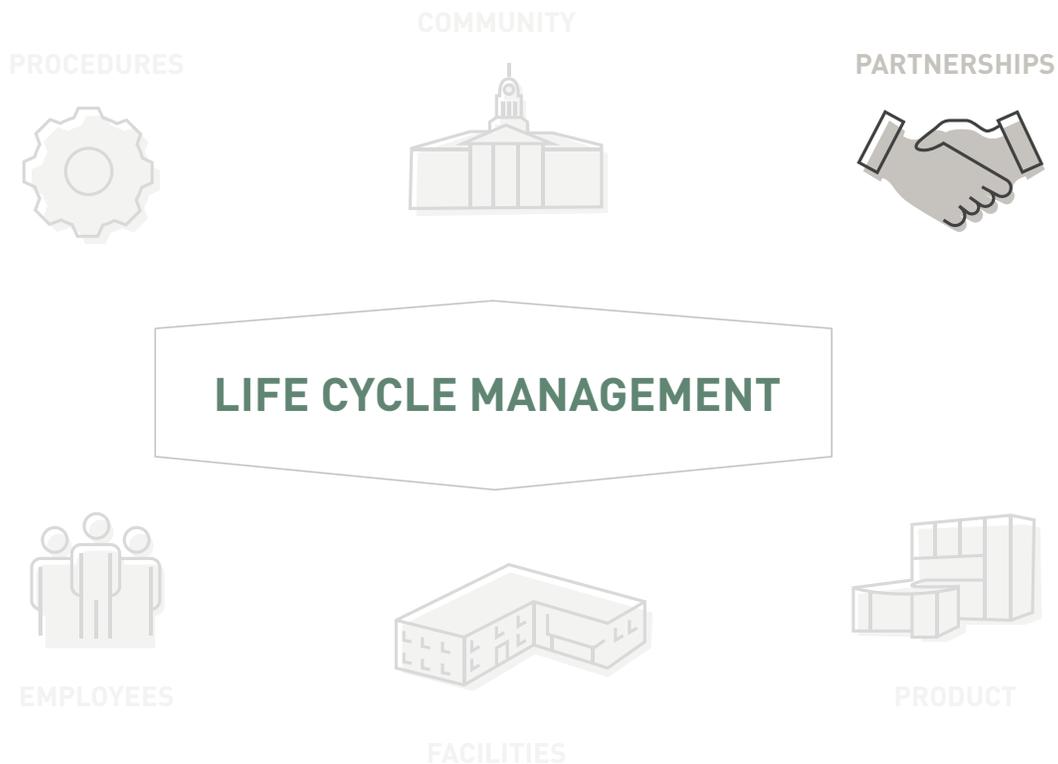


## OUR COMMUNITY

Jasper Group takes pride in being a solid part of our local and regional communities. Our Furniture is made by associates who have strong ties, support and are very active in the local community. Most associates live within 25 mile radius of their respective work place and many additional communities are touched by the charitable work of our individual associates.

In 2017, we contributed to over 100 separate charitable organizations and events in our community. We have given over \$33,000 in cash and product as well as provided resources for the following organizations:

Alzheimer's Association	First Chance Center	March of Dimes
American Cancer Society	Goodwill	National Child Safety Council
American Legion	Girl Scouts	Paralysed Veterans of America
Anderson Woods	Habitat for Humanity	Public Television
Big Brothers / Big Sisters	Hadi Shrine Circus	Relay for Life
Boy Scouts of America	Hunter Education	Ruritan Club
Crisis Connection	Indiana Baseball Hall of Fame	Salvation Army
Disabled American Veterans	Junior Achievement	Special Olympics
Goodwill	Kiwanis Children's Fund	St. Jude Children's Research Hospital
Local 4-H Club	Local Churches and Benefits	St. Vincent DePaul Society
Local Food Bank	Local Schools and Universities	Tri-Cap
Local High Schools	Local Hospitals	Veterans of Foreign Wars
First Chance Center	Local Humane Society	VUJC - Center for Advanced Manufacturing



**UL28-18 GREENGUARD**

(GREENGUARD Environmental Institute) is a third-party organization that independently establishes acceptable indoor air quality standards for indoor products, environments, and buildings. All Jasper Group products have attained certification.  
Visit Website →

