



2018 Corporate Social Responsibility ANNUAL REPORT

CITY
FURNITURE

TABLE OF CONTENTS



Kevin Koenig, founder of Waterbed City



MESSAGE

Message from Our President 6



PEOPLE

Diversity & Inclusion 10
Our Veterans 14
Learning & Development 16
Internal Mobility & Career Growth 17
Our Benefits 18
Our Compensation 20
Our Safety 22
Recognition & Rewards 24



COMMUNITY

Giving Pledge 30
Causes We Support 32
Doreen Koenig Philanthropic Award 35



ENVIRONMENT

We Recycle 38
Our Transportation 39
Our Products 40
Our Facilities 41

Our Recognitions 42



our
vision

To be the
ultimate
furniture store.

our
mission

City Furniture, the ultimate furniture store, provides quality home furnishings at excellent values with friendly and efficient service in an exciting, fun environment.

our
purpose

To enrich people's lives
and make the world
a better place.

our
VALUES

- Entrepreneurial Spirit
- Family Oriented
- Mutual Respect and Trust
- Teamwork
- Continuous Improvement
- Giving Back to the Community



MESSAGE



A MESSAGE FROM OUR PRESIDENT

City Furniture, a home furnishings retailer with over 1,800 Associates, has 29 locations in South and Central Florida. City Furniture, originally called Waterbed City, was founded by my uncle, Kevin Koenig, 47 years ago, with just \$5,000 he saved while working as a bellman during college. After opening the waterbed store, Kevin eventually asked his brother, my father Keith, to join the company. Over the years, the waterbed business grew from one small store to a \$40M business; however, in the 90's the waterbed industry began to decline and it was clear that we needed to reinvent ourselves into a full line furniture retailer. And the rest, as they say, is history... **City Furniture is now South Florida's #1 Furniture Retailer.**

Looking back on the last 47 years, I'm so proud of my uncle, my father, and all the early Associates for the company they built from such humble beginnings. To this day, City Furniture continues to operate with a strong family spirit, makes decisions with integrity, respect and trust, serves our customers efficiently with high quality products at exceptional values, while always remembering to give back to the community and our Associates.

Since the very beginning, Kevin and Keith reinvested our profits back into the business, and we continue to do so today with a strong focus on our:

- **CUSTOMERS** by delivering a world class customer experience
- **ASSOCIATES** by offering a great work environment with competitive compensation

and benefit programs, including the opportunity to share in the profits of the company through our 401(k)/Profit Sharing Plan

- **COMMUNITY** through our numerous charitable giving initiatives
- **ENVIRONMENT** by investing in green, eco-friendly technology

We do all of this to ensure that we remain financially sound and successful. We are excited about our company's future growth expansion plans as we are currently in the middle of a \$100M expansion into Central Florida, as well as additional locations in South Florida. We have never been more honored to pass on the legacy of Kevin, Keith, and all the past Waterbed and City Furniture Associates, as we take our company to new heights. We promise to do this without compromising our core Purpose, Vision, Mission, and Values.

As we continue to grow our business, it's important to ensure we have strong transparency into our business practices. This Corporate Social Responsibility report will be our annual report to communicate how we are doing in living our purpose to "enrich people's lives and make the world a better place." Specifically, this report will show our progress as a company (and as a City Family) and how we are creating the company that we all want to be a part of – a company committed to improving our diversity and inclusion initiatives, compensation and benefit programs,

wellness and safety programs, work environment, sustainable supply chain efforts, environmental impact, as well as giving back to the community, and much more! This report will also hold leadership (including myself) accountable to our company's purpose. I look forward to your feedback as you read this report. Please feel free to email me at andrewk@cityfurniture.com for any suggestions for improvement.

This report will be updated annually for our customers, partners, and communities in which we operate, and most importantly for our Associates, our City Family. This report will make our corporate social responsibility goals visible and beacons for all of us to work towards. To achieve these goals it will take the entire City Family working together. Are we up to the challenge? Absolutely! I believe one of our greatest strengths is our ability to work as a team and continuously improve. I'm confident we will achieve our goals so that when we look back on our time at City Furniture and on this earth, we will be proud that we fulfilled our purpose of making this world a better place, not just for each other, but for the next generation of City Family and customers.

