

Fill in this information to identify the case:Debtor Wellmade Industries MFR. N.A LLCUnited States Bankruptcy Court for the: Northern District of Georgia
(State)Case number 25-58760**Modified Official Form 410
Proof of Claim****04/25**

Read the instructions before filling out this form. This form is for making a claim for payment in a bankruptcy case. Do not use this form to make a request for payment of an administrative expense. Make such a request according to 11 U.S.C. § 503.

Filers must leave out or redact information that is entitled to privacy on this form or on any attached documents. Attach redacted copies or any documents that support the claim, such as promissory notes, purchase orders, invoices, itemized statements of running accounts, contracts, judgments, mortgages, and security agreements. **Do not send original documents;** they may be destroyed after scanning. If the documents are not available, explain in an attachment.

A person who files a fraudulent claim could be fined up to \$500,000, imprisoned for up to 5 years, or both. 18 U.S.C. §§ 152, 157, and 3571.

Fill in all the information about the claim as of the date the case was filed. That date is on the notice of bankruptcy (Form 309) that you received.

Part 1: Identify the Claim

1. Who is the current creditor?	<u>John P Bradford</u> Name of the current creditor (the person or entity to be paid for this claim) Other names the creditor used with the debtor <u>Wellmade MFR, Wellmade Coverings International</u>	
2. Has this claim been acquired from someone else?	<input checked="" type="checkbox"/> No <input type="checkbox"/> Yes. From whom? _____	
3. Where should notices and payments to the creditor be sent? Federal Rule of Bankruptcy Procedure (FRBP) 2002(g)	Where should notices to the creditor be sent? <u>John P Bradford</u> <u>122 Morgan Drive</u> <u>LaGrange, GA 30240</u> Contact phone _____ Contact email <u>johnb@wellmadefloors.com</u> Uniform claim identifier (if you use one): _____	Where should payments to the creditor be sent? (if different) Contact phone _____ Contact email _____
4. Does this claim amend one already filed?	<input checked="" type="checkbox"/> No <input type="checkbox"/> Yes. Claim number on court claims registry (if known) _____ Filed on _____ MM / DD / YYYY	
5. Do you know if anyone else has filed a proof of claim for this claim?	<input checked="" type="checkbox"/> No <input type="checkbox"/> Yes. Who made the earlier filing? _____	



Part 2: Give Information About the Claim as of the Date the Case Was Filed

6. Do you have any number you use to identify the debtor? ☐ No
☒ Yes. Last 4 digits of the debtor's account or any number you use to identify the debtor: 3557 ____

7. How much is the claim? \$ 33,000 Does this amount include interest or other charges?
☒ No
☐ Yes. Attach statement itemizing interest, fees, expenses, or other charges required by Bankruptcy Rule 3001(c)(2)(A).

8. What is the basis of the claim? Examples: Goods sold, money loaned, lease, services performed, personal injury or wrongful death, or credit card.
Attach redacted copies of any documents supporting the claim required by Bankruptcy Rule 3001(c).
Limit disclosing information that is entitled to privacy, such as health care information.
Unpaid Bonus

9. Is all or part of the claim secured? ☒ No
☐ Yes. The claim is secured by a lien on property.
Nature or property:
☐ Real estate: If the claim is secured by the debtor's principle residence, file a *Mortgage Proof of Claim Attachment* (Official Form 410-A) with this *Proof of Claim*.
☐ Motor vehicle
☐ Other. Describe: _____
Basis for perfection: _____
Attach redacted copies of documents, if any, that show evidence of perfection of a security interest (for example, a mortgage, lien, certificate of title, financing statement, or other document that shows the lien has been filed or recorded.)
Value of property: \$ _____
Amount of the claim that is secured: \$ _____
Amount of the claim that is unsecured: \$ _____ (The sum of the secured and unsecured amount should match the amount in line 7.)
Amount necessary to cure any default as of the date of the petition: \$ _____
Annual Interest Rate (when case was filed) _____ %
☐ Fixed
☐ Variable

10. Is this claim based on a lease? ☒ No
☐ Yes. Amount necessary to cure any default as of the date of the petition. \$ _____

11. Is this claim subject to a right of setoff? ☒ No
☐ Yes. Identify the property: _____



12. Is all or part of the claim entitled to priority under 11 U.S.C. § 507(a)?

A claim may be partly priority and partly nonpriority. For example, in some categories, the law limits the amount entitled to priority.

☐ No

☒ Yes. Check all that apply:

☐ Domestic support obligations (including alimony and child support) under 11 U.S.C. § 507(a)(1)(A) or (a)(1)(B).

Amount entitled to priority

\$ _____

☐ Up to \$3,800* of deposits toward purchase, lease, or rental of property or services for personal, family, or household use. 11 U.S.C. § 507(a)(7).

\$ _____

☒ Wages, salaries, or commissions (up to \$17,150*) earned within 180 days before the bankruptcy petition is filed or the debtor's business ends, whichever is earlier. 11 U.S.C. § 507(a)(4).

\$ 17,150

☐ Taxes or penalties owed to governmental units. 11 U.S.C. § 507(a)(8).

\$ _____

☐ Contributions to an employee benefit plan. 11 U.S.C. § 507(a)(5).

\$ _____

☐ Other. Specify subsection of 11 U.S.C. § 507(a)() that applies.

\$ _____

* Amounts are subject to adjustment on 4/01/28 and every 3 years after that for cases begun on or after the date of adjustment.

13. Is all or part of the claim entitled to administrative priority pursuant to 11 U.S.C. § 503(b)(9)?

☒ No

☐ Yes. Indicate the amount of your claim arising from the value of any goods received by the debtor within 20 days before the date of commencement of the above case, in which the goods have been sold to the Debtor in the ordinary course of such Debtor's business. Attach documentation supporting such claim.

\$ _____

Part 3: Sign Below

The person completing this proof of claim must sign and date it. FRBP 9011(b).

If you file this claim electronically, FRBP 5005(a)(3) authorizes courts to establish local rules specifying what a signature is.

A person who files a fraudulent claim could be fined up to \$500,000, imprisoned for up to 5 years, or both. 18 U.S.C. §§ 152, 157, and 3571.

Check the appropriate box:

☐ I am the creditor.

☐ I am the creditor's attorney or authorized agent.

☐ I am the trustee, or the debtor, or their authorized agent. Bankruptcy Rule 3004.

☐ I am a guarantor, surety, endorser, or other codebtor. Bankruptcy Rule 3005.

I understand that an authorized signature on this *Proof of Claim* serves as an acknowledgement that when calculating the amount of the claim, the creditor gave the debtor credit for any payments received toward the debt.

I have examined the information in this *Proof of Claim* and have reasonable belief that the information is true and correct.

I declare under penalty of perjury that the foregoing is true and correct.

Executed on date 10/19/2025
MM / DD / YYYY

/s/John Proctor Bradford
Signature

Print the name of the person who is completing and signing this claim:

Name John Proctor Bradford
First name Middle name Last name

Title VP of Operations

Company Wellmade Floorcoverings International LLC
Identify the corporate servicer as the company if the authorized agent is a servicer.

