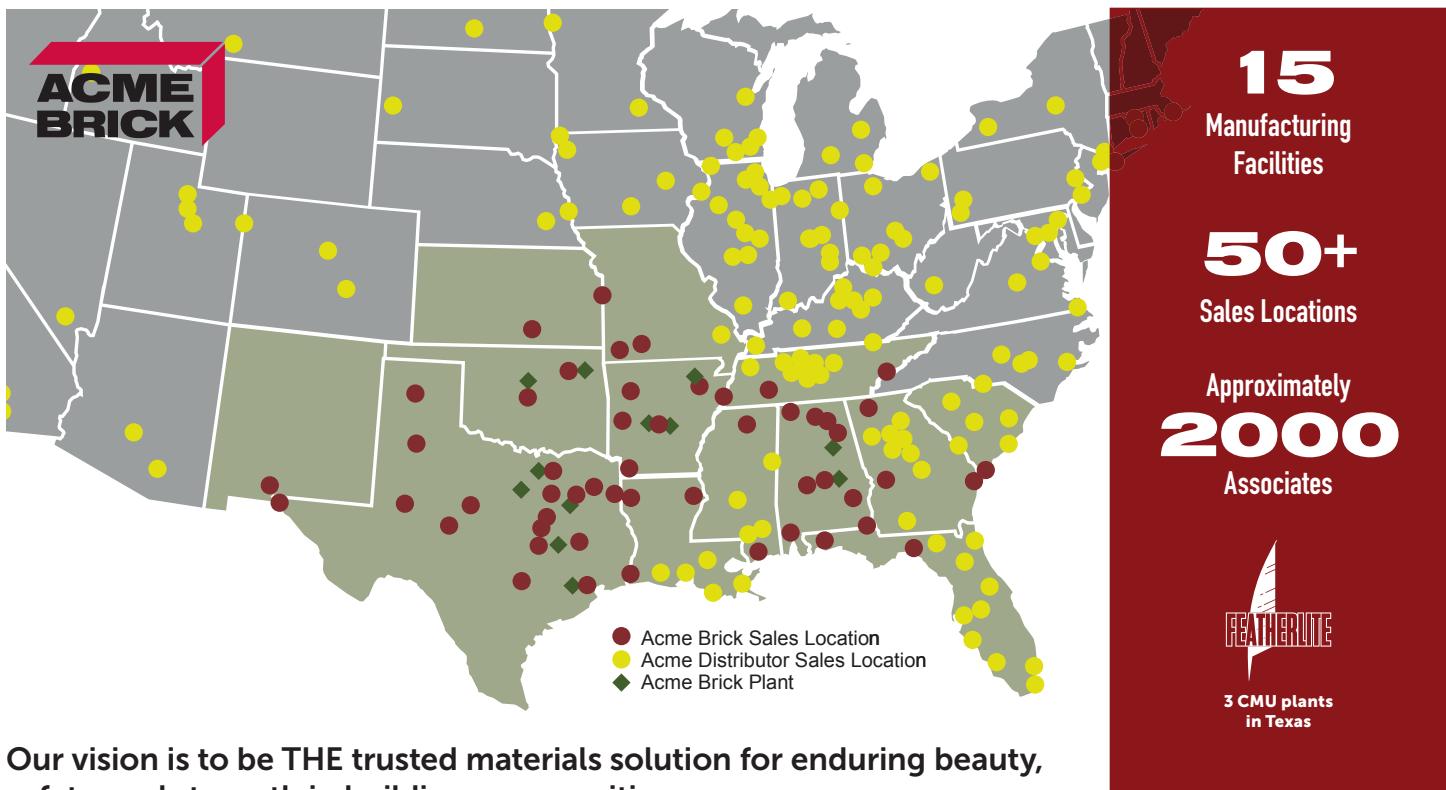




**2023**  
**CORPORATE**  
**SOCIAL**  
**RESPONSIBILITY**

# Our Company



**Our vision is to be THE trusted materials solution for enduring beauty, safety, and strength in building communities.**

When Acme Brick Company was founded in 1891, it was customary for homes and buildings to be clad in a single type of material. In our original home market, likely as not that material was Acme Brick. Today, however, it is common to see buildings clad in as many as five different types of materials. So as always, Acme Brick is responding to the changing needs and preferences of our customers and now offer many of the world's most innovative solutions in addition to our outstanding brick products.

## Cultural Beliefs



### Lifetime Customers

I work diligently to exceed my customers' expectations.

### Doing Right

My moral compass always points to honesty and integrity.

### Take Ownership

I take ownership for our company's results by demonstrating personal accountability, actively engaging in two-way conversation, and ensuring that my workplace is safe for everyone.

### Build Trust

I encourage my associates to take appropriate risks, think critically, and make effective decisions.

### Embrace Improvement

I drive innovation and take initiatives to achieve key results.

### One Team

I am an important part of a successful building materials and service provider; committed to creating value for my customer, company, and community.

### Enhance Associates

I take accountability for my own development and invest in the development of the associates around me.

# From Acme's Executive Leadership



Seated, left to right: John Brewer, Stan McCarthy, Ed Watson, Norris Watson  
Standing, left to right: Mike Shipley, Elaine Suleski

Over five years ago, Acme Brick Company began developing a new Strategic Framework with a spotlight shining on Acme's future. We have had more than 130 years of success as a high volume manufacturer and distributor of brick, but in order to achieve our vision – to be THE trusted materials solution for enduring beauty, safety, and strength in building communities - we needed to evolve.

This Framework focuses on People, Processes, and Markets.

- **PEOPLE** Build a strong culture and build rewarding careers for all Associates. Work as *One Team* to cultivate empowerment, trust, high performance, and diversity. Attract and retain talented individuals, and make every Associate feel like Acme's Greatest Asset.

- **PROCESSES** Harness the experience, expertise, teamwork, ownership, and creativity of our Associates to *Embrace Improvement*, support continual innovation, and instill process excellence in serving our customers.

- **MARKETS** Earn *Lifetime Customers* by leveraging the talents of Acme Associates, the strength of the Acme brand, and Acme's ability to create innovative and diverse building materials/solutions to fulfill our customers' needs - and by continuously improving our customer experience.

The Framework is supported by four Pillars of Success: Make Acme a Great Place to Work; Support and Strengthen our Communities; Provide Industry-leading Customer Service; and Exceed Profit Goals.

We measure our progress by setting and measuring the results of several specific goals (called Key Performance Indicators, or KPIs) that are established annually. We also document our progress by generating an annual Corporate Sustainability Report. In this edition, our fifth, I am pleased to report that we are making great strides in achieving many of our goals, specifically those related to safety & health and diverting waste from landfills.

We honor the commitment of our company's Associates – nearly 2,000 strong, in some 70 locations across 13 states - and we work hard to ensure that they have a career, not just a job. We desire to maintain a culture where our associates keep each other safe and feel that they are our greatest assets. We also encourage all locations to engage in their local communities through thoughtful giving and environmental stewardship efforts such as recycling. I believe that this report is solid evidence of our alignment in achieving these goals. I appreciate your taking the time and showing your interest in reviewing it.

