

THE COMPANY TIMES

A Publication of Jones Legacy Ventures

WINTER 2020



A Learning Organization



By now, most of you know that our company recently received a national award from an independent panel of judges sponsored by ProSales magazine for our 2019 Leadership Development Program. It is a great honor to be recognized on a national scale. While this award highlights the leadership training program specifically, it also creates an awareness of just how much of a learning organization we are becoming.

Regardless of what your role is in the company, you have probably learned something new this past year that will make you job easier, faster and more efficient in 2020.

Our company is constantly looking for ways that we can leverage technology to provide efficiencies and many of you are in the transition phase of new and better ways of doing what you do. Winn Tile and Allen Commercial have been learning a new software system called Foundation that is geared more toward the commercial contracting business which they serve. This past year, our Lumber Division has been learning a POD (Point of Delivery) tracking system and is getting ready to add an enhanced GPS system from DQ Technologies that will give the load pullers, the drivers, and the support staff an opportunity to learn something new.

Learning new things requires effort and often slows us down during the learning process. However, once new processes become new habits our ability to serve our customers faster and easier make the short-term pain of learning worth the effort.

The lesson of all this is ... Whether you are a Rookie or a Veteran (or somewhere in-between), Never Stop Learning!

Here's wishing all of you a Happy and Healthy New Year.

John Jones



Looking back



Yale retiring after 23 years



Thank you for 23 years, Kirby

Follow us on social media!

 Cassity Jones Building Materials

 @cassityjonesbuildingmaterials

TYLER

We have new members of the Cassity Jones family to announce! Valentin Garcia welcomed a baby girl, Vaylen Joy Garcia, into the world on December 19, 2019. Keith Lee rejoiced in the birth of his daughter, Bexley Lee on September 28, 2019. Cassidy Hand made it official when she married the love of her life, Joshua Merrill on October 5, 2019 in Magnolia, Texas surrounded by her family and friends. Please join us in wishing Cassidy and Josh Merrill a long and happy life together.

The holidays would not be complete without our annual chili cook off, Halloween costume contest, employee Thanksgiving lunch and our Christmas celebration where we crowned Delfino Gaona 2019's Employee of the Year. Colby Chandler took first place with his chili masterpiece; Jason Allison and Abraham Bragg followed in the rankings. Shelby Stubblefield however, had a surprising entry landing her 1st place soup; much to her disagreement that she had in fact made chili. We branched out this year with a Pumpkin Carving competition along with our annual costume contest. Colton Vance secured 1st place with a classic carving, Steven Bisnette accepted 2nd with a spot-on painting of Pennywise and Jason Allison rounded out the competition in 3rd with a Cassity Jones lumber truck silhouette. Shelby Stubblefield blew the competition out of the fall leaves with her 1st place Scarecrow costume. Abraham Bragg as Forrest Gump dazzled the judges for 2nd and Jason Allison won 3rd as Buggs Bunny from Space Jam. November and December are not complete without hunting trophies, am I right? Colby Chandler bagged the biggest buck of his hunting career this year at Salt Fork Ranch. Jason Allison claimed his first ever banded duck on his family land this season.

We have full hearts and an abundant amount of joy in Tyler as we close out 2019. New beginnings are upon us and with new beginnings the chance to reset old habits, strive for better practices and reach new heights. The possibilities are endless for the future of Cassity Jones and we, in Tyler are excited to be a part of the Jones legacy.

