



 **ASHLEY**<sup>®</sup>  
FURNITURE INDUSTRIES, LLC.

World's Largest Manufacturer of Furniture



## Who we are. Where we are going.

For the past 75 years, we've taken pride in not just building beautiful, affordable furniture but consistently innovating in new technologies, new materials and new ways to increase speed to market. In fact, this is what we've become known for.

Our global supply chain and team of 30,000+ worldwide employees are aligned on this vision and mission. As the world's largest manufacturer of furniture, we strive to exceed the expectations of our retail partners and consumers in more than 155 countries across the globe. Ashley understands that the real secret to success is sustaining it.

Ashley has successfully managed 17 major rebirths due, in no small part, to extensive market research and productive capital investments. Our company is constantly looking for ways to innovate by strategically developing new products and aggressively tailoring our operations to address the demands of our customers.

Since 1945, our teamwork, systems and desire to continuously improve demonstrates a company whose passion is put into every action. Ashley's vision is, "We want to be the best furniture company." We strive for nothing less than earning the loyalty and trust of our employees and customers every day.

The best is yet to come and we look forward to transforming operations, factories and communities even more in our next 75 years of business.

*Todd Wanek*

Todd R. Wanek  
President & CEO



# Guiding Principles

## VISION

We want to be the best furniture company

## MISSION

- Improve Quality
- Reduce Cost
- Do More Business
- Be Profitable
- Stay in Business

## CORE VALUES



**Honesty and Integrity**  
*Be forthright.*



**Passion, Drive, Discipline**  
*Give everything you have to your job.*



**Continuous Improvement + Operational Excellence**  
*Know the business.*



**Dirty Fingernail**  
*"You get what you inspect, not what you expect." –Ron Wanek*



**Growth Focused**  
*Always dominate and be in a #1 position in the furniture industry.*



**GROWTH VALUES**  
**Customer Centric**  
*Deliver on what is promised to the customer.*



**Boundaryless**  
*Work for the greater good of the organization.*



**A Culture of Leadership**  
*Lead at every level in the organization.*

# 75 Years of Innovation



In 1970, Ron Wanek founded Arcadia Furniture in Arcadia, WI with 35 employees. The company's facility was a 35,000-square-foot factory that manufactured 11 types of occasional tables, and generated \$350,000 in revenue its first year.



**THEN**

**35 EMPLOYEES**  
**35,000 SQ. FT.**  
**\$350,000 REVENUE**



**30,000+ EMPLOYEES**  
**30,000,000+ SQ. FT.**  
**\$6.5 BILLION REVENUE**



**NOW**

Today we employ state-of-the-art factories, R&D labs, technology and robotics to consistently deliver the fastest-to-market, most reliable, comfortable, on-trend furniture across the globe. Efficient, reliable and innovative is how we describe our people, too.

# Our Celebrated History

1945 – Ashley Furniture Corporation founded and began selling occasional tables.



**1970** – Arcadia Furniture Corporation formed by Ron Wanek and other investors opens in Arcadia, WI, producing occasional tables.



**1974** – The furniture company develops its own transportation fleet, now one of the largest private fleets in the nation.



**1982** – Arcadia Furniture Corp. and Ashley Furniture Corp. merge into one company – Ashley Furniture Industries, Inc.® (Ashley) corporate offices are relocated from Chicago, Illinois to Arcadia, Wisconsin.

**Ron Wanek becomes majority stockholder.**



**1986** – Millennium Concept: Ron Wanek and his design team develop a unique polyester finishing technique that gives wood furniture an impeccable luster. This is the largest product line investment ever made in the furniture industry.



**1984** – As imports take over the table business, Ashley begins overseas trading and manufacturing.



**1992** – Ashley's intermodal rail yard is established, the only one in Wisconsin and one of seven private yards in the U.S.



**1996** – Ashley introduces leather upholstery.

**Todd Wanek becomes President of Ashley Furniture Industries.**



**2000** – First international Ashley Furniture HomeStore opens in Aichi, Japan.



**2005** – Ashley becomes the world's largest manufacturer of furniture.

**2009** – Ashley launches mattress line, Ashley-Sleep®.



Ashley launches accessories division.



**2015** – Ashley establishes Ashley HomeStore Retail Headquarters in Tampa (Ybor City), Florida.

Ashley HomeStore launches e-commerce website, providing a seamless customer shopping experience across numerous devices and provides an omni-channel experience for the customer.



**2017** – Ashley makes major investments in technology further solidifying its place as a leader in advanced automated manufacturing.

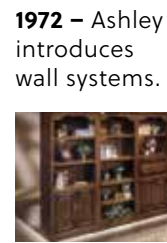
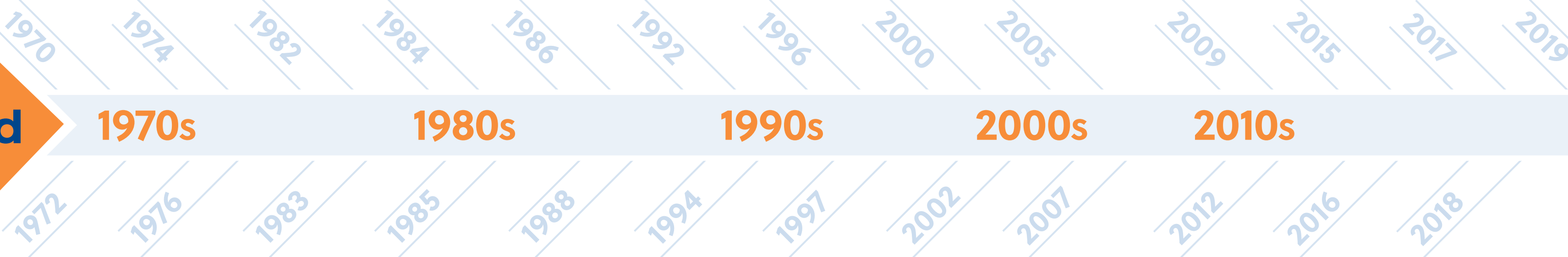


**2019** – Ashley HomeStore opens 1,000th store.

Ashley welcomes Baby and Ready to Assemble (RTA) furniture as new product lines.



Ashley celebrates its 75th anniversary.

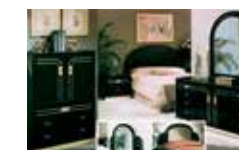


**1972** – Ashley introduces wall systems.

**1976** – Ownership transition and restructuring occurs. The company evaluates product line, expands and retools its facilities.



**1983** – Ashley begins manufacturing bedroom furniture.



**1985** – Ashley begins manufacturing dining room furniture.



**1988** – Ashley begins using various combinations of glass, marble, steel, and wood to their product designs.



**1994** – Ashley establishes a manufacturing facility in Ecru, MS adding upholstery to its product lineup.



**1997** – The first Ashley HomeStore opens in Anchorage, Alaska.



Ashley introduces motion upholstery, including recliners.

**2002** – Ashley establishes its first international manufacturing and distribution super plant in Kunshan, China.



**Todd Wanek becomes CEO of Ashley Furniture Industries.**

**2007** – Ashley HomeStore passes Walmart to become the #1 retailer of furniture and bedding in the United States.



**2012** – Ashley accelerates the expansion of its international retail presence.



**2016** – Ashley introduces outdoor furniture.



**2018** – Ashley invests heavily into direct-to-consumer delivery.



## 17 Major Rebirths

- 1970** Occasional Tables
- 1972** Wall Systems
- 1983** Bedroom
- 1984** Global Sourcing
- 1985** Dining Room
- 1986** Millennium Line  
*(Largest product line investment ever made in the furniture industry)*
- 1994** Upholstery
- 1996** Leather Upholstery
- 1997** Ashley HomeStore
- 1997** Motion Upholstery
- 2009** Mattresses
- 2015** E-commerce/Omni-Channel
- 2016** Outdoor Furniture
- 2017** Technology, Automation, and Robotics
- 2018** Direct to Consumer Delivery
- 2019** Ready to Assemble Furniture (RTA)
- 2020** Supply Chain

# It's About Passion

## GREAT PRODUCT DESIGN DOESN'T END WITH A GREAT SKETCH.

Talented and ambitious, our engineers and designers travel the world to gain an understanding of the latest trends, customer feedback and emerging materials and technologies, working closely with one another to ensure that the product is properly executed. This approach contributes to Ashley's ease of manufacturing, cost control and speed to market.



# Everything For The Home

## WE HAVE OVER 13,000 SKUS IN 20 PRODUCT CATEGORIES.

Ashley's operational excellence, superior consumer-driven product design, and industry-leading marketing solutions and strategies translate into a clear competitive advantage for our retail partners.

The Ashley brand has appeal across multiple age and income segments. Ashley is featured in millions of television, internet, radio, newspaper and direct mail pieces annually.

### 20 PRODUCT CATEGORIES

- Occasional Tables
- Bedroom
- Youth Bedroom
- Dining Room
- Stationary Upholstery

- Motion Upholstery
- Recliners
- Outdoor
- Entertainment
- Top of Bed

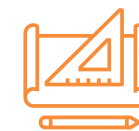
- Home Office
- Lighting
- Rugs
- Accent Furniture
- Mattresses

- Pillows
- Chairs + Stools
- Baby
- Wall Art
- Ready to Assemble (RTA)

# Design to Delivery

WE ARE MAKERS. WE'RE NOT JUST A PART OF THE PRODUCT LIFE CYCLE. WE'RE IN ALL OF IT.

Products are reviewed at all stages in our supply chain to ensure consistent quality, design and value.



