



Regenerative By Design

IMPACT REPORT 2023





Regenerative Philosophy

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Our approach focuses on creating sustainable practices that support both environmental health and the well-being of our communities, ensuring a thriving future for all.



Investing In Community

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We strengthen our community through economic support, charitable contributions, volunteerism, and active engagement with educational and development initiatives.



Empowering Our People

19

We are dedicated to fostering a supportive work environment that focuses on inclusion, professional growth, and employee well-being.



Impacting Future Generations

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Our dedication to environmental stewardship is highlighted through sustainable practices that lower our carbon footprint, such as energy conservation, responsible sourcing, and waste reduction.



Regenerative Philosophy

As we reflect on another year, I am filled with immense pride and gratitude for our journey at JSI. Our mission is simple: to lead with purpose and make a lasting impact for future generations. Driven by our values of humility, kindness, agility, innovative craftsmanship, and a deep sense of purpose, we are committed to strengthening and improving our business to drive positive change in our industry and beyond.

Our regenerative philosophy centers around three key areas: investing in our community, empowering our people, and impacting future generations through our sustainability efforts. This report highlights our endeavors and progress in each of these areas.

Investing In Community

We believe in the strength of our community and the importance of giving back. From supporting local businesses to partnering with schools and community projects, we're committed to making a difference where we live and work. Our dealers and suppliers are an integral part of this community, and we work closely with them to foster growth and success for everyone involved. By building strong relationships and investing in the places we call home, we strive to create lasting, meaningful change.

Empowering Our People

Our employees are the heart and soul of JSI. We are committed to fostering an inclusive and empowering environment where everyone feels valued and heard. Through our diversity initiatives, well-being programs, and professional development opportunities, we aim to support our employees in reaching their full potential. We believe that a diverse and engaged workforce drives innovation and success, and we are proud of the strides we've made in creating a workplace that embodies these principles.

Impacting The Future Through Sustainability

We recognize our responsibility to protect the environment and our planet. Our sustainability efforts focus on designing products that last, using materials wisely, and reducing our carbon footprint. We're committed to making sustainable choices in everything we do to ensure a healthier planet for future generations. We believe that by acting responsibly today, we can create a better world for tomorrow.

In this report, you'll see the initiatives we've launched and the milestones we've achieved. Each story reflects our core values and our commitment to making a difference. While we've made great strides, we know there's always more to do. Our vision for a sustainable, inclusive, and empowered future keeps us moving forward. With the support of our dedicated team and valued partners, we'll continue transforming our industry and uplifting the world around us.

Thank You,

Mike Wagner, President & CEO





Investing In Community

We believe that a society's strength lies in the health and vitality of its communities. By partnering with local economic development organizations and actively supporting our dealers and vendors, we aim to drive mutual growth and prosperity. Our charitable giving and volunteer efforts reflect our values and make a difference for those around us. We also invest time and resources in educational initiatives, empowering the next generation and building a more resilient community.



partner impact

Championing Diverse & Sustainable Suppliers

Our Supplier Diversity Program highlights our dedication to forging strong, long-term relationships with diverse suppliers who share our values of quality, sustainability, and community support. The program is guided by our core values of humility, kindness, innovative craftsmanship, agility, efficiency, and purpose-driven action. These principles shape the selection criteria for suppliers, prioritizing those who demonstrate a commitment to quality, sustainability, and ethical business practices. By fostering a diverse supplier base, we seek to enhance our ability to meet varied customer needs while supporting local communities and promoting environmental stewardship.



Supporting A Local Supply Chain

By prioritizing local suppliers, we drive economic growth in our region, create a more efficient supply chain, and enhance sustainability through reduced transportation emissions.



Supporting A Diverse Supply Chain

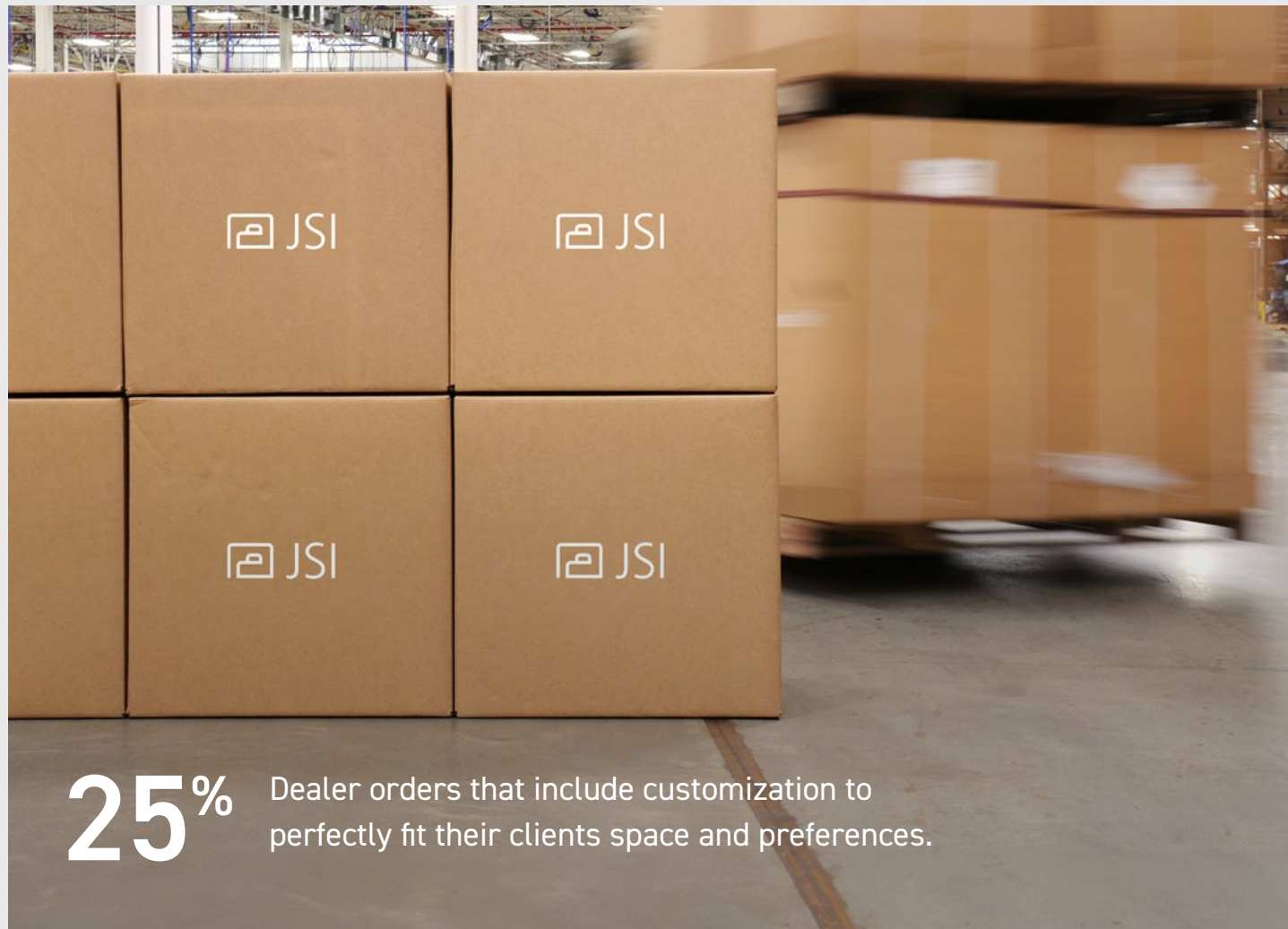
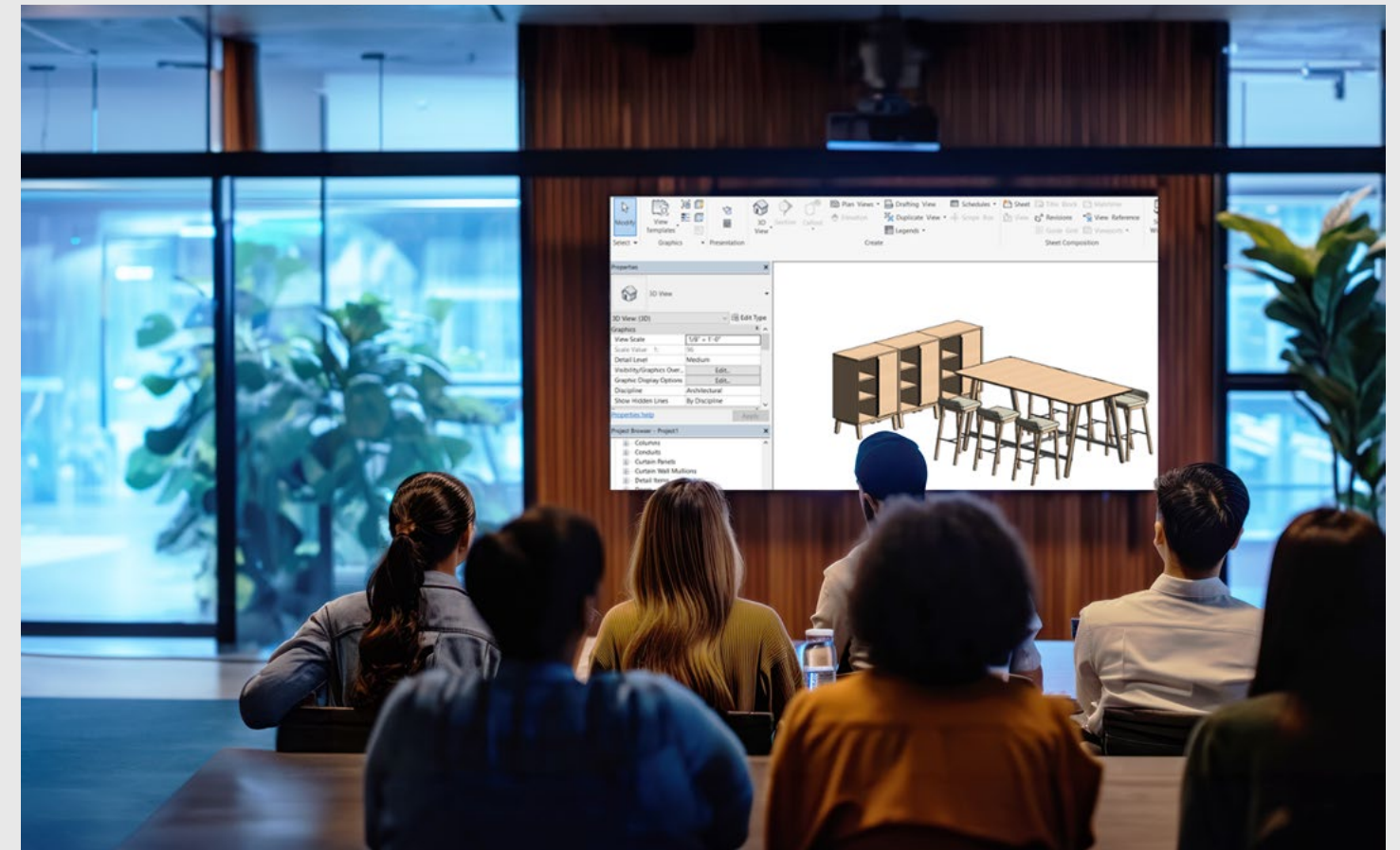
JSI is dedicated to a diverse supply chain, with nearly 50% of our suppliers being small businesses. This supports economic growth, innovation, and resilience while benefiting underrepresented communities.