Ed Watson, President and CEO

# Environmental, Health & Safety



The Environmental Health and Safety Team: left to right, Agustina Escobar, Collin Clark, Jason Winner, Mary Ann Keon, Dave Hillary, Adrian Salazar

The Corporate EH&S team has three aspirational goals: creating a zero harm culture, total compliance with applicable rules and regulations, and becoming a more sustainable company. We work toward these goals by training, auditing, developing EH&S experts in the locations, tracking our progress, and improving where needed. In 2023 we met both our Safety and Diversion KPIs. With 55 recordables and 35 DART cases, 2023 was the best safety year on record and had a 30% and 15%, respectively, improvement over 2022. Acme met our diversion rate of 10% with all Acme locations participating in commercial recycling, where available, and other forms of sustainability including finding alternative uses for waste or elimination of single stream plastic bottles. In 2020, few locations were recycling. In 2023, more than 60% of Acme's locations are recycling. Over 13,000 trees have been spared as a result of Acme's efforts alone to date.

Associates are our greatest asset, and to that end, we continually develop and conduct safety training at all locations company-wide. Training takes the form of classroom, online, and in-person. Workshops and development of EH&S Coordinators in the Acme plants help to maintain consistency and assure compliance

with applicable permits and regulations and training of the workforce. Incentive plans in 2023 included leading indicators such as training and near miss reporting.

Health & Safety Auditing in 2023 took the form of risk assessments, where our internal audit team interviewed the individual associates and documented high hazard tasks and the control measures that were in place, or needed, to minimize the risk. Environmental auditing focuses mostly on compliance, but in 2023 included more questions about sustainability and a location's reuse, reduction and recycling efforts. Acme had zero fines or penalties from environmental regulatory agencies in 2023.

We are proud of what we have helped to accomplish and of the passion and dedication to safety and environmental stewardship throughout the company. We will continue to work to make our aspirational goals a reality.



Mary Ann Keon, Director of EH&S

# Safety & Health

Safety performance in 2023 showed significant improvement over 2022, with OSHA Recordable Injuries reduced by 30% and DART Cases by 15%. Severity (lost and restricted day count) saw a 10% reduction year on year. The relatively flat performance in Severity was likely a result of the fewer incidents in 2023 and the nature of the injuries, mostly strains and sprains. The year 2023 had the best safety performance in the last six years due in large part to the focus on Near Miss Reporting and Risk Reduction.

## Near Miss Reporting

A Near Miss is an Incident that did not result in an injury or illness. In 2023, our production locations reported, investigated, and corrected 416 Near Misses. When compared to 2022, that is a 121% increase. As part of the near miss reporting process, management shares, discusses, and communicates the near misses with all locations.

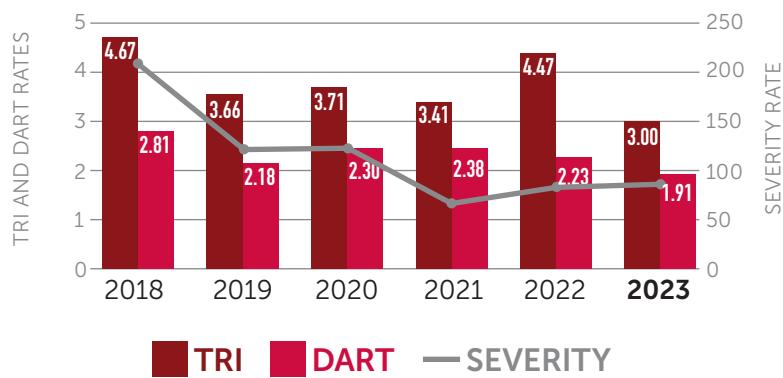
## Risk Reduction Audits

Every audit cycle, Corporate EH&S modifies the audit process based on the needs at our Acme locations. In 2023, the focus was on reducing risk and ensuring that associates understood the differences between a hazard and risk. For every job position in production, one on one discussion was held with each associate. The associates were asked to identify tasks that had risk, provide methods to reduce the risk, and complete a Risk Assessment with their supervisor.

### Number of Total Recordable Incidents (TRI), DART Incidents, and Severity

	TRI	DART	SEVERITY
2023	55	35	1540
2022	80	41	1739
2021	61	41	1153
2020	79	49	2655
2019	82	49	2783
2018	95	55	3807
2017	89	60	3688

### Rates of TRI, DART Incidents, and Severity



## CPR Training Courses

Both the Bennett Plant and Western Distribution center in Carrollton, TX hosted CPR and AED training courses. The training ensured that there are certified associates on hand to help in life threatening situations. Upon successful completion, candidates received individual qualification cards.



Bennett associates



WDC Associates, Left to right: Rigo Maldonado, Mary Wilkerson, Russell Linares, Reuben Warjihia, Shonda Smith, Jeremy Smith, and Jose Garza.

## Elgin Plants Celebrate Safety Successes



Jaime Garcia, Adrian Hanes, Ariana Hedfelt, ELP's Grill Meister: Jesus Mendoza and Jaimie Menchaca

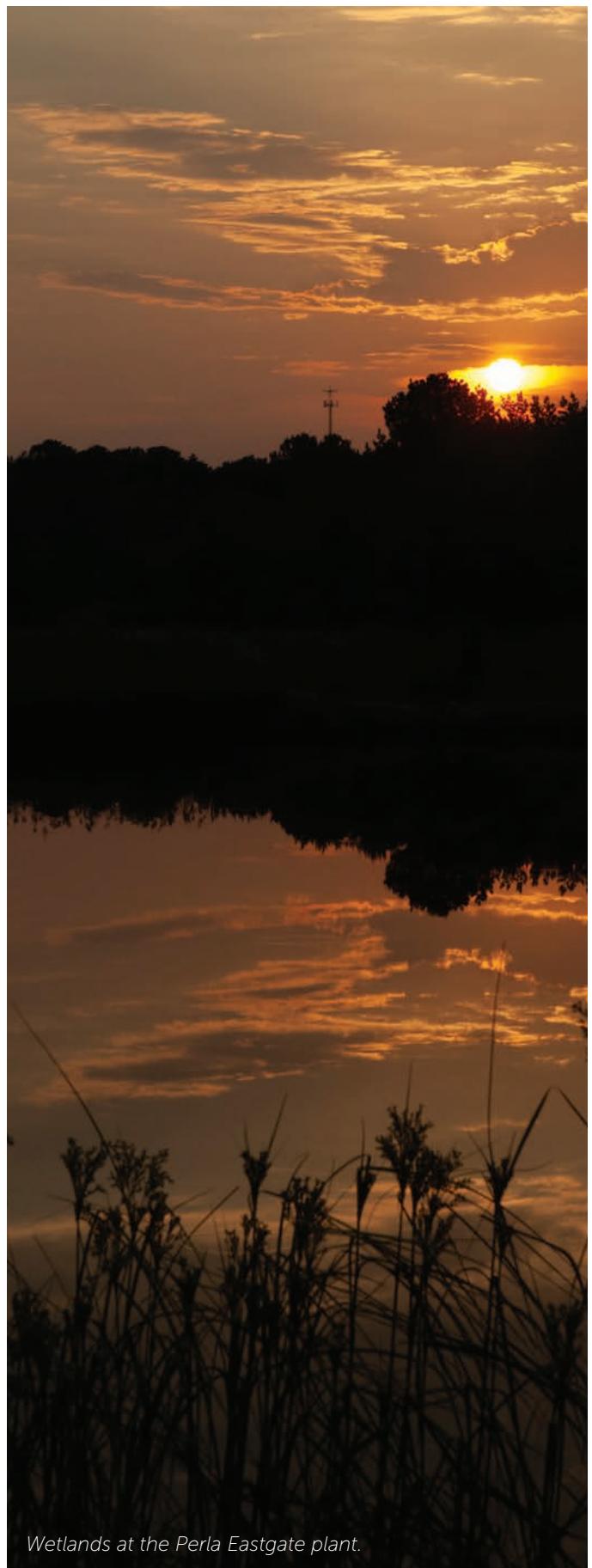
The Elgin Plants celebrated having no OSHA or DART recordables for both January and February 2023.