### WE DESIGN IT

Perfect pieces for every major room in the home across 20 categories, indoors and out.



### WE SHIP IT

Our products are shipped locally to retailers and customers from the nearest distribution center, allowing for reduced shipping costs and delivery times.



### WE BUILD IT

30,000,000+ sq. ft. of manufacturing and distribution capacity.



### WE DELIVER IT

We deliver value. From the manufacturing floor to the retail store to the homeowner's door, every day.



### WE STOCK IT

We carry the inventory so our retailers don't have to, while limiting how often our products change hands.



### WE IMPROVE IT

Utilizing a continuous improvement model, we are constantly working to improve quality and efficiencies to reduce cost for our customers.





**RECOGNIZED FOR THE FOLLOWING ACHIEVEMENTS:**

**Lead Advocate of Innovative Medical Research**  
Mayo Clinic

**Supplier of the Year**  
Furniture Today

**Chairman of Tampa Bay**  
American Heart Association Gala

**National Finalist Entrepreneur of the Year**  
Ernst & Young

**Distinguished Alumnus**  
Arcadia School District

**American Heritage Award**  
Anti-Defamation League

**Board of Directors**  
American Home Furnishings Association

**Distinguished Service: Community**  
Deloitte 75

**Pillar of the Industry**  
International Home Furnishings Reps Association

**Principal Partner Benefactor**  
Mayo Clinic

**Spirit of Life Award**  
City of Hope

**Rural Community Partner of the Year**  
Wisconsin Rural Schools Alliance

**Board of Directors**  
Wisconsin Manufacturers and Commerce

**Distinguished Service**  
American Home Furnishings Association

**Family Dynasty Award**  
Furniture Today

**2020 Furniture Hall of Fame Inductee**



# Todd Wanek

## PRESIDENT AND CEO

*Furniture is in Todd Wanek's DNA, but his passion for the business was ignited during his high school and college years when he worked in all aspects of the company, including manufacturing, shipping, machine maintenance, product design, engineering, finance and global sourcing.*

After graduating from the University of Wisconsin-Stout with a Bachelor's Degree in Industrial Technologies, Todd and his wife Karen moved to Asia, where he served as General Manager of Ashley's Taiwan manufacturing and distribution facility. He spent five years (1989-1993) learning the culture and developing Ashley's innovative supply and manufacturing base throughout the region; including China, Malaysia, Taiwan and Indonesia.

In 1994, Todd returned to the U.S. where he spearheaded Ashley's entrance into a lucrative new category with the purchase of an upholstery operation in Ecu, Mississippi. Over the next two years, Todd became responsible for all upholstery product, as well as the growth of the company's international operations.

Through Todd's accomplishments in all aspects of business operations, he was promoted to President and Chief Operations Officer in 1996, assuming responsibility for Ashley's worldwide operations.

In 1997, the company developed an outlet to sell directly to their customers by opening the first Ashley Furniture HomeStore in Anchorage, Alaska. Having a retail presence

provided a new means of feedback from the voice of the customer. The success of Ashley Furniture HomeStores grew throughout the U.S. and the world.

By 1999, Ashley became a major player in almost every home furnishing product category along with becoming one of the best marketers in the furniture industry. Todd's knowledge became instrumental in developing and implementing Ashley's "blended manufacturing strategy." This foundation is the cornerstone for Ashley's increasing employment base and consistent market share growth.

With proven leadership and vision, Todd became the Chief Executive Officer of Ashley Furniture Industries, Inc. in 2002, a position he holds to this day. His passion and commitment to improve Ashley's operations, products and service is unrelenting and has positioned the company for continued growth into the future. Staying true to Ashley's vision, "We want to be the best furniture company," he continues to cultivate the company's continuous improvement culture. As such, throughout the years, Todd has built an extremely skilled leadership team with extraordinary depth, diversity and understanding of the industry.

Today, Ashley Furniture is not just the world's largest furniture manufacturer and the largest retail furniture store brand in North America, it is now a leader in technology innovations; investing tens of millions of dollars each year in people and technological processes to improve every aspect of the company's performance. Through tremendous focus on costs for end consumers, Todd has built the strongest supply chain in the furniture industry, constantly evolving to serve customers wherever and however they want to buy home furnishings.

While Todd continues to focus on the advancements of technology for the furniture industry, he and his family have also invested heavily in the advancements of medical research and sustainable agriculture. The Wanek family is committed to helping find cures to some of our most horrendous diseases. Most notably, to find a cure for Type 1 Diabetes through City of Hope and Hypoplastic Left Heart Syndrome through the Mayo Clinic.

Todd and Karen have two children, Cameron who is the Senior Vice President of Supply Chain and Business Analytics for Ashley, and Gabrielle who works as a Business Systems Analyst.



**RECOGNIZED FOR THE FOLLOWING ACHIEVEMENTS:**

- Wisconsin Entrepreneur of the Year**  
*Ernst & Young*
- National Finalist Entrepreneur of the Year**  
*Ernst & Young*
- Innovator of the Year**  
*Woodworking Machinery Industry Association*
- Leadership Award**  
*Furniture Today*
- Spirit of Life Award**  
*City of Hope*
- Pillar of the Industry**  
*International Home Furnishings Reps Association*
- American Heritage Award**  
*Anti-Defamation League*
- Lifetime Achievement**  
*American Home Furnishings Association*
- Master of the Game**  
*Furniture Today*
- Honorary Recognition**  
*Wisconsin Foundation of the Arts*
- President & Chairman**  
*American Home Furnishings Association*
- Supplier of the Year**  
*Furniture Today*
- Distinguished Service**  
*American Home Furnishings Association*
- Industry Patriot**  
*Regency Home*
- Wisconsin Business Hall of Fame**  
*Inductee*
- Distinguished Service: Community**  
*Deloitte 75*
- Florida Council of 100**
- Family Dynasty Award**  
*Furniture Today*
- Philanthropist of the Year Award**  
*National Speakers Association*
- Furniture Hall of Fame**  
*Inductee*
- Honorary Doctorate in Business**  
*High Point University*
- Business Person of the Year**  
*Future Business Leaders of America*
- Rural Community Partner of the Year**  
*Wisconsin Rural Schools Alliance*
- State of the State Recognition**  
*Mississippi Gov. Phil Bryant & State Legislature*

**2020**  
**Horatio Alger Award**  
*Horatio Alger Association of Distinguished Americans*



**Service to the Industry Award**  
*Furniture Today*

# Ron Wanek

**FOUNDER AND CHAIRMAN**

*As patriarch of both the family and the family business, no one is as emotionally and financially invested in the success, growth and future of our company than our founder, Ron. He has made it his life's mission to mentor and inspire this generation and those that come after it.*

Ron Wanek is the Founder and Chairman of Ashley Furniture Industries, Inc. With 30,000,000+ sq. ft. of manufacturing and distribution space, and more than 1,050 Ashley HomeStores, Ashley is the world's largest furniture manufacturer and the largest retail furniture store brand in North America.

Growing up on a sharecropper's farm in Utica, Minnesota, instilled Ron with a strong work ethic and ambition to succeed. In 1961, he began working for a newly formed furniture company called Winona Industries. In 1970, he took his knowledge of the furniture industry and set out on his own to establish and manage Arcadia Furniture, a small company of only 35 people manufacturing occasional tables in Wisconsin.

Ron knew the logistics of delivering product to his retailers, as well as sourcing raw materials, was a critical component of the business. In 1974, he formed the company's transportation division which has gone on to become the largest private freight carrier of all manufacturing companies and the largest importer of furniture in North America. In 1982, a major restructuring occurred at Arcadia Furniture, resulting in a merged company known as Ashley Furniture Industries, Inc. Shortly after, Ron foresaw the threat Asia manufacturers had on his business model, so

he established overseas manufacturing and distribution capabilities to compete with the worldwide market through this blended strategy.

Throughout the 80s and 90s, Ron lead the company through numerous rebirths, realigning operations to meet customer demand. This included adding new product categories, expanding the company's footprint and entering the retail industry with Ashley Furniture HomeStores.

Guided by his determination, vision and expertise, Ron grew Ashley into an international manufacturing and retailing giant. Today, Ron Wanek and Ashley Furniture are iconic names in the furniture industry, serving as an example to the world that the American Dream is alive and well.

Outside of the business, Ron is highly regarded for his philanthropic initiatives. In 1998, Ron and his wife Joyce started the Ronald & Joyce Wanek Foundation, making personal gifts of tens of millions of dollars to a multitude of their favorite causes. These include the furniture industry, children and families in need, medical research, education, arts, and honoring our armed forces.

Ashley and the Wanek Family continue to support education to help secure our country's position as a world leader in technology and advanced manufacturing. They have developed a number of partnerships with K-12 and post-secondary schools, colleges and universities. Combined efforts have included investing in STEM-based learning, scholarships, providing students with exposure to technical trades and career opportunities, instructor training, and robotics programs.

Among his many philanthropic contributions, Ron is the lead benefactor of Soldier's Walk at Memorial Park in Arcadia, Wisconsin. Known as one of the nation's premier salutes to veterans, the 500-meter walk captures all U.S. wars with over 20 monuments and various memorials.

Through its history, Ashley has been a family company. In 2002, Ron appointed Todd, his son, as President and CEO of the company. Ron's other two children and five of his grandchildren are also actively involved in the business.

# It's in Our DNA



Photo taken at the Ashley Furniture 75th Anniversary celebration in Las Vegas.

