





U.S. Immigration
and Customs
Enforcement

Fact Sheet

June 13, 2008

Contact: ICE Public Affairs
Barbara Gonzalez
305-597-6151

A Law Enforcement Partnership

ICE ACCESS (Agreements of Cooperation in Communities to Enhance Safety and Security) provides local law enforcement agencies an opportunity to team with ICE to combat specific challenges in their communities.

The 287(g) program is only one component under the ICE ACCESS umbrella of services and programs offered for assistance to local law enforcement officers.

ICE developed the ACCESS program in response to the widespread interest from local law enforcement agencies who have requested ICE assistance through the 287(g) program, which trains local officers to enforce immigration law as authorized through section 287(g) of the Immigration and Nationality Act.

Terrorism and criminal activity are most effectively combated through a multi-agency/multi-authority approach that encompasses federal, state and local resources, skills and expertise. State and local law enforcement play a critical role in protecting our homeland because they are often the first responders on the scene when there is an incident or attack against the United States. During the course of daily duties, they will often encounter foreign-born criminals and immigration violators who pose a threat to national security or public safety.

Section 287(g) of the Immigration and Nationality Act

The Illegal Immigration Reform and Immigrant Responsibility Act (IIRAIRA), effective September 30, 1996, added Section 287(g), performance of immigration officer functions by state officers and employees, to the Immigration and Nationality Act (INA). This authorizes the secretary of the U.S. Department of Homeland Security (DHS) to enter into agreements with state and local law enforcement agencies, permitting designated officers to perform immigration law enforcement functions, pursuant to a Memorandum of Agreement (MOA), provided that the local law enforcement officers receive appropriate training and function under the supervision of sworn U.S. Immigration and Customs Enforcement (ICE) officers.

The cross-designation between ICE and state and local patrol officers, detectives, investigators and correctional officers working in conjunction with ICE allows these local and state officers: necessary resources and latitude to pursue investigations relating to violent crimes, human smuggling, gang/organized crime activity, sexual-related offenses, narcotics smuggling and money laundering; and increased resources and support in more remote geographical locations.

Memorandum of Agreement

The MOA defines the scope and limitations of the authority to be designated. It also establishes the supervisory structure for the officers working under the cross-designation and prescribes the agreed upon complaint process governing officer conduct during the life of the MOA. Under the statute, ICE will supervise all cross-designated officers when they exercise their immigration authorities. The agreement must be signed by the ICE Assistant Secretary, and the governor, a senior political entity, or the head of the local agency before trained local officers are authorized to enforce immigration law.

Officer Selection Requirement

- U.S. citizen
- Current background investigation completed
- Minimum two years experience in current position
- No disciplinary actions pending

Training Requirements

ICE offers two training programs including a five-week program for field level law enforcement officers and a four-week program for correctional personnel. The U.S. Immigration and Customs Enforcement Academy sets standards and testing. Certified instructors conduct the training.

287 (g) Facts

- The program is credited for identifying more than 57,000 (since FY 2006) individuals, mostly in jails, who are suspected of being in the country illegally.
- There are currently 47 active 287(g) MOA's
- More than 750 officers have been trained and certified thru the 287(g) program
- There are approximately 90 pending requests (as of June 13, 2008)

State	Agency	Type	Official Approval
AL	Alabama State Police	TFO	9/10/2003
AR	Benton County Sheriff's Department	JEO/TFO	9/26/2007
AR	City of Springdale Police Department	TFO	9/26/2007
AR	Rogers Police Department	TFO	9/25/2007
AR	Washington County Sheriff's Office	JEO/TFO	9/26/2007
AZ	AZ Department of Public Safety	TFO	4/15/2007
AZ	City of Phoenix Police Department	TFO	3/10/2008
AZ	Department of Corrections	JEO	9/16/2005
AZ	Maricopa County Sheriff's Office	JEO/TFO	2/7/2007
AZ	Pima County Sheriff's Department	JEO/TFO	3/10/2008
AZ	Pinal County Sheriff's Office	JEO/TFO	3/10/2008

