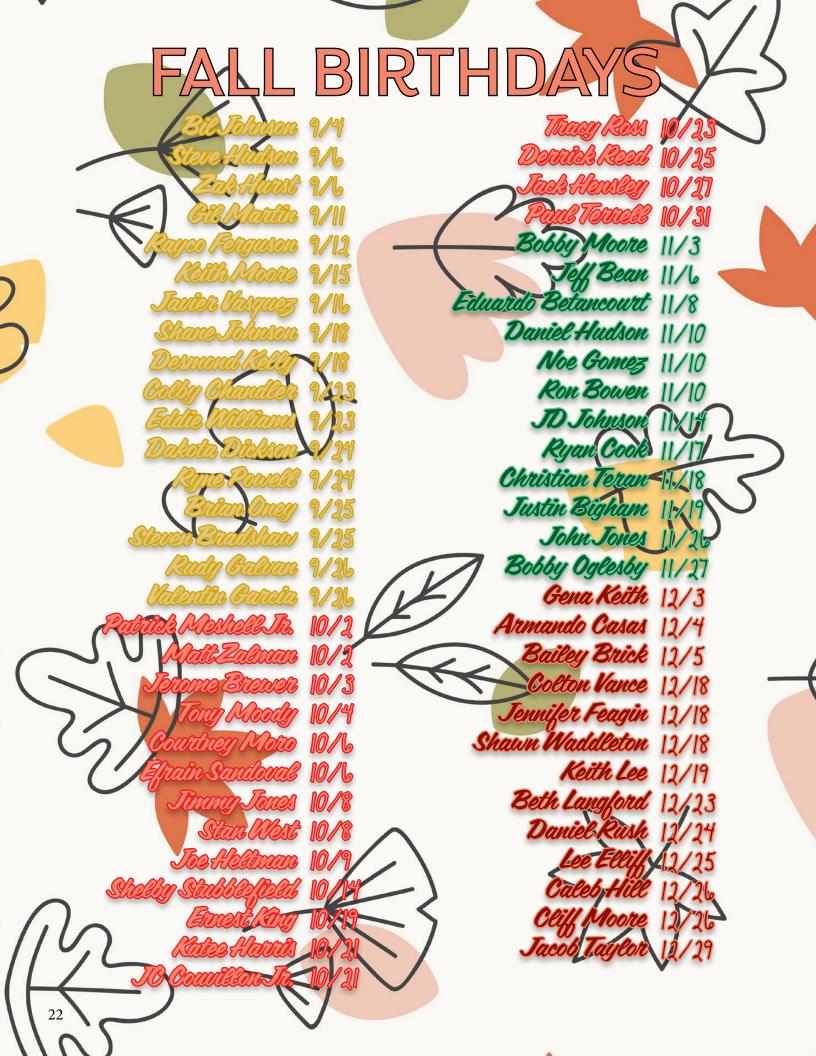
It's not a report card on you. It's a report card on the company. It's to look at whether the company is meeting the needs of everyone who is a part of it. For example, "Is JLV a fun place to work? Do people feel like they are a valuable part of the team? Do team members believe that they have ample opportunity to develop in their career and to progress in the organization? Is everyone working together to accomplish a bigger goal?"

First, I want to thank everyone who participated for the honest feedback and thoughtfulness. We had over 150 written responses to go along with the multiple-choice section. This tells me that people not only took the time to fill out the survey but were also passionate about their voices being heard. Our company is not perfect. It probably never will be. But we should never let perfection be the enemy of good. We are intensely focused on building a company that everyone feels a part of. A company everyone calls their home. A company that provides not just for your well-being, but also for the well-being of your families and of the communities where you live. Exercises like the engagement survey will go a long way to help us get there.

So, what did it tell us? Well, it told us that our company has a great culture and a lot of positive things that we should be proud of. Our family atmosphere really shows up in our company and our teams have a high degree of trust among each other. We are all willing to go above and beyond for one another and for the success of our company. It also told us that we hold our safety record in very high regard and that we are all committed to everyone getting home safely.