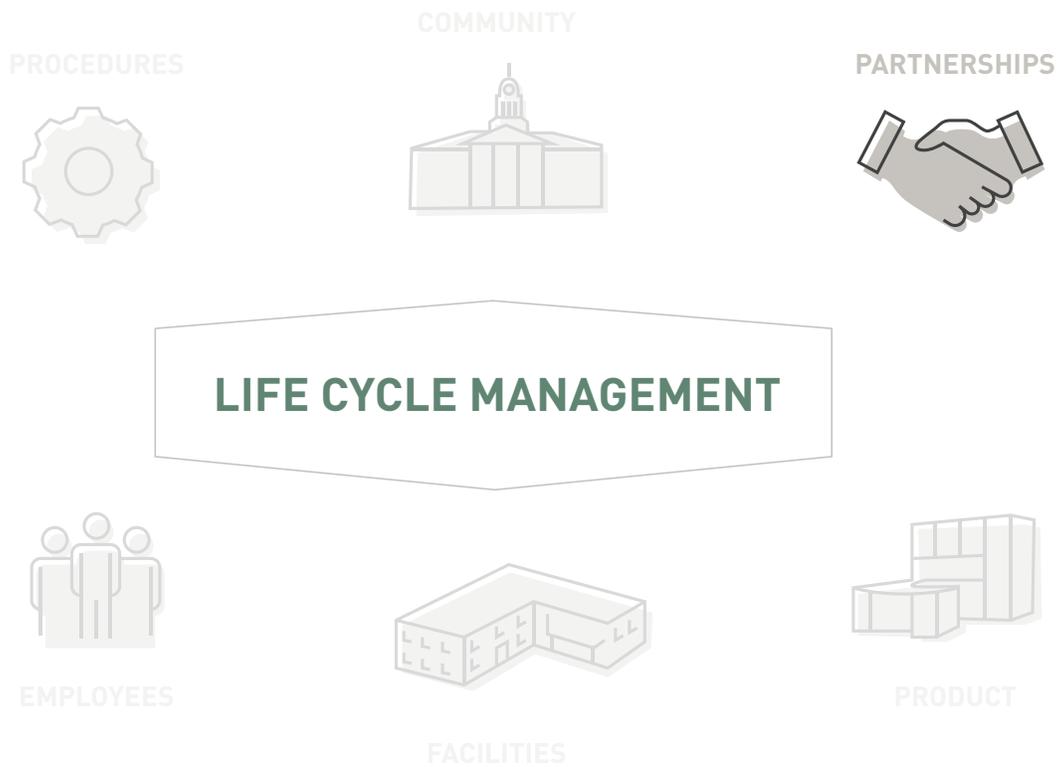


**Green Building Council**

As a member of the U.S. Green Building Council community of leaders, we are working to make “GREEN” buildings available to everyone within a generation. The built environment has a profound impact on our natural environment, economy, health and productivity.

**LEED**

(Leadership in Energy and Environmental Design) is a certification program and the generally accepted benchmark for the design, construction and operation of high performance green buildings, sponsored by the U.S. Green Building Council. Jasper Group may contribute points toward your LEED project and are committed to increasing our contributions.  
Visit Website →



**BIFMA**

(The Business and Institutional Furniture Manufacturers Association) is responsible for developing voluntary product and industry standards that support safe, healthy and sustainable environments. All our products are constructed to meet and/or exceed BIFMA standards for performance, durability and structural integrity.

