

THE COMPANY TIMES

A Publication of Jones Legacy Ventures

WINTER 2022



CAB INTERIOR DESIGN



Our 2021 Flagship Store is Terrell

Congratulations to our Terrell team for winning the 2021 Flagship of Cassity Jones. The Flagship Award started several years back as a competition between Tyler and Longview. Our first Flagship Award was a Hi Vis shirt that went to Bobby Davis and the Longview team based on overall sales. In short time, the shirt slowly slipped away from Longview and went to our Tyler team as the Flagship. As this evolved, we decided to look at all aspects of our business to really figure out the true Flagship of Cassity Jones. Now we base this achievement on several different metrics from our monthly leaderboard and from our safety program. Terrell finished first in six metrics out of ten on our leaderboard but lost ground on the safety program. Even falling short on the safety program, the Terrell team accumulated enough points to beat out the runner-up Marshall team: there was only a five-point difference between these two locations. All I can say is watch out Terrell because now you have a target on your back. As always, thank you to everyone for their hard work and dedication to Cassity Jones. Always remember that it takes a team to be successful.

Together
Everyone
Achieves
More

Dennis Casey

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 Cassity Jones Building Materials

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

CAB Interior Design-Austin Texas

Greetings Everyone!

I hope everyone had a Merry Christmas and a Happy New Year!

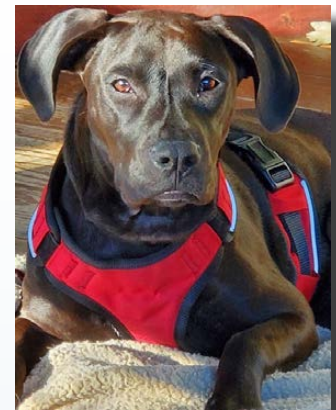
We ended the year at Cab Interior Design on a good note with the completion of a very cool cab that we are currently installing in Dallas. After months of planning, coordination, and building, it is always great to see the product that the customer will get to use for many years to come!

Along with building elevator cabs, we spent much of late November & December winding down and enjoying the Holiday Season. We had a thanksgiving fajita lunch, spent some time together, and had a small cornhole competition. In December, a few of our team members went on weeklong family trips during Christmas.

We look forward to what 2022 is going to bring us with some good projects that are planned out for the first half of this year and some good prospects that we hopefully see come our way in the next few months.

Dillon Spreen

*(Right) Daniel
and his son
Eddie
during
Christmas*



Joe's New Pup, Gracy



*Baby Spreen arriving
June 2022!*



*(Left) Matt
shooting a
Thanksgiving
Turkey*

*(Right) Tan
and his
family in
Disney World
for Christmas!*



*Matt and his family spending
Christmas in Colorado!*



*Matt, Hallie, Ryder & Ranger
dressed as Ninja Turtles!*



Ryder and Ranger making Snow Angels

Getting to Know Alton Jackson

Title & role: Terrell Contractor Support – Warehouse/Yard Forklift Operator (Pulling frames, unloading trucks/rail cars)

Brief work history: OTR truck driver, working in the oil field in a well testing division as a lead well tester. Also worked in warehouses and other yards as a forklift operator and plant machine operator.

My family: I have a large family in the East TX and Dallas Area. 5 kids: 4 daughters (Sammya, Altanay, Montasia, Alayna) and 1 son (Alton Jr)

Hobbies: Watching sports and going to the casino

Favorite snack: Reese and Twix

Favorite drink: Monster Energy

What one person would you have lunch with living or dead and why?: My father who passed away, so we could share more time together and create more good memories

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

One or two significant events in my life: A significant life event that had a long-term affect on me was losing my daughter

An interesting bit of trivia about me?: I'm always open to learning new things

Favorite Quote: “The journey of a thousand miles begins with one step” and “Tough times never last, but tough people do”



Alton is the kind of guy everyone wants to be around. He keeps things fun and is extremely lighthearted. He's also a model employee. He shows up to work every day, on time, with the right attitude, and works extremely hard. Alton came on board through the Express temp agency and has been great! I wish I could've found 10 more just like him! -Tom Houser

Natalie's Notes



(Deep breath) The holidays are over!! Welcome and cheers to 2022!!

The last part of the year is always a whirlwind for me. I'm here, I'm there, I'm everywhere, so you better catch me quick. Spending time at each location and out in the community is a gift to me. The longer I'm here, the more my relationships grow- I enjoy hearing how your life is going and about all that is going on beyond the JLV walls for you and your family.