partner impact

Empowering Dealers For Success

Our commitment to ensuring success for our dealer partners includes offering comprehensive training on product knowledge and CET space planning and configuration and providing resources for contract negotiation, specification, planning, and design. We also leverage advanced tools like our cubing computer program to maximize truckload shipments to our dealers, reducing our collective environmental impact on packaging, fuel consumption, and emissions. By empowering our dealers and promoting sustainable practices, we work together to enhance our mutual success and drive positive change within our industry.



25% Dealer orders that include customization to perfectly fit their clients space and preferences.



Investing In Success

JSI dealers are locally owned companies, many vested for generations in their communities. We support our dealer community through personalized training and promoting their volunteer efforts.

community impact

Driving Community Progress

JSI is deeply committed to fostering local economic growth through both financial support and active participation in community development organizations. We contribute to key economic initiatives like Dubois Strong, the Orange County Economic Development Partnership, and the Dubois County Community Foundation. Additionally, our leadership plays an integral role, with Jason Lents, our General Manager and CFO, serving on the Dubois Strong board and Russ Sage, EVP of Culture & People, actively participating in the Orange County Economic Development Partnership. Through these efforts, we help shape a thriving future for the communities we call home.



Lending A Helping Hand

We believe in stepping up when our communities face hardship. When a tornado devastated Dawson Springs, Kentucky, our team quickly mobilized to deliver essential supplies, including multiple truckloads of goods and water. Additionally, our employees are actively involved in supporting local food drives and pantries in Dubois and Orange counties, including contributing an entire truckload of food to the Orleans Food Pantry when it opened this past spring. Through ongoing disaster support efforts like these, our team members are committed to ensuring help is there when it's needed most.

community giving



Giving With A Purpose

Our dedication to giving back is reflected in our employees' active volunteerism and our ongoing support for key causes. From participating in an Adopt-A-Street program in Jasper since 2009 to organizing blood drives and supporting local charities, our efforts are guided by our belief in building strong communities and creating meaningful change for future generations. We've made substantial monetary contributions to local organizations, including a \$250,000 donation for the construction of the local YMCA Regional Wellness Center. Additionally, we regularly donate furniture, excess textiles, and other supplies to area schools, tech centers, and various charitable organizations.



Monetary Contributions

In 2023, JSI made monetary contributions of over \$60,000. Below are a few of the charity and community organizations.

- Southwestern Indiana Child Advocacy Coalition (SWICAC)
- Dubois Strong
- Junior Achievement
- Heart of Jasper
- Orange County Economic Development
- Dubois County Community Foundation
- Jasper High School
- Orleans Dogwood Festival
- NYC Hip Hop Architecture Camp
- Hartford Health

Volunteerism

In 2023, our employees collectively volunteered over 1,000 hours to support community initiatives and causes.

- 100 Cooks Who Care
- Junior Achievement
- Boy Scouts of America
- Trotter House
- Mentors for Youth
- Ronald McDonald House
- Dove Recovery House
- Crisis Connection
- TRI-CAP
- Jasper Police Department
- Volunteer Fire Department

In-Kind Donations

JSI donates furniture, textiles, and supplies to local tech centers, schools, and charities to benefit our community.

- Local tech centers and schools in the following counties
 - Dubois
 - Orange
 - Pike
 - Perry
- St. Vincent de Paul
- The Salvation Army
- Goodwill Industries
- Martin County Recycling



education impact

Building Futures Through Education

We are invested in fostering educational opportunities within our community through meaningful partnerships and hands-on learning experiences. We collaborate with local high schools, including Orleans High School, where students gain practical skills by building our products as part of their curriculum, which are then donated back to their schools. Our collaboration with the Lost River Career Cooperative goes further, where we've donated equipment and helped establish an upholstery shop, giving students the training needed to master our craft. Each October, we host Manufacturing Day, where we welcome three different schools from Orange County for a tour, meals, and a presentation on the diverse job opportunities at JSI. Additionally, through our involvement in the Dubois County Career Cruise, we help educate over 400 8th graders each year about the diverse industries available in our community, inspiring the next generation to explore careers in engineering and manufacturing.