In reward, a grill out was planned by Luke Odenthal [Regional Production Manager]. Recognition motivates associates to keep safety in mind as they go about their day.

## Acme Success Stories

### Reanna McAnally Office Manager, Huntsville Sales Madison, AL

Reanna McAnally came to Acme Brick Company from a temp agency in the summer of 2012 to help answer phones during the busy season. She quickly demonstrated a talent for great customer service and sales ability, and in November of the same year she was hired on full time as an Inside Sales Representative for the tile showroom. She quickly developed a rapport with tile customers and became their go-to contact. Recognized as an associate who can delight customers, solve problems, and lead others in a sales environment, Reanna was promoted to Office Manager in January 2016. As her knowledge of company operations continued to expand, Reanna was also designated a Subject Matter Expert (SME) for all North Alabama and Tennessee sales locations.



# Energy Usage

## Brick Manufacturing

Brick manufacturing is highly energy-intensive because the brick kilns operate 24 hours a day, seven days a week. Over 95% of Acme's energy consumption is natural gas used to fire the kilns. Each manufacturing plant has energy efficiency targets for their kilns based on BTUs per pound of fired brick. In 2023, 6 out of the 15 plants met their energy targets. Achieving these targets is a combination of brick production and efficiency measures for the kilns. Operational problems experienced at several plants in 2023 led to both energy efficiency issues and lower production.

## Energy Management Award

Jonesboro Plant (JPB) received an Energy Management award for consistent fuel reduction in 5 of the last 6 years. JPB's fuel reduction of 24% since 2017 set a standard that's hard to match. During this time, JPB has also maintained the high quality standards our customers expect. With the plant improvements this year and the guidance of new manager Matt Dowden, we should see a continuation of success at Jonesboro.

Congratulations to Matt and the Jonesboro Team!



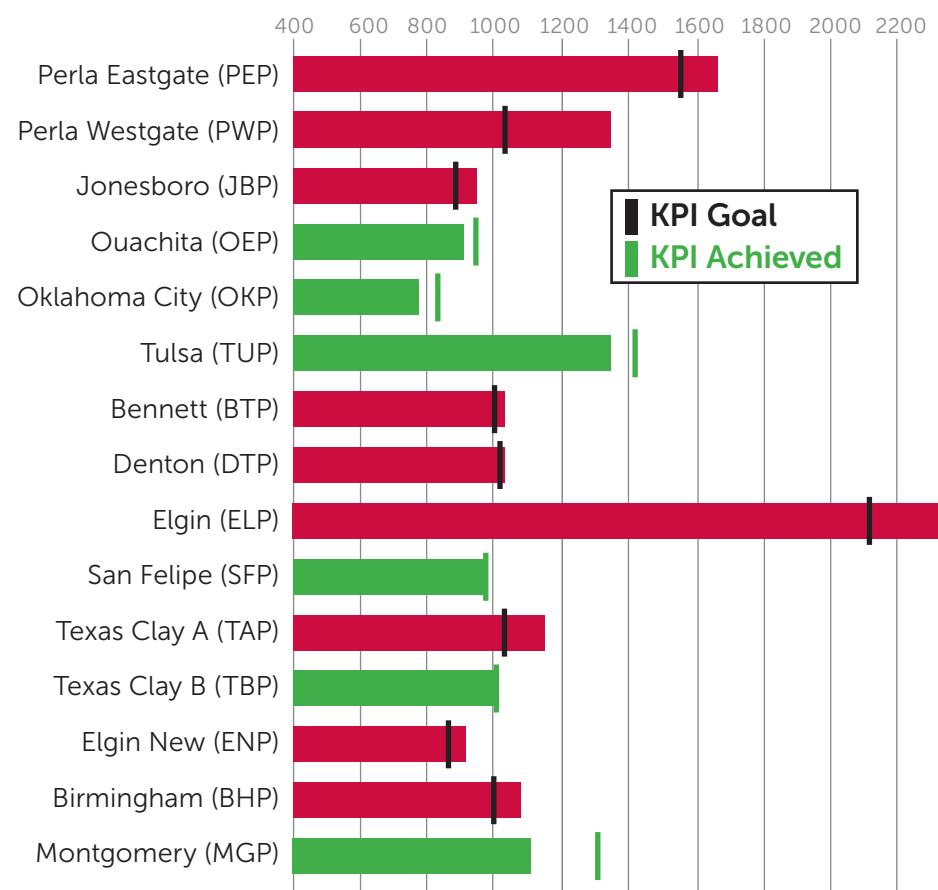
Jim Krueger [Director of Research Services, left] presents Matt Dowden with the Energy Management Award.

## Production Energy Usage represented as MMBtu

	Natural Gas	Diesel	Electricity	Gasoline
2023	<b>3,442,256</b>	<b>118,682</b>	<b>358,299</b>	<b>29,368</b>
2022	3,226,914	126,421	321,650	30,522
2021	3,223,698	118,838	357,884	29,108
2020	3,326,057	117,291	369,413	32,053
2019	3,467,478	141,501	366,451	34,720



## BTUs per Pound of Fired Brick in 2023, By Plant



# Greenhouse Gas Emissions

## Greenhouse Gas Emissions & Energy Reductions

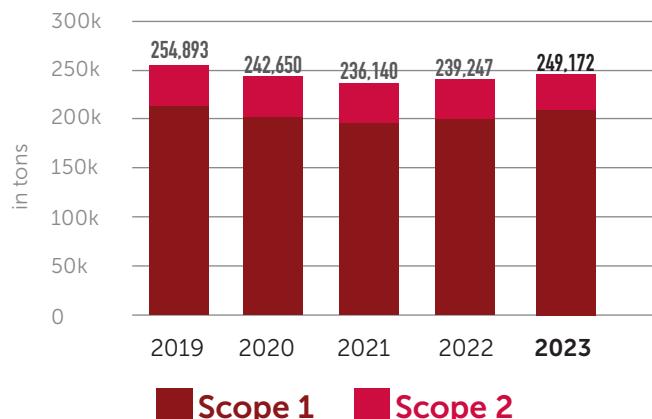
The chart shows total Scope 1 and 2 emissions.