Visit Website →



**Premium Indiana Forest Products**

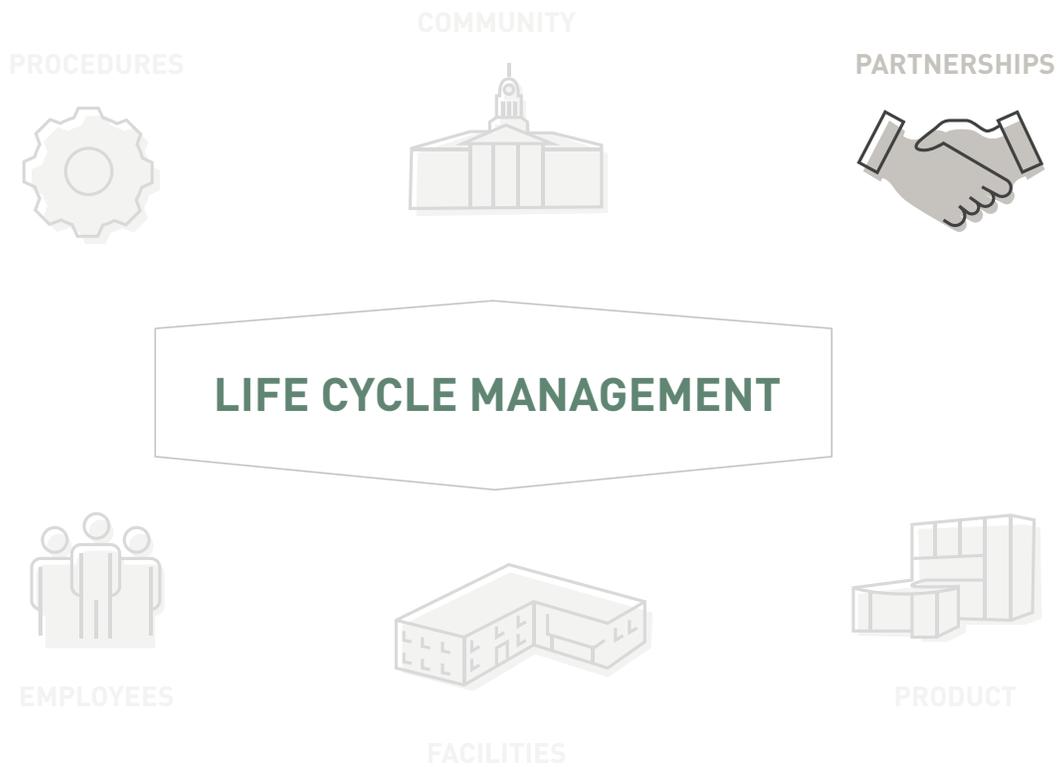
Indiana is home to many of North America's finest hardwoods, sought throughout the world for quality products and shipped around the globe for international manufacturing. There is an abundant, sustainable supply of the finest Indiana hardwoods to meet consumer demand from forests that are well-managed, legally harvested and environmentally responsible.



**IDEM and EPA**

(Indiana Department of Environmental Management) and (Environmental Protection Agency) we meet or exceed all applicable regulations for air emissions, storm water and hazardous waste disposal.