Address _____

Contact phone _____ Email _____



Verita (KCC) ePOC Electronic Claim Filing Summary

For phone assistance: Domestic (866) 812-2297 | International (781) 575-4050

Debtor: 25-58760 - Wellmade Industries MFR. N.A LLC District: Northern District of Georgia, Atlanta Division		
Creditor: John P Bradford 122 Morgan Drive LaGrange, GA, 30240 Phone: Phone 2: Fax: Email: johnb@wellmadefloors.com	Has Supporting Documentation: Yes, supporting documentation successfully uploaded Related Document Statement:	
	Has Related Claim: No Related Claim Filed By:	
	Filing Party:	
	Other Names Used with Debtor: Wellmade MFR, Wellmade Coverings International Amends Claim: No Acquired Claim: No	
Basis of Claim: Unpaid Bonus	Last 4 Digits: Yes - 3557	Uniform Claim Identifier:
Total Amount of Claim: 33,000	Includes Interest or Charges: No	
Has Priority Claim: Yes	Priority Under: 11 U.S.C. §507(a)(4): 17,150	
Has Secured Claim: No Amount of 503(b)(9): No Based on Lease: No Subject to Right of Setoff: No	Nature of Secured Amount: Value of Property: Annual Interest Rate: Arrearage Amount: Basis for Perfection: Amount Unsecured:	
Submitted By: John Proctor Bradford on 19-Oct-2025 11:14:14 a.m. Pacific Time Title: VP of Operations Company: Wellmade Floorcoverings International LLC		

June 25th, 2024

RE: Offer of Employment

Dear, John Bradford,

Wellmade Industries MFR N.A. LLC is pleased to offer you employment on the terms and conditions described in this letter. All offers of employment are conditional and based on the candidate successfully passing background checks and validations as authorized by the incumbent and paid for by Wellmade. These are done in keeping with USA Department of Homeland Security requirements and in keeping with applicable anti workplace violence and harassment legislation.

Please carefully read and consider the terms and conditions and confirm your understanding of the agreement by countersigning this letter in the space provided below and return an original signed copy to me via email. **Please review and sign this offer letter and send it back to me by Thursday, June 27th, 2024.**

Position:

You will be employed by Wellmade Industries MFR N.A. LLC as the performing duties as **COO (Chief Operating Officer)**; in addition, in those duties Wellmade Industries MFR N.A. LLC may assign you additional duties from time to time.

Start Date:

Your employment with Wellmade Industries MFR N.A. LLC will commence on **July 1st, 2024**, or based on availability of candidate.

Place of Employment:

Location: You will perform your work and services for Wellmade Industries MFR N.A. LLC from our Georgia facility.

Shift:

Primary schedule is Mon-Fri, 6:45AM to 6:45 PM. Schedule may change based on the needs of the company.

Compensation:

- Base Salary. The Company shall pay Employee as compensation for Employee's services hereunder an annual **base salary of \$330,000.00 plus a \$20,000.00 mobility expense.** Such a salary shall be subject to applicable tax withholding and shall be paid periodically in accordance with normal Company payroll practices.

☐ Initial here stating you have read and understood the contents of this page _____

- Potential salary increases of up to 5% per year based on achieved KPI's attached.

Mobility Assistance: We require that you relocate to Cartersville GA within one month of accepting this offer. This mobility expense of \$20,000.00 is intended to cover your mobility expenses. This amount will be distributed in biweekly installments over the next 12 months , ensuring consistent and reliable support throughout your mobility period.

Probationary Period: As part of our commitment to ensuring a mutually beneficial employment relationship, your initial 120 days of employment will be considered a probationary period. During this time, both you and Wellmade will have the opportunity to evaluate your fit for the role and alignment with our organizational values and goals.

This probationary period allows us to provide you with the necessary support and feedback to help you integrate into our team and excel in your new position. We believe that this period will offer valuable insights and help establish a strong foundation for your future success with the company.

At the conclusion of the 120 days, we will conduct a formal review to discuss your performance, contributions, and overall continued fit within the organization.

Benefits:

After completing a six (6) months introduction period, you will become eligible for Company benefits, one (1) month introduction period for medical benefits.

PTO

Employees will be entitled to take PTO time each calendar year. You will be allotted eighty (80) hours annually. New hires are eligible to take PTO after six (6) months of employment. PTO hours accrue at 6.67 hours per month from date of hire.

Holidays

The Company also currently provides seven (7) paid holidays.

Business Expenses

Wellmade Industries MFR N.A. LLC will reimburse you for business expenses, consistent with Wellmade Industries MFR N.A. LLC policies, reasonably and properly incurred in connection with the performance of your duties. Receipts must accompany the request for reimbursement.

Health Care:

☐ Initial here stating you have read and understood the contents of this page _____

The Company offers medical, dental, vision, basic life insurance, voluntary life insurance, long term disability, short term disability, an accident plant, and critical illness. All are explained in the attached benefits booklet. You will become eligible for Company benefits on the 1st of the month following your first day of employment.

401K:

After completing a six (6) months introduction period, you will become eligible to participate in the Wellmade 401K program.

Services:

You will devote the whole of your time, attention, and ability to the business of Wellmade Industries MFR N.A. LLC and will use your best efforts to promote the interest of Wellmade Industries MFR N.A. LLC

Policies and Procedures:

You will be bound by and will faithfully observe and abide by all the policies and procedures of Wellmade Industries MFR N.A. LLC from time to time in force which are brought to your notice, of which you should reasonably be aware.

Confidential and Proprietary Information:

You acknowledge that, by reason of your employment with Wellmade Industries MFR N.A. LLC, you will have access to confidential and proprietary information, including, but not limited to trade secrets, customer lists, price lists, and other confidential and proprietary information concerning the business and affairs of Wellmade Industries MFR N.A. LLC. You agree that during and after your employment with Wellmade Industries MFR N.A. LLC, you will not use or disclose to any person (except in the proper course of your employment with Wellmade Industries MFR N.A. LLC) any such confidential and proprietary information acquired, created, or contributed to you.

Non-Solicitation of Customers:

Throughout your employment with Wellmade Industries MFR N.A. LLC and for indefinitely following the termination of your employment for any reason whatsoever, you will not, directly, or indirectly, on your own behalf or on behalf of any other person or entity:

- a) Canvass or solicit the business of, or procure or assist in the canvassing or soliciting the business for period of indefinitely after employment; or
- b) Accept or procure, or assist in the acceptance or procurement or business from customers of Wellmade Industries MFR N.A. LLC with whom you had dealings with for a period of indefinity within the course of your employment, or to which was offered or provided to such customer, or which were the subject of a bid or proposal made to such customer by Wellmade Industries MFR N.A. LLC

☐ Initial here stating you have read and understood the contents of this page _____

Noncompetition:

For the duration of Employee's employment with the Company and a period of twelve (12) consecutive months following the date that the Employee's employment ends for any reason, Employee shall not engage in the United States, directly or indirectly, in the Rigid Vinyl, PVC, Bamboo, Wood, MGO Board, and Melamine relevant business whether as a director, partner, shareholder, employee, advisor, owner or otherwise in a position that is similar, or that has responsibilities similar to any position that Employee held in their last year of employment with the Company. Employee acknowledges that Company regularly and actively does and solicits business in all fifty states of the United States, and that the total distance encompassed by this provision is reasonable. For purposes of this Agreement, the "Territory" is the same geographic area that was the responsibility of the Employee in the three months prior to the end of Employee's employment with the Company, including all states in which the Company presents and otherwise solicits business.