## Ashley is a Family Company.

Ron Wanek's humble roots and hard work have built a strong foundation for the following generations to pass on. Todd Wanek has taken the business to new heights, and now the third generation has come into leadership roles. As a company, we work together to continuously improve and strive to be the best furniture company, which would not be possible without all our employees, who we also consider family.

Ashley has sustained consistent sales growth year over year. With a strong leadership team, aggressive goals and the commitment to be the best, the company has overcome many challenges and continues to stay competitive, focusing on customer needs and wants. There have been 17 major rebirths, shifts in the business to meet those needs, which have played a key role in our emergence as an industry leader.



### TRAVIS WAGNER Senior Vice President of Global Manufacturing

As Senior Vice President of Global Manufacturing, Travis Wagner is responsible for continuing to innovate and grow Ashley's advanced manufacturing facilities in the U.S. as well as in Vietnam. Along with managing production operations, he is also deeply involved with quality control, automation initiatives, product development, engineering, research and development, and plant engineering. Travis began his career with Ashley in 2002, loading and transferring product for market. He then moved into manufacturing, working in upholstery and maintenance while attending school.

In 2009, Travis and his family relocated to Vietnam where he joined the Wanek Furniture team as an Operations Engineer. In his time there, Travis held various positions including Operations Director, General Director, and Vice President and General Manager of Asia Manufacturing, overseeing Vietnam and China operations. Travis is credited with building and growing all of Ashley's manufacturing and distribution facilities throughout Asia. He expanded Ashley's Vietnam operations from one to five locations and grew a world-class team of 380 people to over 13,000. Travis was involved in all aspects of business during this rapid growth; managing construction, purchasing equipment and developing employees. With his guidance, Wanek Furniture has grown into the largest manufacturer of upholstered furniture in the world.

Travis holds a Mechanical Engineering degree from South East Technical College in Winona, Minnesota. Travis is a grandson of Ron Wanek, Ashley's founder and chairman.



### CAMERON WANEK Senior Vice President of Supply Chain Planning and Business Analytics

As Senior Vice President of Supply Chain Planning & Business Analytics, Cameron Wanek is responsible for the oversight of Global Supply and Demand planning for Ashley Furniture Industries. Additionally, Cameron is responsible for overseeing Strategic Execution, Business Intelligence and Data Management which encompasses the overall management of all strategic projects and developing business analytics tools that create visibility of key metrics at Ashley.

Cameron began his Ashley career in 2007 where he worked throughout the organization. He held earlier roles working as a metal fabricator, working on the grounds team, working in quality control and working in the supply chain department. He has vast experience in Asia and spent many summers in the Supply Chain and Quality Control departments, conducting inspections, developing finished product and material quality standards and working with Ashley owned factories as well as third party suppliers on supply chain execution.

Cameron is developing Ashley's global supply chain into a world class operation that creates improved forecasting, clearly defined supply chain expectations and tracking tools that create visibility of our inventory to our customers. All of his experience assists in bringing all of the data together to strengthen the global supply chain and our customer experience.

Cameron holds an MBA from High Point University in North Carolina. He received a Bachelor's degree from Marquette University with a double major in Supply Chain and Finance. Cameron is the son of Todd Wanek, President and CEO of Ashley Furniture Industries, Inc.



### LAURA FORSYTHE Vice President of Retail Finance

As Vice President of Finance for the retail branch of Ashley Furniture Industries, Laura Forsythe is responsible for the retail and e-commerce finance teams. She has implemented standardized reporting across the enterprise entities while creating a stronger partnership between the business and finance departments. Laura began her career with Ashley in 2007, working as an intern in finance, supply chain and overseas supply chain and quality.

While earning her degree, she worked as a sales associate at Ashley HomeStore. In 2011, Laura moved to China to help launch the first internationally-owned Ashley HomeStore in Shanghai, and to oversee the international merchandising team. In 2014, Laura moved back to the U.S. and joined Ashley's retail team to help launch AshleyFurniture.com. Laura also played an essential role in launching Ashley's live chat tool for online customers, digital customer service for social media channels and home delivery tracking for enterprise store deliveries. She led the e-commerce operations (finance, customer service and fulfillment) for four years before transitioning to the role of Senior Director of Ashley HomeStore Merchandising and then onto her current role overseeing retail finance.

Laura holds a Bachelor of Business Administration degree in Marketing, Accounting and Finance from the University of Wisconsin-Madison. Laura is a granddaughter of Ron Wanek, Ashley's founder and chairman.



### THE WANEK FAMILY MENTORING STATUE

Donated to High Point University, the Mentoring - Year 2000 statue features Ron Wanek mentoring his children and grandchildren as he builds a piece of furniture. It was placed in front of HPU's Stout School of Education as the school's focus is to help create mentors.

# Big Moments, Big Wins

## WE'RE CELEBRATING SUCCESS ACROSS ALL DIVISIONS.

### Manufacturing

- Modern, state-of-the-art super plants worldwide.
- Tens of millions of dollars invested annually into automation initiatives creating industry-leading, high-speed automated equipment and manufacturing systems.
- 200+ robots implemented across all manufacturing locations.
- Over 450 diversified assembly lines capable of quick changeover.
- Over 13,000 SKUs produced.
- Over 35 million units sold annually.
- Largest mattress plant in the U.S. | *Saltillo, MS*

- Largest upholstery plant in the world. | *My Phuoc 3 IP, Vietnam (Wanek 3)*
- Largest upholstery plant in the U.S. | *Ecrú, MS*
- Largest casegoods plant in the U.S. | *Arcadia, WI*
- Largest furniture component plant in the world. | *Tan Uyen Town, Vietnam (Wanek 1)*
- Ashley Furniture is the World's Largest Manufacturer of Furniture

### Global Supply Chain

- Worldwide product testing and quality control laboratories.
- 30,000,000+ sq. ft. of manufacturing and distribution capacity worldwide.

- Ashley ships in excess of 150,000 containers per year around the world.

### Distribution

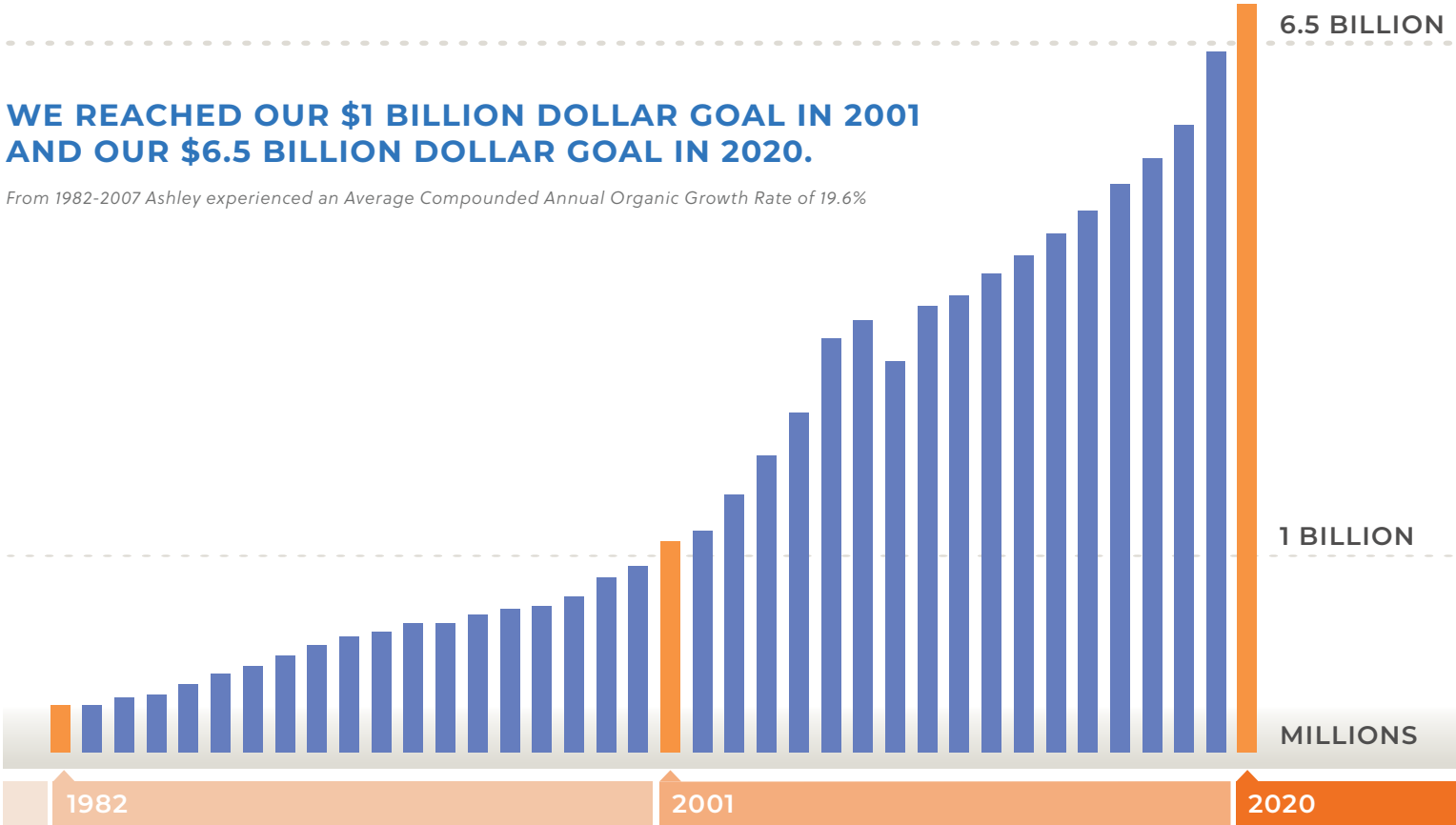
- Delivering to 95% of North America weekly.
- Largest fleet in the industry with over 1,000 tractors and 4,000 trailers.
- The Ashley fleet presents over 6 billion consumer impressions each year.
- On average, Ashley's fleet travels the equivalent of 160 trips to the moon and back.