Visit Website →



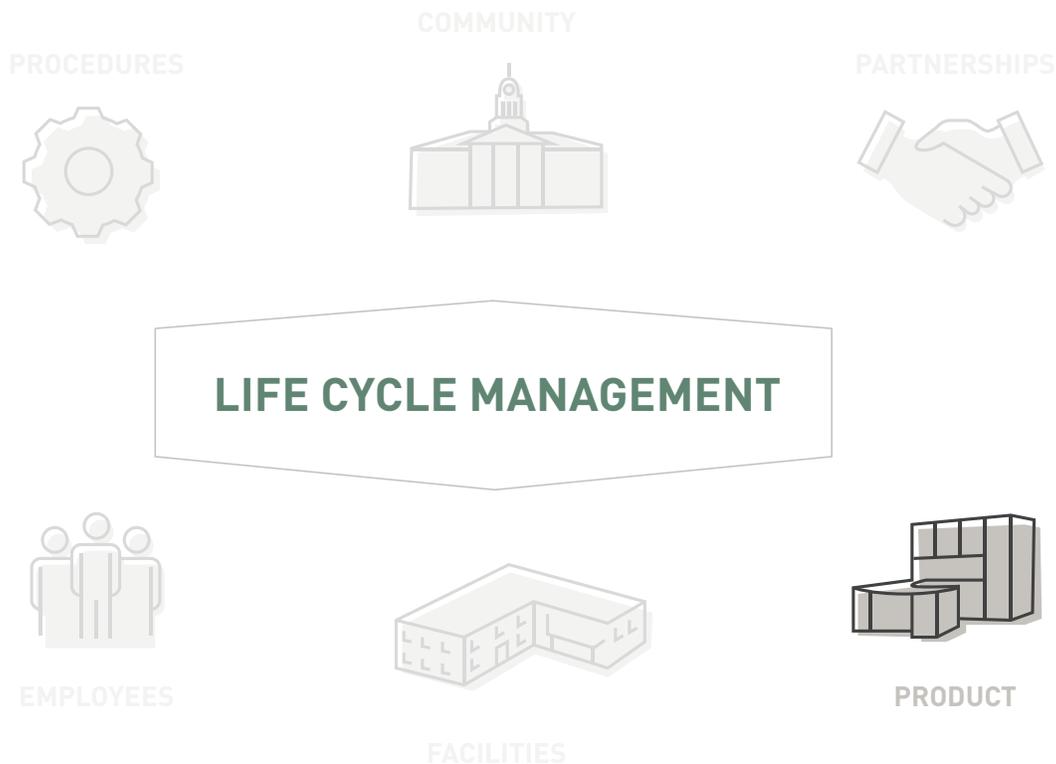
**Architecture 2030**

{Architecture 2030, The 2030 Challenge} is a non-profit, non-partisan and independent organization. Its goal is to dramatically reduce the climate-change-causing greenhouse gas (GHG) emissions of the Building Sector. We've adopted the 2030 Challenge.  
Visit Website →



**OSHA**

{Occupational Safety and Health Administration} we aspire to meet or exceed OSHA regulations at all of our manufacturing facilities.  
Visit Website →



## OUR PRODUCT

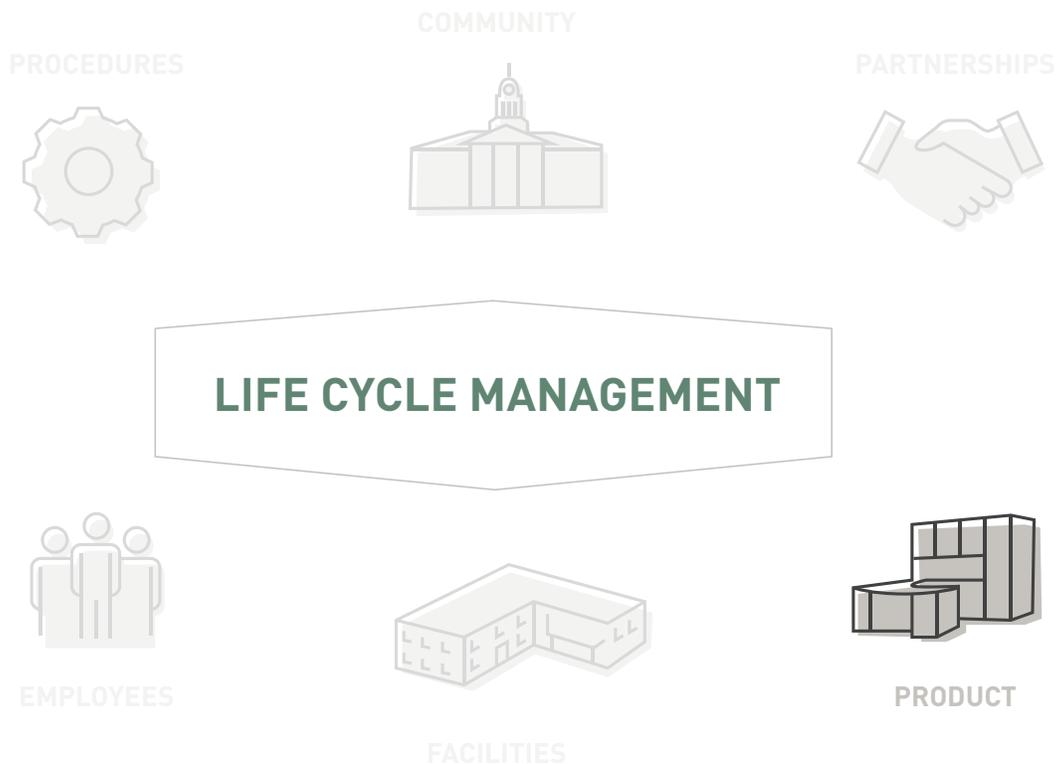
As a manufacturer, we use a wide variety of materials to not only create quality products, but to manage them as well. This includes everything in the process, from the moment the raw materials enter the facility to the time that they leave as finished goods, destined for a life of supporting human endeavors.

**Wood** – Wood is our primary resource, and it is 100% renewable, recyclable and biodegradable. It is the most diverse, process friendly and widely used natural resource in the history of the human race. All our wood is 100% utilized. A majority of our product being comprised of wood with a finish or powder top coat, allows for easy recycling or reuse of products at the end of their life cycle.

**Upholstery** – Momentum®, CF Stinson®, Maharam® and Mayer® are just a few of the textile manufacturers we work with that offer 100% recyclable/compostable textiles, textiles that are manufactured from 100% recycled materials and PVC - free offerings.

**Laminates** – Any laminate material purchased through Wilsonart®, Pionite® or Formica® is UL2818 - GREEN-GUARD certified.

**Finish** – Our low emission finish, DuraTex, was specifically designed to reduce hazardous off gassing formaldehyde. DuraTex offers exceptional hardness, abrasion and impact resistance, while removing hazardous or harmful gases. This finish meets or exceeds the required federal, state and European Restriction of Hazardous Substances Directive guidelines.



## DESIGN + CONSTRUCTION

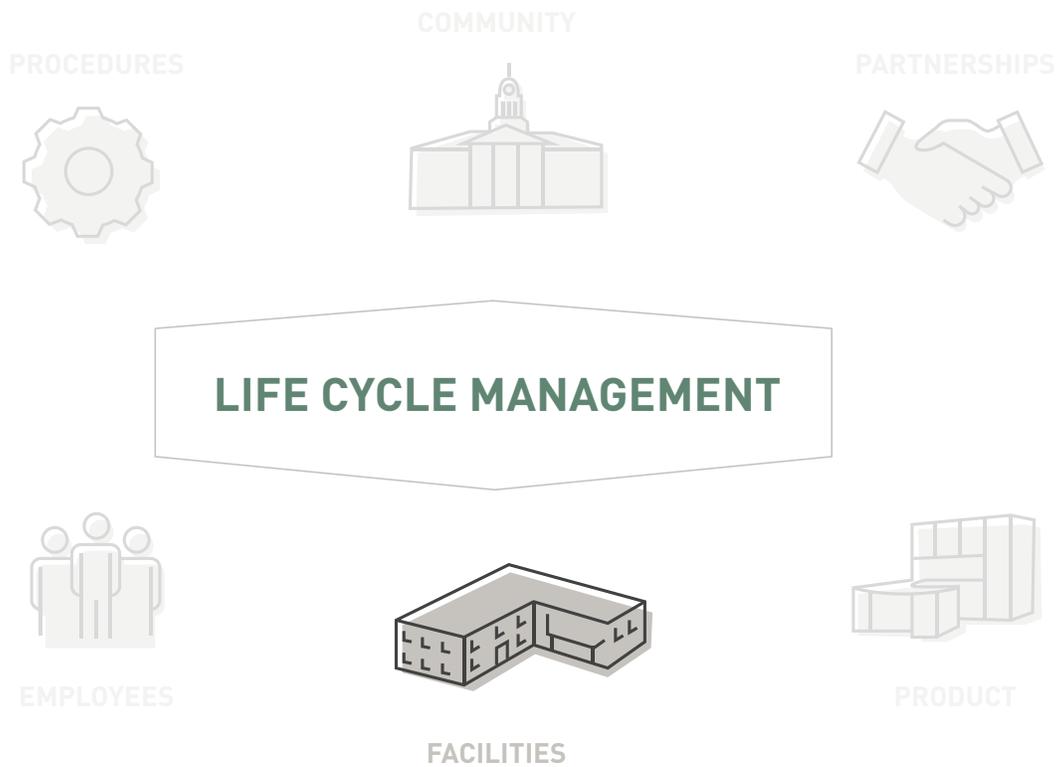
Our primary goal is to supply our customers with the value-added products they need and want. We design, produce and deliver to high standards, our standards. This is what has kept us in business for so long, and what ensures that we will have a future in this industry.

Jasper Group products are designed and manufactured with the mission to last longer than any of us expect; to transcend the years and provide a full and useful product life for their users and owners.

All our products are constructed to meet and/or exceed BIFMA standards for performance, durability and structural integrity. Jasper Group utilizes an independent 3rd party lab for testing.

Original seating from 1929 can still be found today, performing admirably and showing no signs of failure any time soon. Desks from the 1950s are still being used, many having served more than one proud owner. Even some of the trendiest casegoods and seating from the 1970s have been welcomed by charitable organizations that aren't afraid of accepting a second-hand dated style, but rather appreciate the product for its longevity and functionality.

We are committed to our focus of providing products that expand and improve our "Sustainable Partnerships" through process, product and life cycle management.

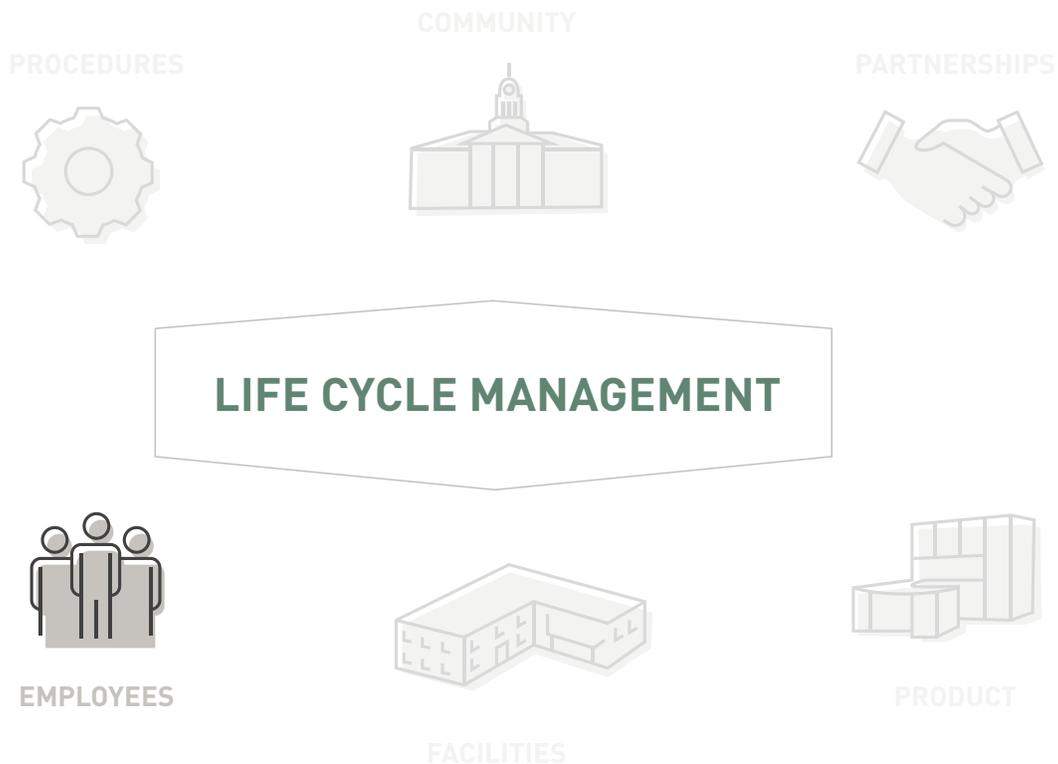


## OUR FACILITIES

Our air quality is monitored and is in full compliance with all OSHA, EPA and IDEM regulations. In many cases, our air quality is superior to the standards set forth by these regulatory entities. We meet or exceed all applicable IDEM (Indiana Department of Environmental Management) and EPA (Environmental Protection Agency) regulations for air emissions, storm water and hazardous waste disposal.

Jasper Group operations are exempt to U.S. EPA's Mandatory Green House Gas (GHG) Reporting Rule published under 40 CFR 98. A third party inventory and evaluation for the 2011 calendar year provided Jasper Group's aggregate maximum emissions fall well below the reporting requirements. For this reason, Jasper Group is exempt for 2011 Green House Gas Emissions regulatory reporting.

Jasper Group brands manufacturing facilities include JSI and Klem.