Termination:

a) Termination by You

You may terminate your employment under this agreement at any time by providing Wellmade Industries MFR N.A. LLC with a notice of intent.

- A minimum of two weeks' notice is appreciated.

b) Termination by Company:

"At Will Employment" We reserve the right to employ at will. This means that employment can be terminated, with or without cause, and with or without notice, at any time, at the option of the company or at the option of the employee.

Return of Property:

Upon any termination of your employment for any reason whatsoever, with or without cause, you will at once deliver or cause to deliver to Wellmade Industries MFR N.A. LLC all books, documents, effects, money, credit card, securities or other property belonging to Wellmade Industries MFR N.A. LLC or for which Wellmade Industries MFR N.A. LLC is still liable to others, that are in your possession or under your control.

Entire Agreement:

The terms and conditions set out in this offer of employment and the policies and procedures outlined in the Employee Handbook constitutes the entire agreement between you and Wellmade Industries MFR N.A. LLC with respect to your employment and cancel and supersede any prior understandings and agreements with respect to your employments. There are no representations, warranties, forms, conditions, undertakings, or collateral agreements, express, implied, or statutory

☐ Initial here stating you have read and understood the contents of this page _____



between you and Wellmade Industries MFR N.A. LLC other than as expressly set out in this offer of employment.

Amendments and Waivers:

No amendment to this offer of employment will be valid or binding unless set forth in writing by both you and Wellmade Industries MFR N.A. LLC. No waiver of any breach of any term or condition of this offer of employment by you will be effective or binding unless made in writing and signed by Wellmade Industries MFR N.A. LLC and, unless otherwise provided in the written waiver, will be limited to the specific breach waived.

Severability:

If any provision of this offer of employment is determined to be invalid or unenforceable in whole or in part, such invalidity or unenforceability will attach only to such provision or part of such provision and the remaining part of such provision and all other provision of this offer of employment will continue to be enforced.

Choice of Law:

The validity, interpretation, construction, and performance of this Agreement shall be governed by the internal substantive laws of the State of Georgia without reference to any choice of law rules.

☐ Initial here stating you have read and understood the contents of this page _____



Copy of Agreement:

You hereby acknowledge receipt of a copy of this offer of employment duly signed by Wellmade Industries MFR N.A. LLC and countersigned by yourself.

Please confirm your understanding of this agreement to the terms and conditions set out in this offer of employment by countersigning this letter in the space provided below.

When you countersign this letter, it will become a binding employment agreement between you and Wellmade Industries MFR N.A. LLC.

We are excited to have you join the Wellmade Organization. We believe you will make a great addition to the team. Let's get started!

Sincerely,

A handwritten signature in black ink that reads "George Chen". The signature is written in a cursive style and is positioned above a horizontal line.

George Chen

President

☐ Initial here stating you have read and understood the contents of this page _____

SIGNATURE PAGE TO EMPLOYMENT AGREEMENT

Employee:

Organization Alignment

This role will direct reports to the President .

Date:

Signature:

Study, understand, and utilize Wellmade's culture to perform tasks efficiently and productively to insure consistency within Wellmade standards.

Due to the crucial demand, employees are unable to take vacation or time off in the first six (6) months of employment.

Employee will be allowed to take vacation from July 17th, -July 19th.2024.

☐ Initial here stating you have read and understood the contents of this page _____



Position: COO, reporting to Mr. George Chen.

Responsibilities include managing the following departments:

A. Direct reports to COO.

- Production Director

Mr. Lu will be responsible for the departments below:

1. Production Department (Workshops 1, 2, 3)
2. workshop Supervisors
3. Responsible for managing interim storage areas (V1, V2) and ensuring timely transfer of finished products to the warehouse.
4. Equipment Department and Equipment Manager.
5. PMC (Production and Material Control) Department.

B, Quality Control Department

C. Warehouse Department

D. EHS (Environment, Health, and Safety) Department

Additional responsibility, assist Mr. George Chen in managing:

- A. Procurement Department
- B. HR Department

The Finance Department reports directly to Mr. George Chen.

Basic responsibilities: In addition to fulfilling the basic responsibilities of the COO, the role includes but is not limited to the following:

1. Leading Barbara (Assistant to the President) in receiving all orders from Portland headquarters. Responsible for managing all factory orders, acting as

the sole contact person for company-customer interactions. Supports sales department activities such as factory audits, customer visits, sample production, order scheduling, and quality claims management.

2. Together with Mr. Lu and the PMC department manager, organizing an order preparation meeting within 12 hours of receiving orders. Ensures all required resources (human, machinery, materials, methods, environment, etc.) to facilitate orderly production, ensuring timely delivery while maintaining quality standards specified in the orders.
3. Collaborating with Mr. Lu to lead the Equipment Department, ensuring safe, effective, and efficient operation of all factory equipment. Directs equipment department activities in the absence of the manager, focusing on ensuring safety in all production processes.
4. Collaborating with Mr. Lu to lead the PMC department in timely development of material procurement and production plans. Ensures effective execution of material and production plans across all shifts, workshops, and production lines.
5. Managing and guiding Mr. Lu in organizing and leading the work of the Production Department's three workshops. Ensures team building, production order, safety management, quality management, planning, and statistical management across workshops. Ensures 100% order fulfillment rate, plan fulfillment rate not less than 98%, and factory first-pass yield not less than 93%. Each workshop's yield rate should be not less than 98%. Material utilization rate is not less than 98%. Establishes management rules, systems, and prepares various reports.

6. Providing Mr. George Chen with a weekly work report and next week's work plan before leaving every Friday (COB).
7. Gradually implementing factory-wide 5S management, visual management such as whiteboard, MES, and other production management systems to enhance factory management standards.
8. Organizing and conducting training for production, equipment, PMC departments, and other departments. Develops quarterly and annual team building and training plans to achieve objectives.
9. Recruiting competent management and production personnel, such as quality control managers, equipment managers, and experienced machine operators, among others.
10. Coordinating and supervising daily operations among HR, EHS, procurement, warehouse, quality control, and finance departments.
11. Organizing daily production meetings, materials and production planning meetings, safety, and equipment meetings.
12. Managing and guiding the EHS department to ensure comprehensive implementation of safety, health, and environmental protection measures throughout the factory.

13. Directing the equipment department to ensure effective on-site control of all factory equipment and facilities, eliminating rough operations and safety hazards. Ensures daily equipment startup rate not less than 95%.
14. Managing certification of machine operators according to OSHO and legal requirements through the HR and EHS departments. Operators must undergo assessment, receive certification upon qualification, and only then are eligible for duty.
15. Developing and executing preventive plans and training for fire prevention, lightning protection, refrigeration, leak prevention, disease and pest control, and responding to emergencies.
16. Proposing continuous improvements in personnel, machinery, materials, methods, and environmental aspects across the entire factory.
17. Coordinating with government agencies, associations, institutions, customers, landlords, and other external entities to address and resolve issues.
18. Engaging with suppliers to manage and resolve various operational and business-related issues.
19. Procuring and recycling PVC materials, ensuring they meet quality requirements and are cost-effective.

20. Managing daily operations of the entire company to ensure safe, smooth, and efficient production.

21. Undertaking other assigned tasks as needed.

KPI Assessment:

- These KPIs are integral to performance evaluation and bonus calculation for the COO role.
- **The basic annual bonus is 20% of the total salary.**

1. On-time delivery rate: Deduct 1% for each instance of delayed delivery.
Bonus of 7% for no delays throughout the year.