What else did it tell us? It told us we still have a lot of work left to do. Our communication is not where it needs to be. Because of this, many of you do not have a clear understanding of the vision for our company, what principles we operate under, or if we are all in fact winning or not. We also need to provide more opportunities to develop our craft. Our aim is for every employee to have the resources necessary to accomplish any goal that they set for their careers with our company. We believe that we are making progress here, but it's clearly still not enough. We also need to continue to build upon our championship culture. We need to put each of you in a position to win every single day. That can be in the form of technological advances, additional equipment improvements, improved operational processes, or many other avenues. We know you all want to be successful and it's our job to give you the resources to achieve this goal.

So, what are we doing about it? We're continuously going back to the drawing board. We are challenging every single aspect of our company. How can we move the needle? An example would be our recent decision to increase our paid holidays from $4\frac{1}{2}$ days a year to $7\frac{1}{2}$ days a year. This decision was directly made because of the engagement survey results. We will continue that process for every aspect of our company that shows to need improvement. We have a great company. We have a great company because we have a great team. We are working hard every day to ensure that every team member continues to feel valued and engaged by our company. Thank you for all of your outstanding efforts.



Handguns

Texas recently concluded its 87th regular legislative session, with many bills becoming law on September 1, 2021. 1,000+ bills became law, but one that got tremendous interest, debate and media exposure was HB (House Bill) 1927, known as the constitutional carry bill.

Concealed handgun licenses became available in Texas in 1995. The handgun laws have had many revisions since then, but none as big as HB 1927. Basically, this law provides that there is no longer a license or training required to carry an open or concealed handgun in Texas so long as the person is not prohibited by federal or state law from possessing a gun. The bill is officially titled the "firearm carry law", but it is more commonly referred to as "constitutional carry" in reference to the 2nd amendment right to bear arms. There are now over 20 states that are considered constitutional carry states.

The passage of HB 1927 does not mean that you can carry a handgun any way you want (for example, it must be holstered) and anywhere you want--there are numerous caveats or exceptions, far too many to list in this article. If you intend to carry a handgun, make sure that you know what you are allowed and not allowed to do. You can read HB 1927 at https://capitol.texas.gov/tlodocs/87R/billtext/pdf/HB01927F.pdf.

While constitutional carry is now the law in Texas, each state has its own gun laws. You should never carry a gun in any state without knowing that state's laws. For example, Louisiana requires permits for conceal carry. While it does have a reciprocity agreement with Texas if you have a Texas handgun license to carry (LTC), there is no right to constitutionally carry in Louisiana. Many other states have similar reciprocity agreements for gun permits or licenses, so there is still value in having a Texas LTC.

As an aside, but also related to handguns, HCR 15 (which was a resolution) was also signed by Governor Abbott this past session. This resolution named the 1847 Colt Walker the official handgun of Texas. This is significant because the 1847 Colt Walker was co-designed by Texas Ranger (as in law enforcement, not baseball) Captain Samuel Hamilton Walker and Samuel Colt. It is considered by many to be the gun that helped save the Texas Rangers and the state of Texas during a tumultuous period. The gun's specs: 4½ pounds, 9-inch barrel, 6 chambers, firing .44 caliber lead bullets. It remains today the most powerful black powder pistol in existence. Have more interest? The next time you are in Waco, I highly recommend going to the Texas Ranger Hall of Fame & Museum to learn more about this and other fascinating history about the Texas Rangers.



JONES LEGACY VENTURES



Cindy's 10 year Anniversary Lunch (Left)



7 Habits of Highly Effective People Training (Left) Happy Birthday Cassity



Brian Oney cooking for a jobsite and taking orders at the same time



Gena trying to pop Sarah's back





Rudy's 5 year Anniversary Lunch



Golf Pros



Jeff being recognized for supporting the Henderson community



Natalie & Jax at Harry Potter's Birthday



Our loving Bossier Sales Team



Rocking his Cassity Jones hat



Trey Roger's teaching his son to fishing