## OUR EMPLOYEES

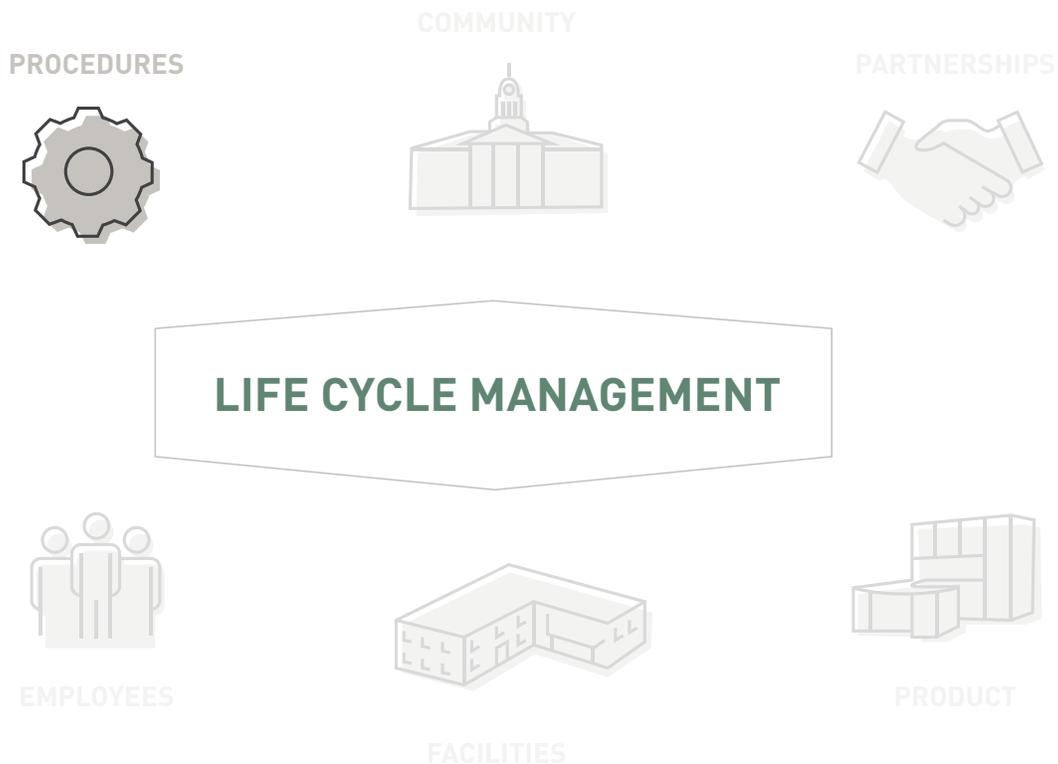
**Health + Safety** – If OSHA (Occupational Safety and Health Administration) did not exist; we would still be implementing the precautions and standards needed to safeguard our employees. A healthy and safe work force is the backbone of our environment and our community. While our employees have been with us on average 8 years, many have been with us for their entire working life.

**Training + Education** – Knowledge is paramount to success and there is no substitute for education, be it formal or on the job. We have committed considerable resources to providing continued education, training and skill management assistance to every employee, helping every person to reach their full potential, not only as an employee, but as a human being.

**Diversity + Equal Opportunity** – Jasper Group is in compliance with all applicable state and federal laws regarding: Affirmative Action, ADA and EOE. Jasper Group recognizes that diversity is the key component in a culture of inclusiveness and strives to provide an inclusive work environment for Associates that is free of bias, discrimination, intolerable actions and oppression. We welcome and embrace cultural diversity and inclusiveness.

In 2017, Jasper Group had a workforce of 1197 of the best associates around with 17% of them being with us for twenty (20) years or more. Some of our data includes:

American Indian less than 1%	Male associates 65%
African American or Black 1%	Female associates 35%
Hispanic or Latino 6%	
Two or more races less than 1%	
White 82%	



## OUR PROCEDURES

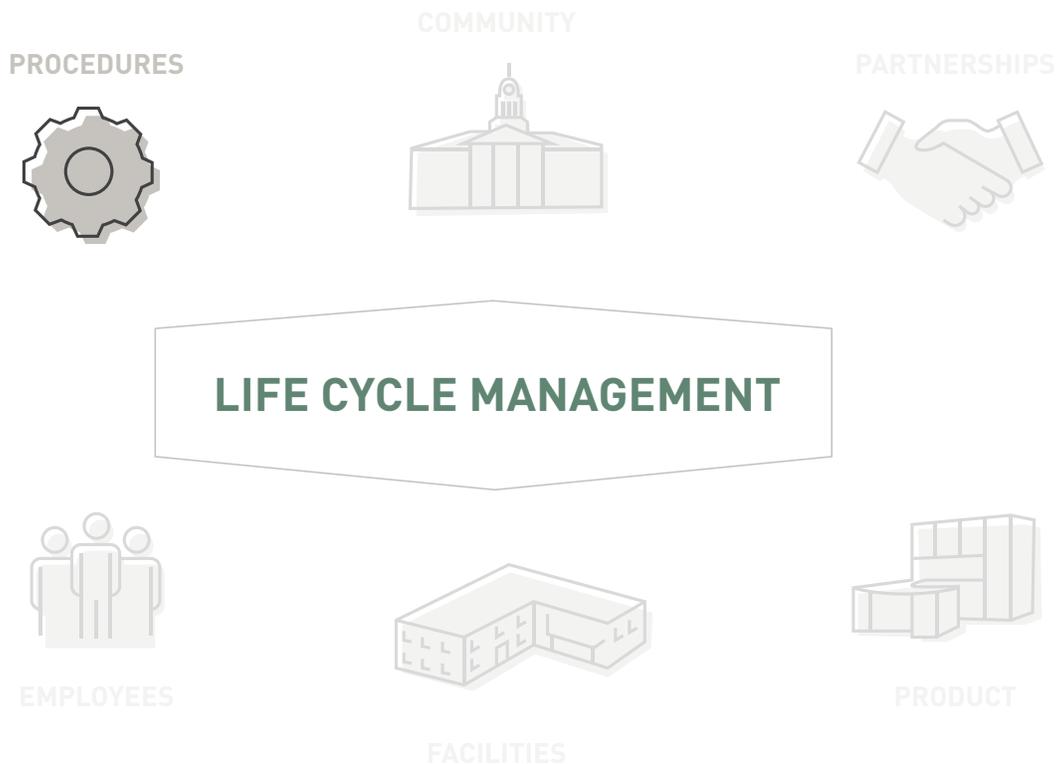
**Finish** – We are constantly updating and upgrading our wood finishes and wood finish application lines in an effort to become more efficient and environmentally friendly. By utilizing high-efficient spray guns and application training, we have reduced material waste by 54% on average. Any excess materials, solvents or waste is recycled.

**Powder Coat** – The powder coat process is a self contained system where emissions are not released into the air and all excess material is able to be reclaimed and reused.

**Wood** – Wood is our primary resource and is 100% utilized. Any wood that has not been used as a product part is used as an energy source throughout the year or converted to animal bedding for local farmers.

**Upholstery** – The use of CNC (Computer Numeric Controlled) cutters and time-tested templates create maximum yield from our raw materials, leaving little waste. Fabric scraps are recycled and unused rolls of fabric are inventoried for future use or donated to local charities. Leather scraps are collected and sold to vendors who make wallets, purses and planners. Foam scraps are collected and recycled into carpet padding.

**Recycling** – We are committed to zero waste, through the reduction, reuse, recycling, and recovery of the resources we use every day. Our goal is a sustainable partnership between supplier, manufacturer, and customer.



### **OUR PROCEDURES, CONT.**

**Water** – Our water usage in the production process has been dramatically reduced over the last decade by efficient use of condensation pumps. All excess steam not employed in production is returned to the feed water tank, filtered and reused. Employees also make a concerted effort to use less water in their daily activities at work and at home.

**Energy** – To reduce and conserve energy, we have installed high efficiency lighting throughout our facilities. We embrace more efficient production techniques; require machines to be turned off or to power-save mode when idle and by keeping a mindful eye all employees help to reduce our energy consumption. In 2016, solar was added to our energy mix.

**Transportation** – Whenever possible, we use members of the SmartWay Transport Partnership, an innovative brand representing cleaner, more fuel efficient transportation options. Over half of our key commercial carriers are SmartWay members. We have also implemented “No Idle” policies for our drivers and “No Idle” zones at our manufacturing facilities.