

# Undercover

by  **Bowles**  
MATTRESS CO.  
EST 1975

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*Sleep is not an optional lifestyle luxury—  
it is a non-negotiable biological necessity.*

*—Matthew Walker*

## A Year of Building Forward

*Strengthening the foundation behind  
everything we do*



This past year was less about standing still—and more about strengthening what already matters.

We began the year by honoring a remarkable milestone within our walls. After more than **45 years of dedicated service**, we celebrated the retirement of a longtime team member whose craftsmanship, knowledge, and steady presence helped shape Bowles Mattress Company for generations. That kind of legacy can't be replaced—but it can be carried forward through the standards, skills, and care passed on to those who continue the work.

Throughout the year, we invested in the long-term health of our facility with major infrastructure improvements, including a new roof and updated windows. These behind-the-scenes updates help ensure our building continues to support the craftsmanship happening inside it every day. They may not be flashy, but they are essential to doing things the right way—for our team and for the work they do.

We also introduced our **Rest Assured** program and took a closer look at quality control across the factory floor. From materials to final inspection, we focused on refining processes, reinforcing standards, and strengthening the consistency behind every mattress we build. Alongside these efforts, we added new safety equipment and updated safety standards—continuing our commitment to a workplace where quality, care, and responsibility go hand in hand.



SLEEP...  
IN Style  
▲▲▲▲

On the product side, we continued expanding our hospitality-inspired offerings. With the addition of the **French Lick Springs Hotel Series**, alongside the **West Baden Springs Hotel Series** and our **Sleep IN Style** collection inspired by Indiana State Parks & Inns, we remain focused on thoughtfully designed options rooted in comfort, durability, and real-world use.

We also took a thoughtful step locally by acquiring the Bowles Factory Outlet stores in the Louisville market along with the flagship Jeffersonville location from Mark & Brenda Vessels who are retiring. This decision allows us to preserve a long-standing Bowles presence in our home community while remaining firmly committed to supporting our retail partners. Collaboration—not competition—continues to guide how we serve customers, including directing them to trusted retailers throughout our network.

This year marked **50 years of Bowles Mattress Company**—a milestone built on consistency, relationships, and the people who show up every day to carry that legacy forward.

*As we look ahead, we do so with gratitude—for our employees, our retail partners, and everyone who trusts us with a better night's sleep. The work continues, and we're proud of how it's being done.*

**Meet our newest employee: Bryan Lusco, Sr.**



Bryan is a Louisville native and proud Waggoner Wildcat. He's a family-oriented guy and the father of five, as well as a proud grandfather of two.

Bryan brings valuable experience from his background in Traffic Control and Property Management — skills that translate well to the fast-paced, detail-driven work at Bowles Mattress Company. When he's not helping build beautiful mattresses, he enjoys watching and attending sporting events, shopping, and traveling. So far, he's visited 38 states.

A fan of Italian food (especially when he's the one cooking), Bryan fits right in with our appreciation for craftsmanship and doing things the right way.

We're glad to have you on the Bowles team, Bryan!



**Growing Stronger Together:**



**LEAD Certification**

**Congratulations, Dwayne Mudd**

Dwayne Mudd has earned LEAD Certification, continuing the Bowles commitment to developing strong leaders from within. This achievement reflects Dwayne's dedication to growth, teamwork, and leadership that supports both our people and our processes.

**Forklift Certification**

**Congratulations, Tracy Bell**

Tracy Bell has successfully completed Forklift Certification, further strengthening safety, efficiency, and teamwork within our operations. This certification reflects Tracy's commitment to maintaining a safe and productive work environment for both teammates and equipment.



**Retailer Spotlight:**



**Nelson Miller**

After many years as our independent sales representative for the Indianapolis region, Nelson Miller is transitioning away from the home furnishings industry to focus on new professional opportunities.

We wish him continued success and will miss working with him.





## HR FOCUS

Did your tax withholdings for 2025 collect enough taxes? Or were your selected withholdings more than needed? We encourage you to take a look at your accumulative withholdings for the year and determine if you need to make adjustments for 2026. This can easily be accomplished via your ADP mobile app or online at [workforcenow.adp.com](http://workforcenow.adp.com). See HR for assistance.