Shelby Stubblefield



Bexley Lee-
born 9.28.19,
9lbs 8 oz, 19 in



Cassidy & Joshua Merrill



Jason and his banded duck



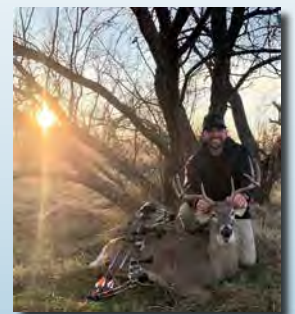
Employee of the Year-Delfino
Gaona



Chilli Cook Off Winners



Bexley Lee- born 9.28.19,
9lbs 8 oz, 19 in



Colby Chandler and
his trophy buck



Halloween costume contest



Pumpkin carving entries

BOSSIER CITY

Justin again,

This quarter has been an ever changing one for us here in Bossier. From new employees & customers, to the ever-improving landscape of our business, we had a 4th quarter to put in the books. The best part about Q4 has got to be the many opportunities to fellowship with everyone involved. Holiday parties became a staple of the culture here in Bossier this year for the huge amount of participation from all the employees and others involved. Halloween costumes were hilarious, ugly sweaters at Christmas were a hit, and spending time as a work family at Thanksgiving made Q4 a memorable one for all the employees in our building.

This quarter we added a few more key players to the future of the lumberyard. Major Blackmon and Kyle Preston both came in and hit the ground running making deliveries and doing anything we have put them to task on. These guys have great attitudes and will only heighten our customer satisfaction on deliveries for us here. Peyton Franks came to our support staff green, but eager to learn and grow in the lumber industry. With Hart Lumber closing their Shreveport yard, we were able to pick up 2 highly skilled and experienced hands of theirs. Raymond Collins came to us from their yard with over 40 years of experience and immediately made an impact in our yard helping us to keep up with our ever-growing demand. Reggie Roots also came to us from their support role. Reggie is knowledgeable and levelheaded and has come to fill our Logistics role. He continues to learn and improve our deliveries and inside store support with a great attitude and wonderful customer satisfaction. Mike Smith has made a switch from Logistics to Sales. Mike has a large network in the area and an aggressive attitude to help us grow the yard here in Bossier and the surrounding areas. Finally, we have Bailey Brick. Bailey joined us in Q3, but anyone who knows me knows how forgetful I tend to be, and I missed her in the last newsletter. Bailey comes to us as our new controller and has fit into our CJ culture wonderfully since day 1. Bailey has 2 children that keep her on her toes and a husband that works in the oil field.

2019 was a great year to reset and relearn for us here, and 2020 is our chance to display everything we worked to create in 2019. As we head into a new year, myself and the Bossier store are locked and loaded to make Cassity Jones the best name in lumber in the Shreveport/Bossier area.

Justin Bigham



Game time



*And the winner is ...
Kyle Preston*



Andra Snow and Robert Kerr rocking their ugly Christmas sweaters



Bailey Brick



Kyle Preston



Major Blackmon



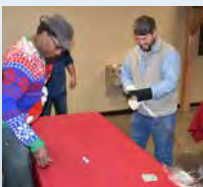
Mike Smith



Peyton Franks



Raymond Collins



Having fun!



Trick or treaters



Thanks Travon for being our DJ



Reggie Roots



Trick or treaters



George's Pumkin

HALLOWEEN



Bossier City



Bossier Girls



Granny Dennis



Garden gnome



Gardner Minshew



Terrell location



Pumpkin fun



Rhonda



Run Forrest Run



CJ Pumpkin



Impressive!

2019

Longview Lumber

The last quarter of business of 2019 was very good. Two out of the three months our sales were over 1 million dollars. The atmosphere for continued business in Longview feels very positive. Most of the builders are talking about 2020 being a very busy year. Brian Oney ended 2019 being the Top Sales Rep. Ryne Powell transferred from the Henderson yard to full time account rep for the Longview yard. Ryne is starting to get settled in and will make a big impact in Longview's sales. The year 2019 was very challenging for the store, and everyone stepped up to the plate and made 2019 a very profitable year. Thanks to all of you!

Longview had several employee anniversaries the last quarter of 2019. Congratulations to each of these employees.:

Javier Vasquez 26 years

Gil Martin 19 years

Lee Elliff 14 years

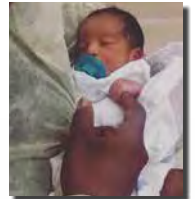
Brian Tarbutton 12 years

Brad Fleet 7 years

Steven Wisdom 2 years

Jeremy Washington 1 year

Jeremy's new baby boy, Kieryn



Natalie Gandy, Stan West and Missy Hays all served lunch at the Hwy 80 Rescue Mission, a way to give back to the community, thanks.