As a company, we celebrate things as a work family... record months, record years, birthdays, promotions, work anniversaries, new additions to our families, etc. My hope is to help build a work culture you love to be a part of and are proud to share with your family and friends. Lots of hard work, but also lots of good times!

This year we are going to really strive to make an impression in each of our communities. I need your help! These need to be things that matter to you. You know what is going on in your individual towns and what the needs are. Where can JLV step in, lend a hand, put smiles on faces and serve the communities we live and work in. Call me, email me, shoot me a text, or send a pigeon with a note to tell me where you think we could make difference.

As always, if you need anything, please let me know. I'm looking forward to getting out in the community with you!!



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 alongside you and support what is important to YOU!



A group from Longview lumberyard came out and helped serve lunch at Hiway 80. Thank you



Colby and his entire family came out to help serve Christmas meals for the homeless in Tyler



Bobby Davis received a special plaque thanking him for his lumber donation to help this Eagle Scout build a new Gaga Pit at a local school



Team building for the girls out supporting the City of Longview

(Below) Results of spending the day making care packages at One Love Longview that helps our local homeless and mentally ill population



Gobble Wobble Fundraiser for Newgate Missions in Longview



Triumph Village Christmas Lunch

(Right) We sponsored all the decorations for the special needs childrens First Christmas Dance! These kids were over the moon with all the fun decor and when Santa showed up!



Thank you to Tim & his beautiful wife for always coming out to support the Gobble Wobble fundraiser. I appreciate you two!

(Right) We made the front page of the newspaper serving Christmas Eve lunch at Hiway 80 Rescue Mission in Longview



MARSHALL

The Marshall store finished 2021 with a bang recording the highest December revenue in the store's history. It was a fitting end to an eventful Q4 and year in general. 2021 has been exceptionally challenging for everyone and to end the year on such a positive note was a great catalyst to propel us into 2022.

Back in November, Brad Basinger participated in hosting a Wounded War Heroes deer hunt for three retired soldiers. The Wounded War Heroes organization sets up activities like this hunt to help our wounded vets. Great fellowship was enjoyed by all involved and each one of them was able to take a cooler full of meat home.

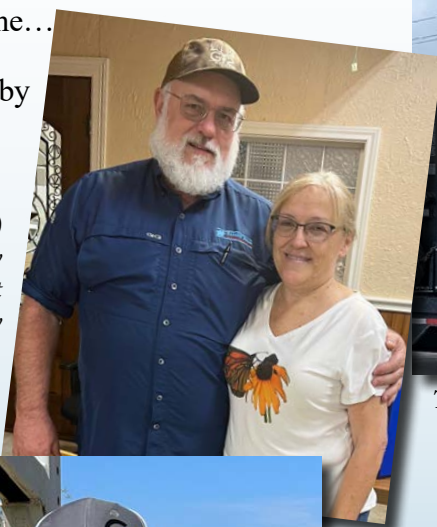
The Greek philosopher Heraclitus famously said, "The only constant in life is change" and that is definitely the case at the Marshall location. Personnel related changes include Glen Oney has retired as of December 29. Glen worked the front counter for us since June of 2019 and brought a lot of experience and wisdom with him. His wit and generosity will be missed. We wish him the very best in his retirement. To fill the vacancy left by Glen's retirement, Bobby Moore has moved in from the yard and warehouse to the front counter. Bobby has been with Cassity Jones for 15 years. He already knows our processes and procedures and is the perfect replacement for Glen. To fill the yard/warehouse position we have hired Marcus Price. He is new to our industry but has shown the willingness, ability, and desire to learn the job. We have high hopes for Marcus. Last as for change, the Marshall store, after months of delays, FINALLY received a new warehouse forklift! Thank you, Glen Parnell, for your persistence!

"Time flies when you're having fun" is another common saying. I have no idea who said it first, but it is a very truthful statement. I celebrated my 20 years anniversary with Cassity Jones on December 7 and there is no way it feels like that amount of time has come and gone since interviewing with the Jones' back in 2001. There have been good times and there have been tough times. People have come and gone, and leadership has transitioned to a new regime, but through it all, it has been a fun 20 years. "We work hard so we can play hard" is a quote that I'll attribute to our very own Bobby Davis, and he is so right. Thank you to my coworkers, colleagues and ownership who have shared this journey with me. Here's to more hard work and fun times yet to come!

Until next time...

Bobby Oglesby

(Right)
Glen Oney
Retirement
Party



The new forklift has finally arrived



(Right) One of the vets sharing his arrowhead collection



Marcus Price



Wounded Warriors Deer Hunt

Winn Tile

Winn Tile had another banner year of growing our business. We were able to achieve the growth through a committed team, a common goal, and a tremendous work ethic. I speak for us all when I say that we enjoy working together. There are times when problems arise that we must lean on each other to work through them. This is the true strength of Winn Tile. Tough times don't last, tough teams do.

