

# BUILDING MOMENTUM


2016 Corporate Responsibility Report Summary





## Building Momentum


Sixty years after J+J Flooring Group was founded, we're still dedicated to creating beautiful, innovative flooring and providing a world-class customer experience. And we're driven by the same values: supporting one another, giving back to our community, and protecting our environment. So when we merged with Engineered Floors in early 2016, we did so knowing that our shared values and aligned strengths will create generations of new opportunity for growth, innovation and service to our associates, customers and communities.


Today, our company is at the cusp of what stands to be the most exciting era in our history. As the following highlights from our 2016 sustainability report share, in the past year we have started construction on a new 520,000 square foot floor tile manufacturing facility not far from our main campus in Dalton, introduced a record number of new products into the market, and continued to make significant strides towards our Vision 20/20 goals for environmental performance. And we have accomplished all this and more thanks to the vision and ingenuity of every person within the J+J family.


**30% Salary**

**70% Hourly**

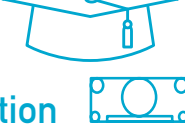
**720 employees**


**58% Male 42% Female**

**Headquartered in Dalton, Georgia, with offices and showrooms in Chicago, Washington D.C. and New York City**

**950,000 square feet of facilities on 80 acres (including 20 acres of designated wetlands)**

**36%** of our employees have been with J+J for **10+ YEARS**

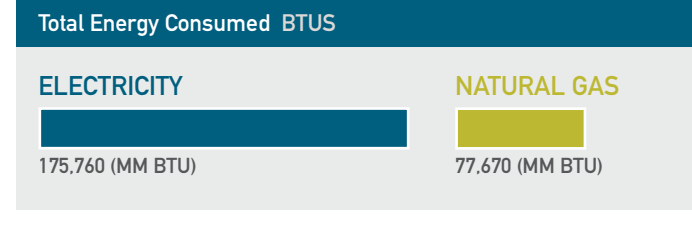
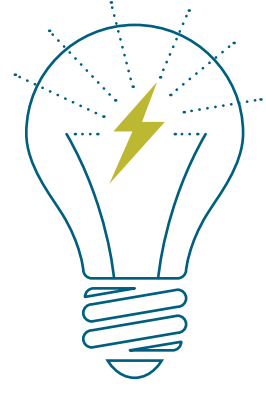
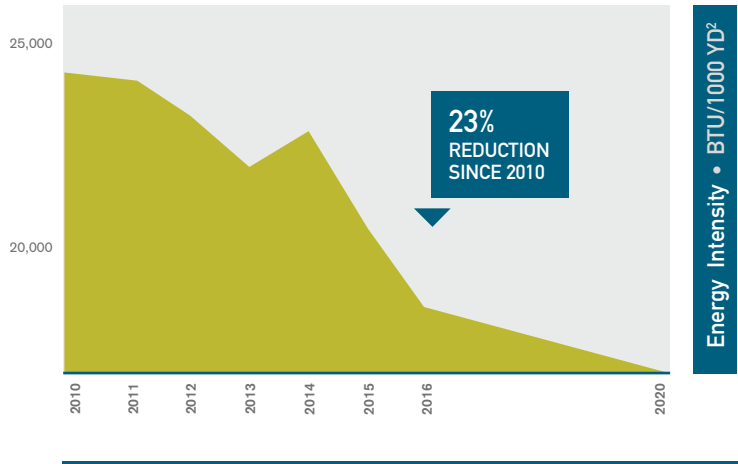
**\$24,300 tuition reimbursement for employee continuing education**

**37 community service projects completed by J+J employees in 2016**

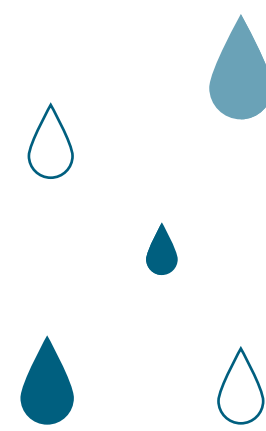
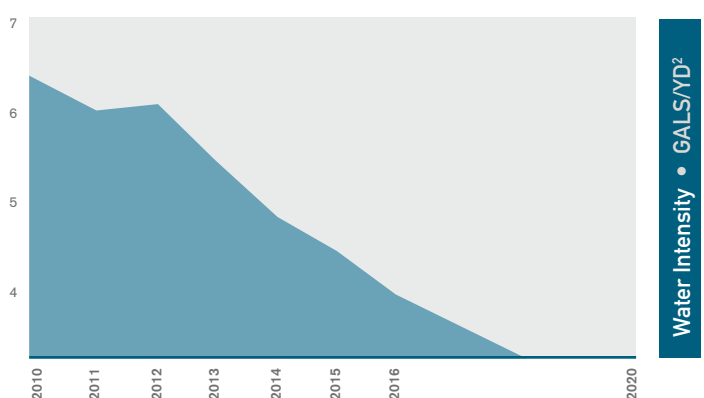
**100%** employees engaged in on-the-job training, self-directed e-learning or professional development workshops

## 20/20 VISION BY 2020

Reduce energy intensity by 20%  Achieved in 2016





## Reduce water usage by 66%





## Eliminate our use of landfills Achieved in 2015

Year	Waste Intensity (Lbs of Landfill/1000 yd²)
1993	240
1994	180
1995	140
1996	100
1997	80
1998	70
1999	100
2000	80
2001	70
2002	60
2003	50
2004	40
2005	30
2006	20
2007	10
2008	10
2009	10
2010	10
2011	10
2012	10
2013	10
2014	10
2015	0
2016	0
2017	0
2018	0
2019	0
2020	0



**RECYCLED**  
3,874,419 LBS

**WASTE TO ENERGY**  
605,500 LBS

**REUSED IN THE SAME PROCESS**  
38,099 LBS

**REUSED IN A DIFFERENT PROCESS**  
764,625 LBS

**Total Waste by Type & Weight**  
5,282,643 LBS



**We continue to be the only Zero Waste to Landfill Certified flooring manufacturer in the US.**

## Cut our greenhouse gas emissions by 20% since 2010