AZ	Yavapai County Sheriffs Office	JEO/TFO	3/10/2008
CA	Los Angeles County Sheriff's Department	JEO	2/1/2005
CA	Orange County Sheriff's Office	JEO	11/2/2006
CA	Riverside County Sheriff's Office	JEO	4/28/2006
CA	San Bernardino County Sheriff's Office	JEO	10/19/2005
CO	CO Dept. of Public Safety	TFO	3/29/2007
CO	El Paso County Sheriff's Office	JEO	5/17/2007
FL	Collier County Sheriff's Office	JEO/TFO	8/6/2007
FL	Florida Department of Law Enforcement	TFO	7/2/2002
GA	Cobb County Sheriff's Office	JEO	2/13/2007
GA	Georgia Dept. of Public Safety	TFO	7/27/2007
GA	Hall County Sheriff's Office	JEO/TFO	2/29/2008
GA	Whitfield County Sheriff's Office	JEO	2/4/2008
MA	Barnstable County Sheriff's Office	JEO	8/25/2007
MA	Department of Corrections	JEO	3/26/2007
MA	Framingham Police Department	TFO	8/14/2007
MD	Frederick County Sheriff's Office	JEO/TFO	2/6/2008
NC	Alamance County Sheriff's Office	JEO	1/10/2007
NC	Cabarrus Co. Sheriff's Office	JEO	8/2/2007
NC	Durham Police Department	TFO	2/1/2008
NC	Gaston County Sheriff's Office	JEO	2/22/2007
NC	Mecklenburg County Sheriff's Office	JEO	2/27/2006
NH	Hudson City Police Department	TFO	5/5/2007
NM	New Mexico Corrections Department	JEO	9/17/2007
OH	Butler County Sheriff's Office	JEO/TFO	2/5/2008
OK	Tulsa County Sheriff's Office	JEO/TFO	8/6/2007
SC	York County Sheriff's Office	JEO	10/16/2007
TN	Davidson County Sheriff's Office	JEO	2/21/2007
VA	City of Manassas	TFO	3/5/2008
VA	Herndon Police	TFO	3/21/2007
VA	Manassas Park PD	TFO	3/10/2008
VA	Prince William County PD	TFO	2/26/2008
VA	Prince William County SO	TFO	2/26/2008
VA	Prince William-Manassas Adult Detention Center	JEO	7/9/2007
VA	Rockingham Co. Sheriff's Office	JEO/TFO	4/25/2007
VA	Shenandoah Co. Sheriff's Office	TFO	5/10/2007

JEO = Jail Enforcement Officers
TFO = Task Force Officers

Officer Selection Requirements

U.S. citizen;
Current background investigation completed;
Minimum two years experience as a law enforcement officer; and
No disciplinary actions pending.

Training Requirements

ICE offers two training programs including a five-week program for field level law enforcement officers and a four-week program for correctional personnel. The ICE Academy sets standards and testing. Certified instructors conduct the training.

Contact Information

For more information on Section 287(g) of the Immigration and Nationality Act, please visit the [FAQ](#) page or you may request an information packet via the [Section 287g](#) form.

ICE

U.S. Immigration and Customs Enforcement was established in March 2003 as the largest investigative arm of the Department of Homeland Security. ICE is comprised of five integrated divisions that form a 21st century law enforcement agency with broad responsibilities for a number of key homeland security priorities.



**U.S. Immigration
and Customs
Enforcement**

News Release

June 13, 2008

Contact: ICE Public Affairs
Barbara Gonzalez
305-597-6151

North Carolina sheriffs' deputies complete immigration enforcement training
38 officers graduate following four-week training

RALEIGH, N.C. – Thirty-eight new sheriffs' deputies and officers from local departments graduated today following a rigorous four-week training under U.S. Immigration and Customs Enforcement's (ICE's) 287 (g) program.

The graduation ceremony was held here at the North Carolina Sheriffs' Association headquarters in the Quorum Center located at 323 West Jones Street.