We had a great Thanksgiving lunch catered by Dudley's with turkey stuffed with seafood dressing, gumbo and pudding. For our Christmas lunch, we had chicken fried steak, mashed potatoes, green beans and dessert catered by Divine catering. Both meals were over the top!

Congratulations to Tracy Ross with the birth of his grandson, Tra'Voriae Lynn Ross.

Congratualions to Jeremy Washington with the birth of his son, Kieryn JohnnyKie Washington.

We would like to welcome Steven Wisdom into contractor support from driving the millwork truck.

Let's all have a great 2020 !!

Bobby Davis



Ryne & Kamryn
Wedding Day



Thanksgiving
Feast

Natalie's Notes



Hey, hey JLV family! ☺ We have a lot of fun things coming up in 2020 within our community and our companies. Last year we were involved with two local homeless shelters, Hiway 80 Mission and Newgate Mission. We donated school supplies, adopted families for Thanksgiving and Christmas and were involved in several local organizations to help support and build up the people in our communities. I want to involve EVERY location and EVERY employee in the way we spend our time giving back. If any of you have something near and dear to your heart, please reach out to me. Send me an email, text or call me. Nothing is too small to contact me about. We can form teams to do a run for a certain cause, donate wood to a certain school project or participate in an organization for example. I can't promise everything will be done but I definitely would love input and employee involvement.

We also have company events coming up ... Golf Tournament, Annual Sales Meeting, Spa Day, Fitness Contest, New Employee Luncheon, March Madness Brackets, Summer Fun Event!! (Snocones this past year) If you know something your location would LOVE, let me know. We appreciate all the hard work and dedication from each of you!

Natalie Gandy
nataliegandy@cassityjones.com
903.806.8608

Windridge~CASA~Compassionate Hearts Alliance~Newgate Mission~Hiway 80 Mission
Asbury House~Kilgore ISD~Pine Tree ISD~Union Grove ISD~Longview Animal Care & Adoption
Great Balloon Race~Buckner~Longview Museum of Fine Arts~Gregg County Historical Museum

TERRELL

Terrell Lumberyard

Wow! What a great Holiday season we had here at Terrell. We have added several members to our team this quarter. New employees to the yard are, Jake Reed and Quoshun Fuller. Both have definitely come to work with a willingness to succeed and endure those colder temperatures. Tyler Lambright has moved inside from the yard and will be a great asset to our already thriving inside sales team with his attention to detail. Chris Duckworth has also increased our delivery capacity as a driver and has proved he can get the job done.

We celebrated Thanksgiving with a nontraditional feast of hot wings and enjoyed getting to know all the new faces. Christmas, we had lunch catered by Golden Chick, an ugly Christmas sweater contest and a white elephant gift exchange. We ended the year on a very positive note as December was Terrell's second biggest month in sales for 2019. We are optimistic that this will carry us over into the next quarter and we will continue to grow. To round out the year we gained Tom Houser as our new Operations Manager and feel this is going to help us in every aspect going into 2020. All in all, 2019 at Terrell was a tough one but we only see a bright future going forward into the next year.

Controller,
Amanda Attaway



Jake Reed, Quoshun Fuller, Chris Duckworth



The wing spread



Ugly Sweater contestants



Eating time!



Edgar enjoying his wings



Santa's whole posse

Gettysburg LDP Trip

On July 3, 1863, 12,000 Confederate soldiers under the command of Gen. George S. Pickett charged the Union troops on Cemetery Ridge at Gettysburg in the bloodiest battle ever fought on U.S. soil. A collage of misunderstandings, misinformation and miscalculations ensured their defeat, and by day's end, two-thirds of the Southern soldiers were dead or captured. The Confederates would never recover.

