



March 15, 2016

SUBJECT: Awesome Work Team

It has been several months since I have been compelled to write a personal letter of recognition, however, your recent accomplishments warrant such a letter and it is truly my pleasure! Happenstance, fate, or simply your destiny placed you in a position to arrive at Jewelry in Candles. Whatever the reason, I am truly thankful for a team like you to lead. Yes, we seem to have a revolving door, nonetheless, I see that carousel slowing as I am extremely pleased with current and recently acquired employees. Yesterday the plant shipped 1,389 orders with twelve shippers, of which - two were new. Wow! In a very short time, several of you have come together with an admirable work ethic, enthusiasm and drive for results that is reflected in our shipping numbers, and not just output! Shipping quality has been the best that I have seen in the past year.

Before someone gets the impression I am thinking only of the shippers, PLEASE understand that any success achieved at JIC is derived from a team effort. Imagine that we are a relay team. . . .a) Marketing/Programming represents the first leg of the team, b) Production/Build-up areas represent the second leg, c) Inventory is tertiary and d) Shipping carries the baton across the finish line. Customer Service & Compliance are the pit crew that allows us to stay focused on supplying our rep base with new and exciting products, in a timely manner.

**1<sup>st</sup> shift + 2<sup>nd</sup> shift = Jewelry in Candles**

I applaud everyone for their efforts and ask that you continue this paradigm shift in reaching milestones by flawlessly executing your job on a daily basis. This mind-set will help us reach our goal of ONE DAY SHIPPING. Yes, I said it – one day shipping! I believe in you, do you believe? We can do it!

On behalf of the Jewelry in Candles' leadership team, we say thank you for your great work and attitude!

*Darryl W. Spaulding*

**DARRYL SPAULDING**

Chief Operating Officer