In addition to supporting local schools, JSI partners with various educational institutions for internship programs, offering real-world experience in fields like engineering, design, marketing, automation, safety, and maintenance. We have successfully transitioned interns from the Vincennes University Jasper Campus (VUJC), Jasper High School, and other local schools into full-time roles within our company, demonstrating our effectiveness in nurturing local talent and contributing to the community's future workforce.

Educational Partnerships

- Vincennes University Jasper Campus (VUJC)
 - CAP Program Internship for Maintenance
 - ARA Automation Robotics Academy Internship
- Patoka Valley Cooperative
 - Dubois County Work-Based Learning Internship
- Jasper High School
 - ICE program Work-Based Learning Internship
- Bedford High School
- Orleans High School
- French Lick High School
- Lost River Cooperative



Journey From Intern To Engineer

Emma Tretter's journey with JSI began as a junior at Dubois High School in the VUJC ARA program, where she started learning CAD in our engineering department. Her hard work and natural talent quickly led to increased responsibilities. After graduating from high school, she continued to work with us part-time while pursuing her engineering degree. Upon completing her studies, we were thrilled to welcome Emma back full-time to the very department where her journey began.

“The opportunity to work at JSI as an intern not only helped me develop my technical skills but also solidified my passion for engineering. JSI believed in me from the start, and I'm grateful to now be part of the team full-time, doing work that I love.”

- Emma Tretter



Empowering Our People

At JSI, we are committed to creating an environment where every individual feels valued and included. We actively engage with our employees, partners, and communities to develop and implement strategies that foster inclusivity and respect. Our initiatives focus on celebrating individual and team achievements, supporting continuous growth and learning, enhancing well-being and safety, and strengthening the sense of belonging within our organization.



inclusion & diversity

Fostering Inclusion

We recognize that each one of our employees, vendors, shareholders, and customers brings their own unique perspectives, capabilities, and experiences to the world. That's why we crafted an inclusive policy highlighting our commitment to a diverse and equitable workplace. This policy emphasizes our dedication to an environment where the unique characteristics of every individual—whether related to sex, marital status, disability, race, sexual preference, family responsibilities, age, political conviction, or religious belief—are recognized and valued. By encouraging inclusive practices in all operations and interactions, we strive to build a culture that promotes equal opportunities and actively addresses discrimination. Through this policy, we aim to foster a workplace where diverse perspectives are celebrated and contribute to our collective success.

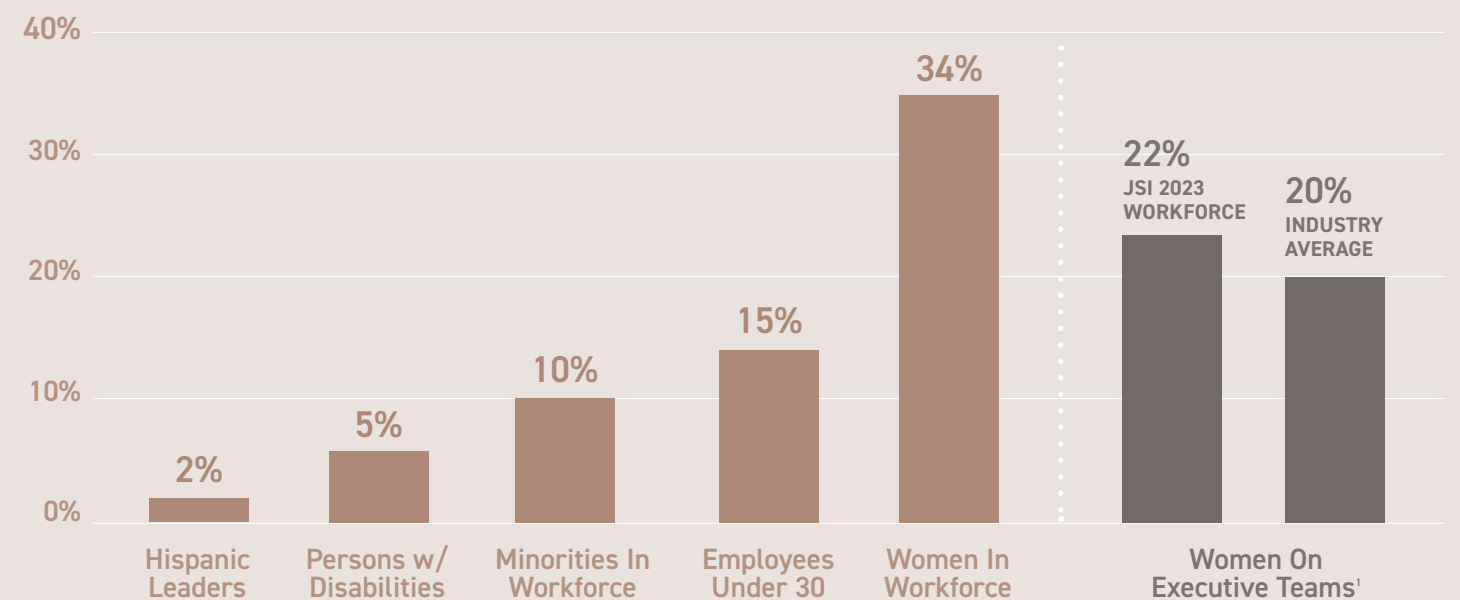


Championing Diversity

Our commitment to supporting diversity and equal opportunity is integral to our inclusive culture. We adhere to all applicable laws, including Affirmative Action, ADA, and EOE, to ensure that every associate is treated fairly and without bias. By embracing cultural diversity, we aim to create a workplace that promotes respect, opposes discrimination, and fosters equal opportunity for all. Recognizing that diversity and inclusion drive engagement, we continuously work to cultivate an environment where everyone feels valued, empowered, and able to contribute their best.



2023 JSI Workforce



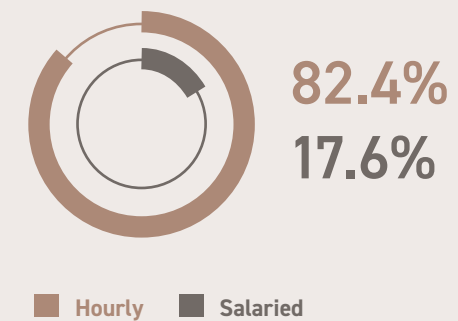
culture & belonging

Forging A Sense Of Belonging

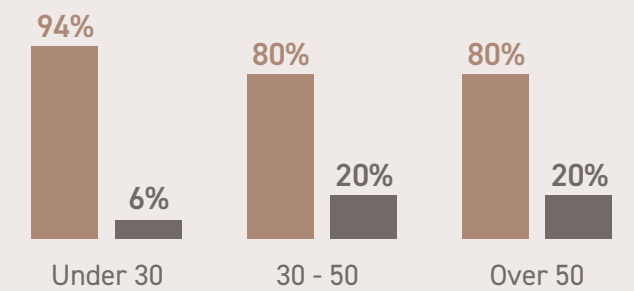
To create a workplace culture where every employee feels like they belong, we have implemented a range of engaging strategies. We start by sharing our core values and conducting follow-ups with new hires to ensure they feel welcomed and supported. Administering regular employee surveys and spotlighting individual achievements on our private Facebook page helps us stay connected and celebrate successes. One standout initiative is our Connection Crew—a dynamic team of 25 employees from all locations dedicated to strengthening connections and building relationships across departments. They organize memorable events, celebrate holidays and special occasions like Employee Appreciation Day, and promote friendly competition between our plants, complete with a Traveling Trophy. Through these efforts, we engage our employees and foster a culture of belonging and connection that enhances our collective work environment.



2023 Active Employees



2023 Workforce By Age



JSI Culture Crew



Nurturing Employee Potential

We are invested in furthering our employees' potential through a variety of personal development and continuing education programs. Tracking progress through our Learning Management System (LMS), we provide valuable opportunities for career growth through initiatives such as our Leadership Development Program, providing Lean Manufacturing & Leadership Training through Purdue University, and supporting Operational Excellence certification. By integrating these programs with our 360-degree Surveys and Leadership Assessments, we ensure that our team members receive comprehensive feedback and targeted development. Our dedication to fostering individual skills and leadership potential supports personal growth and empowers our people to contribute their best.

employee well-being

Supporting A Holistic Approach To Well-Being

Supporting our employees' well-being is a top priority, and we accomplish this through a range of programs designed to promote physical, emotional, and mental health. Our offerings include an Employee Assistance Program, access to Teladoc services, annual health screenings, flu shots, and gym/fitness center membership reimbursement. We actively encourage our employees to embrace a healthy lifestyle by hosting wellness lunch and learns and sponsoring community events, like the Jasper Indiana Strassenfest 5K and Tri-County YMCA Monster Dash.



Integrated Strategies

We also recognize the importance of financial health, which is why we contribute to our employees' 401(k) plans by matching 50% of their contributions up to the first 4%, helping them build a secure financial future. Additionally, we are committed to a safe work environment, continuously enhancing our safety programs and practices to ensure our employees can perform their best in a secure and supportive setting. By addressing well-being holistically, we are cultivating an empowering culture that leads to improved performance, greater job satisfaction, and a deeper sense of belonging and inclusion in the workplace.

Top Tier Benefits

We proudly offer the following distinctive healthcare benefits to our employees to enhance their well-being:

Confidence In Care

One unique program, provided through Edison Healthcare, empowers employees and their families with access to second opinions, surgeries, and treatment plans from some of America's top medical centers. This program covers a wide range of complex diagnoses and procedures, including spine, orthopedic, heart, cancer, and transplant care. Employees and a caregiver can also benefit from covered travel, meals, hotels, and rental cars, ensuring they receive the best possible care at little to no cost.

Innovative Healing

Regenexx is a cutting-edge healthcare benefit offering a minimally invasive alternative to up to 70% of elective orthopedic surgeries. Regenexx harnesses the power of participants' own blood platelets and stem cells to treat a wide range of chronic and acute orthopedic conditions, including injuries to tendons, ligaments, muscle, bone, and cartilage. By utilizing the body's natural healing agents, Regenexx helps employees recover from injuries and alleviate pain without the need for invasive surgery, supporting a faster and more effective return to full function.

safety approach

Ensuring A Safe Environment

Our proactive approach includes maintaining safety committees at each plant that meet monthly to address issues, conduct inspections, and provide training. We voluntarily collaborate with the state of Indiana's InSafe program for additional safety audits and compliance support, contributing to our injury rates consistently remaining below the industry average. Our commitment to safety also involves open communication, where feedback from employees is actively encouraged and used to further enhance safety measures. By staying proactive and adaptive, we aim to foster a culture of safety that prioritizes the health and well-being of every individual within our organization.



Safety Goals

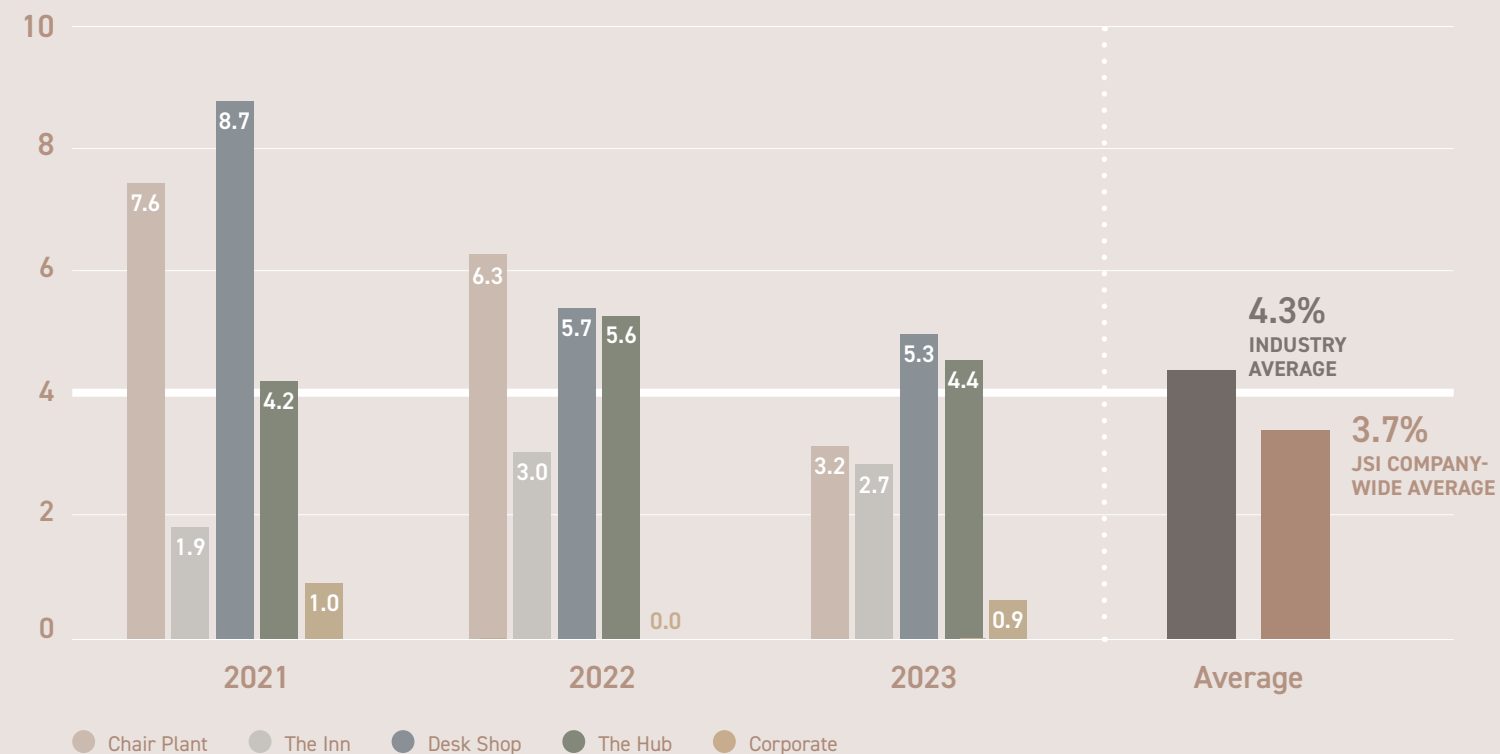
10%

**REDUCTION IN ACCIDENTS
FOR EACH PLANT**

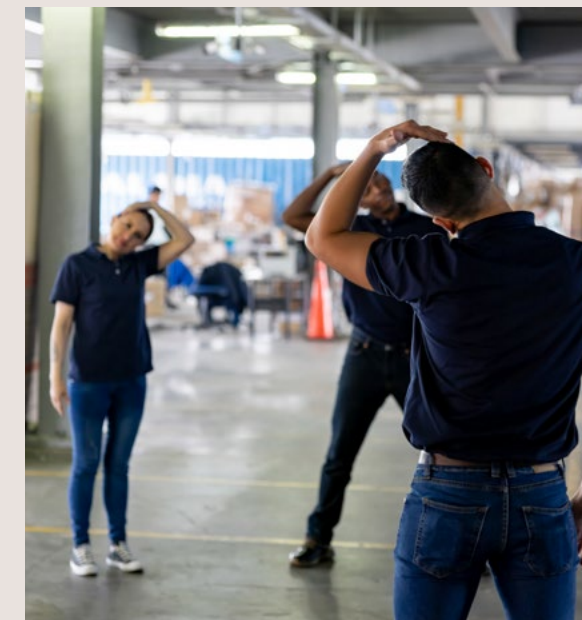
\$25k

**OR LESS ANNUAL
WORKERS COMP**

Work-Related Injuries Per 100 Employees*



*Incident Rate is calculated by the number of incidents x 200,000 (100 employees x 2,000 hours worked) divided by hours worked.