### Workplace Myth Buster

**Myth:** Asking questions makes you look unprepared.

**Reality:** Asking questions shows engagement, curiosity, and a desire to do the job right.

### When Winter Affects Your Mood

During winter, daylight hours shorten and routines change, many people notice a dip in energy or mood during the winter months. For some, this can be more than the typical “winter blues” and may be a form of seasonal depression, often called **Seasonal Affective Disorder (SAD)**.

**Common signs may include:**

- Low energy or fatigue
- Changes in sleep or appetite
- Difficulty concentrating
- Feeling down or less motivated

Reduced sunlight can affect the body's natural rhythms and mood-related chemicals, making winter feel heavier for some people.



**What can help:**

- Getting outside during daylight hours
- Keeping a consistent sleep routine
- Staying socially connected
- Light physical activity
- Reaching out for support early

If winter feels especially challenging, you're not alone. Confidential support resources are available, and HR can help connect you if needed. Asking for help is a sign of strength. The Bowles Employee Assistance Program is here to confidentially speak to you if needed. Contact: 866-574-7256

### 401k Refresher

**A 401(k) is meant for long-term retirement savings, so there are rules around when money can be withdrawn.**

**You may be able to access funds:**

- At retirement age (typically 59½ or older)
- After leaving the company, depending on plan options
- In certain hardship situations, if allowed by the plan

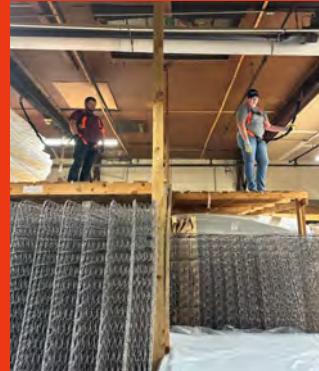
**Keep in mind:**

- Early withdrawals may be subject to taxes and penalties
- Hardship withdrawals and loans have specific rules
- Taking money out early can reduce future retirement savings

**Before withdrawing, review your plan details or speak with a financial advisor. HR can help point you to the right resources.**



# Safety in the Making



## New Fall-Protection Harness System Installed in Our Warehouse

Keeping our team safe has always been a priority at Bowles, and our latest warehouse improvement reflects that commitment. We recently installed a new fall-protection harness system on the storage lofts to help protect anyone who needs to work at elevated heights.

## Why We Made This Upgrade

Stocking and organizing materials sometimes requires employees to climb onto the shelving lofts. Even with training and careful movement, working above ground level carries some risk. The new harness system adds an extra layer of protection by giving team members a secure connection point while they're up there.

## What This Means for the Team

- **Better fall prevention** – Harnesses keep employees safely connected anytime they're working at higher elevations.
- **More confidence on the job** – Extra protection helps everyone focus on the work instead of the height.
- **Stronger OSHA alignment** – This system supports safety requirements and keeps us proactive about reducing risks.

## Keeping Safety Part of Our Daily Routine

This improvement is one part of our ongoing effort to maintain a safe and efficient workplace. Employees are encouraged to speak up if equipment needs attention, if another set of hands is needed to reach something, or if a situation doesn't look right. A strong safety culture depends on everyone staying aware and looking out for one another.

Together, we can make sure every day ends the same way it starts—with everyone safe and ready for tomorrow.

## Bowles 2025 Christmas Luncheon and Years-of-Service Awards:



### Randy Davis

**35 Years of Excellent Service**  
*Presented by Justin Lemonds*

Over 35 years at Bowles Mattress Company, Randy has worked across most areas of manufacturing, building a deep understanding of our products and processes. His experience and steady leadership — including time spent serving as Production Lead — reflect a long-standing commitment to quality, teamwork, and excellence.



### Dwayne Mudd

**25 Years of Faithful Service**  
*Presented by Justin Lemonds*

Over 25 years at Bowles Mattress Company, Dwayne has supported manufacturing in multiple roles, including feeding the line for our mattress builders. Today, as our box builder, his attention to detail and pride in his work are evident — our boxes have never looked better.

### Nelson Miller

**20 Years of Loyal Service**  
*Presented by Scott Armstrong*

For 20 years, Nelson Miller has represented Bowles Mattress Company throughout the Indianapolis region as an independent sales representative. His loyal service and strong relationships with our retail partners have helped extend the Bowles brand well beyond our factory walls.

Celebrating the Season Together :)  
Enjoy Christmas Luncheon pics ahead:

