



PO Box 7594 • N. Kansas City • Missouri 64116

An open letter to our Employee's and Clients:

We have seen much success over the past 25 years. Our very existence here at JR & Co. is built around our Mission Statement:

JR & Co. Mission Statement

The Mission of JR & Co. is to provide high quality commercial roofing services with honesty, integrity and careful attention to every detail. We are firmly dedicated to following through with each of our commitments in a timely and cost effective manner. It is our ultimate goal to develop and maintain lasting relationships through honesty, hard work and a genuine concern for our clients' best interest. We take pride in our work and are personally accountable for every assignment

It's because of the relationship aspect of our business that we take Safety seriously. We care about our employee's. We care about our clients'. All of us must understand construction work is inherently dangerous. When there is half hearted effort, when people are not properly trained, when they don't have the proper tools and equipment, when workers do not pre-plan their work, when they take things for granted, then people are injured and even die from not making smart choices.

Our objective is to create with in JR & Co. and those who work with us a Safety Culture, which emphasizes and produces an attitude and ideal of "Safety First". A "Safety First" attitude produces two intangible benefits which transcends our entire organization. The first benefit is a work environment dedicated to the ideal of "Zero Injuries". The second benefit is a mindset that we genuinely care about the welfare of those who work with us and we want all those who come to work in the morning, to go home to their families with a little bit more money in their pocket and in the same healthy condition that they started with in the morning.

As we successfully implement this Safety Culture, then we will see lasting benefits throughout our organization; less absenteeism, improved quality, more efficiency in the way we execute our work, which in turn produces greater profitability for everyone and continued client satisfaction.

No aspect of our work is of greater importance, then the prevention of accidental injury or illness to our construction personnel, to the public, and to us.

We have a moral and legal requirement, to provide a Safe place to work. Each operation of a construction job is to be planned in advance so that unsafe conditions and work procedures by others can be anticipated and mitigated before an accident occurs.

Every person who works for us and every client we serve deserves to have a project delivered in a safe and quality workmanship manner.

No deviation from accepted safe work procedures will be tolerated. We have a responsibility to see that a safe work place is maintained by all responsible parties.

Everyone in our organization and those we contract with is expected to provide positive and active "Leadership" in the promotion of a Safety Culture, which emphasizes "Safety First" and the prevention of accidents.

Sincerely,

Kristi K Schuller
President
JR & Co., Inc.