Scope 1 covers emissions from sources that an organization owns or controls directly (e.g., burning natural gas in our kilns).

Scope 2 covers emissions that a company causes indirectly when the energy it purchases and uses is produced (e.g., the emissions created in generating the electricity that powers our plants).

As shown, the majority of greenhouse gas emissions are generated from natural gas. GHGs declined 2.2% from base year 2019.

### Greenhouse Gas Emissions ( $\text{CO}_2\text{e}$ )



## New Technology for More Efficient Production



*The Denton Plant installed a new state-of-the-art Mini-Decker to automate the packaging process.*

*This new system is unique in that it uses a vacuum to pick the brick up off the hacks. Also, it is smaller than traditional de-hackers.*

*Once this technology is proven out at the Denton Plant, it will be implemented at other plants as well.*



*Jonesboro Plant had produced brick using a Pearne and Lacy setter for more than 36 years. It was time to upgrade the equipment to be more reliable and efficient for the future. With that said, it is a testament to the team at Jonesboro that maintained the setter over all those years.*

*It was replaced with a new Direxa Setter with upgraded controls throughout the plant. These upgrades will enable the plant to produce brick more efficiently and reliably for years to come.*

Brick is made primarily from clay and shale, a non-renewable resource. We mine clay, grind it to suitable particle size, mix with water and additives, extrude it to specific sizes, dry it, fire in a tunnel kiln and package for distribution. The manufacturing of brick is an efficient process losing, on average, only 5% of all material handled during the mining process and 2 to 10% of the material

produced during the manufacturing process. We seek to minimize waste by: using overburden from the mining operation for reclamation; reusing brick bats and green scrap in the brick manufacturing process; and using waste heat from our kiln to heat the dryers, thereby reducing our natural gas usage.

# Transportation

## Fleet Statistics, Southeast Division

	2023	2022	2021	2020	2019
miles driven	<b>1,224,024</b>	1,264,143	1,242,615	1,357,055	1,398,307
gallons of fuel	<b>218,354</b>	228,720	233,832	250,362	251,407
average mpg	<b>5.61</b>	5.52	5.31	5.42	5.56



An Acme fleet truck with our "World's Largest Brick" Baby Clay

From 2019 to 2023, the Southeast Division fleet showed a 10% reduction in driven miles, a 10% reduction in diesel usage and a 1% improvement in miles per gallon. Fleet vehicle onboard computers used to track hard braking events, idling time, fuel usage, and miles per gallon ratings continue to encourage improvement in efficiencies.

### Truck Rodeo Time

Acme's dedicated carrier, Ryder Integrated Logistics, put on their annual 'Ryder Truck Rodeo' which included a Driver Skills Competition. Nineteen Acme-Ryder drivers, domiciled at various locations across the company, drove to Texas Motor Speedway to compete against drivers from other Ryder accounts. The competition included a serpentine course, blindsides backing, closest to the line stop, and parallel parking. Out of the 33 total drivers that competed in this competition, the Acme-Ryder drivers took the top 3 spots in the competition.



First Place:  
Cosme Martinez,  
Lubbock Sales

Second Place:  
Roland Esquivel,  
San Antonio Sales

Third Place:  
Terry D. Cohron,  
Bennett Plant

# Water

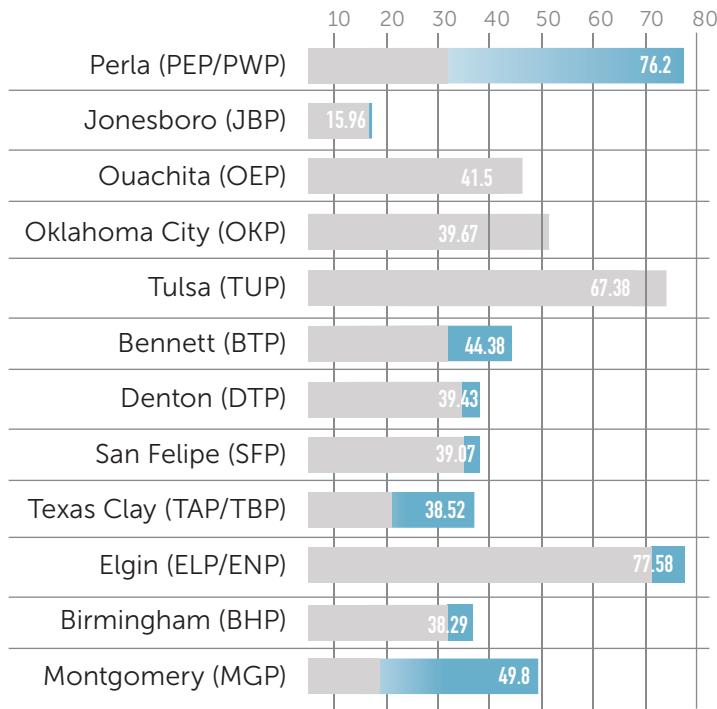
## Responsible Water Usage

Water is a valuable and crucial resource in everyone's day to day life as well as in industry. At Acme, we strive to use water efficiently and recycle and reuse where possible. Since 2022, we have been tracking water usage and have installed meters at plants which use surface or groundwater. On average, our production facilities use approximately 2.99 million gallons of water per month for a total of 35.9 million gallons per year, enough water to supply 328 households.

In 2023, Acme plants used 29.4 million gallons of water purchased from municipalities and 6.5 million gallons of surface and ground water. This is an overall decrease of 8% water usage from 2022. The amount of municipally supplied water used decreased by 16% and surface water/groundwater increased by 33%. Relying more on precipitation that has collected, or groundwater that has accumulated in our mining basins reduces our reliance and burden on municipal utilities.

The water usage per plant is determined by the characteristics of the raw material, which varies from plant to plant. The chart below represents the water usage by plant per 1,000 Brick Equivalent (MBE). The darker areas represent last years totals, as a comparison. A brick equivalent (BE) is equal to the volume of clay in one modular size brick, and is used to normalize all brick sizes into one-unit size.