Sincerely,



Andrew Koenig
President



PEOPLE



diversity & INCLUSION

In 2019 and beyond, we will continue to invest even more into diverse recruitment initiatives, professional and leadership development programs, and Employee Resource Groups (ERGs), in addition to many other endeavors throughout City Furniture.



“At City Furniture, we value a culture of diversity and provide a work environment where all Associates feel welcomed, respected, engaged, and are given opportunities to grow both personally and professionally. We believe that our diverse team is what allows us to continue to innovate, collaborate, grow, and expand our business.”

– Janet Wincko,
Senior Vice President of
Human Resources & Development

Throughout the years, we are proud to have supported many diversity related community organizations such as Anti Defamation League, Hispanic Unity, Arc Broward, and In Roads, to name a few. Giving back to the community builds stronger relationships with our customers, vendors, and especially our Associates.



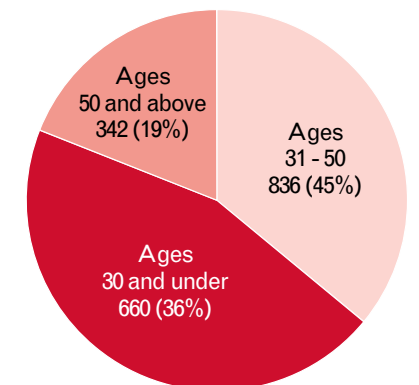
Associates volunteering at an Arc Broward Traveling Plate event.

	2015	2016	2017	2018	GOAL
ASSOCIATES	1,339	1,304	1,533	1,820	2,000+
GENDER – % WOMEN	22%	23%	23%	32%	36%
GENDER – % OF WOMEN IN LEADERSHIP POSITIONS	28%	36%	44%	41%	50%
ETHNICITY – % ETHNIC MINORITY	68%	69%	73%	76%*	70%
ETHNICITY – % OF ETHNIC MINORITY IN LEADERSHIP POSITIONS	49%	49%	54%	50%	60%
% OF WOMEN & ETHNIC MINORITY ON SENIOR LEADERSHIP TEAM	14%	14%	14%	14%	50%

*Above goal based on local current demographic statistical data

DEMOGRAPHICS BY AGE

Our Associates give us their commitment and passion—and they also give us their careers. It is gratifying to have more than 187 of our Associates who have worked at City Furniture for 15+ years, including 28 who have worked here for more than 25+ years! The tenure of these Associates is a shining example to our younger Associates who will benefit from the years of wisdom and impact they have had throughout our entire organization.



5.5
Years
Average Tenure



The information presented is based on raw data and should not be used to draw legal or other conclusions regarding City Furniture's employment practices.



PEOPLE

Millennials are the future of our workforce, and our company, and they represent 49% of City Furniture's workforce. As a result, it's even more critical that we truly understand what millennials value. At City Furniture, we are committed to becoming an employer of choice for millennials. One way we do this is by engaging and recruiting millennials through our college recruitment program by partnering with universities that represent diverse student talent. We are proud of our college recruiting efforts, which are highly regarded in the furniture industry. As our company undergoes our largest expansion in company history, we will continue to develop and build our leadership pipeline of incredible young talent within our organization through our college recruiting program.

	2014	2015	2016	2017	2018*	GOAL
# OF COLLEGE RECRUITS HIRED	45	49	66	64	52	90
FEMALES HIRED	53%	47%	64%	77%	52%	70%
ETHNIC MINORITY HIRED	53%	71%	68%	58%	60%	65%

*Through 12/1/2018



“When women support each other, incredible things happen.”

LADIES in LEADERSHIP

In 2018, we launched our Ladies in Leadership program which provides professional and leadership development opportunities to females throughout the organization. We were thrilled to partner with Kelly Merbler, from the Kelly Merbler Company, as well as with several female senior leaders throughout the company, to provide coaching and mentoring opportunities. Over 200+ females, representing every department in the company, participated in our Ladies in Leadership program throughout the year.



- Keynote Speaker Series
- “Mentor and Mingle” Event
- Gallup's Strengthsfinder Workshop
- Ladies in Leadership Book Club
- Leadership Advice Panel

The information presented is based on raw data and should not be used to draw legal or other conclusions regarding City Furniture's employment practices.



“Both in the Army and at City Furniture, teamwork and trust are a must. The ability to work alongside others, as a team, and accomplish a mission is an incredible feeling.”