In October 2019, in support of the capstone project for our Leadership Development Program, our Leadership team walked the hills and hollows of the Gettysburg battlefield retracing Pickett's Charge not to study history, but to study business. The inspiration of the trip is grounded in the long Army tradition of "staff rides," in which military personnel visit battlefields to study leadership.

JLV partnered with The Lincoln Leadership Institute at Gettysburg to learn how the history and lessons of the 3-day battle still apply today in basically every organization in America. The training highlighted choices made, opportunities missed and conversations avoided at Gettysburg which changed the course of history. Our Leaders heard about battle decision points, then walked those same sites and reflected on how to apply those lessons to our current challenges as an organization.

"It was an amazing and humbling experience being on the same grounds where so many Americans gave their lives," Colby Chandler, GM of Tyler and LDP candidate said. "The trip has had a tremendous impact on me and I will use the knowledge I gained to lead and inspire my team to accomplish the goals we have set in the future." Moving forward, we hope to make our Leadership Summit a biennial event in support of our Leadership Development Program and look forward to planning the next trip for 2021.



The Leadership Development Group



Learning all about the battles fought in Gettysburg

Winn Tile

The one certainty in life is change. We have seen many changes this past year at Winn Tile, from the way we approach our marketplace to the way we document our efforts. We are striving to increase our presence in Texas as we reach out further from East Texas home to pursue new projects and develop relationships with general contractors from around the state.

Some changes are more visible than others and we no longer have signage or presence in the retail marketplace as The Flooring Outlet has closed its doors. This is seen as beneficial change although somewhat melancholy, as it brings an end to an era for our company. The future will continue to bring changes as we work to grow our abilities and seek out new avenues to apply the philosophy and ethics of Jones Legacy Ventures.

Winn Tile has two more changes we are proud to announce. Noe Gomez has come on board as our warehouse manager and is doing an outstanding job. He has made many improvements and has enhanced our efficiency by his organizational skills. Tyler Hunt has joined our team as our project estimator and he too has impressed us with his work ethic and attention to detail. We are looking forward to a great 2020!

Walter Pither

Getting to know Jacob Reed

Title & role: “Yard Dog”/Puller

Brief work history: 7 years of Lumber/Inside Sales/Yard Supervisor/Inventory Control

My family: My wife Krystal, 3 kids: Tyler (10), Prescott (6) & Maycee (5)

Hobbies: Fishing and motorcycles

Favorite snack: Anything with peanut butter

Favorite drink: Sweet tea

What one person would you have lunch with living or dead and why?: My Grandpa Earl to show him who I have become.

If you could take a trip anywhere in the world, where would you go?: Belize for the great scuba diving. They have the best in the world.

One or two significant events in my life: My kids and the day I met Rhonda 😊

An interesting bit of trivia about me?: I’m funny, outgoing and I like anything that challenges me. Every change in life is a new challenge for me!

Favorite Quote: Stay ready to keep from having to get ready



Jacob and Krystal



Christmas for the Reeds

MARSHALL

Merry Christmas to all from the Marshall Store!!! We have been very busy the past three months. We broke a store record in September! Thank you to our Corporate office for cooking our steak dinner.

Sales are slowing down, due to the Holiday season. However, they are keeping us busy with the ETBU chapel and various new construction projects.

I would like to thank my Marshall team for all their hard work and dedication. Without your teamwork, we could not succeed!

The Marshall team celebrated Christmas together on December 7th. The Tuscan Pig catered the event and Amy (Chad's wife) spoiled us with her charcuterie trays. Food and company were amazing.

Our employees have had a few personal celebrations of their own.

Beth and her husband, Rodney, celebrated 20 years of Marriage in October! In September, she celebrated 6 years of employment with CJ. In November, her son Jaden, shot an 8 point!

Congratulations to Robert Moore on shooting a Buck.

Justin celebrated his 5th year anniversary in November.