We exceeded our projections for 2021 in all areas and are working diligently at positioning ourselves for a repeat performance in 2022. We are actively seeking new areas of growth and diversification of our products and services. We are actively reaching out to our community to share our success with those in need and less fortunate. All of us appreciate the work environment and ethical vision that Jones Legacy Ventures extends to each of us. We have been empowered as leaders, not just employees, and our voices are clearly heard each day.

I'd like to welcome Manuel Rodezno (Warehouse) & Matthew Fletcher (Sales) to the Winn Tile family. Our current growth has allowed us to add to our team and are excited about what these two are going to bring to our team.

The coming year promises opportunities, challenges, and growth as individuals and as a team...

Thomas Pritchard



Alisha and Daniel kindly serving everyone at our Christmas meal



Everyone had fun playing games at Christmas



Manuel Rodezno



Pumpkin carving contest



The whole gang was here to eat for Christmas. It is always such a blessing when we can all come together.



Winn Tile work family

BOSSIER CITY

Hello from the other side,

I think we can all agree this year has been one for the books! For starters, we've had the pleasure of welcoming a few new faces to our Bossier team: Joseph Ball, Hunter McAdams, Exzavious Thomas, and William Kinnaird. We are so excited to see each of these guys grow with us!

This part of the year is always my favorite, as we celebrate the holidays together and bring another year to a close. This gives us the opportunity to spend a little extra quality time together, and who doesn't love that?! We enjoyed another great time at the HBA Golf Tournament and had the pleasure of spending some quality time with our builders while supporting a great organization. We enjoyed celebrating Halloween, Thanksgiving and Christmas with our work family as well--we had several fun contests and lots of yummy food through the close of this crazy year and that always makes it a little sweeter in our book!

Big Congratulations to Justin Bigham and his wife Lexxi as they welcomed their 2nd baby girl, Madelyn Dawn Bigham, into the family on December 1st, and she is pure perfection!

Hats off to Reggie as he led our team through a great inventory, and a big thank you to the rest of our team for showing up and showing out. It wasn't easy and it definitely wasn't dry, but we wrestled through and our hard work showed. As we close this year, we are grateful for the opportunities and challenges we have all been given this year. However, none of this would be possible without our great team.

"The strength of the team is each individual member. The strength of each member is the team"
– Phil Jackson

We are excited to see what 2022 brings our way here in Bossier and look forward to sharing this next chapter with each of you.

Take it easy,

Bailey Brick



Chili Cook-off Winners 1st-Mike Smith, 2nd-James Gallman, 3rd-Chris Netherton



Christmas Party at Silver Star Smokehouse



Chris & Justin

(Right) Group pumpkin carving contest



(Right) Lots of fun costumes this year



(Right) HBA Golf Tournament-Natalie, Justin & Bailey



(Right) Justin's newest addition



(Left) Sonny, Bailey & Desmond on Halloween



The guys enjoying Thanksgiving lunch together



White Elephant Gift Exchange during our Christmas Party



Ugly Christmas Sweater Contest



Bailey & Natalie helping at the NWLA HBA Golf Tournament



Bobby D thanking everyone for being his support team for 35 years and helping him transition to his new position at corporate



Bobby Davis making a delivery of canned goods to the East Texas Angel Network



Chad Gaddy's baby girl Charlotte at the Christmas lunch in Longview



Cason discussing leadership at the West Point Leadership Summit

(Right) Celebrating Sally and Kyle's Birthdays in the corporate office



Celebrating 15 years with Otis. Thanks for your dedication!



Controllers Christmas luncheon after their meeting

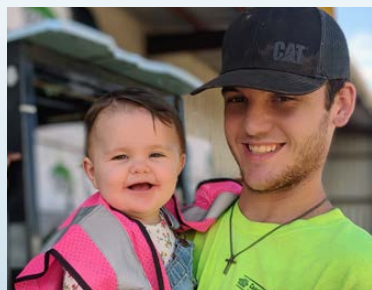
(Right) Dale Carnegie course graduates. Shelby Stubblefield, Delfino Gaona and Chris Netherton