– Dave Clevenger, Army Staff Sergeant and Managing Director of Fleet and DC Maintenance

our VETERANS

City Furniture is grateful for the military personnel and veterans who have given their time and made personal sacrifices to ensure our nation's safety and freedom. As a result, we actively recruit (and attend Hiring Events such as Paychecks for Patriots) and hire veterans because we value the integrity, passion, and leadership they bring to our team. Currently, 2% of our workforce is comprised of veterans, many of those serving in leadership positions throughout the organization. We are committed to our veteran recruitment and retention initiative and strive to achieve a goal of 5% of our workforce to be comprised of veterans by 2020.

But, our commitment extends beyond hiring as we proudly support veterans and first responders throughout the community. We are honored to partner with many organizations including:

- *Everyday Hero* with the Miami Dolphins
- *Everyday Hero* with the Orlando City Soccer Club
- Veteran Housing Corp
- Wounded Officers Initiative

The recognition of the men and women who make our freedom possible is close to the hearts of our Associates and customers. Given all they have done to serve our country, we're proud to do our part to show our support!

MIAMI DOLPHINS' EVERYDAY HERO



As the official furniture store of the Miami Dolphins, you might think a win at the end of four quarters would be our proudest moment of the game. But for us, it's what happens at halftime that makes us really honored to partner with the team.

This is when we take a moment to salute our *Everyday Hero*. A program started by the Miami Dolphins, an *Everyday Hero* is a member of the military selected to be celebrated during every home game halftime. Naturally, we were more than happy to join the recognition, adding a \$1,000 City Furniture gift card to the ceremony. For us, it's just a small token of thanks to help them make a comfortable home, especially after spending so much time away from theirs while defending our nation.



learning & DEVELOPMENT

Learning and Development is at the heart of our people strategy. At City Furniture, we offer both company-wide and department/position specific training programs. These provide the necessary skills, knowledge, and abilities to grow talent from within and support the needs of our fast paced retail environment. Our comprehensive orientation, onboarding, and training programs ensure that our Associates are equipped to provide our customers with an exceptional customer experience. We develop our Associates through a variety of training methods including instructor led classroom training, computer based training, as well as TWI Training (On-the-Job training). We are proud to be a TWI Certified company from the TWI Institute.

We have a culture of lifelong learning and highly encourage our Associates to take advantage of our Tuition Reimbursement Program, as well as other continuing education and learning opportunities to enhance their personal and professional development.



\$1,000,000+

Spent on Leadership
& Development
in 2018



30,000+

Training Hours
in 2018

internal mobility & CAREER GROWTH

We launched our internal mobility initiative with the goal of assisting our Associates to achieve their career aspirations, ultimately resulting in an increase in associate engagement and retention. This initiative allows us to develop the industry's best talent and reinforce the City Furniture culture.

95%

Promoted
from Within
in 2018



60

Positions
Filled Internally
in 2018



A FEW SUCCESS STORIES



Carlos Gaviria
*started as a
Service Technician
and is now the
Director of Operations
in Ocoee.*



Crystal Mills
*started as a
Customer Care
Representative
and is now a
Corporate Recruiter in
Human Resources
& Development.*



Fredy Rojas
*started as a
Rewrap Associate in
Operations and is now
an Infrastructure and
Support Supervisor
in IT.*



Cristy Ruiz
*started as a
Sales Summer Intern
and is now a
Sales Regional
Manager.*

306

Certified
People First®
Leaders



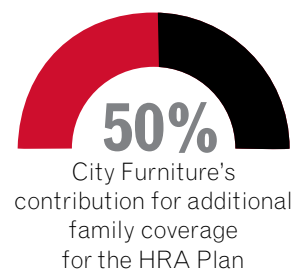
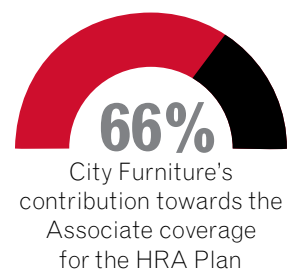
City Furniture is proud to be a People First® certified company. Our People First® philosophy creates a culture where everyone realizes their fullest potential to grow mentally, physically, spiritually, socially, financially, and emotionally. Most importantly, People First® is an investment in our Associates which translates into leaders who deliver results, drive accountability for actions, and stimulate a mindset that empowers our leaders to problem solve and drive change.



our BENEFITS

At City Furniture, we know that our success depends on attracting and retaining a healthy and productive workforce. To that end, we offer an extensive health and wellness package which includes:

- Medical Insurance
- Dental Insurance
- Life Insurance
- Short and Long Term Disability
- Employee Assistance Program
- Vision Coverage
- Voluntary Benefit Plans – Critical Illness, Hospital Indemnity and Accident
- Legal Expense and Identity Theft Protection Program



Our onsite Health & Wellness Center is the crowning jewel of our benefits package. At the Health & Wellness Center, Associates, spouses/domestic partners, and dependents (ages 16 and up) can seek medical treatment for minor illnesses and injuries, physical exams & biometric screenings, lab work, monitoring of chronic health conditions, and health education & coaching – **all for FREE!**

Our comprehensive benefit offerings also includes the following:

- 401(k) Plan with a Discretionary Match Based on Company Profitability
- Paid Vacations
- Associate Purchase Reimbursement Program
- Income Protection Program & Sick Pay Program
- 6 Paid Holidays
- Paid Leave Programs such as Bereavement, Military, Jury Duty, etc.
- Paid Training
- Tuition Reimbursement
- Adoption Assistance
- Bank at Work Programs
- Corporate Discounts available at various gyms, AAA, Enterprise Rent-A-Car, AT&T, Verizon, Rick Case, Sam's Club, Costco, Tire Kingdom, Miami Seaquarium, Tickets at Work, Carnival and Discovery Cruise Lines
- And much more...



We keep it healthy at City Furniture! The South Florida Business Journal ranked us in the top 10 of 2015, 2016 and 2017's Healthiest Large Employers, and in 2018 we climbed all the way to the number 1 spot! We take great pride in making "health" a priority for our Associates and their spouses by offering an extensive Health and Wellness Program – from our full service onsite health and wellness clinic, to our wellness initiatives, fun and exciting wellness events, and much more!



our COMPENSATION

Our Compensation Program includes competitive pay and is designed to attract and retain the best talent in Florida. Here are some highlights:

- We have documented and published Compensation Programs for the following departments: Operations, Marketing, Merchandising, Human Resources & Development, Digital, and Enterprise IT.
- Our current Compensation Programs are reviewed and compared to market rates by an HR Compensation Consultant.
- We provide the opportunity for our Associates to maximize their earning potential by offering overtime throughout various departments (i.e. Distribution Center, Customer Care, etc.).

POSITION	NATIONAL AVERAGE*	CITY FURNITURE AVERAGE
Delivery Driver (Service Technician)	\$39,790	\$57,117
Warehouse Associate	\$27,060	\$36,548
Customer Care Representative	\$28,288	\$39,508
Sales Associate	\$43,029	\$57,000

*Source: Payscale.com, December 2018

GOALS FOR 2019 & BEYOND

COMPENSATION

- To have documented and published Compensation Programs for ALL departments
- To have more thorough training and understanding of our compensation, bonus programs, and other compensation benefit opportunities for our Associates
- To compensate Associates above the market rate, whenever possible

BONUSES

- To create additional Bonus Programs for departments, where applicable

“WORK FROM HOME”

- To implement additional “Work from Home” strategies throughout the company, where applicable, to help offset Associate travel expenditures coming to/from work

BONUS PROGRAMS:

PROFIT SHARING BONUS PLAN

- Designed to reward Associates and Leaders who drive performance that directly and significantly impact our corporate Hoshin goals. Profit Sharing bonuses are based on company profitability and start at 3% of annual earnings for Associates and are tiered for leaders based on their position within the organization.



\$4,200,000+
Profit Sharing Bonuses
Paid in 2018

DEPARTMENTAL PERFORMANCE BONUS PROGRAMS, WHERE APPLICABLE

Examples include:

- **Service** – Safety Bonus Program, Perfect Attendance Bonus Program, Delivery Returns Bonuses, etc.
- **Distribution Center** – Performance Bonus Programs, Perfect Attendance Bonus Program, etc.
- **Customer Care** – Quality Bonus Program, Perfect Attendance Bonus Program, Save the Sale Program, etc.

- **Sales** – Combined Services Bonus, Monthly Sales Goal Bonus, Increment Sales Goal Bonus, Sales Associates of the Month, Shopping Score Bonus, etc.

ADDITIONAL FORMS OF COMPENSATION AVAILABLE

- 401(k) Plan with a discretionary match based on company profitability
- 6 Paid Holidays
- Vacation Program
- Associate Referral Program
- Tuition Reimbursement
- Income Protection Program & Sick Pay Program
- “Pay to Read” Book Program – \$10 per book
- CITY Circles – \$10-\$75 Quarterly, \$1,000 Annual Grand Prize
- Suggestion System Program – Value Cards and Gift Cards for implementing ideas (up to \$25), Annual Trip Raffle Prize (\$3,500 value)

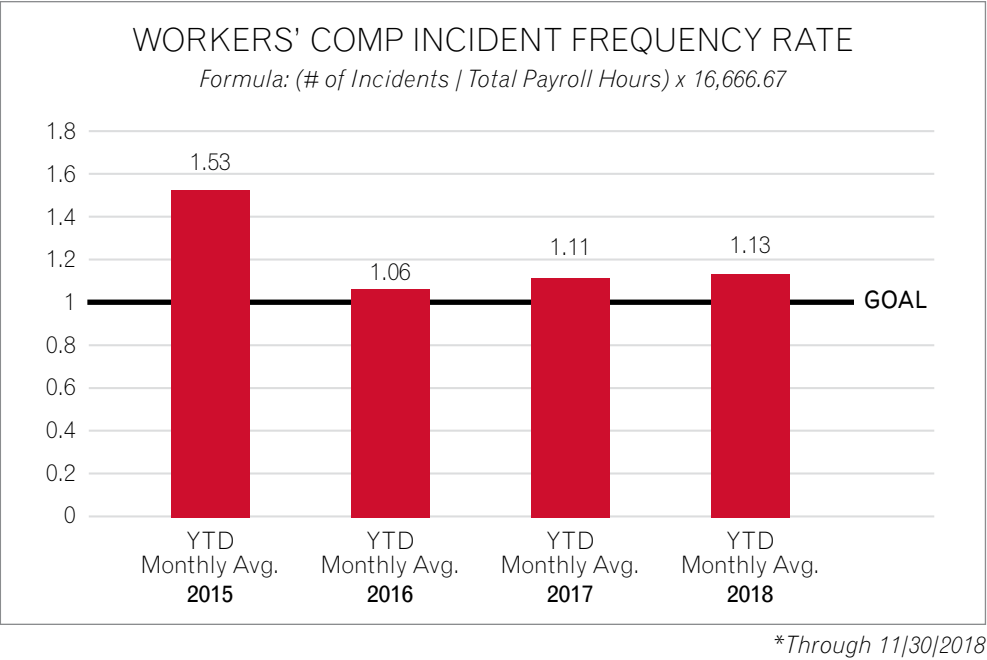


\$860,000+
401(k) Match
in 2018



our SAFETY

City Furniture is committed to maintaining a safe work environment for our Associates. We strive towards a goal of zero workplace injuries and are focused on decreasing the frequency and severities of our injuries every year. Our commitment to safety includes safety policies and procedures, audits, safety training, and opportunities to identify and report potential safety hazards.



The information presented is based on raw data and should not be used to draw legal or other conclusions regarding City Furniture's employment practices.



“I am truly blessed to work with a team that is constantly problem-solving to create a safer environment for everyone. Not only is my job fun, it is also extremely rewarding knowing that our dedication to safety as an organization makes a difference in people’s lives every day.”

– George Zamora, Senior Safety Manager



recognitions & REWARDS

Whether it's simply a pat on the back or a high five, a monetary bonus, a weekend getaway or even a new car! We pride ourselves on having a comprehensive recognition strategy that allows us to cultivate a culture of appreciation so that our Associates know how much we value and appreciate them. We recognize that successful people have a tremendous desire to win. That's why we foster a workplace of people that are capable of being successful, feel empowered and engaged, and know they are equal contributors to the overall success of our business.



\$500,000+

Spent on
Associates' Recognition



RECOGNITION AWARDS:

- Kevin Koenig Leadership Award
- People First® – “Purple Tile on the Gray Wall” Award
- Doreen Koenig Philanthropic Award
- Departmental Top Performers: Monthly, Quarterly and Yearly
- Safety Awards
- Suggestion System Awards – Value Cards and Gift Cards for implementing ideas (up to \$25), Annual Trip Raffle Prize (\$3,500 value)
- City Circle Awards – \$10-\$75 Quarterly, \$1,000 Annual Grand Prize
- And much more!