Helping People Thrive

Our comprehensive training program includes ongoing ergonomic, first aid, and CPR training with annual refreshers for all relevant staff and mandatory 10-hour OSHA industrial safety training for all supervisors, assistant supervisors, and leads. Daily toolbox talks and weekly safety topics keep our employees informed, while personal protective equipment is provided to all employees. A cornerstone of our safety program is a stretching initiative we have been championing for over 20 years, where plant employees stretch in the morning and after lunch to prevent strains and sprains. We have also partnered with Advanced Rehabilitation, Inc. for 20 years to provide on-site physical therapy to address and prevent potential injuries. Through these initiatives, we foster a culture of care and protection that enhances our employees' performance and sense of security.

safety improvements

Continuous Improvement Mindset

At the core of our operations is a deep commitment to safeguarding our team and ensuring a secure work environment. We've made substantial upgrades to our facilities and actively engage in continuous safety improvements.



2023 Facility Improvements

Chair Plant

- Electric transfer purchased for easier fabric transport
- Lift table installed at plywood frame station
- Swivel lift table installed at trim nail station
- Improved guarding on rip saw and router
- Lift installed on pack line for larger units

The Inn

- Lift table installed at OMAL machines for easier dry-fitting
- Assembly lines modified to reduce bending, lifting, and walking

Desk Shop

- Flip carts purchased for easier conference top handling
- Vacuum lift and flip table installed for top handling
- Rack installed to reduce trip hazards and lifting
- Vacuum lift installed on trim line for easier loading

The Hub

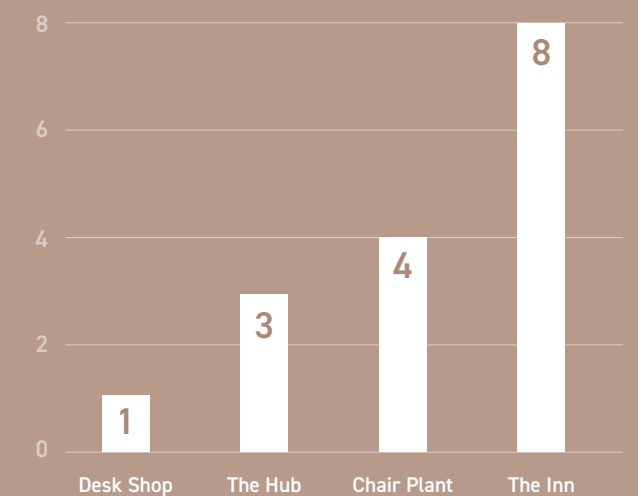
- OMAL machine forms improved for safer loading
- Build stations rearranged for easier unit loading
- Platform built for easier drawer fitting
- Adjustable chairs being built for Upholstery sewers
- Lift table installed at frame building station
- Roller dollies purchased to reduce lifting in Upholstery
- Pneumatic clamps installed at drawer-building station



Sizzling Success: A Year Of Safety Rewarded

For over two decades, we've recognized and rewarded our departments' commitment to safety with a special tradition. When a department goes an entire year without a recordable accident, they earn a well-deserved steak dinner for the whole team. This longstanding tradition not only demonstrates to our employees the value we place on maintaining their safety but also reinforces a culture where achievements are acknowledged and celebrated.

2023 Departmental Dinners





Impacting Future Generations

We strive to implement environmentally sound practices throughout our operations. From designing products to minimize waste to reducing energy consumption, our efforts are creating a healthier planet for future generations.



carbon footprint

Designing For A Better Tomorrow

As proud furniture makers, we are mindful of how our production processes affect the environment. Our sustainable efforts are centered on reducing our carbon footprint through strategic improvements in our operations and collaborations with suppliers. By investing in carbon offset initiatives, we aim to support a more sustainable future and contribute positively to the global environment.



Scope 1, 2, & 3

Our carbon footprint reduction strategy is all-encompassing, targeting both direct and indirect sources of emissions, and is tracked following the Greenhouse Gas Protocol Standard.

Scope 1 Direct Emissions

These refer to direct greenhouse gas (GHG) emissions that originate from sources owned or controlled by JSI, such as those resulting from the combustion of fuel in our boilers, furnaces, or vehicles.

Scope 2 Indirect Emissions

These are indirect GHG emissions that occur at other facilities where the energy is produced but arise from JSI's consumption of purchased electricity, steam, heat, or cooling.



Scope 1 & 2 Goal

10% Reduction in total Scope 1 and 2 emissions by 2030.

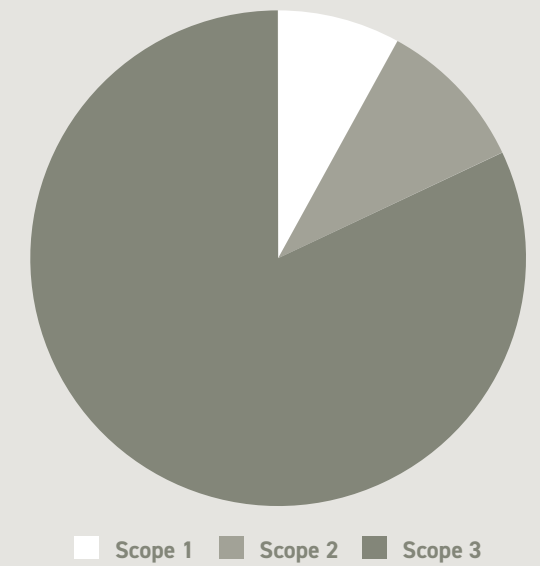
Scope 3 Indirect Emissions

These are indirect greenhouse gas emissions that occur from activities outside JSI's direct control. These emissions often make up the most significant portion of an organization's total GHG emissions and include areas such as purchased materials, business travel, and waste.

Scope 3 Goal

We are committed to covering all 15 key areas and will strive toward an attainable Real Zero Carbon Economy.

JSI Emissions Footprint by Scope



Supplier Engagement

We collaborate closely with our suppliers to help meet our sustainability targets and ensure that the materials we source and select are healthier for both people and the planet.

75%

We monitor and verify our tier 1 supply chain against responsible sourcing criteria to contribute to a better future for people and the environment.

100%

JSI suppliers provide PVC-free textiles made from up to 100% recyclable materials that are fully recyclable and compostable.

sustainable results

Wood Waste Reduction

We optimize resource use and actively seek out opportunities for waste reduction using creative solutions. Wood is our primary material, and no other natural resource can match its environmental advantages. It is 100% natural, renewable, biodegradable, and carbon-negative. Our goal was to eliminate wood scrap waste by 100%, which we have achieved.