### Retail

- Ashley Furniture is the #1 searched furniture term on Google in the U.S.
- More than 1,050 Ashley HomeStores in 60 countries.
- More than 20,000 storefronts in 155 countries.
- 350 million unique visitors to AshleyHomeStore.com annually.
- Over 600 independent Marketing Specialists provide assistance to our retailers.
- Ashley HomeStore is the largest retail furniture store brand in North America

## WE REACHED OUR \$1 BILLION DOLLAR GOAL IN 2001 AND OUR \$6.5 BILLION DOLLAR GOAL IN 2020.

From 1982-2007 Ashley experienced an Average Compounded Annual Organic Growth Rate of 19.6%



Featured above: Ron Wanek, Travis Wagner (grandson), Laura Forsythe (granddaughter), Todd Wanek (son) and Cameron Wanek (grandson).



# Advanced Manufacturing

## WE'RE ON THE CUTTING EDGE OF INNOVATION.

Ashley Furniture Industries began in 1970 in a 35,000-square-foot building producing occasional tables.

Today, Ashley has expanded its product line to include more than 20 product categories with modern, state-of-the-art super plants around the world totaling 30,000,000+ sq. ft. of manufacturing and distribution space.

We have a committed, disciplined and talented team focused on continuous improvement and low cost manufacturing, allowing us to provide customer pricing and quality advantages. Ashley has over **450 diversified assembly lines that are capable of quick changeover**. Our manufacturing divisions include Caseloads, Stationary and Motion Upholstery, Mattresses and Ready to Assemble (RTA) furniture.

## Costs go down and quality goes up.

Through continuous improvement efforts, a sofa that cost \$260 to produce in 1994, now costs \$170 to produce – and it's a better sofa.



1994: \$260    2019: \$170



## SMART FACTORY

As the manufacturing industry continues to evolve and advance, we are implementing new SMART Factory and automation technologies to **improve processes and quality along with reducing heavy lifting for our employees**.

- 24/7 monitoring of production data and machine health, which is fed to our IT and maintenance teams in real time.
- Email and text alerts when a machine is down.
- Predictability of down machines based on temperature of bearings, excess vibrations, hours ran, weight sensors and other important variables.
- Preventative maintenance based on data, saving time and labor.

## AUTOMATION

- **200+ robots implemented across all manufacturing locations.**
- Reducing heavy industrial labor lifting by 101+ million pounds.
- **Tens of millions of dollars invested annually into automation to make jobs easier.**



# Laser Focused on Technology

“EVERY ORGANIZATION HAS TO BE A TECHNOLOGY COMPANY.”

TODD WANEK

**WE INVEST IN THE LATEST INNOVATIONS TO BRING OUR CUSTOMERS THE SEAMLESS EXPERIENCE THEY EXPECT (AND DESERVE).**

Over the last five years, we have invested over \$300,000,000 in technology and have over 700 software engineers and support technologists worldwide.

We understand that our customers expect a seamless experience, and technology plays a large part in delivering this experience.

## Quality Laboratories

### TRIED, TESTED AND TIMELESS

State-of-the-art worldwide testing labs ensure quality as timeless as our designs.

We realize it is a privilege for our products to be invited into our customers' homes and we strive to exceed expectations.

- That's why we work tirelessly toward our objective of **100% out of the box quality**

Our state-of-the-art physical testing labs allow us to continually analyze the quality of our raw materials, construction methods and finished products.

- Global Quality Testing locations:
  - Arcadia, Wisconsin
  - Ecu, Mississippi
  - Leesport, Pennsylvania
  - Advance, North Carolina
  - Kunshan, China
  - Ho Chi Minh, Vietnam
  - My Phuoc 3 IP, Vietnam
  - Quang Ngai, Vietnam
  - Tan Uyen Town, Vietnam

Finished products undergo extensive critical evaluations for durability, appearance, feel, and overall performance. Ashley has invested millions of dollars into quality testing labs and recently received the packing testing lab certification for ISTA-6-SIOC. All Ashley express delivery packaging is certified ISTA-6-SIOC.



### Knowledge is power – Available 24/7

AshleyDirect.com provides quick and easy access to the information our customers need to run their business. Its companion systems provide our customers and our independent marketing specialists with 24/7 online access to:

- Order entry with immediate availability dates
- Invoices and e-payment
- Complete product catalog
- Photography downloads
- Product availability
- Product training
- Historical sales information
- Contact links to Customer Relations, Marketing Specialists, Credit Analysts and more

### Order Management System (OMS)

This unique system was developed to provide our customers, independent marketing specialists and customer service agents with immediate information and transparency on any order at any time. Complete visibility to the order status includes the moment it is processed, loaded, en route and delivered to the customer.

### Innovation

As technology evolves, we continue to invest to keep pace. Technologies like Augmented and Virtual Reality, CGI, Artificial Intelligence, the Internet of Things (IoT), and connected devices are areas we have staffed with significant resources and have invested in to ensure we stay current; not only with our competitors, but also with increasing customer expectations.





# Markets

## OUR DESIGNS TURN HEADS AND DRAW CROWDS.

Furniture markets offer critical insight into the future success of new product designs. Whether in Las Vegas or Shanghai, Ashley Furniture always draws a large crowd. These shows are exclusively attended by manufacturers, retailers, furniture and interior designers, and TV networks, such as HGTV.

At market, Ashley participates in head-to-head competition with hundreds of manufacturers from around the globe and **our showrooms are the most attended in the industry.**

The feedback taken from these shows allows us to better understand what our customers are looking for, what's trending and what our competition is doing which ultimately helps us continue to improve our business and products.

### Main Showroom

World Market Center  
Ashley Space 1500/BLDG B  
475 S. Grand Central Parkway  
Las Vegas, NV 89106

### Signature Design

World Market Center  
Ashley Space 11420/50/70 BLDG B  
495 S. Grand Central Parkway  
Las Vegas, NV 89106

### High Point Showroom

IHFC (International Home Furnishings Center)  
Ashley Space H900  
239 S. Wrenn Street  
High Point, NC 27260

### Pudong Market

Shanghai New International Expo Center  
2345 Longyang Road  
Shi Ji Gong Yuan, Pudong  
Shanghai, China

### Shanghai Market

CMP Sinoexpo LTD.  
Shanghai New International Expo  
Hall W1H 04  
Shanghai, China

### Expo Mueble Internacional

Av. Mariano Otero No. 1499  
C.P. 44550  
Guadalajara, Mexico

Ashley also participates in various smaller market trade shows around the world every year.



LAS VEGAS, NV SHOWROOM  
4.1 acres (180,000 sq. ft.)



HIGH POINT, NC SHOWROOM  
3.4 acres (150,000 sq. ft.)