Merry Christmas & Happy New Year!

Beth Langford



Record month lunch cooked and served by the Corporate Team



Brad cooking lunch for Cliff Phoenix, a local builder



Beth's son, Jaden's deer



Beth

HENDERSON

Happy New Year!!!! The holidays are over and 2020 is upon us. The market is looking good and we have a lot of work headed our way. 2019 was an eventful & a strong year full of change for Henderson. We had 3 people transition out of Henderson. Rudy Galvan & Ryne Powell moved to sell in the Longview markets. To fill the operations position, we've added Jerry Morrow to our team. He is married & has three young children. He spent the last 9 years as an active duty military police officer in the Army. Jerry has two big challenges ahead of him and those are transitioning from military life to civilian & learning the whole new language of the lumber business! Jerry is learning quick and is aspiring to be a salesman for us soon. Our culture will be a good thing for him, and we support him through all these learning curves.

We added another truck to our fleet and with that truck came James "Bud" Gregory. Bud came to us from "over the road" hauling. He is one of our Class-A drivers and is breaking our new truck in as we speak. Learning the Navigator forklift was a new challenge for him, but he met the challenge with a smile and has done well. Bud is also training one of our warehouse hands Zach Graham in the 18-wheeler. Zach recently received his Class-A permit and will be moving into the truck full time this year.

2020 will mark Robert Holder's 26'th year with Cassity Jones. Robert has withstood the test of time and has seen a lot of change here over the years. His longevity is a direct result of perseverance, hard work and a positive attitude. Performing at a high level for 26 years as a warehouse hand & driver is astonishing and he sets a good example for our newer employees. We're very proud of him and are looking forward too many more years with him. Robert will be learning DMSI basics in 2020. Way to go Robert!!!

La'Marcus Lewis has gone above and beyond when it comes to warehouse duties. Our yard has never looked better organized. We know it's a team effort but while the others are driving or not available, Marcus pulls all loads, loads customers, checks in materials and keeps everything nice & neat. He takes great pride in the yard and will be taking steps forward this year by learning basic DMSI skills as well. (Continued on next page..)

Anna Bishop is working on her 6th year with the company. In 2019 she expanded her controller knowledge and has been a key player in the new Check\$ Get Ca\$hed inventory check-in program. Anna has also signed up some new builders for us. Anna and her husband Kalub are expecting their 2nd child. Brand new 2020 model coming soon! Congrats to Anna and Kalub. I also wanted to mention that Anna represented Cassity Jones & brought home some more hardware in our Annual Henderson Chili Cook-off 2019. In 2018, we placed 3rd. 2019, she brought home 2nd for us. Awesome job!! 2020 is going to be our year Anna!!!! "If you ain't 1'st, yur last!" Ricky Bobby Inc.

I personally want to thank JLV for the allowing me to attend the Leadership Development Program (LDP) Class of 2019. The program was a tremendous success and will be a vital asset in moving the newer generations forward. The Gettysburg trip was awesome and a great learning experience. My message to the Class of 2020: Put in the work! Challenge yourselves & each other. You get out of it what you put into it!

We at Henderson hope the company has prosperous & great 2020!

Jeff Bean
Mgr. Henderson



Robert Holder



Gerry Morrow

Henderson Doormill

Happy New Year!

2020 is upon us and we are happy to be serving each and every lumber yard with high quality doors. As 2019 came to an end, we had plenty to be thankful for at the door shop.

Our Thanksgiving party was a blast! Good food, good fun and great friends. We hope each and everyone has a safe and prosperous 2020!

Micheal Potter

"Every one of us is more beloved than we can possibly understand or imagine. Let us therefore be kinder to one another and kinder to ourselves."

— **Robert D. Hales**



Thanksgiving Dessert



Customer Service by Beth Langford, Marshall Cassity Jones

I recently went shopping at a local boutique. I needed to exchange a pair of shoes. When I arrived, three ladies were sitting at a table. One is the owner, her employee and a friend. They greeted me when I came in. I stated I needed to exchange the shoes for a smaller size.

After several minutes, I realized they did not have my size, I knew their policy of “No refunds/exchanges only.” So, I continued to walk around and see if I could find something else. The store is very small. Three large racks of clothes. You could tell I was looking for something else.

Finally, I went to the counter and asked if she ordered more shoes. She asked the owner, and I ended up getting a gift card.

This experience made me think...What is customer service? Sure, I was greeted. They were polite when I asked a question. But was that enough?

Webster dictionary defines customer service as:

1. the assistance and advice provided by a company to those people who buy or use its products or services.

Was I provided assistance and advice? Or the question should be, Was I provided GOOD assistance and advice? This scenario made me think about my job here at CJ.

When the phone rings, do you greet the customer in a professional, polite manner? Do you let them know who they are talking to? Were you able to assist them with what they needed, or provide suggestions or an alternative; Even if this means you must send them to the local big box store?

If you can help them, how are they treated throughout the sale? Are you friendly? Do you thank them for their business? Do you offer to help carry the material to their car?

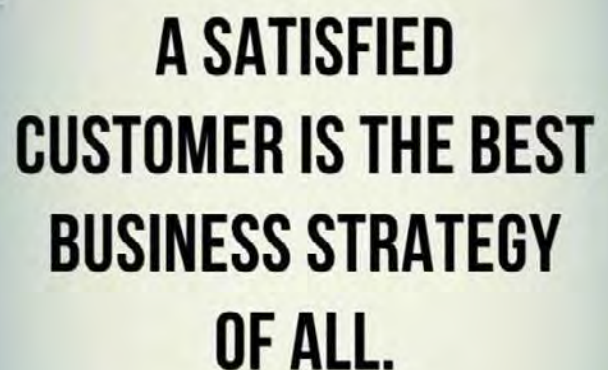
People tend to shop where they receive GOOD customer service. I myself, will pay more for an item, if the service is better. The same goes for our customers. They love to be greeted by name. Maybe you ask about the spouse, dog, kids? How are you feeling?

Our Marshall team's priority is assisting our customers with EXCELLENT Customer service, and our business is proving it.

If you don't provide good customer service **someone else will.**

So, I guess you are wondering. Will I go back to the boutique? Yes, to spend my gift certificate.

Will I return after that? Depends, on the Customer service that I receive.



**A SATISFIED
CUSTOMER IS THE BEST
BUSINESS STRATEGY
OF ALL.**

ALLEN COMMERCIAL

Hello everyone! A few things have changed since the last time Allen Commercial checked in. Allen Commercial is happy to introduce the newest member of our Team, Katee Harris (controller). She came into Allen Commercial from being in the Oilfield as an Accounts Receivable Administrator. She was born and raised in Benton, LA.; where she also graduated High School. In December of 2018, Katee graduated with her Associates in Business and December of 2019 she graduated with her Accounting Certification. In June of 2020, she will be traveling to Baton Rouge to take the notary exam. She married her high school sweetheart, Derrick Harris, in July of 2012 and together they have two children. Dawson (3) and Maylee (7 months). Also, Remi, the newest addition to the Harris family. We look forward to watching her grow with this company.

Allen Commercial had two very excited Gentlemen back in September that won the Banner/Allegion fishing trip promo. Shane Johnson and Robert Kerr went to Cypress Cove near Burus, LA to do some salt water fishing October 6th-8th. They stayed at the Saltgrass Lodge in Venice, LA. So, while the rest of us were working these two got to kick back, relax and fish ☺. I'd say they had a pretty good time too!

Manager Ernest Callaway headed out to Gettysburg, PA to finish up leadership training.

Halloween was a fun and competitive experience between the Allen Commercial and Cassity Jones, Bossier City. Dennis was confident in the defeat of Katee in the Chili cook off. Though at the end of the day, she defeated him by FOUR points. Which she likes to remind him daily. Katee also participated in the Halloween costume contest as Belle from Beauty and the Beast.