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



Ethan's daughter in awe of the Christmas Tree



Ethan Swain and his daughter Everleigh sporting our Cassidy Jones safety vest



JD sporting the Cassidy Jones sweatshirt his wife made him



Jimmy and Sally's coordinating outfits at work

(Right) Jerry, John and Jimmy Jones at the Leadership Summit in West Point



(Right) Jimmy Jones' grandson, Jones, singing at his Christmas program



Katee's son Dawson winning ALL the trophies at his rodeo



Matt Zalman's Truck



*Thanks for 35 year Bobby
OG Davis*



Thanks for 5 years Kyle



Our recent Leadership Development Program graduates. L-R (Ryne Powell, Jacob Taylor, Dillon Spreen, Blake Martin, Jonathan Morse and Reggie Roots)



The Tres Amigos



The corporate office representing Jones Legacy Ventures at the Starbrite Foundation Luncheon



The whole group at dinner during the Leadership Summit



Nicole Orban and all her sweet kids

HENDERSON

Halloween, Thanksgiving, Christmas, and family events made the Henderson store a bit happier. After a year working with shortages and price fluctuations in the industry, the holidays gave everyone something to look forward to. Around this time, Henderson changed a bit. It saw changes in employment and worked on remodeling the sales floor but worked on keeping up safe practices.

Zach and his family took the holidays as a time to visit with family: they saw his brother for Halloween, Zach's grandpa for Christmas, and hosted Thanksgiving for the first time in their new home. Leah's holiday gift was her boyfriend Max graduating with his BBA in International Business. Rudy and Robert got to spend Christmas with new little additions to their family, Rudy with his little girl Leighton, and Robert with new granddaughter Emma. Jeff showed off his culinary skills and cooked Cajun style chicken for his girls. Throughout each holiday, Victoria kept sending Robert to work with cookies and candy for everyone.

Previously in charge of the warehouse, Marcus Lewis left the branch to focus on his own trucking business. The store welcomed Steven Kelley and Calvin Sanders to help the transition. Steven was hired on to drive, and Calvin is to take over the warehouse. This way, Steven could transition into becoming the main driver, and Robert Holder could instead be able to oversee the warehouse, implement safety practices, and help maintain inventory. Marcus still visits the store and has even made a run for some of the other branches. Steven is expanding his product knowledge and is proving to be a good team player. Calvin is taking initiative on making sure loads are delivered on time. Although Robert is still on the road, he directs the warehouse when he is available. Henderson hopes the other branches get to know our new employees and welcome them as they enter a new year with the company.

Noe Mancha finished a gazebo for the store front that is being used as a meeting room for customers. Several customers have used it to meet with their clients, look through literature, and showcase trim and cedar. Retail items have been moved to industrial shelves along the walls, and the floor is now used for door and shingle displays. The Henderson store was very happy to be able to celebrate the holidays and the end of the year with builders, family, and those from corporate who were able to stop by. Builders who steadily worked with the store throughout the changes felt a little more appreciated, and Cassity Jones employees got to take a break with them. It was a small event with lunch, a raffle with tools to give away, but a good note to end the year on.

Leah Salazar



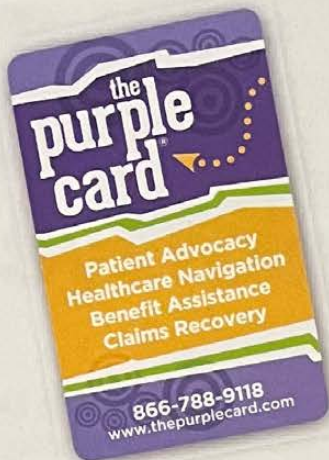
One of our subcontractors was so excited to get to take this home!



Our employee, vendor and builder Christmas lunch



(Right) Rudy, Henderson skeet shoot, 2nd Place



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Expected Timeline

Emergency • You've lost your ID card and the provider's office needs to verify benefits •

Immediately – 24 Hours

Enrollment Support & Eligibility • You have questions about benefit information discussed at Open Enrollment meetings • Your dependent is losing coverage and needs to enroll in your plan •

Immediately - 48 Hours

Benefit Assistance & Coverage • You need help filling a prescription at the pharmacy or a carrier drug program • You need to verify coverage for a particular medical procedure or service •

24 - 48 Hours

Physician & Provider Search • You need assistance locating a physician or provider in your area •

Immediately - 24 Hours

Claims & Quality Care • You have a question about how a claim was processed or you're being balance-billed by your provider • You have a quality-of-care question and need to know if you are receiving the right care for your medical condition •

2 Days - 1 Week

Complex Claims • You had a procedure done in which you're receiving multiple bills and you do not understand what your financial responsibilities are for each bill •

1 - 4 Weeks

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TYLER

Wow, what a year it has been! There have been so many great things happening in Tyler that it is hard for me to know where to start.