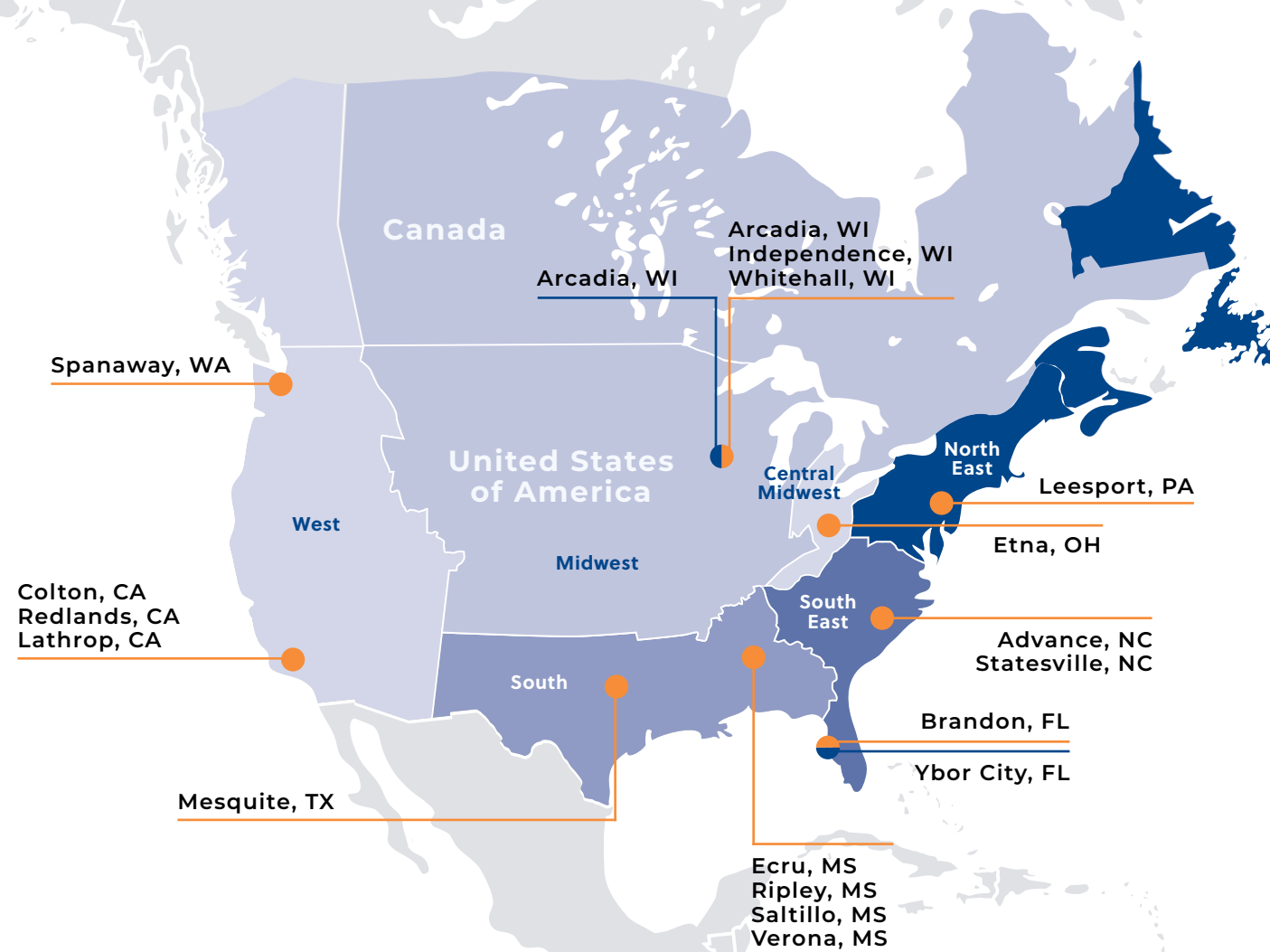


PUDONG MARKET, SHANGHAI

# Trends Move Fast, We're Faster

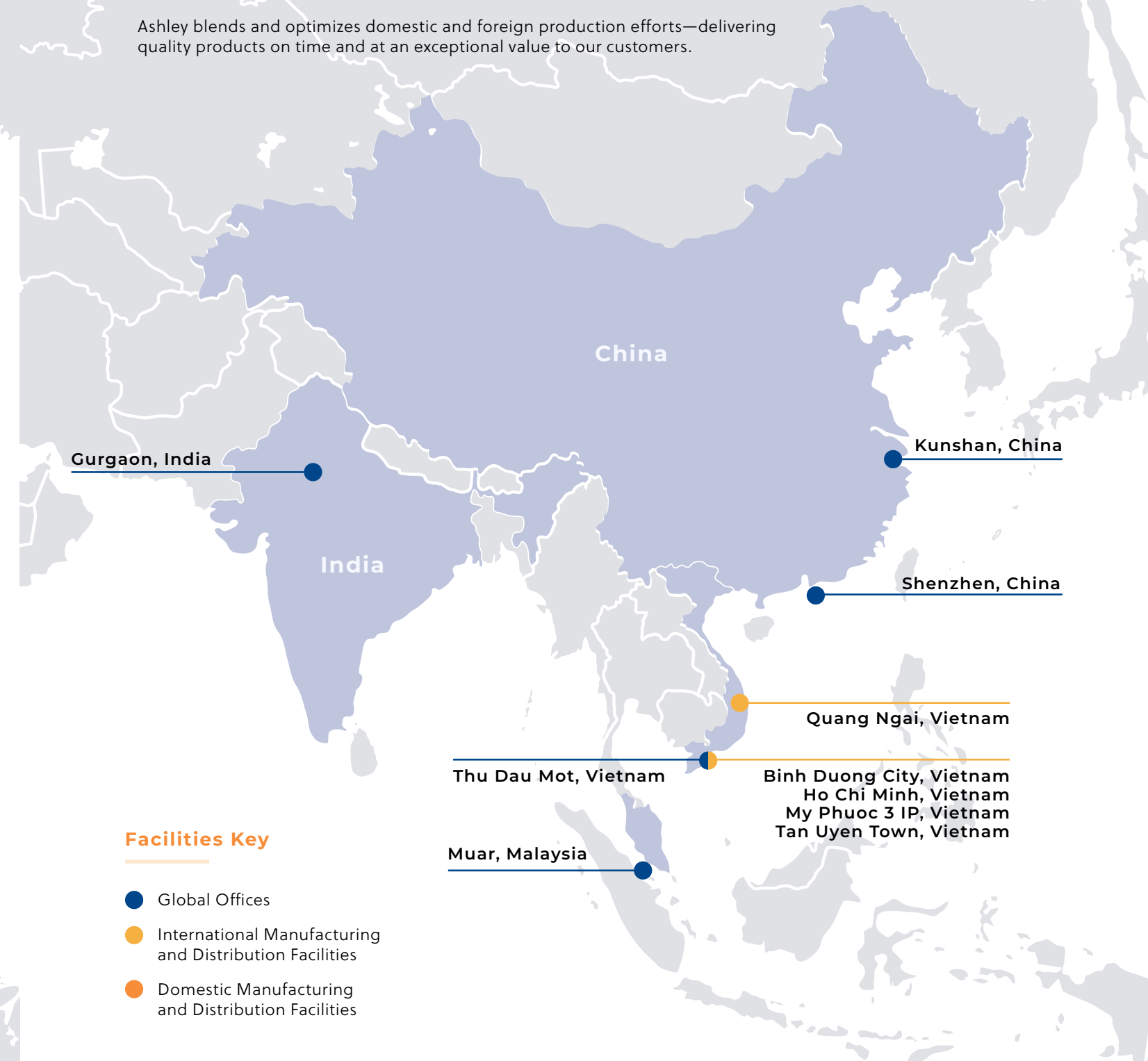
## DOMESTIC FACILITIES

Delivering to 95% of North America weekly, our facilities are strategically placed by region to allow for quick and efficient distribution throughout North America.



## INTERNATIONAL FACILITIES

Ashley blends and optimizes domestic and foreign production efforts—delivering quality products on time and at an exceptional value to our customers.



# Super Plants, Super Capabilities

it's all about  
**SPEED**

More than 30,000,000 sq. ft. (690 acres under roof) of manufacturing and distribution capacity to furnish homes around the world.

## DOMESTIC MANUFACTURING AND DISTRIBUTION FACILITIES



**Arcadia, WI:** Est. in 1970 with 35,000 sq. ft. Today: 3,053,345 sq. ft. | 283,665 sq. mt. | 70 acres under roof



**Advance, NC:** Est. in 2013 with 1,700,000 sq. ft. Today: 3,461,450 sq. ft. | 321,579 sq. mt. | 79 acres under roof



**Colton, CA:** Est. in 2001 1,295,500 sq. ft. | 120,356 sq. mt. | 30 acres under roof



**Redlands, CA:** Est. in 2006 1,529,900 sq. ft. | 142,132 sq. mt. | 35 acres under roof



**Lathrop, CA:** Est. in 2017 517,600 sq. ft. | 48,087 sq. mt. | 12 acres under roof



**Ecrú, MS:** Est. in 1994 with 129,180 sq. ft. Today: 2,505,084 sq. ft. | 232,730 sq. mt. | 58 acres under roof



**Ripley, MS:** Est. in 1999 873,800 sq. ft. | 81,179 sq. mt. | 20 acres under roof



**Saltito, MS:** Est. in 2016 833,900 sq. ft. | 77,472 sq. mt. | 19 acres under roof



**Brandon, FL:** Est. in 2004 295,000 sq. ft. | 27,406 sq. mt. | 7 acres under roof



**Etna, OH:** Opening in 2021 715,000 sq. ft. | 66,426 sq. mt. | 16 acres under roof



**Spanaway, WA:** Opening in 2021 1,336,673 sq. ft. | 124,181 sq. mt. | 31 acres under roof



**Statesville, NC:** Est. in 2019 309,310 sq. ft. | 28,736 sq. mt. | 7 acres under roof



**Leesport, PA:** Est. in 2004 1,721,000 sq. ft. | 189,886 sq. mt. | 40 acres under roof



**Verona, MS:** Est. in 2013 336,508 sq. ft. | 31,263 sq. mt. | 8 acres under roof



**Independence, WI:** Est. in 2013 51,000 sq. ft. | 4,738 sq. mt. | 1 acre under roof



**Whitehall, WI:** Est. in 2006 157,300 sq. ft. | 14,614 sq. mt. | 4 acres under roof



**Mesquite, TX:** Est. in 2015 1,626,030 sq. ft. | 151,063 sq. mt. | 37 acres under roof

## INTERNATIONAL MANUFACTURING AND DISTRIBUTION FACILITIES



**MILLENNIUM: Quang Ngai, Vietnam** 3,000,000 sq. ft. | 278,709 sq. mt. | 69 acres under roof



**ASHTON: Ho Chi Minh, Vietnam** 320,000 sq. ft. | 50,005 sq. mt. | 7 acres under roof



**WANEK 1: Tan Uyen Town, Vietnam** 435,600 sq. ft. | 40,469 sq. mt. | 10 acres under roof



**WANEK 2: Binh Duong City, Vietnam** 283,140 sq. ft. | 26,305 sq. mt. | 7 acres under roof



**WANEK 3: My Phuoc 3 IP, Vietnam** 700,040 sq. ft. | 65,035 sq. mt. | 15 acres under roof



**WANVOG: Kunshan, China** 2,047,320 sq. ft. | 190,202 sq. mt. | 47 acres under roof

# Advanced Distribution Services

## OUR DISTRIBUTION NETWORK IS THE LARGEST, FASTEST AND MOST RELIABLE.

In 1974, Ashley Furniture Industries introduced its own transportation and logistics subsidiary, Ashley Distribution Services (ADS). Comprised of ground transportation, cargo ships and rail, ADS has produced key efficiencies for the organization including **reduced freight costs and improved on-time scheduling.**



### TRANSPORTATION

Our **fleet of over 1,000 tractors and 4,000 trailers** travels over 60 million miles annually throughout the continental United States. Frequent deliveries of mixed truckloads keep product flowing throughout the supply chain and straight to the consumer.