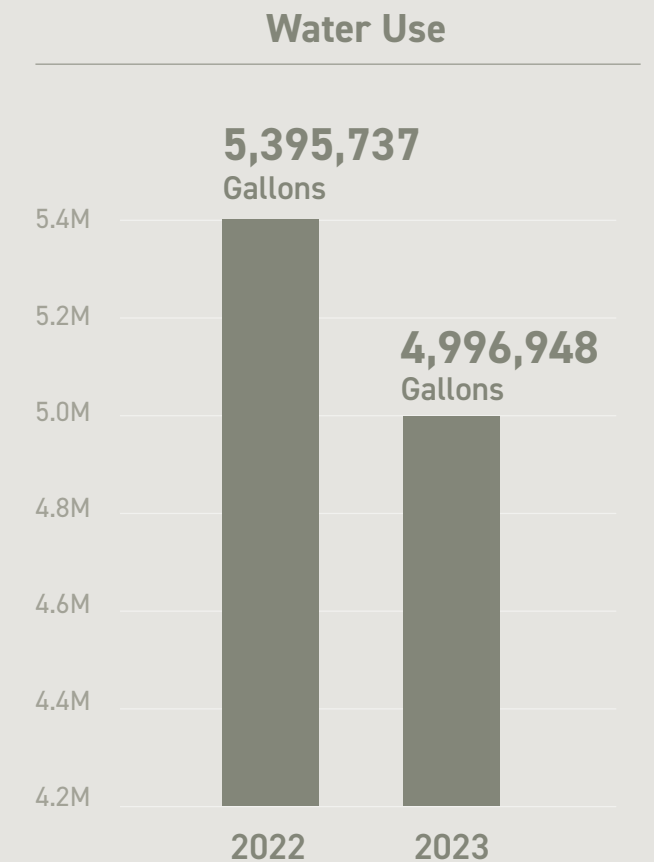


100% ACCOUNTABLE

Ninety-one percent of the water used is for sanitary purposes, and as fixtures become worn, they are replaced with water-saving fixtures. The other 9% is used for irrigation purposes.

Water Consumption

Our commitment to sustainability extends to our water usage because we understand its role in reducing our carbon footprint. We prioritize conservation efforts, employing techniques such as condensation pumps, EPA WaterSense fixtures, and leak detection systems to minimize water consumption for sanitary purposes.



sustainable practices

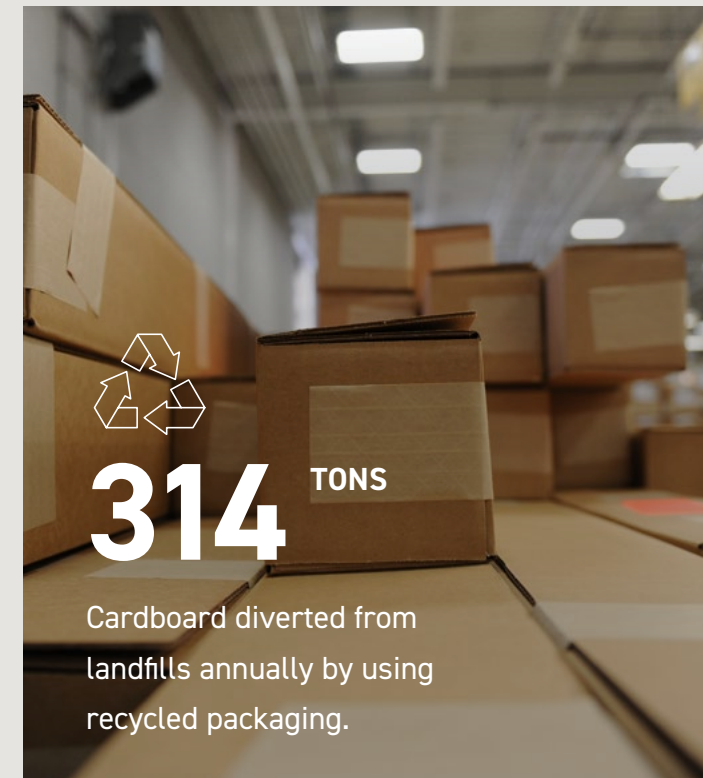
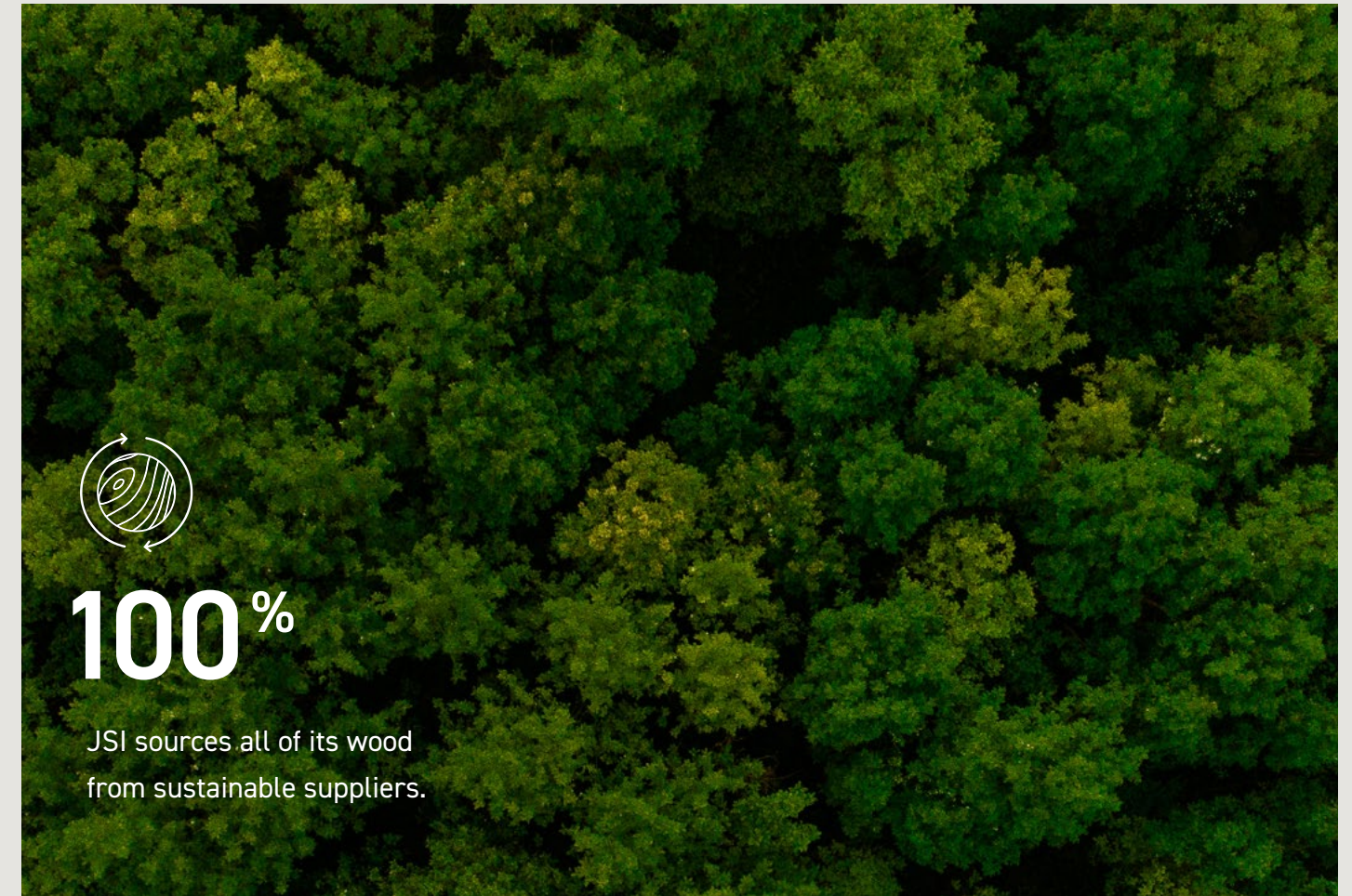
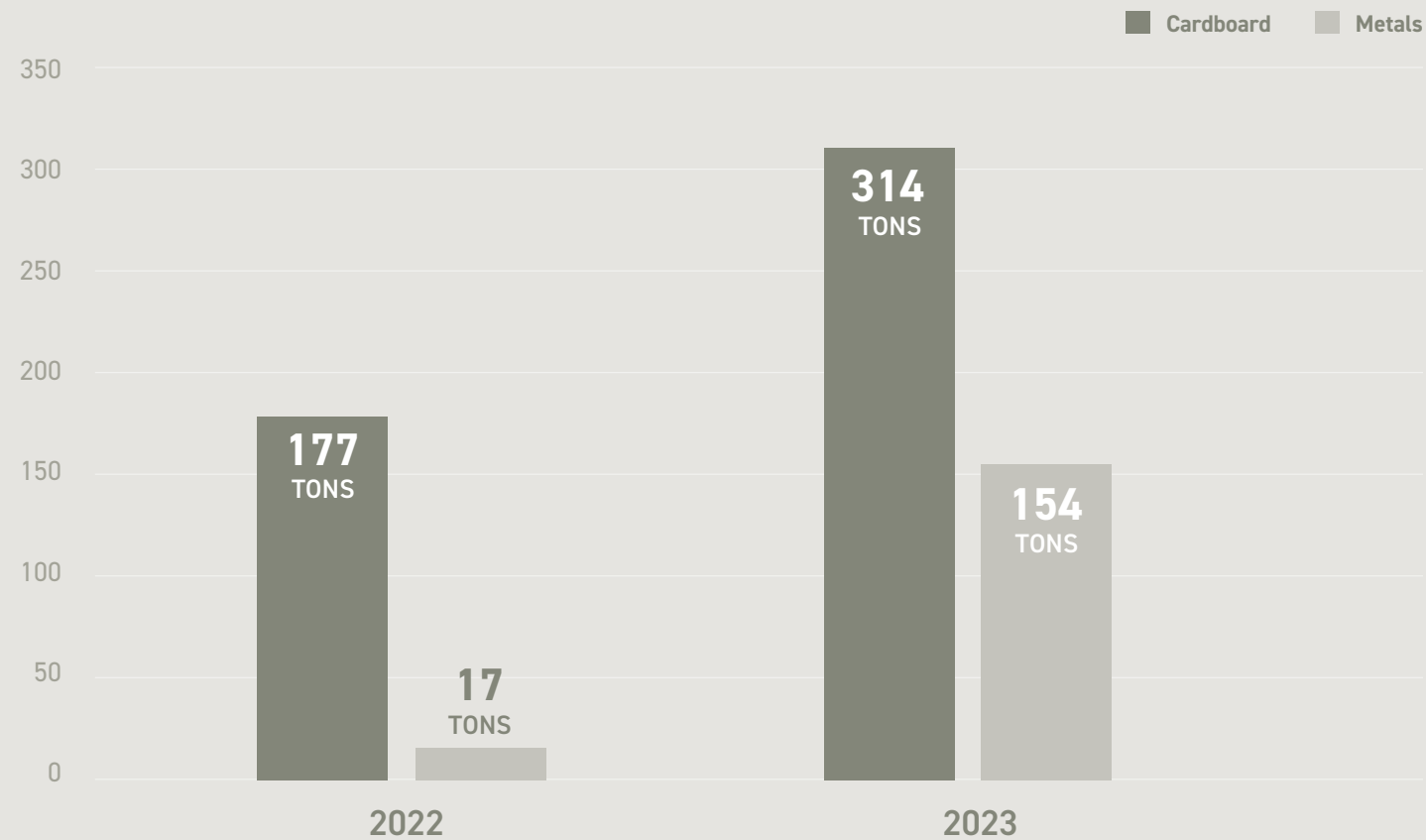
Responsible Sourcing