2018 Kevin Koenig Leadership Award Winners Jon Stanley and Monica Gomez (not pictured) with Andrew and Keith Koenig.



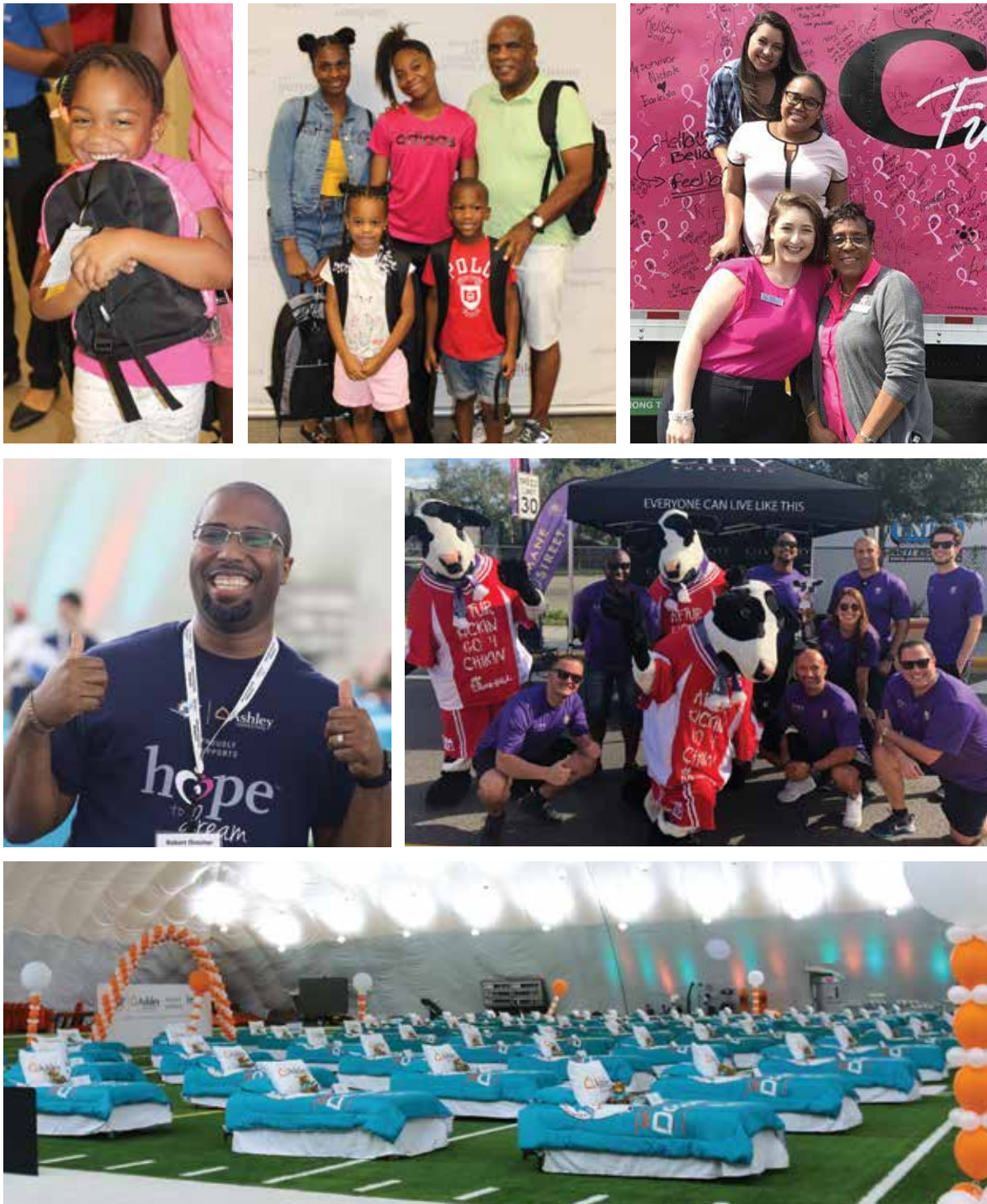
RECOGNITION PROGRAMS:

- People First® Recognition Program – Bonuses ranging from \$25-\$50 (Monthly), \$50-\$100 (Quarterly), \$250-\$500 (Annual)
- Suggestion System Recognition Program
- City Circle Recognition Program
- Values Card Program – City Café Gift Card, Target Gift Card, Gas Gift Card
- Seniority Milestone Recognition Program – Pin, Watch, \$250-\$2,500 Bonus
- Birthday Celebrations and Movie Tickets (\$17 Value for Tickets)
- Valentine Gift for all Female Associates
- Thanksgiving – \$25 Publix Gift Card
- Celebration Central Recognition Program – Monthly Raffle for a \$25 Gift Card