ADS also provides backhaul services for the handling and transport of furniture, beverages, consumer packaged goods, raw materials, and more.

We take great pride in maintaining a high level of service metrics such as on-time pickup and delivery performance, as well as low claims percentage. ADS has been nationally recognized for their safe and efficient work practices and is **branded a SmartWay High Performer by the EPA.**



### World Class Fleet

Ashley trucks are highly efficient and provide a comfortable environment for our ambassadors while on the road. Technology enhancements help us better optimize performance, while electronic logging devices track product deliveries.

The vehicle's cruise control is integrated with collision mitigation systems, saving fuel and increasing safety. Our trailers have automatic tire pressure inflation systems, aerodynamic skirts, and low rolling resistance tires which provide ease of travel and maximize load capacity.

### Accident Free Million Mile Records:

- 1 Million Miles: 78 Drivers
- 2 Million Miles: 41 Drivers
- 3 Million Miles: 9 Drivers
- 4 Million Miles: 1 Driver



Todd Wanek with Nathan Goplin, Ashley's first ever Four Million Mile Driver

### DISTRIBUTION CENTERS

Having **regional distribution and fulfillment centers throughout the U.S. and Asia**, Ashley is able to move product quickly and efficiently. Utilizing industry-leading, automated equipment and manufacturing systems, our products come directly off the manufacturing lines to the warehouse, where every product transport is tracked. State-of-the-art wireless bar code scanning technology deploys task directed instructions that are optimized for the efficient put-away, picking, loading and delivery of finished goods.



### Automation

The company continues to find ways to improve and advance their operations. Various automated processes help keep product moving to our customers while reducing heavy lifting for our employees.

Automated Guided Vehicles (AGVs) use laser navigation to travel autonomously throughout the facility, assisting with long travel routes.

Robotic Cells receive product directly from the truck; scanning, processing and palletizing the products to their next destination.



### Direct-to-Consumer Shipping

Ashley has continued to adapt to the rapid growth of e-commerce and the demand for quick delivery. With the ability to take orders 24/7 and strategically routing shipments, **Ashley can provide speedy, efficient delivery to the end customer.**



BY RAIL

BY ROAD

BY SEA

# Logistics Leader

ONE OF THE SMARTEST, MOST SOPHISTICATED AND EFFICIENT LOGISTICS SYSTEMS IN THE WORLD. AND IT'S OURS.

Here, there and everywhere with speed and reliability

- Ashley's supply chain management system directs every variable that goes into making and moving product.
- Delivery capacity of the industry's largest fleet is paired with an inter-modal rail transport system to reduce freight costs and stay on schedule.
- Planned inventory levels ensure constant, timely supply of product.
- Over 35 million pieces of furniture delivered to homes annually.
- Air-ride suspension protects product from damage and provides comfort for our drivers.
- Advanced dispatch and routing system improves on-time delivery, using the most efficient routes to reduce miles driven.
- Regionally located, superior truck shop maintenance facilities yield equipment at service rates 1/3 of the national average.
- Delivering to 95% of North America weekly.
- Largest private carrier of all manufacturing companies.
- Listed as the 39th largest overall on Transport Topics Top 100 private carriers.
- 1 of 7 privately-owned intermodal rail yards in the United States.
- Our retail partners are able to reduce inventory levels and bring savings straight to our customer.
- Ashley handles in excess of 150,000 containers per year that are shipped around the world.
- North America's largest importer of furniture.
- Fifth largest importer in the U.S.

## Right Inventory, Right Time

### GMROI: GROSS MARGIN RETURN ON INVESTMENT

GMROI is an essential retail performance indicator. Key to its success is expert forecasting and management of a retailer's largest investment - inventory. **By keeping stock tight and lean, turn rates are higher and profitability increases.**

	Chair A	Chair B
Selling Price	\$200	\$200
Cost	\$100	\$100
Gross Margin	\$100	\$100
Gross Margin Percent	50%	50%
Sales Per Month	100 units	100 units
Reorder Lead Time	14 days	140 days
Average Inventory	50 chairs	400 chairs
Gross Margin per Chair	\$100	\$100
Gross Margin x 100 Chairs/Mo.	\$10,000	\$10,000
Annual Gross Margin-12 Months	\$120,000	\$120,000
Inventory (Avg. Inventory x Cost)	\$5,000	\$40,000
<b>GMROI:</b>	<b>\$24</b>	<b>\$3</b>

GMROI = annual gross margin \$ divided by average annual inventory at cost \$



#### Example:

In the chart above there are two chairs. Same price. Same gross margin. Same unit sales per month. Which chair do you want to sell?

### EXPRESS DELIVERY

We hold inventory on behalf of dealers, saving the cost and headache associated with storing and shipping inventory. We can then ship the purchase directly to the customer.

This service is growing exponentially in categories like outdoor and accessories where we can **get the item to the end consumer quickly** - sometimes within 48 hours!



AT 1,320 FEET, OUR LONGEST AISLE IS MORE THAN FOUR FOOTBALL FIELDS!

# Boosting Economies Worldwide

## MANUFACTURING CREATES WEALTH

Every city, county, state & nation wants to bring wealth to their area.

### POSITIVE BALANCE. DOING OUR PART FOR THE U.S. ECONOMY AND GLOBAL TRADE.

Every city, county, state and nation wants a positive balance of trade. To bring money into their region, boost their economy, and increase their tax base through the creation of businesses, jobs and quality services. **Ashley supports more than 7,000 U.S. suppliers** and Ashley's employees support thousands of additional businesses. These businesses create and support thousands of additional jobs and businesses. This phenomenon is repeated again and again. In economics it is called the ripple effect and is most commonly associated with manufacturing. **One manufacturing job creates 3.4 additional jobs** and tens of thousands of dollars in local economic activity.

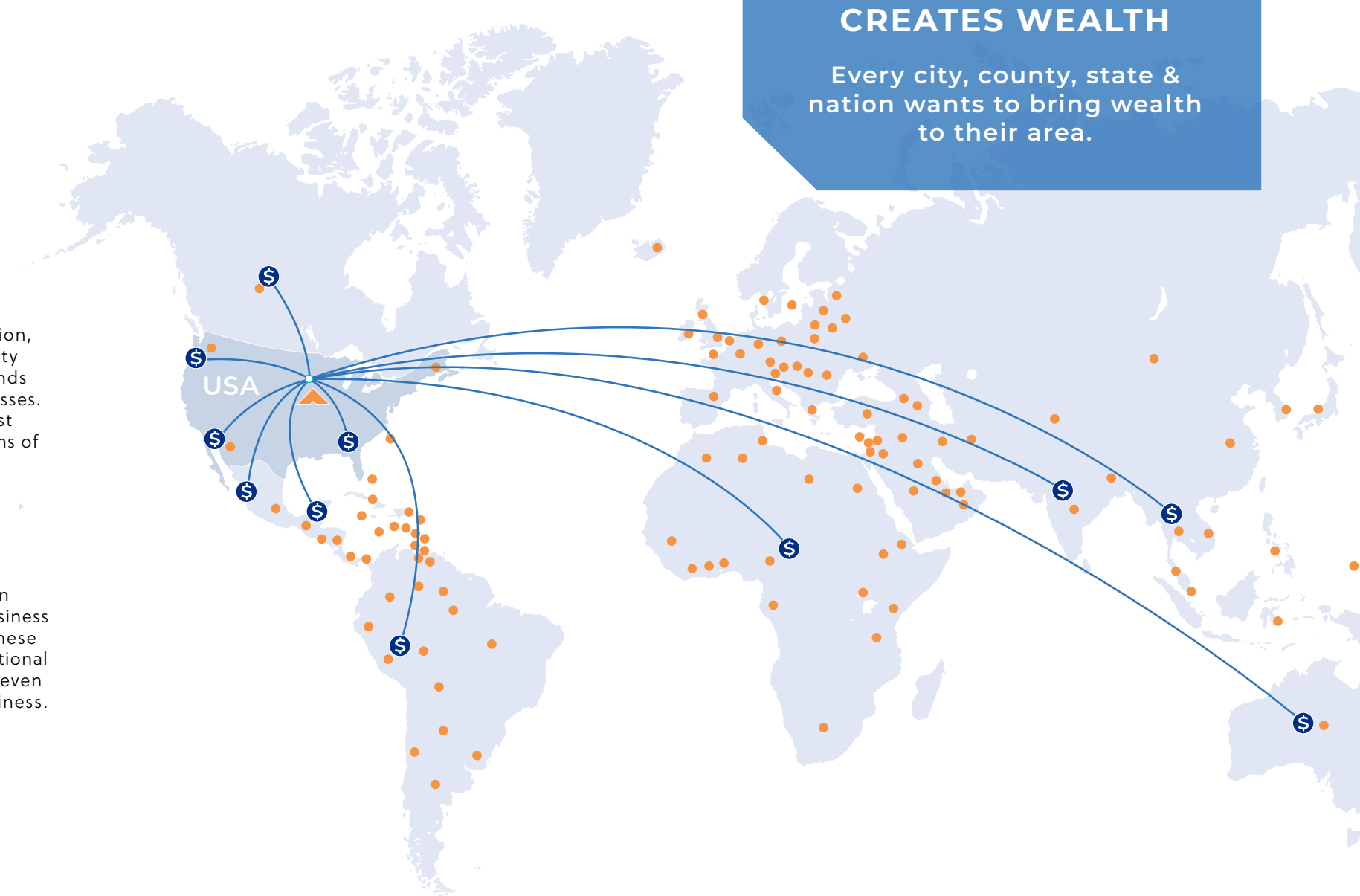
#### The Ripple Effect

Ashley contributes over **\$2.7 billion** annually to the U.S. economy in the form of employee payroll and benefits, purchases and capital investments, taxes and utility expenses. If these dollars turn over 3.6 times\* as they circulate within the country, this equates to **\$10 billion in annual economic activity**.