### Gallons of Water per MBE by Plant in 2023



## Helping to Create Wildlife Habitats

*Our sales locations are also finding new ways to divert waste from landfills by using brick bats in ways that would make all outdoor enthusiasts happy. The Wichita Sales Office has teamed up with the Kansas Department of Wildlife and Parks in providing three containers of brick bats for a small-scale fish habitat rehabilitation.*



*The Kansas Department of Wildlife and Parks applied the brick bats in shallow freshwater reservoirs to provide a haven for young populations of fish that creates a healthy aquatic environment. The smaller fish are able to hideout in the coreholes of the brick away from larger predators where they can eventually grow up, which in turn creates a well-balanced and healthy population. The brick is diverted from a landfill and is also creating a new home for Kansas' fish.*



## Acme Success Stories

### Debbie Sunvison Finished Goods Supervisor Elgin Plant

Debbie puts her heart and soul into her job as Elgin Plant Sales Coordinator. Debbie, in her words, "grew up on the Elgin Plant" and saw it change from Elgin Standard (owned by the Prewitt family), then Elgin Butler, and finally Acme when it bought the plant in 1991. She was hired in March 1976 for cleanup and odd jobs like unloading and loading pallets, and working with patio tile. Debbie trained in the sample department, worked on banding machines, created time cards for packaging and burning, and managed yard inventory using card files (before computers), to track brick as well as brokerage items brought in from various vendors. At the same time, she trained for other jobs in the main office: plant payroll, accounting, invoices, ordering, switchboard, dispatch, and working with sales and customers.

Each time Mr. Bud Adams (Regional Production Manager) came to the plant, he noticed that Debbie was in a different role - and began taking a few minutes to talk with her each time. To help build her confidence, Bud arranged for her to train with Gregg Sublett and Brenda Cardwell at the Bennett Plant to prepare daily, weekly, and monthly reports, as well as budgets, and data entry programs. Soon after, she was given the position of office manager – a position she held from 1993 to 2010. Since then, she has been Sales Coordinator for the Elgin Plant.



## Acme Success Stories

### Ben Dugan Plant Superintendent, Bennett Plant Millsap, TX

Ben Dugan joined Acme Brick on September 6, 2022, through Hiring Our Heroes, a program that helps career military personnel nearing retirement with their transition to the civilian workforce. Upon completing a 12-week internship, Ben was offered a night Production Supervisor position, which he accepted. Ben's boss, Tracy Bruton (Plant Manager), made the transition seamless, welcoming Ben to become a part of the Acme family and apply the leadership he developed over three decades of military service.



Ben's experience told him that Bennett's organizational structure was missing a key component. After nine months as a full-time Acme associate, Ben applied for the Plant Superintendent position, knowing he could step in and fill that void. In September 2023, Ben was promoted to Plant Superintendent – to address scheduling challenges, reduce overtime hours, and match the right associates to the right positions.

When asked what he has learned in his time at Acme, Ben replied, "It echoed to me what I learned from the military - people don't care what you know until they know that you care." Making sure that people have what they need to do their job is how Ben is building trust with his associates. Challenging himself to make Acme a better place than when he arrived is what makes Ben a success story.

## Environmental Innovation Award

This year's recipient of the Environmental Innovation Award went to Jason Hight and the San Felipe Plant. Two primary initiatives were the basis for this award. Within less than a year, the plant has been able to divert 15% of its waste to recycle, higher than any other plant, through a creative department-level competition with regular recognition and reward. Jason even encourages his associates to bring in recyclables from home where recycling is not provided by the city or county.

His second initiative involved replacing single use water bottles and water jugs with a third-party vendor-supplied water system. The new system provides both ice and filtered water and is situated at convenient locations in the plant, providing the workforce with a healthier and more pleasing drinking water alternative. This change has resulted in a great reduction of plastic waste, a more sanitary system, and an annual savings of approximately \$6,500. Both initiatives show ingenuity and innovation and benefit for the workforce, their families, and the environment.



Mary Ann Keon [Director of EH&S] presents the award to Jason Hight, San Felipe Plant

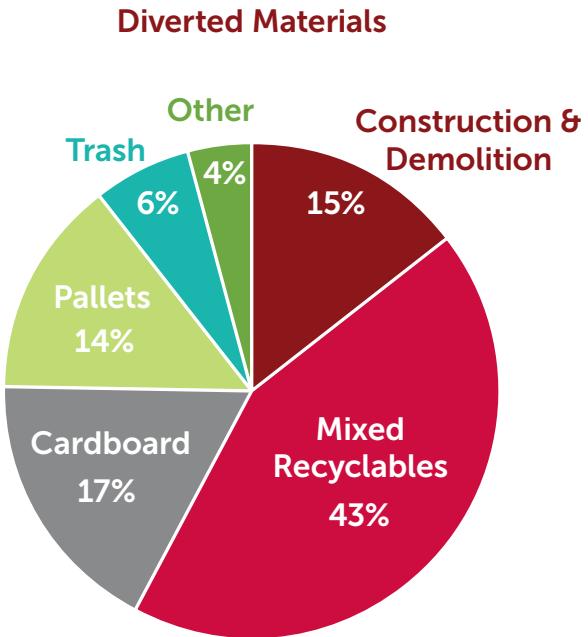
# Waste

Acme initiated a recycling program starting in January 2020 through our National Contract with Waste Management. All Acme locations, sales and production, are now recycling where commercially available, or are participating in other forms of waste diversion or reuse.

In 2023, Acme met the company-wide diversion goal of 10%. For the 35 locations where recycling is commercially available, they achieved a rate of over 25%. From 2020 though 2023 Acme Brick diverted 1,151 tons of waste, the equivalent of saving 13,135 mature trees and 1,073,578 kilowatt-hours of electricity, enough to power 103 homes for a year. Acme is also tracking recycling of materials such as pallets, brick bats, and shredded paper using our online electronic management information system.