Travis and Katee were able to attend the New Employee Luncheon on December 3rd, at the corporate office, in Longview, Tx. They enjoyed their experience meeting everyone that is apart of corporate and meeting all the other new employees from the different locations.

December 19, 2019 was the Allen Commercial/Cassity Jones Christmas party. There was great food, music and a great group of people. There was an Ugly Sweater Contest, Saran Wrap ball game and Oven Mitt Unwrap game. Katee took second place overall for Allen Commercial. There also was a little helper on Allen Commercial side. Katee's son, Dawson, enjoys "working" with all his new friends.

Allen Commercial has endured a lot of changes in 2019. We made the move from our Shreveport location to Bossier in April. The new system, Foundation, was implemented in June and we have had changes internally regarding employees. We are building customer relations daily and hoping to grow even more. None of these changes have been smooth sailing but they have been tolerable thanks to the amazing team here at Allen Commercial. Without their hard work and dedication, we could not achieve what we have. Allen Commercial is looking forward to having a come back in the year 2020 and blow it out the water.

Until next time!
Katee Harris
Controller



Our Christmas Tree



Katee dressed as Belle for Halloween



Dawson, Katee's son



Shane Johnson & Robert Kerr brought home First Place in Banner-Allegion Saltwater Fishing Tournament



Katee's family



Ernest learning at the leadership trip



Ugly Sweater contest

Winter Birthdays

<i>Bailey Brick</i>	12/5	<i>Ed Twohig, Jr.</i>	3/1
<i>Lee Elliff</i>	12/25	<i>Robert Kerr</i>	3/1
<i>Jennifer Feagin</i>	12/18	<i>Jason Allison</i>	3/9
<i>James Gregory</i>	12/11	<i>Raymond Beck</i>	3/10
<i>Adam Jordan</i>	12/29	<i>Mitch Wells</i>	3/12
<i>Beth Langford</i>	12/23	<i>Nicci Waterhouse</i>	3/12
<i>Keith Lee</i>	12/19	<i>Natalie Gandy</i>	3/15
<i>Cliff Moore</i>	12/26	<i>Michael Malhiet</i>	3/16
<i>Dan Rush</i>	12/24	<i>Blake Martin</i>	3/18
<i>Jacob Taylor</i>	12/29	<i>Quoshun Fuller</i>	3/23
<i>Omar Uribe</i>	12/22	<i>Kerry Peretin</i>	3/30
<i>Colton Vance</i>	12/18	<i>Walter Pither</i>	3/30
<i>Shun Waddleton</i>	12/18	<i>Delfino Gaona</i>	4/1
<i>Terry York</i>	1/4	<i>Glen Parnell</i>	4/5
<i>Mary Walker</i>	1/7	<i>Dennis Casey</i>	4/7
<i>Ben White</i>	1/7	<i>Ethan Swain</i>	4/11
<i>Louis Metcalf</i>	1/8	<i>Michael Smith</i>	4/15
<i>Alyssa Evenson</i>	1/18	<i>Dylan Fisher</i>	4/18
<i>George Childers</i>	1/21	<i>Chad Gaddy</i>	4/18
<i>Jerry Jones</i>	1/23	<i>Scott Vercher</i>	4/24
<i>Kyle Preston</i>	1/23		
<i>Scott Johnston</i>	1/24		
<i>Brad Fleet</i>	1/28		
<i>Cindy Perritt</i>	1/29		
<i>Nancy Kirby</i>	2/5		
<i>Alisha Craig</i>	2/7		
<i>Adam Sweyer</i>	2/8		
<i>Debra Mathers</i>	2/9		
<i>Eddie Bates</i>	2/10		
<i>Reggie Roots</i>	2/12		
<i>Robert Holder</i>	2/12		
<i>Amanda Attaway</i>	2/13		
<i>Brad Basinger</i>	2/22		
<i>Steven Wisdom</i>	2/26		
<i>Ernest Callaway</i>	2/26		

You may have heard that Congress recently passed retirement law legislation that was signed into law and became effective January 1, 2020. While officially known as Setting Every Community Up for Retirement Enhancement, it is better known as the SECURE Act. This Act was meant to strengthen retirement security, but it also has some provisions that will affect retirement plan participants.