I will start by congratulating the following members of our team who have grown their families over the past few months. Brandon Dixon had his beautiful baby girl on October 15, 2021. Her name is Kyndall Breanna Dixon and she weighed 6 lb 13 oz. Israel Barrientos became a grandfather; he will be called Grandpa (Abuelito). Israel's granddaughter was born on December 15, 2021. Her name is Sophia Dianne Barrientos. Cassidy Merrill will be having her first child in 2022. We did an exciting gender reveal at the store and we found out that she is having a BOY!! As of the writing of this newsletter they are still working on picking out a name for their baby boy. Congratulations to all of you. We can't wait to meet them!

We had a great turn out this year for our costume and pumpkin carving contest at the store. It was hard to pick a winner, but after Shelby and Israel reenacted a scene from Napoleon Dynamite, the contest was over and they had won 1st place. Jerry Jones showed off the skills of his hunting dog which landed him 2nd place. Delfino Gaona won 3rd place for his spot-on costume of Michael Myers (Halloween). For our pumpkin carving contest, the winners were Colton Vance taking 1st place, Jonathan Ballard taking 2nd place, and Shelby Stubblefield taking 3rd place. Thank you to everyone who participated this year. I plan to win next year so you all better step your game up!

To end the year, we had our annual Christmas party where we announced the 2021 employee of the year for Cassity Jones Tyler. This year's winner was Keith Moore. Keith is very deserving of this award, and I would like to take this time to say thank you again to Keith for all the hard work that he does day in and day out to help make our company a success.

As 2021 ends, we can look back and be excited for the record year that it was. We faced many challenges over the past year, and we were able to overcome each one of them as a team. Again, I want to say THANK YOU to everyone for how hard you worked over the past year. I would not want to be a part of any other team. I am excited to see what 2022 will bring our way. My hope is that it brings some windows, because I still have a lot of backorders that need to be filled...

Colby Chandler



Halloween Costume Fun



Cassidy is having a baby BOY



*Kyndall Breanna Dixon,
10-15-21, 6 lb 13 oz*



*Israel's first grandchild, Sophia
Dianne Barrientos,
12-15-21, 5lb 12oz*



*Keith Moore won
Employee of the year!!!*

TERRELL

Greetings from Terrell and Happy New Year to our Jones Legacy Ventures and Cassity Jones Family!

While Q4 proved to be just as challenging and on par with craziness experienced in 2021, the Terrell team continue to find success in our daily operations and found a way to keep things fun and interesting. The holiday season allowed for some much-needed time off and time to spend with our families, friends, and loved ones. We also took some time to spend together as we celebrated Thanksgiving and Christmas here at the store with some delicious food and fun activities (P.S. Thank you, Amanda 😊)

I could not be prouder of the hard work this team put in on a daily basis, and their ability to handle the increased workload and creativity in dealing with new situations. Business continued to be very strong through the end of the year and gave us all a great reason to be extremely thankful heading into 2022.

Congratulations to the entire LDP class of 2021, but especially to Jacob Taylor in the Terrell Store. As a result of his hard work and dedication to Cassity Jones, Jacob was recently promoted to Inventory Manger and is already making a difference in the way we conduct business. Additionally, JT Merritt was laterally promoted and moved inside to assist in the dispatch office and will shortly begin assisting our inside sales support team. Lastly, Brian Devore was promoted to yard foreman because of his hard work and leadership in the Terrell yard. I'm extremely happy for these three individuals and am excited to see them unlock their potential in 2022.

We are looking forward to 2022 and all of the challenges and success ahead. I feel, now more than ever, that we have the right team in place to handle anything thrown our way. Thank you to the ENTIRE team in Terrell for all that you do and to everyone in the organization that helped lead to our success in 2021!

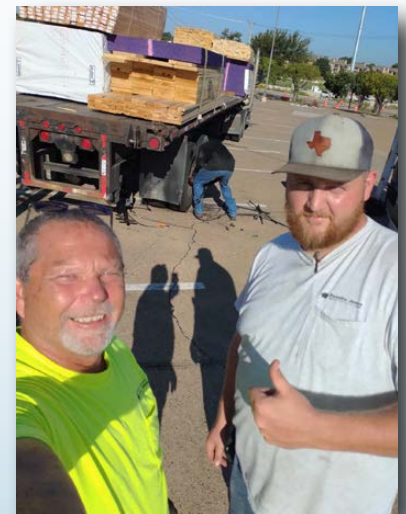
-Tom Houser



Congrats Zander!!!