\*For every dollar of domestic manufacturing value-added, another \$3.60 of value-added is generated elsewhere.  
Source(s): MAPI Foundation and Inforum, NAM

#### Business Creates Business

In addition, thousands of jobs have been created through the ripple effect of the business that is generated by Ashley's suppliers. These businesses have created thousands of additional jobs and buy a lot of supplies that create even more jobs... all as a result of Ashley's business.



**16,000**

**JOBS CREATED IN THE U.S. BY ASHLEY.**



**7,000+**

**VENDORS AND BUSINESSES ARE SUPPORTED BY ASHLEY.**



**155 COUNTRIES**

**SELL ASHLEY FURNITURE.**



**\$2.7+ BILLION**

**HAS BEEN CONTRIBUTED TO THE U.S. ECONOMY.**



**3.4 JOBS CREATED**

**BY ONE MANUFACTURING JOB.**



**\$10+ BILLION ECONOMIC IMPACT.**

\$2.7B x 3.6 = \$10B Economic Impact



# Great People Make Great Company

## IF YOUR TEAM IS COMFORTABLE, YOUR FURNITURE WILL BE TOO.

Total company investments into our employees have exceeded **\$1 billion dollars over the past five years**. At Ashley, it's not just a philosophy, it's a practice. Not only do we invest in the latest design tools and production equipment, logistics and supply chain systems, we invest in our people.

Our leadership team connects with and develops employees to consistently drive results. This is the foundation of our commitment to developing leaders at all levels, because strong leaders develop and attract strong leaders.

**Our management style is focused on continuous quality improvement.** This includes:

- Job skills/training
- Leadership coaching
- Lean manufacturing training
- Six Sigma and other certifications
- Continued education
- Conferences and seminars
- And more



### 3 STEP APPROACH TO LEADERSHIP



**Connect**  
with and support employees.



**Develop**  
and guide them to achieve results.



**Drive**  
high performance by removing roadblocks.

# Generating Ideas Generates Rewards

## THE BEST IDEA CAN COME FROM ANYWHERE AND ANYONE.

To us, every employee holds an important key to Ashley's success. Each one possesses certain skills and knowledge unique to them. That means ideas for improvement, efficiency or evolution can come from anywhere, anyone and at any time.

That's why we built the IDEA Network. A place where employees across the Ashley global network can share ideas for implementation. **Employee IDEAs have saved the company millions of dollars in operational costs which are then passed on to our customers in the form of lower prices and savings.**

### Meet Some of our Best and Brightest

These Ashley team members submitted IDEAs that were tried, tested and delivered results.



**Jen N.**  
*Quality*

Jen always has her eyes on waste, when she spots waste in her day to day tasks she does something about it! One of the struggles Jen and her team had was figuring out which Facility in Vietnam produced each upholstery cover when testing for quality issues. This was a long process of looking up information and/or sending emails to gather information. Jen's idea to have each of Ashley's facilities in Vietnam use a different color sticker was implemented and now, by quick glance of the sticker, the team knows who produced it.



**Kevin M.**  
*Supply Chain Planning*

Kevin's idea used an item's own history to calculate what percent of the annual forecast goes in which months. Using top of the line software, they wanted to aggregate data and hard-code what percent of the forecast goes in which months. They have seen an increase in forecast accuracy of 2.5. This is projected to affect roughly 50% of our inventory. The idea savings is estimated at \$5,000,000.

**ideanetwork**  
INSPIRING | DEVELOPING | ENCOURAGING | ACHIEVING

**OVER 7,000 REGISTERED IDEAS ARE SUBMITTED EACH YEAR!**


# Conservation & Sustainability

## OUR GLOBAL FOOTPRINT IS LARGE, BUT OUR CARBON ONE DOESN'T NEED TO BE.


For Ashley, environmental stewardship begins at home. We continually seek to recycle, reuse and replenish every day, reducing our operational energy usage as well as eliminating waste across the business.

### Every year, we recycle:


  
**280,549**  
tons of wood by-products.

  
**1,000**  
tons of metal.

  
**125**  
tons of office paper.

  
**12,206**  
pounds of computer equipment.

  
**10,000**  
tons of cardboard.

  
**6,500**  
tons of poly-foam.

  
**12,500**  
gallons of used oil.

  
**536**  
tons of plastic film.

## CONSERVATION EFFORTS

By enhancing the habitat today, we ensure our future generations will be able to appreciate it tomorrow.

- We've planted thousands of trees throughout our local communities and on Ashley campuses.
- Each year, we distribute over **6,000 trees** to our employees in observance of Arbor Day.
- We've hosted students at our facilities as well as local parks to teach them about the importance of planting trees and how to properly plant them—providing them with tools to build a better environment for years to come.
- **We've restored and enhanced over 86 acres of wetlands.** This includes stabilizing erosion control, planting native seeds and plants, planting trees, creating habitat ponds, and more.

## RESPONSIBLE MANUFACTURING

- Using engineered wood allows Ashley to **utilize 95% of every tree**, aiding in natural habitat preservation while slowing deforestation and reducing landfill waste.
- Reusing wood by-products as boiler fuel, **replaces 20 million cubic feet of natural gas** in Ashley plants.
- Using water-based finishes results in **90% reduction of volatile organic compounds (VOCs)**.
- Ashley paints its plant interiors and equipment with highly reflective bright white paint which saves up to 40% on lighting energy costs.
- Auxiliary Power Units (APUs) have been installed in our trucks to **reduce fuel consumption by 30%** and reduce engine idle time by 90%. We use 100% recycled tires which use 70% less oil and reduce waste.
- We adhere to the Eco-Certified Composite (ECC) Sustainability Standard which specifies carbon footprint, life-cycle inventory, and other verifiable environmental practices.



Eco-Certified Composite (ECC) Sustainability Standard



## GENERATING ENERGY FROM THE SUN

Ashley has implemented a multi-phase project to develop integrated solar energy systems to support their operations and reduce their energy footprint.

The project includes a majority of the company's advanced manufacturing and distribution facilities of which electrical energy consumption exceeds 100 million kWh (kilowatt hours) annually. By installing solar, the company expects to **offset its electric energy needs by 35%** using clean energy from the sun.

The solar energy will be used to charge IoT (internet of things) systems, automation and robotics, and battery-powered industrial vehicles.



# Working Knowledge, Continuous Advancement

WE BELIEVE THAT INVESTMENT IN OUR TEAM IS INVESTMENT IN OUR COMPANY.



## Career Day & Job Shadows

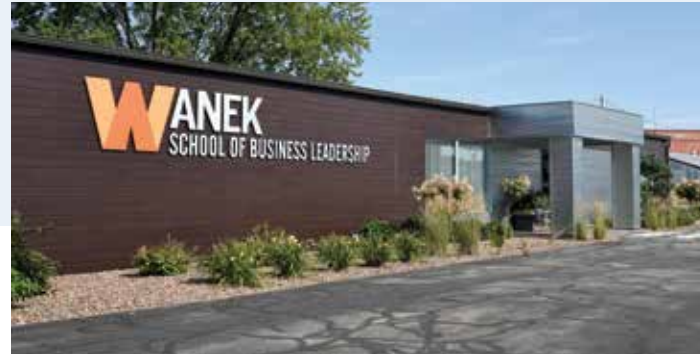
Students are invited to learn about the different career paths offered at Ashley. What each department and role does, the training needed, and typical day-to-day operations. This provides real-world perspective of different career opportunities.



## Apprenticeships & Internships

These opportunities allow students to learn more about our organization and apply their skills. They get experience to put on their resume, and we have the ability to identify talent for future employment.

**Developing high-performing employees and providing them with a career path early on is a critical business driver for the future of our company.**



## Wanek School of Business Leadership

A place where Ashley leaders come together to learn from each other's successes and solutions. An inspiring experience where trainers facilitate, connect and develop the Ashley leaders of today and tomorrow.



## Advanced Technology Maker Center

The ATMC provides hands-on, competency-based skills training to employees, local businesses, students and teachers (high school and higher education).

### Key Features:

- Amatrón E-Learning with Hands-on Trainers
- Fanuc CERT Cart
- Haas Mini Lathe
- Haas Mini Mill
- Markedforge 3D Printer
- Smart Factory Simulation
- Yaskawa CERT Cart
- Tabletop Mechatronics
- Skills Boss
- Solidworks
- Troubleshooting
- PLC Systems

# Advancing Education

WE SUPPORT EDUCATION INITIATIVES TO BENEFIT FUTURE WORKFORCES.

Supporting education is a priority for Ashley and the Wanek family. As manufacturing continues to advance and the global economy evolves, training and educating the future workforce will be a crucial part of our country's success. Ashley has developed a number of partnerships with K-12, as well as post-secondary schools, investing in STEM (Science, Technology, Engineering & Math) and career and technical education.



## Scholarship Programs

Ashley has provided more than **\$2 million in scholarships** to high school seniors. Each year, over 100 scholarships are awarded to children of Ashley employees in California, Florida, Mississippi, North Carolina, Pennsylvania, Texas and Wisconsin.