The deputies and officers, who represent the sheriffs' offices of Wake County (18), Alamance County (1), Cumberland County (10) and Henderson County (9), were congratulated by Jim Pendergraph, ICE's director of the Office of State and Local Coordination and U.S. Senator Elizabeth Dole.

The four-week course provided in-depth training on a variety of enforcement topics including immigration law, intercultural relations, and how to use Department of Homeland Security databases to help positively identify criminals and immigration violators. Once the Memorandums of Agreements (MOAs) are signed by ICE and the local law enforcement agencies, the officers will be authorized to use the skills learned as part of this training. The agreement will enable officers to determine the immigration status of those processed through the county jails and to initiate removal proceedings for those found to be in the country illegally.

These recent partnerships are as a result of the efforts of The North Carolina Executive Steering Committee (ESC). The committee, which is comprised of representatives from ICE and the North Carolina Sheriffs' Association (NCSA), continue moving forward on a phased approach to developing a statewide plan to identify criminal illegal aliens arrested by local authorities.

North Carolina is leading the country in partnerships under the 287 (g) with seven active MOAs.

"I am happy to be here today to welcome these new graduates to the ICE family," said Director Pendergraph. "North Carolina is setting the bar for the rest of the country by sending the message that partnerships are critical to protecting our communities and upholding the rule of law."

"I am pleased to congratulate today's graduates and thank them for their dedication and service," said Senator Dole. "North Carolina is leading the country in the number of law enforcement agencies trained and using 287(g), and we have the first in the nation statewide immigration enforcement plan. I am proud to work alongside our sheriffs and ICE in this endeavor."

The 287(g) program is named after the section of law under the Immigration and Nationality Act (INA) that authorizes ICE to train local officers to enforce immigration law. The program has received more than \$25 million dollars for training and other associated costs under the current FY 2008 budget – up from just over \$15 million the program received last fiscal year. Currently, 47 local enforcement agencies spanning the nation have signed MOAs with ICE and now more than 750 officers have been trained to enforce immigration law. The officers from those agencies are credited for identifying more than 57,000 with possible immigration violations in the past two years.

The 287g program is only one component under the ICE ACCESS (Agreements of Cooperation in Communities to Enhance Safety and Security) umbrella of services offered for assistance to local law enforcement officers. ICE ACCESS provides local law enforcement agencies an opportunity to team with ICE to combat specific challenges in their communities.

Other ICE ACCESS enforcement options include the creation of local task forces targeting specific challenges like gangs or document fraud, the presence of a Criminal Alien Program (CAP) team in local detention facilities to identify criminal aliens, or training to utilize the ICE Law Enforcement Support Center (LESC) which provides officers the ability to inquire about a person's immigration and criminal history.

Law enforcement agencies interested in reviewing the myriad of enforcement programs under the ICE ACCESS program are encouraged to call their local ICE office or visit www.ice.gov for more information.

ICE

U.S. Immigration and Customs Enforcement was established in March 2003 as the largest investigative arm of the Department of Homeland Security. ICE is comprised of five integrated divisions that form a 21st century law enforcement agency with broad responsibilities for a number of key homeland security priorities.

State of North Carolina
Community Development Block Grant Program

2008 Small Business & Entrepreneurial Assistance Grant Program Application

Division of Community Assistance
NC Department of Commerce

2008 CDBG-SBEA Application Summary Form

Date of Submittal	June 24, 2008
Local Government Name	Henderson County
Project Name	The Warm Company SBEA Project
Grant Amount Requested	\$200,000.00
# Jobs to be Created	8
# Jobs to be Retained	20
Date of 1st Public Hearing	June 18, 2008
Date of 2nd Public Hearing	June 18, 2008

Name of Local Government Applicant	Anthony Starr
Local Government Contact	
Address (street/PO box)	213 1 st Avenue East
Address (city, NC, zip)	Hendersonville, NC 28792
Phone	828-697-4819
Email	astarr@hendersoncountync.org
County	Henderson County
Specify if Tier 1 or 21st CC	Not Applicable