Throckmorton 10 Point



Daniel and Christian have a strong selfie game



*(Left)
Tyler Lambright's cute
Trick or Treaters*



Tom Houser's son, Jax, was excited for Santa



The Taylor Family



JT Merritt took first in our costume contest



Terrell Christmas Games



Eli, Amanda and Garrett



The girls had a blast dressing up this year

LONGVIEW

The year 2021 had its ups and downs as a whole, but Cassity Jones Longview continued to thrive, and we appreciate the opportunities and blessings we were given. We finished the last quarter of 2021 strong and look forward to another great year. I miss our Marshall team, but I am excited to return to Longview and assume the role of store manager. Bobby has transitioned into a corporate role and while I have big shoes to fill, I am ready for the challenge. We welcomed David Williams to the warehouse team and Joan Bale came out of retirement to work part time in windows and doors. We have a great team and are ready to tackle 2022!

Cassity Jones Longview has lots of exciting changes both professionally and personally. On October 11th, Rudy and Kristina Galvan welcomed their beautiful baby girl Leighton Elysia (6 lb 6 oz and 18 inches long)! Gena Keith and Sarah McIntosh had new additions to their families as well. Gena welcomed Oakley and Marley, and Sarah welcomed Ollie.

Our team works hard but also finds time to come together for fun and to give back to the community. We had a great team of volunteers serve a Christmas Eve meal at the Highway 80 Rescue Mission. Thank you for your service and for representing Cassity Jones. Holidays are special and Brian Oney, Michell Pepper and others put in a lot of their personal time to help make our Christmas celebration a success. Thank you!

Wishing you all a healthy and prosperous New Year!!!

Chad Gaddy

(Right)
Ethan's daughter,
Everleigh First
Birthday



Edward Scissorhands and
a pretty little scarecrow



(Below) Gena's new additions,
Oakley & Marley



(Left)
Christmas
2021



(Left)
Gil Martin
checking out his
stocking



(Left) Sarah's new
puppy, Ollie



Halloween in Longview



(Left) JD was on the good list



Hot dog Friday representing their teams

*(Right)
Rudy's new baby girl,
Leighton Elysia Galvan,
born October 11, 6 lb 6oz*



*Washer State Tournament,
Ryne & Luis Castanon of Castanon Enterprises*



Shane with his new beard care kit



Santa knew what Brad liked



*(Left)
Tracy Ross loving his gift*



Sarah & Gena serving lunch at Hiway 80 Rescue Mission on Christmas Eve

ALLEN COMMERCIAL

Wishing everyone a Happy New Year from Allen Commercial!

Here at Allen, we are grinding and improving every area of our company. This last quarter, Shane had his 3-year anniversary and Katee had her 2-year anniversary. We also got to welcome a new employee, Anesha Woods, to our family. We have been very thankful for all the work that our team (Mike, JC, Rayco and Eddie) has done to make sure everything is built and delivered to customers in a timely manner. We are constantly working to get bid outs and keeping our customers happy. We are going into the New Year with a great back log from 2021 and we look forward to seeing the opportunities that may come our way.

Anesha Woods started with Allen Commercial September of 2021 as a Project Manager/Estimator. She comes to us with 7 years of Project Management and Estimation Experience, first in Manufacturing and then in Division 9 Construction. Anesha has spent the last 19 years with her husband David, and has 2 sons, Aiden (15) and Reid (9). When she's not slinging quotes and practicing reading a tape measure, you can find her elbow deep in dirt - willing her plants to stay alive, singing in the church choir, or combing her vast collection of wigs. Anesha enjoys a good cup of black coffee, eating a delicious meal with friends, and contemplating the inner workings of the universe. If you've never wondered if Jellyfish are sad that there are no Peanut Butter Fish, I can promise you that Anesha has. She is excited to be part of the JLV family and excited about what the future holds at Allen Commercial.

Katee Harris

(Left) Anesha and her family



(Below) The Glen



(Below) The Glen has been a project that Allen has been working on for over a year. It has been a big task, but we are very thankful for the opportunity to have been a part of it!



On October 27th, Ed Twohig was awarded a cookie cake for 'National Cranky Co-Worker Day'.



Katee and Anesha dressed up for the costume contest. The Tiger King took first place

(Below) September 2021 Allen Sponsored the Bossier Dixie Polar Bears. Katee is a parent coach and her son, Dawson, is on the team. They finished the season 8-2





Living Our Values

Last fall we conducted our annual Leadership Summit at West Point. We wanted to take a deeper look into how one of the premier leadership institutes develops leaders of character as well as get a better understanding of how West Point as an organization has managed to survive 220+ years in an ever-changing world. I think you can ask anyone who attended that this was a very eye-opening experience for our company and really gave us a playbook on how we can better serve our teams.

One of the major themes we walked away with is that West Point has really mastered not only communicating their values but ensuring every member of their team actively lives them out. Built into the physical landscape of West Point, reinforced in the curriculum they teach, and intertwined at every stopping point are West Point's motto of "Duty, Honor, Country" and the seven Army values of Loyalty, Duty, Respect, Selfless Service, Honor, Integrity, and Personal Courage. In just a three-day visit we were able to capture exactly what West Point stands for and the value system they expect everyone in their organization to live by.

The 2021 visit really encouraged us to take a harder look at our companies and team to determine if our stated values are really part of the core fabric of our culture. We realized we have fallen short in this area and need to be more purposeful in not only communicating our values but reinforcing them daily.

Look, every organization in the world has stated a set of core values. This isn't a new concept. Companies that make unethical decisions have a stated set of values. Companies with bad reputations have a stated set of values. Even companies that have toxic cultures have a stated set of values. But those organizations see their values as just words. If we're not careful, our stated values can become just words as well.

So, I want to take this time to reintroduce our values. I also want to challenge each of you to think about the meaning of these values and how we can honor them in our company. On the surface they look like pretty simple buzz words. However, they must be more than that. They must become the principles that guide our teams and the standard we hold ourselves to.

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

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

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

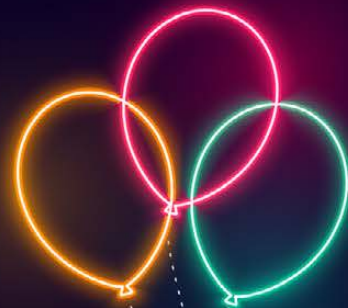
Performance – Strive to exceed performance expectations. Achieve personal and work-related goals every day. Encourage personal responsibility for every employee in our company.

Community Stewardship – Proudly serve the communities where we live and work. Pay it forward to build a better future for all.

We are going to make a strong push in 2022 to make our values a more central part of our company, I ask that you do the same and make them a more central part of your daily lives.

Cason Shrode

Winter Birthdays



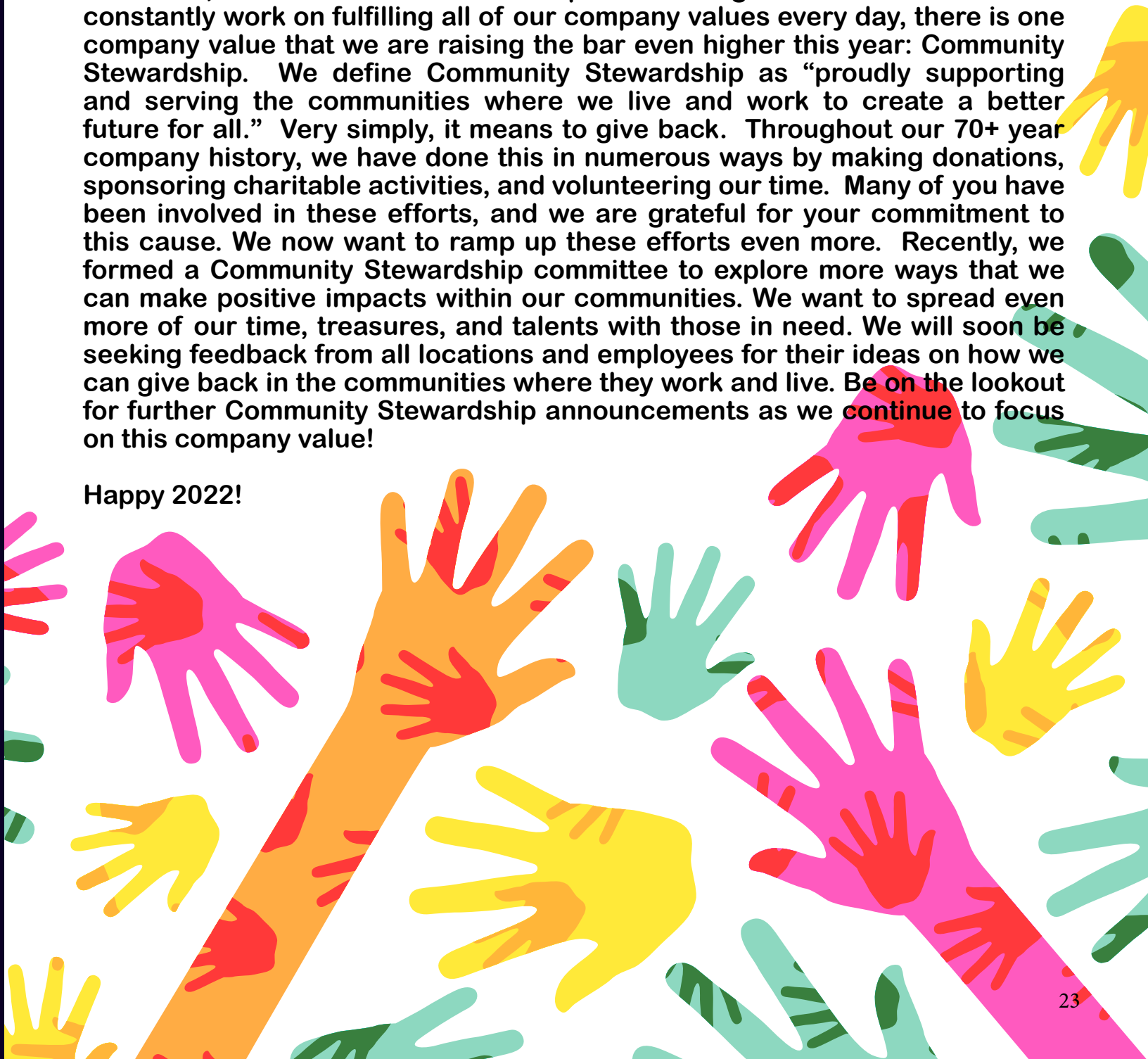
Terry York 1/4
Tan Le 1/6
Ben White 1/7
Christian Castleberry 1/10
Abraham Jaggernaut 1/14
Jonathan Morse 1/19
Jerry Jones 1/23
Kyle Preston 1/23
Scott Johnston 1/24
Brad Fleet 1/28
Cindy Perritt 1/29
Darwin Spencer 2/3
Alisha Craig 2/7
Sarah McIntosh 2/7
Scott Austin 2/11
Reggie Roots 2/12
Robert Holder 2/12
Amanda Attaway 2/13
Brandon Dixon 2/14
Daniel Torres 2/14
Shelly Hammons 2/18
Chris Netherton 2/19
Brad Basinger 2/22
Jerry Strickland 2/25
Ernest Callaway 2/26
Xavier Banda 2/26
Nicole Orban 2/28

Ed Twohig Jr. 3/1
Jason Allison 3/9
Raymond Beck 3/10
Nicci Waterhouse 3/12
Dillon Taylor 3/13
Gil Martin 3/14
Natalie Gandy 3/15
Michael Malhiet 3/16
Cody Carsner 3/17
Elan Mills 3/17
Blake Martin 3/18
J.B. Ballard 3/19
Jacob Bryan 3/21
Will Kinnaird 3/29
Delfino Gaona 4/1
Glen Parnell 4/5
Dennis Casey 4/7
Ethan Swain 4/11
Jennifer Baker 4/12
Mike Smith 4/15
Manuel Rodezno 4/16
Chad Gaddy 4/18
Dylan Fisher 4/18
Calie Easthom 4/22
Saige Whay 4/27

First, a word on 2021: Whew! Despite the constant challenges faced last year, we can say with confidence that you answered the call! Thanks to all of you, 2021 was an outstanding performance year for our company. Looking to the future, 2022 looks to be as, if not more, challenging than 2021. On top of what we saw in 2021 (and we saw a lot), we can now look forward to higher inflation, interest rate hikes, mid-term elections, even tighter supply and allocation issues, different Covid variants, and so on. 2022 may not prove to be all fun and games, but it sure will not be boring! We can handle whatever comes our way, so bring it on!

Now, onto one of our 2022 focus points coming down the road. While we constantly work on fulfilling all of our company values every day, there is one company value that we are raising the bar even higher this year: Community Stewardship. We define Community Stewardship as “proudly supporting and serving the communities where we live and work to create a better future for all.” Very simply, it means to give back. Throughout our 70+ year company history, we have done this in numerous ways by making donations, sponsoring charitable activities, and volunteering our time. Many of you have been involved in these efforts, and we are grateful for your commitment to this cause. We now want to ramp up these efforts even more. Recently, we formed a Community Stewardship committee to explore more ways that we can make positive impacts within our communities. We want to spread even more of our time, treasures, and talents with those in need. We will soon be seeking feedback from all locations and employees for their ideas on how we can give back in the communities where they work and live. Be on the lookout for further Community Stewardship announcements as we continue to focus on this company value!

Happy 2022!



JLV

JONES LEGACY VENTURES

Kona Ice Treat Day!