RECOGNITION EVENTS:

- ACE Awards
- Quarterly Hoshin Performance and Recognition Event
- Seniority Recognition Dinner
- Customer Care Appreciation Week
- Service Technician Appreciation Week
- Administrative Professional Appreciation Day
- Holiday Parties and Potlucks
- Operations Family Picnic
- Monthly Happy Hours
- Team Building Events
- Sales Incentive Trips
- And much more!





COMMUNITY



CITY'S 5% GIVING PLEDGE

We owe a lot to our success, and a big part of that is the community that has allowed us to grow our business over the last 47 years. That's why we're committed to giving back a minimum of 5% of annual profits through City's 5% Giving Pledge.

The mission is to spread our reach far and wide into the community, because we believe there's no limit to the good we can do. We do this by partnering with a vast number of organizations each year, and supporting them through fundraising, volunteers, and activism.

It all goes back to our original mission to make the world a better place, by empowering critical causes with positive change. The five main pillars of City's 5% giving pledge include:

Home, with a mission to uplift the people that live in our community.

Health, which is about raising funds to foster physical and mental health.

Service, so we can honor veterans, first responders, and all who sacrifice.

Diversity, where we empower equality through activism and outreach.

Education, working to develop a brighter future through knowledge and safety.

With the support of our Associates, we are able to uphold the pillars of our 5% giving pledge and make the world a better place by empowering these critical causes with positive change.





COMMUNITY



City Furniture has been an avid supporter of the American Cancer Society's Making Strides Against Breast Cancer (ACS) Campaign for many years. This year, we raised over \$48,000 and over 80 Associates participated in the Making Strides 5k Walk to raise awareness and help the ACS fund breakthrough breast cancer research.



Over the past 23 years, City Furniture has raised over \$1.3 million for Covenant House Florida through the annual Kevin Koenig Memorial Golf and Fishing Tournament, helping them provide invaluable services to run away, homeless, and at-risk youth. The 2018 tournament alone raised a record \$130,000.

In 2018, City Furniture had the honor of contributing \$1 million to Covenant House Florida's state-wide campaign to build a new facility in Broward County, which will be named after Kevin Koenig.



Every year, City Furniture joins the American Heart Association in their mission to promote heart health by participating in the Annual Heart Walk. We raised over \$28,000 for the American Heart Association this year by fundraising within the company and had over 52 Associates participate in the walk.

We're also proud supporters of:





MARJORY STONEMAN DOUGLAS HIGH SCHOOL VICTIMS' FUND

While no amount of money can erase the memory of the school shooting tragedy that occurred at Marjory Stoneman Douglas High School in Parkland on February 14, 2018, the generosity of our Associates is a testament to the inherent goodness in our society. A Victims' Fund was created by the Broward Education Foundation to support the families of those lost, as well as the survivors of tragedy. Senator George LeMieux led the steering committee of community leaders, which included our CEO, Keith Koenig, to oversee the distribution of the funds. Our Associates stepped up to the plate with City Furniture's donation to the Victims' Fund totaling \$50,000 (\$15,000 of that donation coming directly from our Associates). There is no doubt that we are #MSDstrong!



Doreen Koenig PHILANTHROPIC AWARD

Doreen Koenig, Keith's late wife, passed away from breast cancer in 2015. Doreen was known throughout the community for her charitable efforts supporting causes such as the Dorothy Mangurian Comprehensive Women's Center at Holy Cross Hospital, the Museum of Discovery and Science, Covenant House, American Cancer Society, and many more! As part of our Associate Recognition program, the Doreen Koenig Philanthropic Award is presented to an Associate in memory of Doreen Koenig's love, respect, and generosity for the City Furniture family and the community around her. The recipient(s) of the award is chosen based on their contributions to the community and their ability to go above and beyond to give back and help another person and/or charitable organization. They are generous with their time and support, and perform good deeds for those who need the help. Ultimately, the recipient(s) lives their life as Doreen did, touching many lives and making the world a better place.



Iris Wilder, winner of 2018's Doreen Koenig Philanthropic Award, with Andrew and Keith Koenig.