Business Name	The Warm Company
Product or Service	Cotton and Synthetic Batting for quilted products
DUNS #	
NAICS Code	
# Full-time Employees	8 Employees
Years in business (within local government jurisdiction applying for grant)	The The Warm Company has been in business since 1980. Since that time the company has been dedicated to manufacturing exciting and innovative products that make sewing quilting and crafting throughout the world easier and more enjoyable.
# Jobs to be Created	8 Employees
# Jobs to be Retained	20
Company Match	\$1.4 million
Company Provided Health Insurance?	Yes, The Warm Company full health, dental and vision insurance coverage for every employee and family members. The Company also provides a 401-K program for employees with a 4% match; annually pays each employee's Sams Club membership; and consistently provides a 3% to 10% annual bonus.

**Business
Name**

Product or Service

DUNS #

NAICS Code

Full-time Employees

Years in business (within
local government
jurisdiction applying for
grant)

Jobs to be Created

Jobs to be Retained

Company Match

Company Provided
Health Insurance?**Add additional businesses, as needed.****Explain the overall goals of this project.**

To assist The Warm Company in expanding its Henderson County Manufacturing and Distribution Facility. The Warm Company will construct a second 45,000 sq. ft. manufacturing facility on their existing site. This expansion will double their existing space and will create 8 to 10 new jobs. The Warm Company has out grown its existing manufacturing space and is currently having to store raw and finished goods off site. This expansion will allow the company to expand their manufacturing systems to include industrial quilting goods production and continue the current home craft quilting goods production. The expanded facility will also allow for onsite material storage.

Describe the entrepreneurial environment that will be created/nurtured within the community as part of this grant.

Working with HC Partnership and Advantage West (Narrative to be completed)

Explain the benefits to the community of assisting these businesses.

CDBG SBE Assistance funds will construct the sewer line connection from the existing facility and the newly constructed 45,000 sq. ft facility linking both facilities to the public sewer line which fronts the property on Old Sunset Hill Road. This new connection will allow The Warm Company to abandon and eliminate the use of the existing septic system. This septic system is insufficient to support the manufacturing facilities expansion. This project benefits the community by retaining a growing business in the community, retaining jobs, supporting the local tax base, assisting the business with their expansion efforts and creating 8 to 10 new jobs in Henderson County.


	Sources/Uses of Funds						Total
	CDBG	Govt.	Business	Business	Other	Other	
Administration	\$19,000						
Planning	\$8,500						
Acquisition							
Architectural Barriers							
Clearance Activities							
Code Enforcement							
Disposition							
Fire Protection							
Flood & Drainage							
Historic Preservation							
Machinery & Equipment							
Neighborhood Facilities							
Other Activities							
Other Public Facilities							
Parking Facilities							
Parks & Playgrounds							
Pedestrian Improvements							
Public Services							
Public Utilities							
Rehabilitation, Commercial	\$172,500		\$1,400,000.00				
Rehabilitation, Private							
Rehabilitation, Public							
Relocation Assistance							
Senior Handicapped Centers							
Sewer Improvements							
Solid Waste Facilities							
Street Improvements							
Water Improvements							
Working Capital							

Certification by the Applicant's Chief Elected Official:

I certify that, to the best of my knowledge and belief, that: the data in this application is true and correct; that opportunities have been provided for citizen participation and access to information concerning the proposed activities; that this document has been duly authorized by the governing body of the applicant and the applicant will comply with the attached application certifications if the assistance is approved; and that, if funded, this application is a part of the Grant Agreement.

Typed Name of Elected Official: William Moyer

Typed Title: Chairman

Signature: 

Date: June 23, 2008

CDBG-SBEA PROJECT DESCRIPTION FORM

The project description must contain the following information and should answer the following questions:

Project Title - The Warm Company SBEA Project

Project Overview

The applicant must provide a brief summary of the business assistance project that would be undertaken.

1. What are the major cost elements that grant funds would finance?
 - The Construction of an 8" ductile iron sewer line from the existing manufacturing facility to the public sewer main along Old Sunset Hill Road.
 - More Information to be added based on information coming from Carolina Specialties Construction Co.

2. What are the names of the businesses that will be assisted? How will assisting these businesses benefit the community as a whole?
 - The Warm Company
 - Grant funds will be used to construct a new a sewer line connection from the facility to the Hendersonville Public Wastewater main lines along Old Sunset Hill Road. This new connection will allow The Warm Company to abandon and eliminate the use of the existing septic system. Furthermore, the current septic system is not capable of supporting the proposed facility expansion. This project benefits the community by retaining a growing business in the community, retaining existing jobs, assisting the business with their expansion efforts, and creating 8 to 10 new jobs in Henderson County.

3. What did you tell the people who attended your first public hearing about the project and what feedback did you receive about the project from them?
 - Example -- The Community was provided an outline of the proposed project as stated in #2 above. All community feedback was supportive of the project.

4. How does the project fit into a comprehensive entrepreneurship and economic development strategy that builds on existing assets and initiatives within the community?
 - The Warm Company is a small entrepreneurial business who's line of home products also support the home decorating and crafting entrepreneur.
 - The Warm Company is a member of the HC Partnership, whose mission is to develop new business and expand existing business, so that all Henderson County citizens can share in the economic gain. This includes working to attract companies that will provide better than average salaries and benefits for their employees, and those industries that are

- willing to make a long-term commitment to Henderson County.
 - The Warm Company's expansion will be located on their existing property site and utilizing existing public utilities and infrastructure.
 - The Warm Company works to: provide a moderate entry level wage; to maintain a safe, healthy, enjoyable work environment; provide compensation financial security to employees through quality health, dental, and vision insurance benefits.
 - The Warm Company strives to be a responsible corporate citizen of the community by working to preserve the environment and support programs to improve the quality of life for all.
5. Describe how the project will contribute to an entrepreneurial environment in the community that will continue after the project is completed.
- The Warm Company's is a case study of a true small entrepreneurial company that for over 27 years has supported both small home crafting and decorating entrepreneurs . The company is now expanding the industrial applications of their products, making a financial commitment of \$1.4 million in Henderson County which will allow them to have an industrial manufacturing presence on both the US East and West Coast. This expansion will strengthen the Warm Company and expands the local employment base well past this 30 month project.

Partners

1. Who are the project partners and what business services will they provide (e.g. education and training, technical assistance, capital access, business networking, etc.). Explain the significance of the project partners and how their involvement will bolster the success of the project.
 - Partners – Henderson County
Henderson County Partnership for Economic Development
Advantage West
2. What will be the level of effort and cost of these services? Include local match and in-kind services. A match is not required under this program but it will be favorably considered during the evaluation process.
 - The Warm Company will provide the \$1.4 million to construct the new 45,000 sq. ft. manufacturing facility and the CDBG funds will be utilized to construct the sewer lines to the existing building and the new facility.
 - The Henderson County Partnership for Economic Development will provide in-kind support for the Entrepreneurial Environment Creation and Nurturing initiatives.
 - Advantage West will provide in-kind support for the Entrepreneurial Environmental Creation and Nurturing initiatives.

Expected Results and Outcomes

1. What are project objectives and desired outcomes?

Objectives

- To expand the Henderson County Warm Company Manufacturing and

Distribution Facility to include Industrial Product Production and Distribution

- Design and Implement a Entrepreneurial Nurturing Community

Outcomes

- To construct a second 45,000 sq. ft. manufacturing and distribution facility on the existing facility site.
 - To construct a sewer line connection from the existing and new Warm Company facilities to the public sewer line along Old Sunset Hill Road.
 - Hire and train 8 new employees (6 new positions are to be filled by low-to moderate-income applicants)
 - Add Partnership and Advantage West in-kind initiatives
2. How does the project act as a catalyst to spur growth of existing small businesses and how is this growth part of a larger economic development plan?
 - Add Entrepreneurial Nurturing initiatives.
 3. How many businesses will be assisted as a result of this project?
 - One Company – The Warm Company
 4. How many full-time jobs will be created or retained as a result of this project?
 - Retention of 20 jobs
 - Creation of 8 jobs
 5. Indicate how an entrepreneurial environment will be developed and nurtured as part of the project.
 - Add Entrepreneurial Nurturing initiatives.