Our community's livelihood is dependent upon pristine forest management practices, benefiting future generations. It's these sustainable methods that have served as the basis for the Forest Stewardship Council's best practices. Since 1876, we've championed responsible forest management, ensuring that our wood furniture production supports both the environment and the communities we serve.

Recycling Impact

Once any resource has reached the end of its intended cycle, it is recycled, cutting our waste footprint nearly 60% and keeping valuable materials out of landfills and incinerators. All our recycling partners are located within 75 miles of our facility to minimize fuel consumption.

Plant-Wide Recycling



Packaging

Better packaging saves time, money, and the environment. JSI packaging consists of up to 100% recycled content, including 96% post-consumer recycled content.

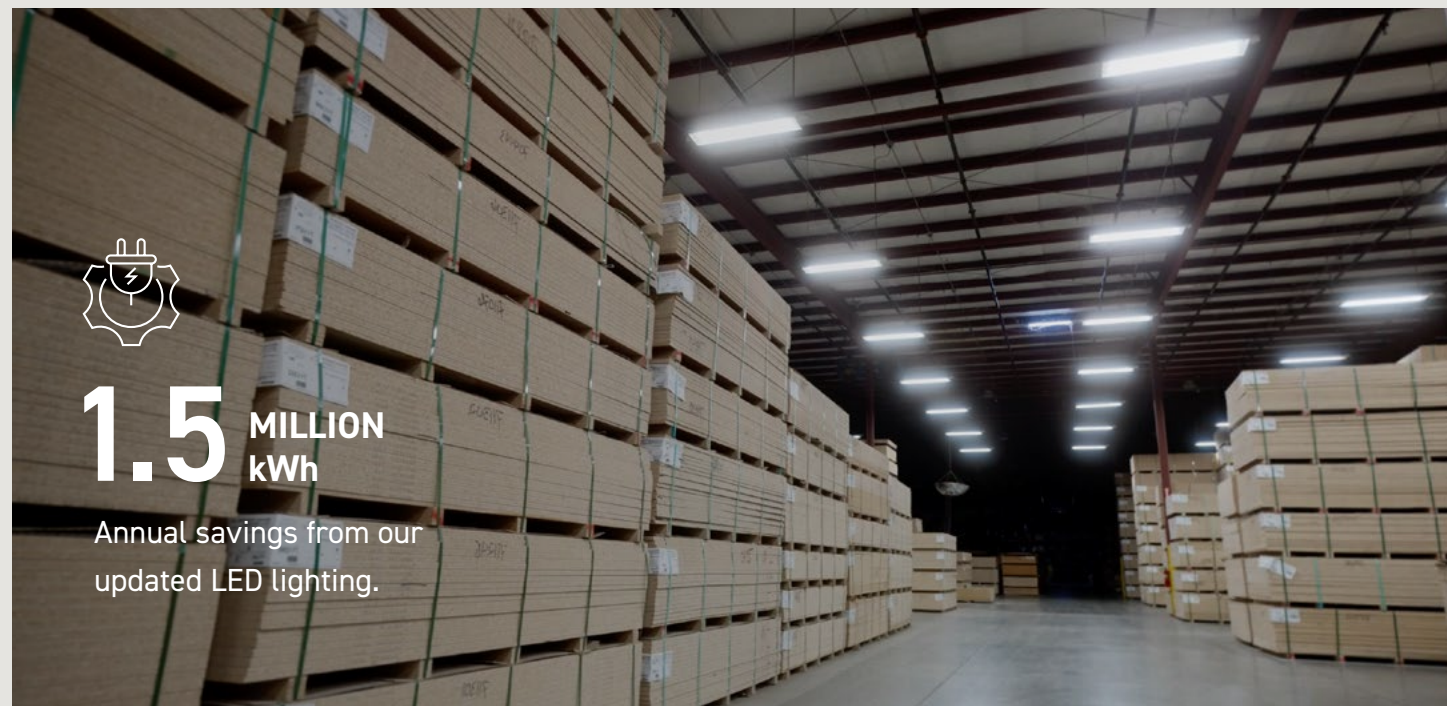
sustainable efforts

Energy Conservation

JSI has reduced our annual kWh consumption by 2 million through diverse strategies, including conservation, retrofits, sensors, and solar energy. We are dedicated to further decreasing kWh consumption by leveraging cutting-edge technology and expanding our reliance on renewable energy sources.

LED Lighting

We continue to upgrade our overhead lighting to use LED's, which generally use 50% less energy than fluorescent lighting, across 1.2M square feet of our manufacturing facilities. Upgrades to our process lighting have led to annual savings of over 1.5 million kWh and more than 1,200 metric tons of CO2 equivalent.



1.5 MILLION kWh

Annual savings from our updated LED lighting.