BACK TO SCHOOL FAIR

While we focus a lot on giving back to the community, we also know how important it is to take care of our own family! Our annual Back to School event is an opportunity to help our Associates' children get ready for school. In 2018, at our Back to School event, we gave out 250+ backpacks filled to the brim with school supplies, many of which were donated from Associates. And, we make the end of the summer celebration event even more fun by including animals from the Museum of Discovery and Science, face painting, a photo booth, and dancing. We also offer free vision screenings with Visionworks and financial education from Wells Fargo. We love the smiles on the kids' faces as we help them get ready for a successful transition back to school.



ENVIRONMENT



we
RECYCLE

We believe in taking actions across our business to care for the planet, and recycling is one of the ways we do so. In our onsite recycling center within our Operations Department, we bale all of our cardboard waste and send it to a local paper recycling mill that produces products like gift and shipping boxes. We also process and condense all of our Styrofoam waste and send it to a plant that reprocesses the waste into plastic materials to make items such as picture frames and outdoor furniture. Our recycling efforts also expand beyond our Operations Department into our showrooms and corporate offices where we recycle paper, plastic, and toners.

5.5
million
Pounds of Cardboard
Per Year



500,000
Pounds of Plastic and
Styrofoam Per Year

100%
of Showroom Locations
Have Mixed-Use
Recycling Dumpsters



our
TRANSPORTATION

First in our Industry to Convert to CNG trucks





100%
of our Trucks are CNG



CNG Station	Domestic Fueling Source
Tesla	5 Tesla Semi Trucks on Order
Electric Yard Truck	1 Electric Powered Ottawa Yard Spotter, Arrives February
Lithium-Ion Batteries for Tuggers & Orderpickers	100% Change Over from Acid Cell to Clean, More Efficient, Lithium-Ion Batteries
Propane	2 Fork Lifts Fueled by Liquid Propane Gas
CNG Peterbilt SemiTrucks	4 in our Fleet



This is a rendered image, not the actual photo.



Our Kevin Charles Manufacturing Facility

our
PRODUCTS



Fair Trade Certified™ Factory – The factory we order sheets from is certified by Fair Trade USA™ to meet their standards for the wages they pay, their working conditions, and the environmental stewardship of the factory, etc. A percentage of every invoice that we pay to the factory goes directly to a fund controlled by the workers. In the case of our sheets, it supports a health clinic which services the employees and their families.



Made in America – Our private label proprietary brand, Kevin Charles Fine Upholstery, located in New Albany, Mississippi, is a state-of-the-art facility which manufactures the highest quality upholstered product at affordable prices for our customers.



Our proprietary top of bed lineup includes 100% Tencel™ pillow cases, sheets, and duvet covers. Tencel™ is a true earth-friendly product: sustainable, natural, bio-degradable, and compostable.



Our bedding lineup includes a GOTS Organic Cotton line.



Source more product from the United States than any other nation.



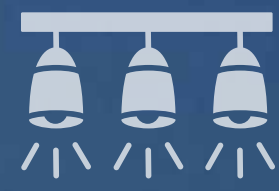
Our exclusive private label sheets, pillowcases and duvet covers are OekoTex® certified. The process to make the textiles met strict guidelines for water consumption, and harmful chemicals were not used in the production of the product.

our
FACILITIES



6 LEED
Certified Showrooms

240,000 ft² of
LEED Showrooms



97% of Showrooms Have
LED Interior Track Lights

85% of Parking Lots and
Exterior Lights are LED



All New HVAC Units
are High Efficiency and
Qualify for FPL/Utility
Rebates



our
RECOGNITIONS



Keith Koenig, CEO, was inducted into the American Home Furnishings Hall of Fame (AHFHF). This is the highest honor one can achieve in our business. We are all so very proud that the AHFHF recognized Keith's unwavering passion and dedication to City Furniture, our Associates, and our Customers.

Green Fleet Awards Forum
2018 Top 20 Best Fleets
(#17 Winner)



SEDC
(Southeast Diesel
Collaborative Leadership
Council)
2018 Industry
Leadership Award



South Florida
Business Journal
2018 #1 Healthiest
Employer



Sustainable Furnishings
Council/National Wildlife
Federations (SFC/NWF)
Recognized as
One of the Top 7
Furniture Retailers
for our Score on
SFC/NWF's Wood
Furniture's Scorecard