## SkillsUSA

As a proud sponsor of SkillsUSA, Ashley provides scholarships to local chapters and supports the organization's mission. SkillsUSA is a partnership of students, teachers and industry working together to ensure America has a skilled workforce, teaching career and technical education in the classroom.



## Robotics

### Technical College & Universities

Partnering with technical colleges and universities to provide hands-on experience, donating advanced manufacturing automation equipment and world-class instructor training.

### FIRST Robotics

Sponsoring local high school teams that compete head to head with robots they have designed, built, and programmed under strict rules and limited resources.

### VEX Robotics

Providing middle schools with equipment and instructor training to participate in extra-curricular robotics programs. The program focuses on grades 3-8 and encourages students to learn through exploration.



## National Manufacturing Day

In celebration of National Manufacturing Day, Ashley opens their doors to middle school students to learn about manufacturing careers and benefits. Manufacturing Day addresses common misconceptions about manufacturing and is meant to inspire the next generation of manufacturers.



## Mobile Skills Lab

Ashley partnered with local school districts to provide equipment and curriculum in the areas of electronics, advanced manufacturing processes, automation and robotics. This state-of-the-art, custom-built lab, **a more than \$3 million investment**, travels from school to school teaching students skills needed in today's high demand career fields.



## Hope to Dream

**GIVING MORE THAN 100,000 CHILDREN THE GIFT OF SLEEP FOR 10 YEARS.**

Ashley HomeStore believes that every child deserves a good night's sleep. Founded in 2010 on that guiding principle, Ashley HomeStore's "Hope to Dream" program provides beds to less fortunate children across the U.S. and Canada. A portion of every mattress sale from a participating Ashley HomeStore helps pay for a bed for a child in need. Since its inception, **more than 100,000 children have received a brand new bed.** The organization has partnered with NFL, NBA and MLB teams along with other organizations to host full day celebrations and delivery events for the recipients.



## Ashley for the Arts

**DONATING OVER \$2,400,000 TO 60+ NON-PROFITS FOR 11 YEARS.**

One of Wisconsin's largest charity events, Ashley for the Arts, is held in Arcadia's Memorial Park every year. Ashley for the Arts is a non-profit initiative that provides the entire family with world class entertainment, art and family fun, for a remarkably low cost. As of 2019, the event has **raised over \$2.4 million for 60+ non-profit organizations**, including participating schools, children's charities and medical research.

Since the event was established in 2009, it has grown from an attendance of 300 to over 70,000 throughout the weekend. The organization is completely dependent on monetary donations, in-kind services, and the efforts of its volunteers.

**ASHLEY** *Arts*  
for the



## Ashley's Angels

**GENERATING OVER \$3,000,000 IN DONATIONS AND BENEFITING MORE THAN 20,000 CHILDREN FOR 23 YEARS.**

Ashley's Angels is an all-volunteer non-profit organization that provides food, clothing, blankets, and special gift requests for children in need each year. The organization has **generated over \$3,000,000 in donations and benefited more than 20,000 children** in Mississippi, Wisconsin, Pennsylvania and North Carolina since 1997. The community patrons of Ashley's Angels, including local businesses and volunteers, partner with area schools to provide necessities to children who need it most during the holiday season.



# Soldier's Walk Memorial Park

A SALUTE TO ALL WHO HAVE SERVED: PAST, PRESENT AND FUTURE.

Take a narrated video tour of the park: [SoldiersWalkMemorialPark.com](http://SoldiersWalkMemorialPark.com)



Persian Gulf War Monument



Vietnam War Monument



World War II Iwo Jima Monument

## ASHLEY VOLUNTEERS HAVE GIVEN MORE THAN TEN THOUSAND HOURS IN PLANNING & DEVELOPING ARCADIA'S MEMORIAL PARK.

Among his many philanthropic contributions, Ron Waneke is the lead benefactor of the Avenue of Heroes/Soldier's Walk. Located at Memorial Park in Arcadia, Wisconsin, Soldier's Walk is the premier war memorial in the U.S., outside of Washington D.C., and was voted **one of the top 5 best military**

**museums in the U.S.** This site captures all U.S. wars with monuments and memorials in chronological order along a 500 meter walk to honor those leaders and veterans who fought to give us the life and freedom we enjoy today.



### The 9/11 Memorial

A twisted, scarred I-beam, once a support for one of the World Trade Center towers, arcs into the sky. Rising between two etched memorial stones are two large granite blocks representing the Twin Towers. Engraved is the date memorializing this tragic moment in U.S. history: 9/11/2001, the day that changed America forever.

# Medical Research

**"WE HAVE ABSOLUTE FAITH THAT THIS PROGRAM WILL ULTIMATELY FIND A CURE FOR DIABETES."**

**CAMERON WANEEK**

## INVESTING IN THE FUTURE.

Understanding that the health of our world is reliant on science, Ashley and the Waneke family have long focused on innovative medical research and the benefits it can bring to so many people.



A cornerstone pledge of \$50 million was made by the Waneke Family to the City of Hope research project to cure diabetes in six years. The project will create a series of highly-focused programs based at City of Hope that will use an integrated approach to curing type 1 diabetes, which affects more than 1.5 million Americans. The project focuses on three core areas: immune modulation, expansion and replacement, and diabetes complications. It is also believed that some of the research may be useful in treating type 2 diabetes, a growing problem that affects more than 25 million people in the U.S. alone.



Founded in 2010, the Todd and Karen Waneke Family Foundation at Mayo Clinic, supports research into how and why heart disease develops and progresses, and potential cell-based therapies to repair heart tissue.

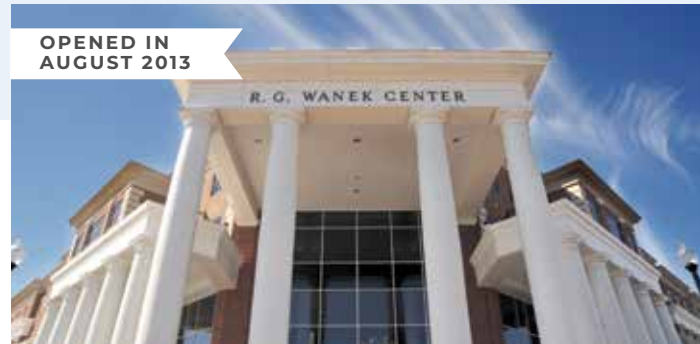
The Todd and Karen Waneke Family Program for Hypoplastic Left Heart Syndrome is a collaborative network of specialists bonded by the vision of delaying or preventing heart failure for individuals affected by congenital heart defects, including Hypoplastic Left Heart Syndrome. The specialized team is addressing the various aspects of these defects by using research and clinical strategies ranging from basic science to diagnostic imaging to regenerative therapies.

Together with our employees, we support a variety of other organizations through fundraising efforts and weekly paycheck contribution programs.



# Community Enrichment

WE DON'T JUST MAKE A DIFFERENCE IN HOMES,  
WE MAKE A DIFFERENCE AT HOME.



OPENED IN  
AUGUST 2013

## R.G. Wanek Center

The R. G. Wanek Center and University Center II are examples of High Point University's efforts to create an engaging and inspiring environment. The building houses over 500 students along with dining and entertainment options and is the largest building on High Point's campus.



OPENED IN  
AUGUST 2019

## Wanek School of Natural Sciences

Dedicated by Todd and Karen Wanek, the Wanek School of Natural Sciences at High Point University is to help foster the knowledge, talent and leadership skills that will encourage students to make significant contributions to our understanding of the natural world. The School is a community of over 450 scientist scholars from five different disciplines: biology, biochemistry, chemistry, neuroscience and physics.



OPENED IN  
JANUARY 2020

## Wanek Center

The Wanek Center serves as a community recreation and event center as well as athletic space and office space for the Arcadia School District. The Wanek Center is a joint project between Ronald & Joyce Wanek, Arcadia School District and the residents of Arcadia. Ron and Joyce Wanek are the chief benefactors along, with Ashley Furniture, who donated time and materials.



OPENED IN  
AUGUST 2020

## Holy Family Catholic School

Through a donation from Todd and Karen Wanek, Holy Family Catholic School will provide advanced project-based learning opportunities, allowing students to learn and use a wide variety of materials to enhance their skills and interests in the area of STEM. Most importantly, the school's Makerspace will increase student future success through creativity, critical thinking and cultivating a maker mindset.



# Crisis Response

## HELPING THE COMMUNITIES IN WHICH WE LIVE AND WORK WHEN DISASTER STRIKES.

- Over \$4 million donated to hurricane victims in the states of Louisiana, Mississippi, Texas, Florida and Puerto Rico.
- Over \$1 million in furniture donated to flood victims in Minnesota, Wisconsin and Nebraska.
- Millions of dollars in furniture donated to tornado victims across the United States.
- Tens of thousands of dollars donated to local emergency services.
- During the COVID-19 pandemic, we gave back as an organization in many ways:
  - Partnered with Feeding America to provide 4.5 million meals nationwide.
  - Made thousands of medical gowns for local hospitals in Mississippi.
  - Donated thousands of mattresses to shelters and hospitals across the country.
  - Transported and hauled emergency medical supplies and loads of essential goods – water, groceries, agricultural supplies and more to areas most in need.

**“We strive  
for nothing  
less than  
earning the  
loyalty and  
trust of our  
customers  
every day.”**

**TODD WANEK  
PRESIDENT & CEO**



[www.ashley.com](http://www.ashley.com)

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