Solar Power

Solar energy, which is part of the energy mix that powers our operations, comes from both utility sources and our own on-site generation. JSI has reduced our annual kWh consumption by 2 million through diverse strategies, including using solar energy.



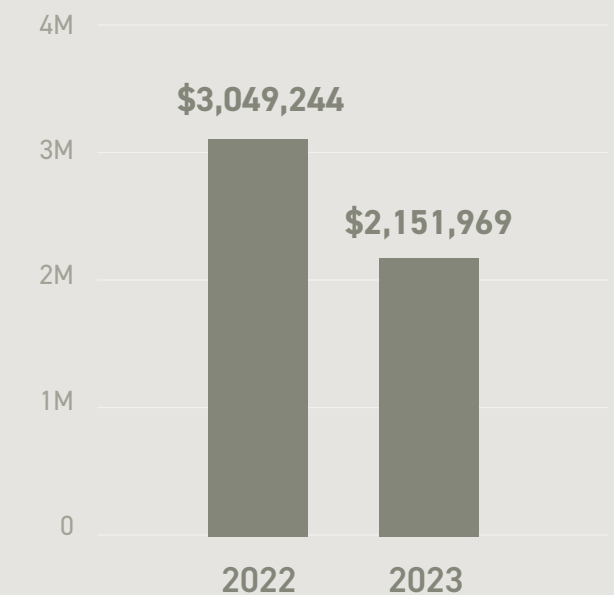
2 MILLION kWh

Saved annually by using efficient energy systems. Enough energy savings to power 200 homes for a year.

Transportation Efficiencies

Practices like ECO Delivery and encouraging the use of the EPA's SmartWay Transport Partnership are crucial for cutting carbon footprints in transportation. ECO Delivery focuses on route optimization and eco-friendly vehicles, while SmartWay encourages fuel efficiency and advanced emission control technology. Whenever possible, we use transportation partners that prioritize these sustainable practices. Embracing these initiatives doesn't just help the environment—it also boosts operational efficiency for a sustainable future.

Inbound Freight Reduction



total transparency

Supporting Your Sustainability Objectives

JSI helps organizations minimize their exposure to chemicals such as formaldehyde, VOCs, and more by carefully vetting our products and materials and rethinking our manufacturing processes. We use GG testing to screen for over 16,000 chemical substances, assessing their impact on humans and ecosystems, to ensure the safety of our products. To provide transparency to our customers, we have developed Environmental Data Sheets that detail the materials used in our products.

[View EDS Sheets →](#)

IMPACT AREA	JSI DATA																																																						
Sustainability Action Plan	Since JSI, we have been dedicated to not just improving spaces but the communities where we live and work. That's because sustainability matters to us, to you, and to the world. View Action Plan →																																																						
Life-Cycle Impact	<table border="1"> <tr><td>Climate Change</td><td>44%</td></tr> <tr><td>Acid Emissions</td><td>2%</td></tr> <tr><td>Water Pollution</td><td>2%</td></tr> <tr><td>Land Use Change</td><td>2%</td></tr> <tr><td>Smog</td><td>2%</td></tr> <tr><td>Other</td><td>2%</td></tr> </table>	Climate Change	44%	Acid Emissions	2%	Water Pollution	2%	Land Use Change	2%	Smog	2%	Other	2%																																										
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100%
Of our products are UL 2818 GREENGUARD Certified, and many of our products are Certified GREENGUARD Gold.

Third-Party Certifications and Programs

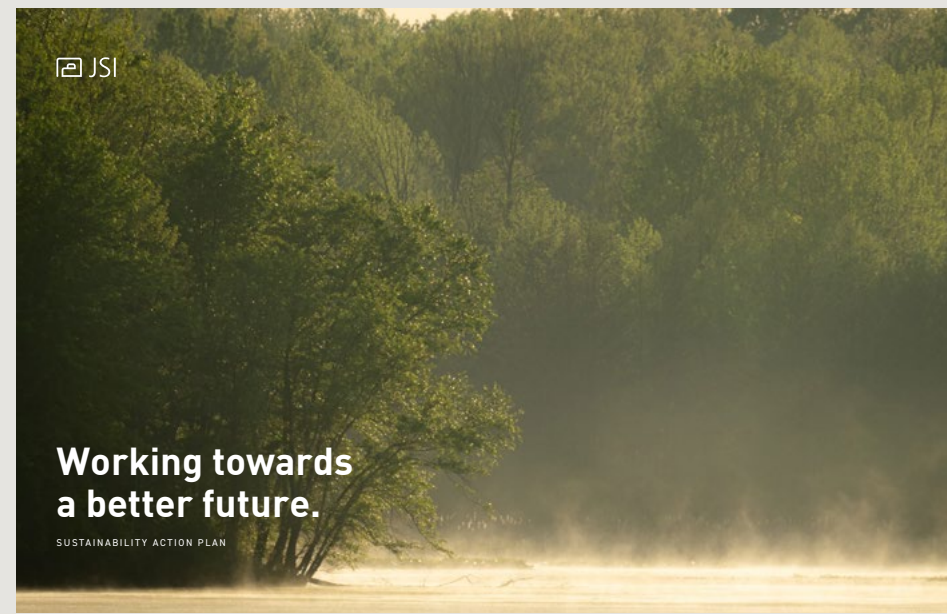
We endorse protocols that support our sustainability claims and empower our clients to make informed decisions aligned with their environmental goals. All JSI products are GREENGUARD Certified, and many of our seating lines are GREENGUARD Gold Certified. JSI continues to demonstrate our dedication to safeguarding the environment and transparency by adhering to third-party standards and certifications, such as BIFMA LEVEL, LEED, WELL, Healthier Hospitals, and more.



Putting Words Into Action

We're building a better tomorrow—for our business, our communities, and the planet. For a deeper look into our sustainability goals and long-term commitment to sustainable practices, we invite you to explore our Sustainability Action Plan.

[View Action Plan →](#)



a fresh approach

At JSI, our innovative spirit is fueled by a deep commitment to creating a better future for our community and the environment. We achieve this by seamlessly blending traditional craftsmanship with modern advancements, ideating uses for valuable resources, and empowering people to reach their full potential. This thoughtful approach enables us to maximize talent and minimize waste while crafting beautiful, sustainable, bespoke furniture.

Harnessing Precision & Potential

By embracing parametric modeling practices that directly tie 3D CAD data to our CNC programs, we are transforming product development and simplifying the transition from design to manufacturing. Customers benefit from this flexibility by receiving customized products that fit their exact specifications without the delays and costs typically associated with special orders. This seamless integration ensures that adjustments in size or shape are quickly accommodated, providing a more responsive and tailored service. And by leveraging automation for routine tasks, we maximize the use of our talented engineers, allowing them to engage in more meaningful and creative work.



“We use automation to empower our engineers, not replace them. Our parametric processes handle over 9,500 top drawings for one product line, saving weeks of time and freeing our team to innovate.”

Sam Johnson, Director of Research & Development

Celebrating What Comes Naturally

Using our resources wisely also extends to our raw materials. We proudly upcycle white oak sourced from local mills, utilizing every part of the log to minimize waste and enhance the material's inherent beauty. We are actively exploring ways to embrace the natural characteristics of wood, such as knots and unique grain patterns, to create products that are both environmentally friendly and rich in character and aesthetic appeal. By exploring processes such as epoxy reinforcement, our goal is to enhance the strength and beauty of these natural elements and maximize the yield from each log. Our vision is to celebrate these natural features in our designs, transforming them into focal points that tell the story of each tree's life.

Our unique approach to manufacturing merges old-world craftsmanship with modern technology, resulting in extraordinary, timeless products that fully optimize our talent and resources every step of the way. By embracing both tradition and innovation, we create lasting value for our customers and community and contribute to a healthier, more sustainable planet.