For the most part, the SECURE Act does not directly affect our Company 401k Plan from the company side, but it does affect account holders. One change in the Act is that the Required Minimum Distribution (RMD) age is increased to 72 from the previous age of 70½. Another change is that the Act eliminates what was known as a stretch IRA. A stretch IRA allowed a non-spouse beneficiary to stretch inherited IRA withdrawals over their lifetime—now those withdrawals must occur within ten years. While these changes may appear to be minor, they could directly affect your retirement planning.

Now for a few comments about our Company 401k Profit Sharing Plan. In case you did not already know this, if you are going to rely solely upon Social Security benefits for your retirement income, you should look up your projected monthly benefit at <https://www.ssa.gov>. You may find out that your social security benefits are not nearly enough to cover the standard of living that you want in retirement.

The Company 401k Plan is a way for you to be better prepared for your retirement. It allows you to set up automatic 401k Plan deductions from each paycheck, which are then directly deposited into your own 401k retirement account to grow either tax-free or tax-deferred. Tax-free growth occurs when you make post-tax 401k contributions, which means that you pay taxes on your 401k contributions when you make the contributions but pay no taxes when you take your 401k retirement withdrawals. Tax-deferred growth occurs when you make pre-tax 401k contributions, which means that you do not pay income taxes on your 401k contributions when you make the contributions but instead pay taxes when you take your 401k retirement withdrawals. Whether to make your 401k contributions pre-tax or post-tax (or a combination of the two) can depend on factors such as your current tax bracket compared to your potential future tax bracket, the number years for account growth, and your ability to pay the taxes up-front.

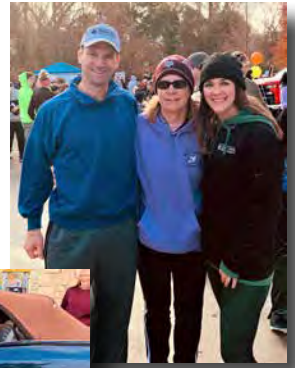
In addition to tax-free or tax-deferred retirement account growth, another tremendous benefit of participating in the Company 401k Profit Sharing Plan is that you become eligible to receive company contributions that are made to the Plan. Company contributions grow along with your individual contributions and become vested after only three years of service. This free benefit allows your 401k account to grow even faster. However, you must be contributing to the Plan to receive any company contributions, so sign up for the Plan if you are not already in it.

If you want to sign up for the 401k Plan, increase your contribution, or just want more information about the Plan, call Cindy Perritt at the corporate office.

JLV

JONES LEGACY VENTURES

Tim & Amy Moore and Natalie supporting Newgate Mission at their largest fundraiser of the year, Gobble Wobble 5K



Brian Oney in his element



Edgar Gallo putting in WORK!

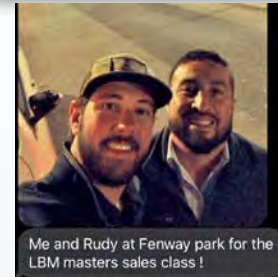


New Employee Luncheon

Tyler Costume Winners



Tyler's record month lunch



Me and Rudy at Fenway park for the LBM masters sales class!



Jeremy the Birthday Boy



Natalie & Cindy delivering to adopted families for Thanksgiving



Patrick, Rudy and Natalie vounteering at the Kilgore HS Career Day



Abraham Bragg receiving the Outstanding Performance Award. He also received the Highest Achievement Award at the Dale Carnegie Training.



Ryne Powell receiving the Outstanding Performance Award



Leadership Development Program Round 1 Completed