2. Customer claims:

- Deduct 20% for claims exceeding \$500,000.
- Deduct 10% for claims between \$500,000 and \$300,000.
- Deduct 5% for claims between \$300,000 and \$100,000.
- Deduct 2.5% for claims between \$100,000 and \$50,000.
- If total annual claims are less than \$50,000, add 10% to the 20% base.

3. Safety incidents:

- Deduct 1% for each safety incident with compensation exceeding \$10,000.
- Deduct 5% for compensation exceeding \$100,000.
- Deduct 20% for compensation exceeding \$500,000.
- If total annual safety incident compensation is less than \$10,000, add 7% to the base.

4. Talent acquisition: Reward according to company regulations after a new hire (manager, workshop supervisor, or machine operator) remains for 6 months. Employees must be in good standing, with no write-ups.

5. Material utilization rate:

- Ensure utilization rate of raw materials (e.g., paper, abrasion-resistant coatings) from original inventory is not below 98%.
- Each time there is an excess material withdrawal, it is mandatory to fill out a secondary material withdrawal form and provide detailed explanation of the reasons for the waste.
- Deduct 1% for each instance of material waste exceeding \$10,000.
- Bonus 1% for each 1% increase in material utilization rate.
- Strictly control expedited and non-standard shipping to optimize material control.

6. Organize the recycling of qualified PVC materials:

- The price of qualified recycled materials should not exceed 90% of the local average price.
- Bonuses:
 - 1) 20% bonus for purchasing over 50,000 tons of qualified recycled materials annually.
 - 2) 15% bonus for purchasing over 30,000 tons annually.
 - 3) 10% bonus for purchasing over 20,000 tons annually.
 - 4) 7% bonus for purchasing over 10,000 tons annually.
 - 5) No bonus for purchasing less than 5,000 tons annually.
 - 6) Deduct 5% for purchasing less than 3,000 tons annually.

Employee Name:

John Bradford

Employee Signature:



Date: **06/20/24**

Date Reported to AHF	Claim Id	Claim #	Date MFG	Date Shipped
8/16/2024	001-00-023650	B1275188	8/9/2022	8/22/2022
9/17/2024	001-00-024107	35920	11/22/2023	12/14/2023
11/27/2024	001-00-025061	CG49N115	4/28/2023	7/10/2023
12/12/2024	001-00-025256	36134	1/19/2024	1/30/2024

Date Installed	Dates from ship to install	Date reported from Install	Days from reported date to Submitted date
5/22/2023	273	452	0
4/10/2024	118	160	0
9/29/2023	81	425	0
5/13/2024	104	213	0

Date submitted to Wellmade	Wellmade Sales Order	Invioce Sales Order
8/16/2024		
9/17/2024		
11/27/2024		
12/12/2024		

AHF PO	Account
139402	Ohio Valley Flooring, Inc.
167173	J J HAINES & COMPANY, LLC
157010	J J HAINES & COMPANY, LLC
169207	J J HAINES & COMPANY, LLC

Material #
BRLP70RK09E
BRLP70RK09E
BRLP70RK10E
RK7EP002E

WM Invoice	Retailer
2000085317	RITE RUG COMMERCIAL
2000150282	INTERIOR SPECIALISTS INC
2000120764	RITE RUG COMMERCIAL
2000157546	VALUFLOR, INC

ReasonDescription	Material Qty	Material Cost
M26 - Doming/Cupping - Peaked Seams/Curl	885.87	\$ 1,293.37
M26 - Doming/Cupping - Peaked Seams/Curl	853.06	\$ 1,108.98
M26 - Doming/Cupping - Peaked Seams/Curl	787.44	\$ 1,023.67
M26 - Doming/Cupping - Peaked Seams/Curl	984.3	\$ 1,131.96

AHF Cost/Ctn	Distributor Cost	Claim Labor	Estimated Claim Total	Reviewed	Approved Amount
\$ 6,165.66	\$ 6,165.66	\$ 4,872.29	\$ 6,165.66	y	\$ 3,082.83
\$ 4,536.98	\$ 4,536.98	\$ 3,428.00	\$ 4,536.98	y	\$ 2,268.49
\$ 5,354.59	\$ 5,354.59	\$ 4,330.92	\$ 5,354.59	y	\$ 2,677.30
\$ 7,037.76	\$ 7,037.76	\$ 5,905.80	\$ 7,037.76	y	\$ 3,518.88

Link

Notes

Month	2023 Total	2024 Total	2025 Wellmade		2025 Faven	
			2025 Wellmade Recordable	2025 Wellmade Non-Recordable	2025 Faven Recordable	2025 Faven Non-Recordable
Jan		5	1	0	0	0
Feb		1	0	0	0	0
Mar		1	0	0	0	1
Apr		2	2	0	0	1
May		1	1	0	1	1
Jun		1	2	1	1	0
Jul		6	3	0	0	
Aug		9	2	0	1	
Sept		7	1	0	0	1
Oct		6	0			
Nov		3	2			
Dec		0	0			
Total		42	14	1	3	

1 of each of these was over \$

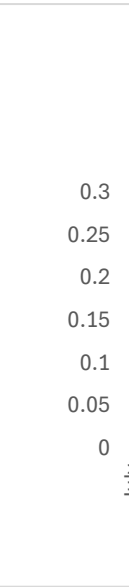
-2% of Bonus

\$10,000

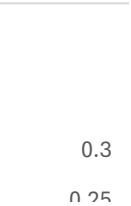
Started Measuring all out of flow instead of just waste.
This is why June and July looks low compared to August.
Mr. Lu was hiding Waste by calling it Off Quality which was not measured
Measuring both corrected the measure.
Baseline measure 8.61% out of flow.
The event on Aug 15th created an off Quality event resulting in over \$10k loss



Next Month improved 8.09%
One event on Sept. 17 caused over \$10,000 in loss



Oct. was much improved to 7.77% and in control
No events of over \$10K loss





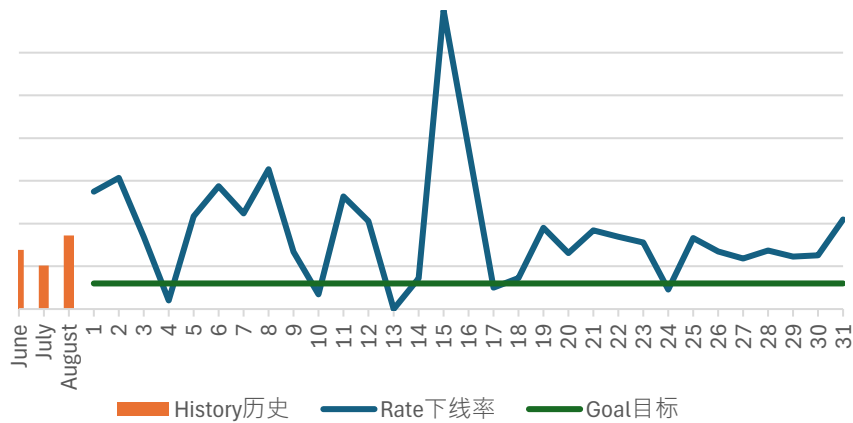
November finished at 6.26% and more in control
No events of over \$10K loss



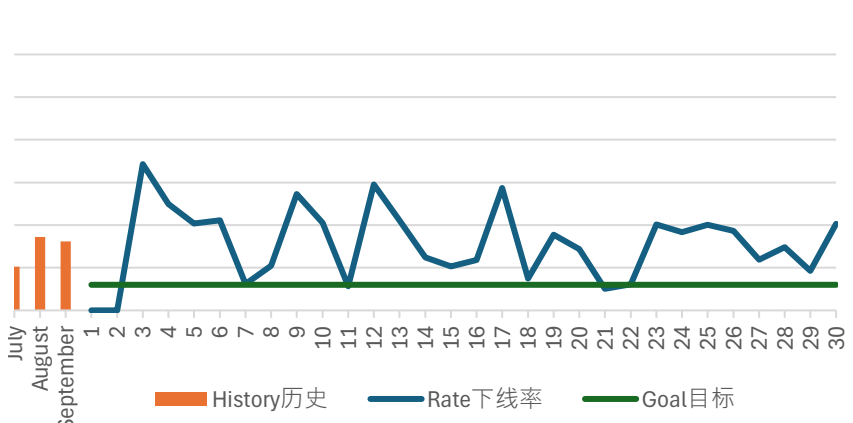
Decemeber finished at 6.21% and even more in control
No events of over \$10K loss



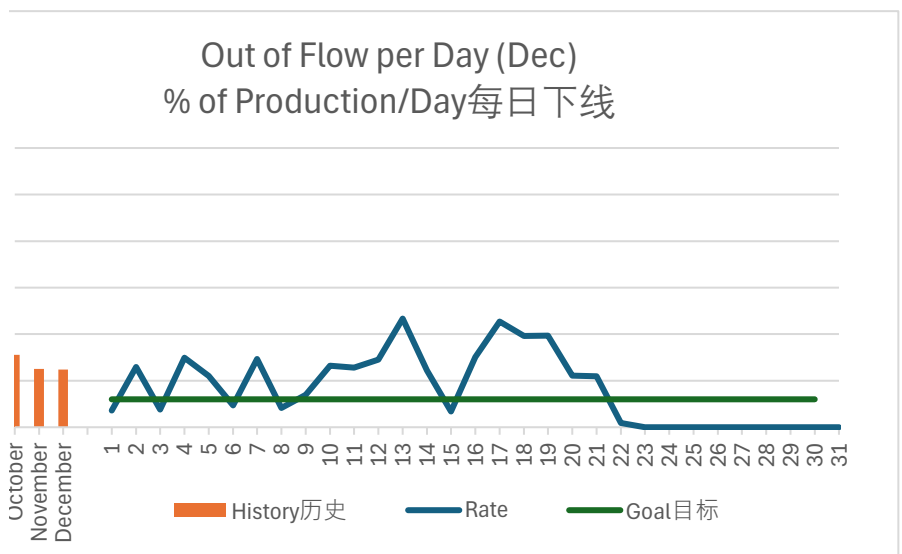
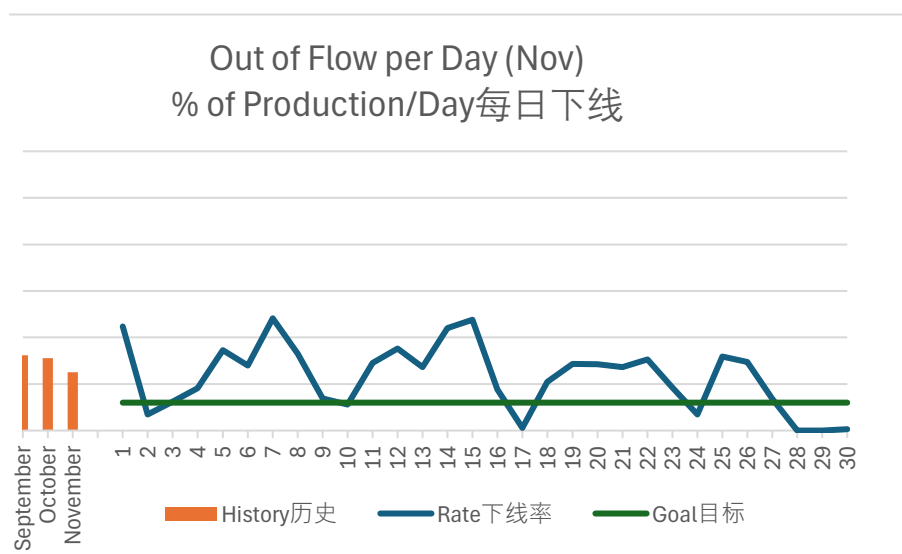
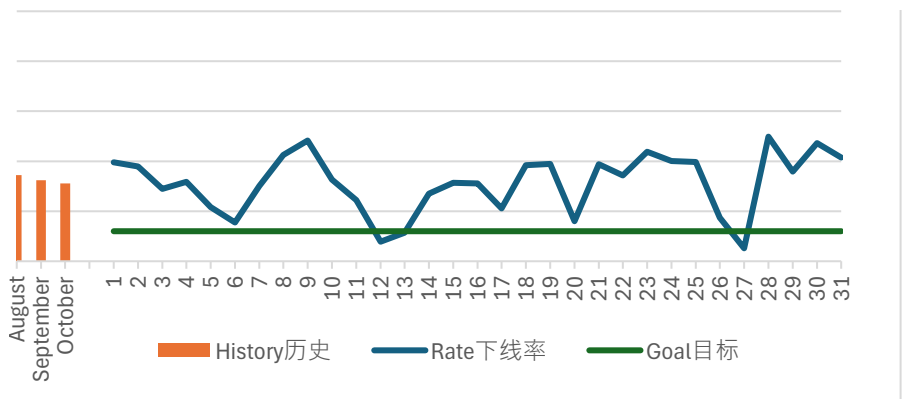
Out of Flow per Day(August)
% of Production/Day每日下线



Out of Flow per Day (Sept)
% of Production/Day每日下线



Out of Flow per Day (Oct)
% of Production/Day每日下线



Recycled Material Bonus 7%

Non Recycled Mix

Recyc

Compound				
Mix	Percentage	Cost/lb	d Cost/lb	
PVC	16.883%	\$ 0.40	\$ 0.0675	
PVC Yellow	0.000%	0.32	\$ -	
CaCO3	54.871%	\$ 0.03	\$ 0.0170	
Regrind	25.325%	\$ 0.08	\$ 0.0203	
Internal Lut	0.203%	\$ 0.98	\$ 0.0020	
External Lu	0.236%	\$ 0.86	\$ 0.0020	
Carbon Bla	0.034%	\$ 2.29	\$ 0.0008	
Stabilizer Y	1.688%	\$ 0.69	\$ 0.0116	
YS-39 Impa	0.760%	\$ 1.13	\$ 0.0086	
Efficiency			94%	
		Cost/lb	\$ 0.1381	

Mix	Percentage
PVC	8.442%
PVC Yellow	8.442%
CaCO3	54.871%
Regrind	25.325%
Internal Lut	0.203%
External Lu	0.236%
Carbon Bla	0.034%
Stabilizer Y	1.688%
YS-39 Impa	0.760%
Efficiency	

Board	Cost/lb	Cost/ft ²	Cost/lb	Cost/ft ²	savings/Sq ft	Product Mix %
4+1	\$ 0.1381	\$ 0.231	\$ 0.131	\$ 0.219	\$ 0.01	71%
5 +1	\$ 0.1381	\$ 0.289	\$ 0.131	\$ 0.274	\$ 0.02	24%
5.5 +1	\$ 0.1381	\$ 0.318	\$ 0.131	\$ 0.302	\$ 0.02	3%
6 +1	\$ 0.1381	\$ 0.347	\$ 0.131	\$ 0.329	\$ 0.02	1%
7+1	\$ 0.1381	\$ 0.405	\$ 0.131	\$ 0.384	\$ 0.02	1%
					Annual Pro	45,800,000

led Mix

Compound		Total Mix Conversion	
Cost/lb	Cost/lb		
\$ 0.40	\$ 0.0338	Dollars Bought	\$313,449.04 see purcha:
0.32	\$ 0.0270	Tons Bought	979.53 0.32/lb (J5)
\$ 0.03	\$ 0.0170	Total Mix Amount (ton:	11603.4916 tons
\$ 0.08	\$ 0.0203	Bonus	7%
\$ 0.98	\$ 0.0020		
\$ 0.86	\$ 0.0020		
\$ 2.29	\$ 0.0008		
\$ 0.69	\$ 0.0116		
\$ 1.13	\$ 0.0086		
	94%		
Cost/lb	\$ 0.1309		

		Board/ Weight Conversion				
Proportia						
nal						
Savings		Thickness	0.004	0.005	0.0055	0.006
\$ 0.01		Boad Construction	4+1	5+1	5.5 + 1	6 + 1
\$ 0.00		Board Weight	1.675023	2.093779	2.30315692	2.512535
\$ 0.00						
\$ 0.00		Density KG/m3	2.05			
\$ 0.00						
\$ 0.01	\$ 597,318.30	Annual Savings				

se proof tab

Recycled Material

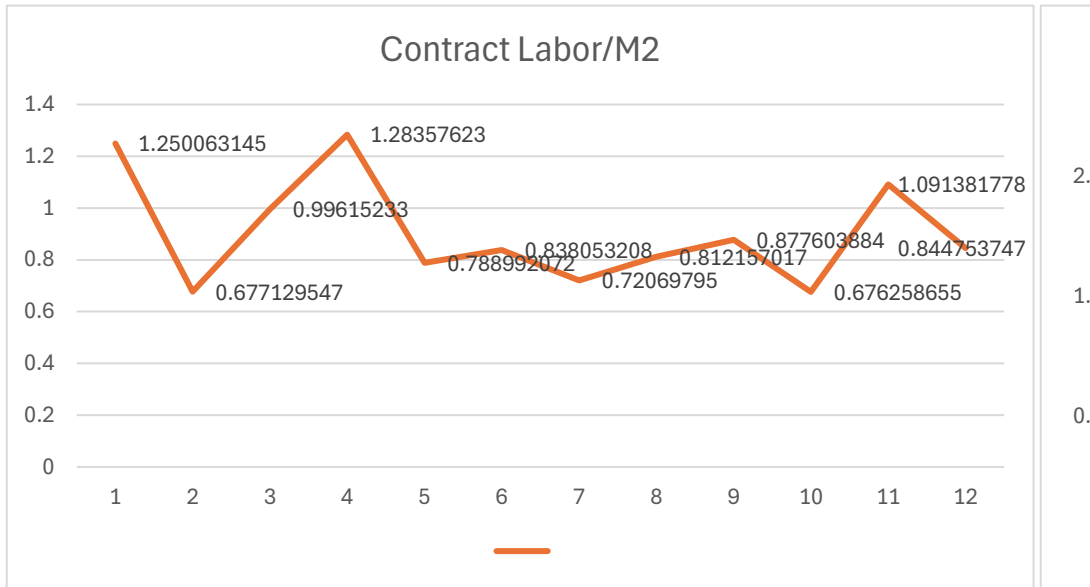
0.007

7 + 1

2.931291

selected	Date	Type	No.	Payee	Status	Category	Due date
	12/27/2024	Bill	84968	Wexford	Paid	13110 P\	01/26/2025
	12/20/2024	Bill	84959	Wexford	Paid	--Split--	01/19/2025
	12/17/2024	Bill	84942	Wexford	Paid	--Split--	01/16/2025
	12/13/2024	Bill	84936	Wexford	Paid	13110 P\	01/12/2025
	12/10/2024	Bill	84935	Wexford	Paid	--Split--	01/09/2025
	12/10/2024	Bill	84923	Wexford	Paid	--Split--	01/09/2025
	12/6/2024	Bill	84918	Wexford	Paid	13110 P\	01/05/2025
	12/6/2024	Bill	84917	Wexford	Paid	--Split--	01/05/2025
	12/3/2024	Bill	84908	Wexford	Paid	13110 P\	01/02/2025
	12/3/2024	Bill	84907	Wexford	Paid	--Split--	01/02/2025
	11/26/2024	Bill	84889	Wexford	Paid	--Split--	12/26/2024
	11/22/2024	Bill	84882	Wexford	Paid	--Split--	12/22/2024
	11/15/2024	Bill	84855	Wexford	Paid	13110 P\	12/15/2024
	11/8/2024	Bill	84828	Wexford	Paid	13110 P\	12/08/2024
	11/1/2024	Bill	84790	Wexford	Paid	13110 P\	11/24/2024
	11/1/2024	Bill	84823	Wexford	Paid	13110 P\	12/01/2024
	10/23/2024	Bill	84765	Wexford	Paid	--Split--	11/22/2024
	10/18/2024	Bill	84762	Wexford	Paid	13110 P\	11/17/2024
	10/11/2024	Bill	84739	Wexford	Paid	13110 P\	11/10/2024
	10/4/2024	Bill	84716	Wexford	Paid	13110 P\	11/03/2024
	9/27/2024	Bill	84689	Wexford	Paid	13110 P\	10/27/2024
	9/5/2024	Bill	84617	Wexford	Paid	--Split--	09/05/2024
	9/3/2024	Bill	84614	Wexford	Paid	13110 P\	10/03/2024
	8/19/2024	Bill	84551	Wexford	Paid	--Split--	09/18/2024
	12/16/2024	Bill Paym	ACH-121	Wexford	Applied		12/16/2024
	12/9/2024	Bill Paym	ACH-004	Wexford	Applied		12/09/2024
	11/8/2024	Bill Paym	ACH-004	Wexford	Applied		11/08/2024
	10/25/2024	Bill Paym	ACH-004	Wexford	Applied		10/25/2024
	10/2/2024	Bill Paym	ACH-004	Wexford	Applied		10/02/2024