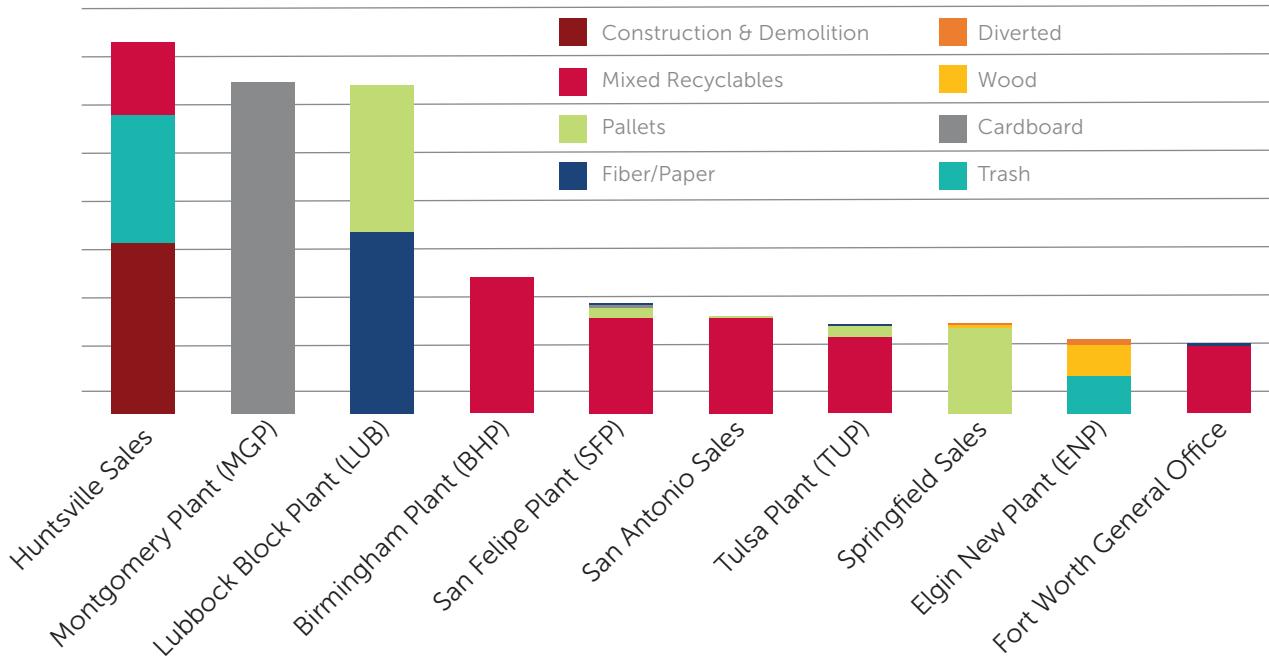
As shown in the "Stories" throughout this report, Acme is also embracing the concept of the three Rs, Reduce, Reuse and Recycle. Locations following the three R strategy have also saved money and improved associate morale. These initiatives are described in more detail as follows.

- p10: Fish Habitat - Wichita Sales
- p11: Bottleless Water - San Felipe Plant
- p13: Concrete Recycling - Lubbock Block Plant  
Lime Diversion & Recycling -  
Denton Plant & El Paso Block Plant

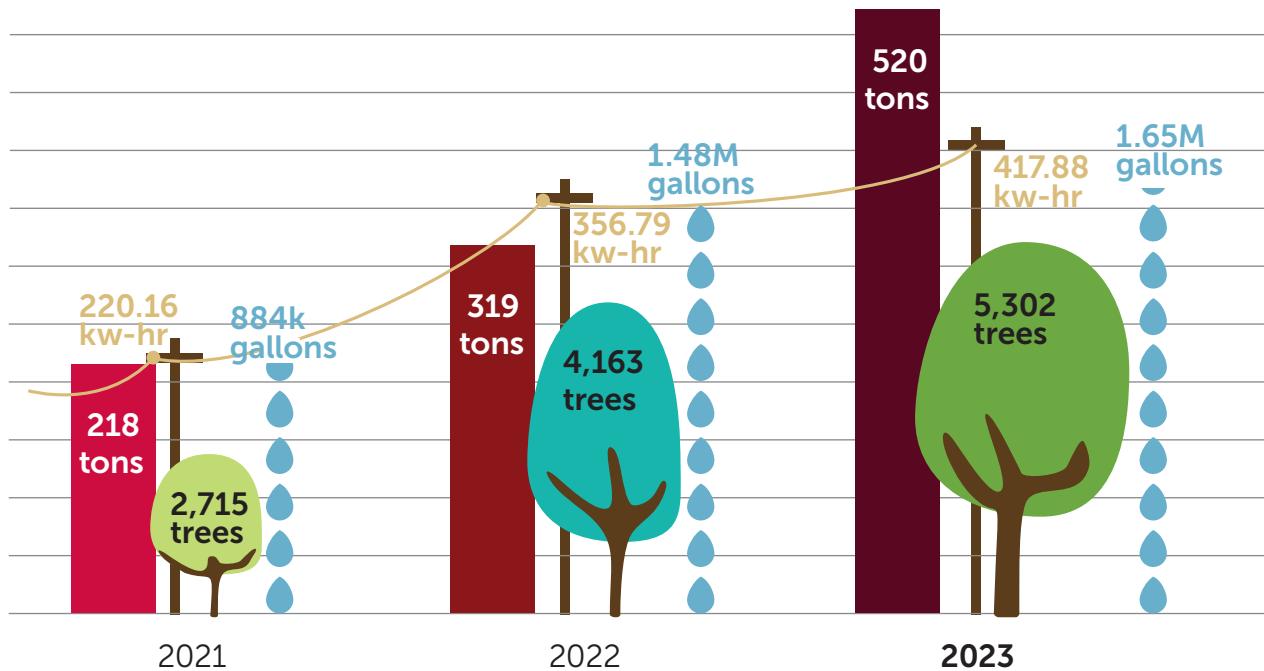


## Location Recycling

Of Acme's 59 locations, 35 or 60% are recycling. Below are the top recyclers.



## Total Waste Diverted, Trees, Electricity, and Water Saved



### Lubbock Concrete Recycling

Concrete waste can accumulate quickly in the block manufacturing process, and can be expensive to dispose of or recycle. The Lubbock Block Plant has utilized a creative solution to find a new use for the otherwise unusable concrete waste. The Lubbock Block Plant has diverted concrete waste from the landfill for re-use as road base. In 2023, the plant diverted 3,615 tons of concrete waste.

### El Paso/Denton Lime Diversion and Recycling

The Denton Plant had been looking for ways to reduce the costs of landfilling their spent lime from their air scrubber. Meanwhile, the El Paso Bagging Plant was looking for ways to reduce the costs associated with purchasing new lime for their bagging and manufacturing process. The two plants have entered a symbiotic relationship after environmental review, ASTM testing, and logistical hurdles.

The Denton Plant takes their spent lime from their air scrubber which is then hauled to the El Paso Plant to use in their bagging and manufacturing process. This results in reduced lime purchased at El Paso and potential savings of almost \$115,000 annually as well as diverting waste from a landfill to be reused.

# Our Operational Footprint

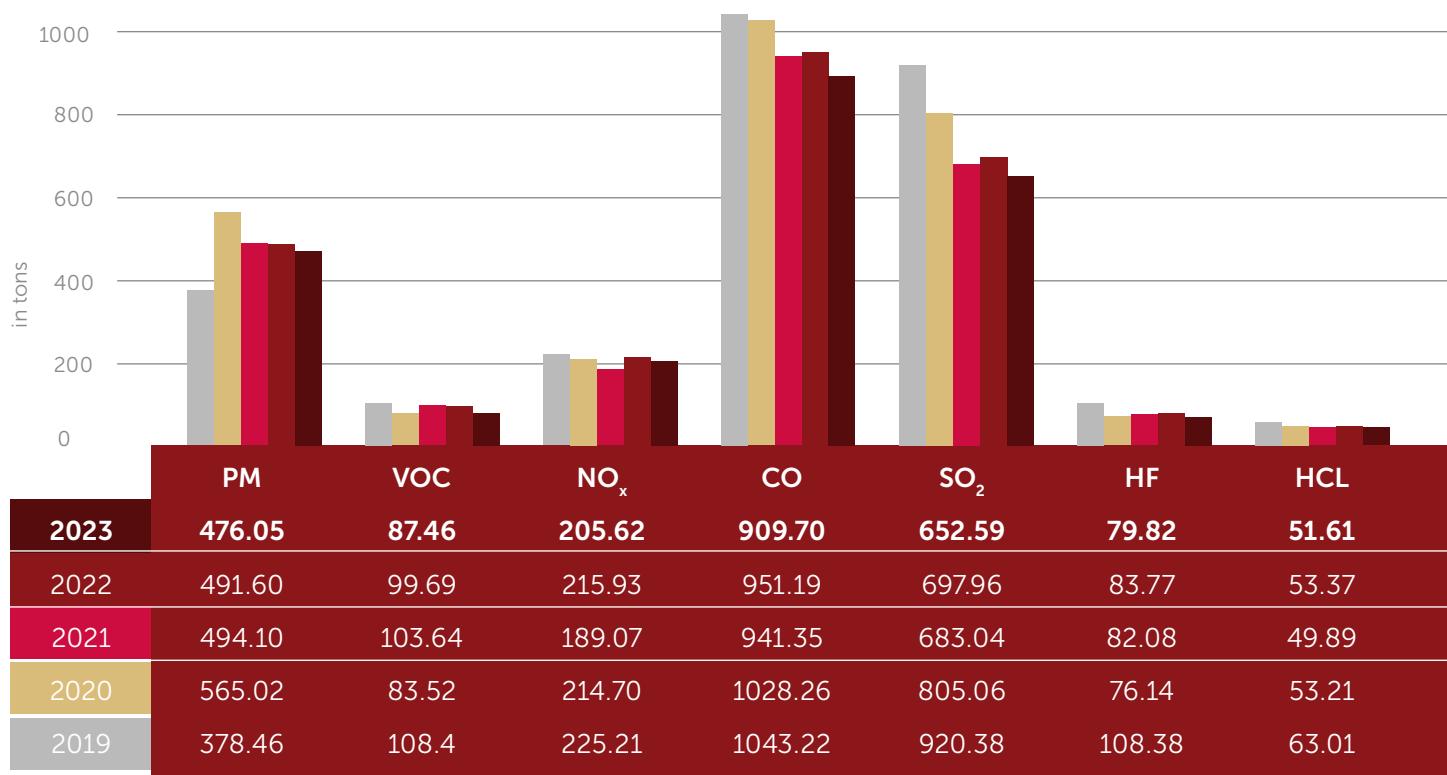
Our operational footprint includes air pollutants emitted from our kilns and other production operations and stormwater runoff that carries sediments and other pollutants into neighboring streams and rivers. All of these emissions or releases are governed by state and federal site-specific regulatory permits with discharge limits and reporting and record-keeping requirements. Air pollution control devices at eight of our plants reduce toxic emissions by up to 98%, while stormwater runoff controls minimize or eliminate sediments and other pollutants from leaving the site.

State and federal environmental permits for Acme's facilities include 21 air emission permits, 10 individual wastewater discharge permits, 32 plant and mine stormwater permits and numerous stormwater permits

for all offsite mining locations. Acme is required to meet specific pollutant limits in these permits and must verify compliance through testing, monitoring, reporting and record-keeping. These permits must be renewed periodically, and limits can change or become more stringent.

Acme continues to monitor federal and state regulatory changes that could impact our operations. Acme's mining operations are also governed by permits that include reclamation plans to be followed once mining is completed. The goal of reclamation is to restore the site back to a "like original" landscape which could include creating a productive ecosystem or wetlands.

## Total Tons of Pollutants



## Acme Success Stories

### Randy McCloud Regional Engineer Texas General Production

Randy McCloud's experience, knowledge, and dedication over the last 49 plus years has always been an asset to Acme. From his start as a Kiln Fireman in 1974, he has had the opportunity to do a variety of jobs and positions throughout Acme.

The jobs he had held over his tenure range from Plant Superintendent, Maintenance, Equipment Operator, Project Manager, Electrician, and being a part of several acquisition groups. He is well versed in everything brick from making, firing, packaging and shipping. Randy contributes his success to having a strong work ethic, passion for what he does, perseverance, self-belief, and the ability to adapt to changing circumstances. Additionally, maintaining a positive mindset and staying focused were all factors in his success over the years.



## Acme Success Stories

### Laura Bowers District Sales Manager Tulsa, OK

Laura joined Acme in 2016 as a Customer Service Representative in Northwest Arkansas. Within 2 years, she transitioned to Inside Sales. Six months later, she moved to Outside Sales, working with tract builders and DIY customers. In 2021 she moved into Office Management where she handled operations and filled in as Dispatch and PPI coordinator. In Spring 2023, she was given the opportunity to relocate to Tulsa and become the District Sales Manager.



## Acme Philanthropy Stories

### Elgin Plants Feed the Community



The Community Cupboard of Elgin was very low on donations as they service almost 70 families each week. Elgin Associates pulled together to donate \$900 with over 600 pounds of canned goods/non perishable food items.

### Denton Philanthropy Day



Our annual Philanthropy day benefited the Children's Advocacy Center, a non-profit organization that helps children victimized by abuse. With the help of our associates and community partners, we raised \$3,550.

Criselda Olvera, Jim Ogg and Danielle Dickson

# Philanthropy

Acme Brick believes in serving as a positive influence across the communities in which we operate. Whether our "giving" occurs in the form of money, time, or products, such efforts are made to support and strengthen our communities. We strive to contribute to a higher quality of life that may not otherwise be possible.

Rather than have one company-wide focus, we find making most of these decisions at the local level more impactful. This philosophy engages our Associates, and our vision enables us to see the results of our efforts. We have responded to our cultural beliefs of "Doing Right" and "Take Ownership." Together, we have taken the initiative to get involved, contribute, and help those in need.

During 2023, Acme Brick and our associates donated over \$35,000 in monetary donations, contributed almost 200 tracked hours of service, and provided more than \$45,000 worth in product donations of our brick, concrete block, flooring, and other products to those in need. Our combined effort benefited more than 30 nonprofit organizations.

## 30 + Nonprofits Assisted

- A Memory Grows - Legacy 5k
- Acid Maltase Deficiency Association
- Advent Parish Day School
- Agape Pregnancy Resource Center
- Alpha Kappa Alpha Sorority
- Alzheimer's Association - North Central Texas Chapter
- Bearden High School Baseball
- Better Business Bureau - Southeast Texas
- Boys and Girls Club of Malvern
- Briarcrest Christian School
- Children's Advocacy Center for North Texas
- Clyde Independent School District, Project Graduation
- Community Cupboard of Elgin
- Crowley Seventh Day Adventist Church
- Cystic Fibrosis Foundation
- Denton Independent School District Newton Rayzor Elementary
- Family Markets, LLC
- Frenship Independent School District
- Habitat for Humanity - Abilene
- Habitat for Humanity - Washington County Arkansas
- Henderson Boys Baseball Association
- Habitat for Humanity - Wiregrass
- His Way Recovery Center
- Hot Spring County Library
- Holy Angels - 5k
- Huntsville Inner City Learning Center
- J.E. Manning American Legion Post 258
- Malvern Athletic Department
- Meals on Wheels - Tarrant County
- Midland Community Development Corporation
- North Texas Solutions
- New Braunfels Food Bank
- Oklahoma State University Posse
- Oak Mountain Missions
- Positive Tomorrow
- Project Hope
- Ronald McDonald House - Temple
- Ronald McDonald House - Lubbock
- Round Rock Serving Center
- Salesmanship Club Charitable Golf - Dallas
- Salvation Army - San Antonio
- Senior Attention & Alzheimer Care Center
- St. John Community Improvement
- Tackle Tomorrow Foundation
- Texarkana Texas Dixie Baseball
- Texas Diaper Bank
- Texas Masonry Council
- The Razorback Foundation
- Wichita Junior Golf Foundation

## Acme Philanthropy Stories

### Meals on Wheels & Acme Brick: Partners for over 20 Years



Fort Worth General Office volunteers: left to right, Jassidy Luna, Todd Goodman, Heidi Hayes, Lori Everage, Linda Gorham, Bob Carter, Christy Thomas, Jason Thomas, Lili Hernandez, John Pryor, Johana Powell

Meals on Wheels Inc. of Tarrant County started in 1973 as a collaboration between 11 faith-based organizations in Fort Worth to bring food to the elderly. The company has grown to about 1.7 million meals a year provided to elderly and disabled clients. Acme Brick started volunteering in 1996 with the help of Mark Hill, retired, who also sat on the Meals on Wheels Board of Directors.

This year marks Acme Brick's 28th anniversary. We currently deliver meals every Wednesday and Friday in the Arlington Heights area of Fort Worth with a rotating schedule of volunteers who take turns delivering the meals once a month. This year our volunteers spent just shy of 200 hours of time serving meals to the community.



Angie Honey, Tama Humes, April Richards, Jason Wiederkehr

The Austin Sales office team collected diapers, baby clothing, blankets, and \$112.04 in cash as a Christmas donation for the Agape Pregnancy Resource Center in Round Rock, a nonprofit resource providing services for women, men and babies.



left to right, Mark Bailey, Hal Green, John Faught, Harry Holder, Sandy Adams, Emily Chastain



### Shreveport Sales

Associates ran a 5K for Holy Angels, an independent nonprofit organization dedicated to providing support for individuals with intellectual and developmental disabilities.

# Associate Growth Opportunities

## Associate Engagement

We strive every day to create an environment where our associates feel engaged and valued. Associate engagement improves work culture, reduces turnover, increases productivity, and builds better work and customer relationships.

**Onboarding for New Hires.** We created an onboarding video that features our executive leaders and associates, as well as a benefits video to provide helpful information. Work is continuing on line-of-service-specific onboarding guides, a checklist, and a post-onboarding survey.

**Associate Success Stories.** Throughout this report, you will see examples of Acme Success Stories - current associates who have worked their way up to new and better roles at our company. These stories are common, and we add to their ranks every day.

**Leadership Academy.** Our Leadership Academy helps identify, develop, and retain high-potential associates. The curriculum covers Talent Acquisition, Engagement and Retention, Performance Management, Financial

Acumen and a newly suggested topic, Leadership Influence. The Academy's ultimate goal is a strong pipeline of future leaders who will guide the company through challenges and opportunities.



**Advanced Leadership Circle.** In addition to our Leadership Academy, we have created an Advanced Leadership Circle to quickly develop associates in our organization who need to step into key leadership positions at the top of the organization. This year-long program hones skills addressing their own continued development as well as working in "MPact" teams to break through roadblocks and create opportunities.

## Associate Mentoring

The Acme Mentoring Program is an exciting opportunity for associates to live our Cultural Beliefs and make our Acme Pillars stronger, forging new relationships across the company and allowing associates to develop new skills or perfect the ones they use most.



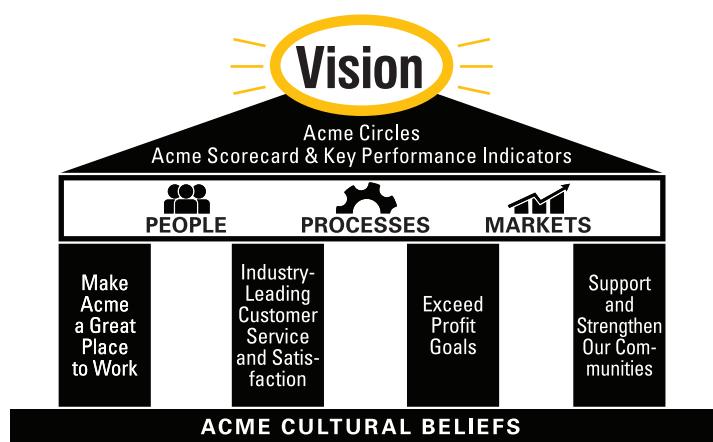
**Hiring Our Heroes / Second Chance Hiring.** We also utilize programs such as Hiring Our Heroes, where active-duty service members gain experience working in the private sector in the last six months of their military service; and Second Chance hiring programs to tap into an overlooked source of talent.



## Succession Planning.

Succession Planning efforts include month- or year-long mentorship programs, online classes, real-life work projects, and one-on-one conversations with our current senior leaders. Leadership Academy, Leadership Circles and our Advanced Leadership Circle Program add another dimension of Succession Planning, identifies and develops future leaders within Acme Brick to ensure a smooth transition of leadership and to maintain continuity of operations.

## Spotlight on the Future



# Human Resources Team



The Human Resources Team: left to right sitting, Alex Hernandez, Mark Treat, Gary Grant, Misty Penneston standing, Linda Gorham, Heidi Hayes, Kelly Parsons, Matthew Hitt, Susan Simmons, Cris Olvera, Michelle Gori, Leslie Hobbs

Increasingly, Human Resources departments focus on human resource management, using strategic investments and initiatives to improve an organization's workforce. The long-term goal of Human Resources is to create a more positive, loyal, and productive workforce, which ultimately benefits the company. Acme Brick's Human Resources department manages the life cycle of each associate—from recruitment and onboarding to training and termination or retirement. Our team also must monitor industry trends and rules to stay on top of compliance and legal issues.

Over the past few years, we have increased our focus on providing leadership training and resources for Succession Planning to support Acme's cultural belief of *Enhancing Associates*. This is key to our continued

success insuring we have great bench strength for the future. Our team is also heavily focused on exploring enhancements and education of benefits programs. We are integrating more system solutions and automating processes to help improve efficiency which speaks to our cultural belief of *Embracing Improvement*. Associate Engagement helps us *Build Trust* with our associates and Makes Acme a Great Place to Work.



Gary Grant, Director of Human Resources



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