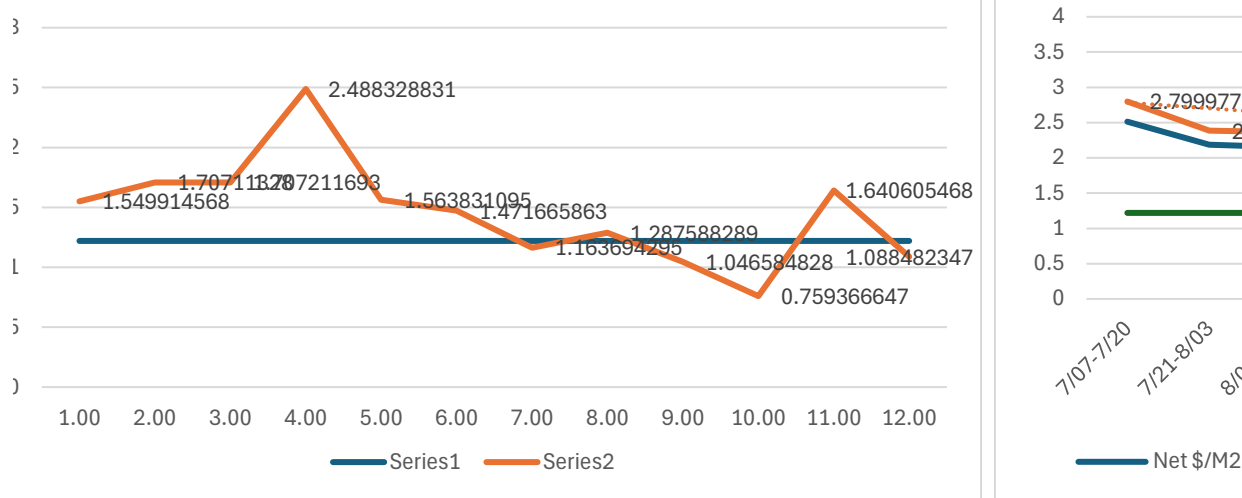
Balance	Total	Action
\$0.00	\$13,511.68	
\$0.00	\$14,078.72	
\$0.00	\$15,469.77	2024
\$0.00	\$13,643.84	Bills Amount
\$0.00	\$15,411.54	\$313,449.04
\$0.00	\$14,285.76	
\$0.00	\$13,613.12	
\$0.00	\$14,764.54	
\$0.00	\$13,568.00	
\$0.00	\$15,456.83	
\$0.00	\$14,201.65	
\$0.00	\$14,518.68	
\$0.00	\$13,605.44	
\$0.00	\$13,601.28	
\$0.00	\$13,889.28	
\$0.00	\$13,572.48	
\$0.00	\$13,955.79	
\$0.00	\$13,584.64	
\$0.00	\$13,575.36	
\$0.00	\$13,532.80	
\$0.00	\$13,484.16	
\$0.00	\$2,262.35	
\$0.00	\$14,493.86	
\$0.00	\$1,367.47	
\$0.00	-\$13,601.28	
\$0.00	-\$40,692.77	
\$0.00	-\$27,978.05	
\$0.00	-\$2,262.35	
\$0.00	-\$1,367.47	



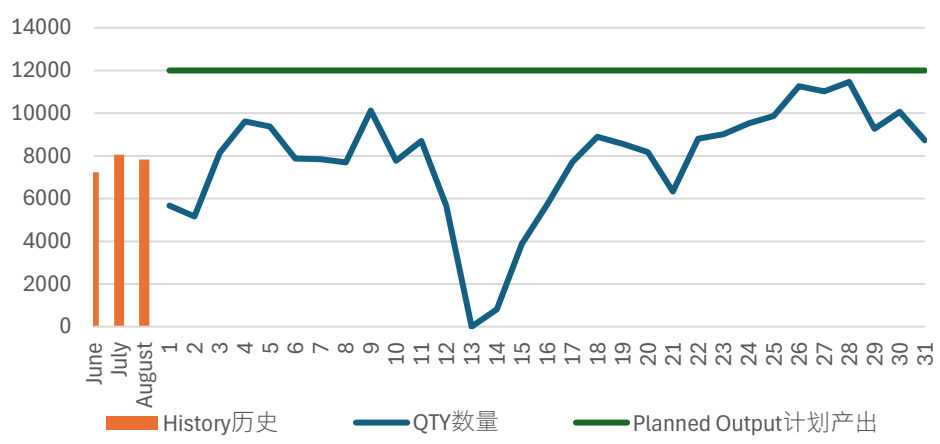
Total Labor was tracking in the \$2.80/M2 range consistently but rarely measured
The only measure which was kept was Wellmade Labor.
The all time low(ATL) for Wellmade Labor was \$1.22/M2
So I started breaking out Wellmade Labor so I could measure our progress against the ATL.
But I also started measuring total Labor so I could know our totals and prevent any gaming.
Over the course of the six months there was a steady improvement of roughly \$1/M2.
This also came with the predictability of output as shown in the Production graphs by month.
Not only did we set a new all time low for Welmade Labor/M2 at \$0.76/M2.
We also established a Total all time low at \$1.44/M2, which rivaled the Wellmade ATL.

In the later months the run rate for cost savings was approaching \$400,000/month.
I estimate the actual savings to be roughly \$888,000 for the six month period.

WM Associates Labor/M2

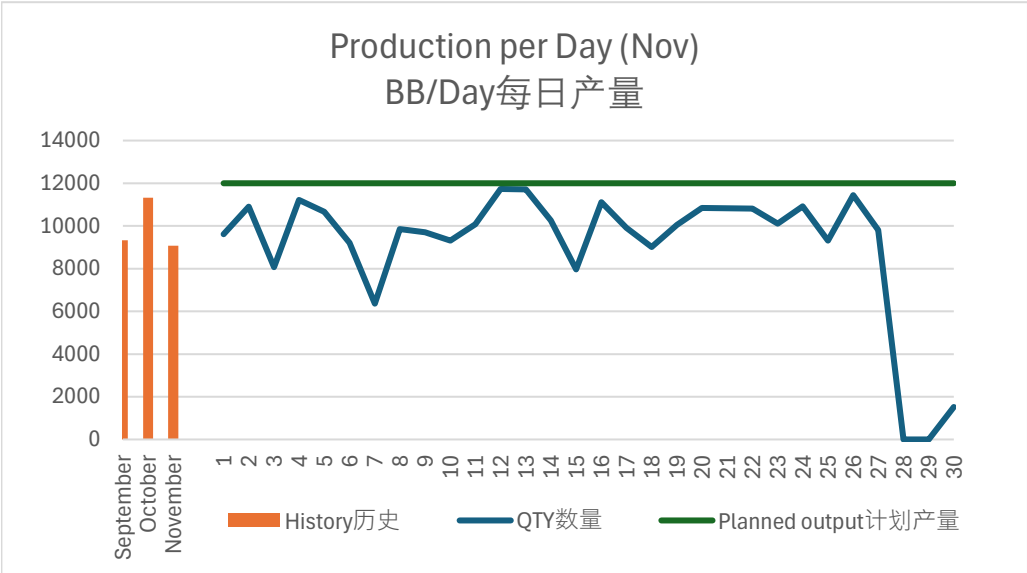
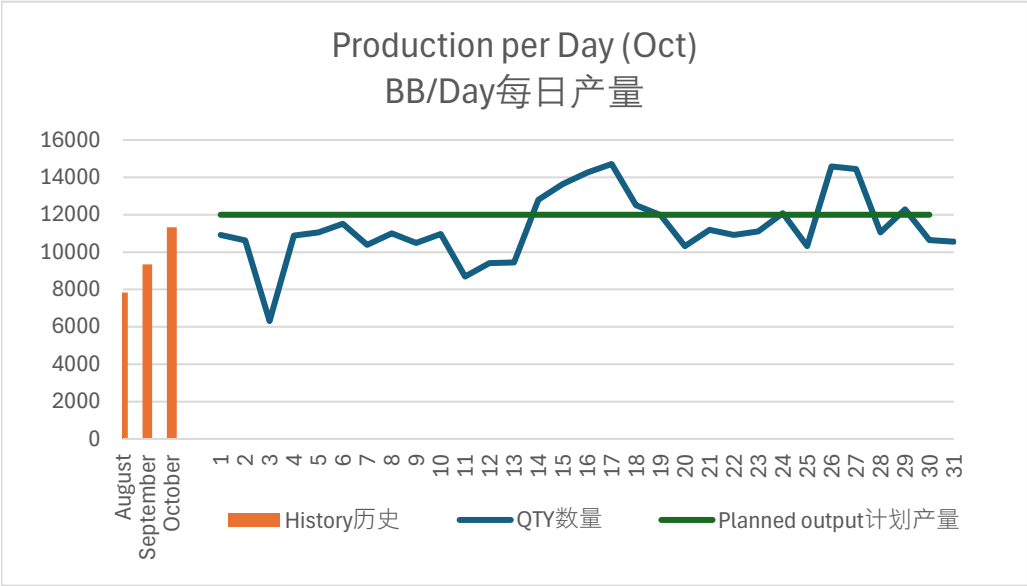
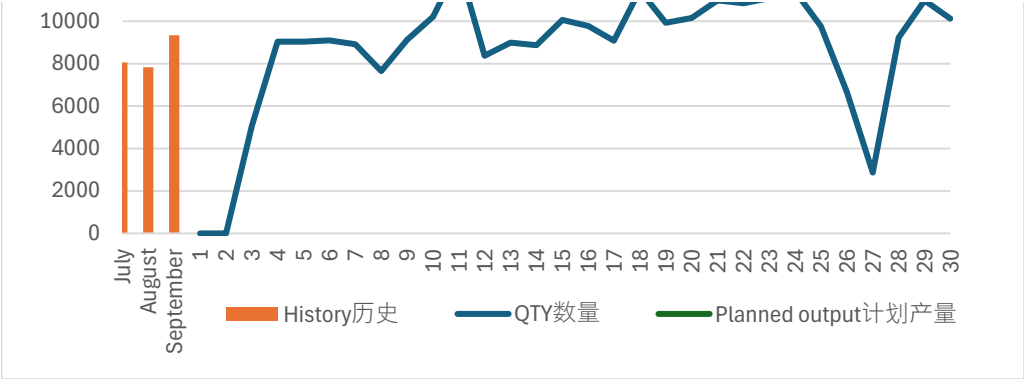


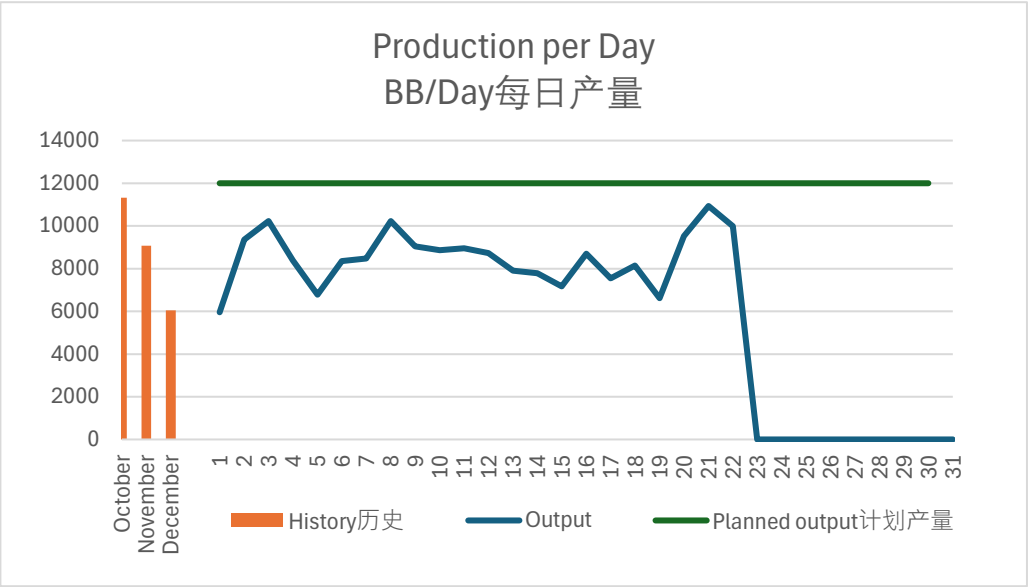
Production per Day (August)
BB/Day每日产量



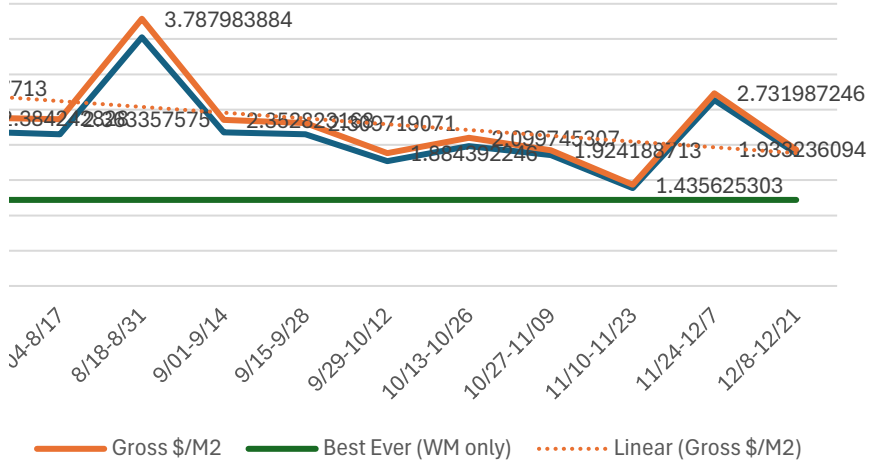
Production per Daya (Sept)
BB/Day每日产量







Total Labor Cost \$/M2 (WM + Contract)



2024 Bonus Calculations:

20% Base Bonus See break down in KPIs

On Time Delivery

7% Earned

1% deduction for every delayed delivery

0 Delayed deliveries

Customer Claims

Deduct 20% for claims exceeding \$500,000

Add 10% for claims less than \$50,000

10% extra earned

Total claims entered

\$23,094.99

All claims paid in 2024 were past due from 2023. All claims entered in 2024 were paid in 2025.

Safety Incidents

Deduct 1% for each incident with compensation exceeding \$10,000

-2% Earned

5 incidents/2 exceeding

\$10k

Talent Acquisition

0 Earned

Subjective

Material Utilization rate:

-2% Earned

2 incidents of material waste exceeding \$10,000

Recycled Material

10% Earned

Purchased 9795 tons of Recycled PVC. @ 8.4417% of the mix. Represents 11,6034 mix tons over six months. The material was purchased at a 25% discount to the local average

price, saving the company over \$149,000 over the last three months of the year. The program took three months to source and ramp up.

Extra Performance: Labor efficiency gains of 22%, resulting in over \$880,000 over 6 months. Exceeded previous record of \$1.22/M2 for Wellmade associates, 4 times in 13 periods.

Totals:

7% On time Delivery

10% Claims

-2% Safety

0 Talent

-2% Material Utilization

7% Recycling Qualified PVC Material

20% Bonus*330,000*0.5 Years = **\$33,000**