Project Administration

1. What is the applicant's administrative capacity to manage the grant financially and to comply with CDBG program requirements?
 - Henderson County will contract with Land-of-Sky Regional Council (Region B Council of Government) to provide Grant Administrative Services. Land-of-Sky Regional Council's staff have over 30 years experience in administering Community Development Block Grants and has working and Grant financial requirements will be managed by Henderson County's Finance Department.
2. What is the relationship between the applicant and other participants, other local governments, public and private sector organizations? Are they committed to the project? (letters of support should be attached to the final application but should not be submitted at this stage)
 - Henderson County is the Unit of local Government
 - The Warm Company is a member of the Henderson County Partnership for Economic Development.
 - The Henderson County Partnership for Economic Development is a public/private partnership that serves as the professional economic development organization for Henderson County. The partnership works

- to; attract and retain quality jobs; solicit new business compatible with the assets and values of Henderson County; promote Henderson County's business image; assist expansion and retention of existing companies; and enhance Henderson County's overall quality of life.
- Advantage West is
3. Who will oversee the project and how will parties be selected to carry out funded work?
- Land-of-Sky Regional Council staff will oversee the project in partnership with Henderson County staff, the Henderson County Partnership for Economic Development and The Warm Company.

CDBG-SBEA PROJECT BUDGET

1. Name of Applicant:

Henderson County

2. Project Name: The Warm
Company SBEA Project3. Original Application X Amendment

4. Grant Amount Requested	\$ 200,000.00
5. Program Income	\$
6. Subtotal: CDBG Resources	\$ 200,000.00
7. Other Funds	\$1,400,000.00
8. Total Project Resources	\$ <u>1,600,000.00</u>

9. Activity	10. CDBG Costs	11. Other Costs	12. Total Costs
a. Acquisition			
b. Disposition			
c. Public Facilities and Improvements			
(1) Senior and handicapped centers			
(2) Parks, playgrounds and recreation			
(3) Neighborhood facilities			
(4) Solid Waste disposal facilities			
(5) Fire protection facilities and equipment			
(6) Parking facilities			
(7) Public utilities, other than water/sewer			
(8) Water improvements			
(9) Sewer improvements			
(10) Street improvements			

Attachment 2

(11) Flood and drainage improvements			
(12) Pedestrian improvements			
(13) Other public facilities			
d. Clearance activities			
e. Public services			
f. Relocation assistance			
g. Construction, rehabilitation, preservation			
(1) Construction/rehab of commercial and industrial buildings	\$172,500.00	1,400,000.00	\$1,572,500.00
(2) Rehab of privately owned dwellings			
(3) Rehab of publicly owned dwellings			
(4) Code enforcement			
(5) Historic preservation			
h. Development financing			
(1) Working capital			
(2) Machinery and equipment			
i. Removal of architectural barriers			
j. Microenterprise loan activities			
k. Microenterprise technical assistance			
l. Other			
m. SUBTOTAL	\$172,500.00	1,400,000.00	\$1,572,500.00
n. Planning	\$8,500.00		\$8,500.00
o. Administration	\$19,000.00		\$19,000.00
p. Total	\$200,000.00	1,400,000.00	\$1,600,000.00

CDBG-SBEA PROJECT SOURCE AND USE FORM

1. Name of Applicant: Henderson County	3. Project Name: The Warm Company SBEA Project
2. Original Application X Amended Application _____	4. Project Number: SBEA-1

5. Sources of Project Funds:

CDBG: Grant Amount
 A. Requested \$ **200,000.**

Other (Non-CDBG) project resources:

B. The Warm Company	\$ \$1,400,000.00
C. _____	\$ _____
D. _____	\$ _____
E. _____	\$ _____
F. _____	\$ _____
Total Non-CDBG: \$ \$1,400,000.00	

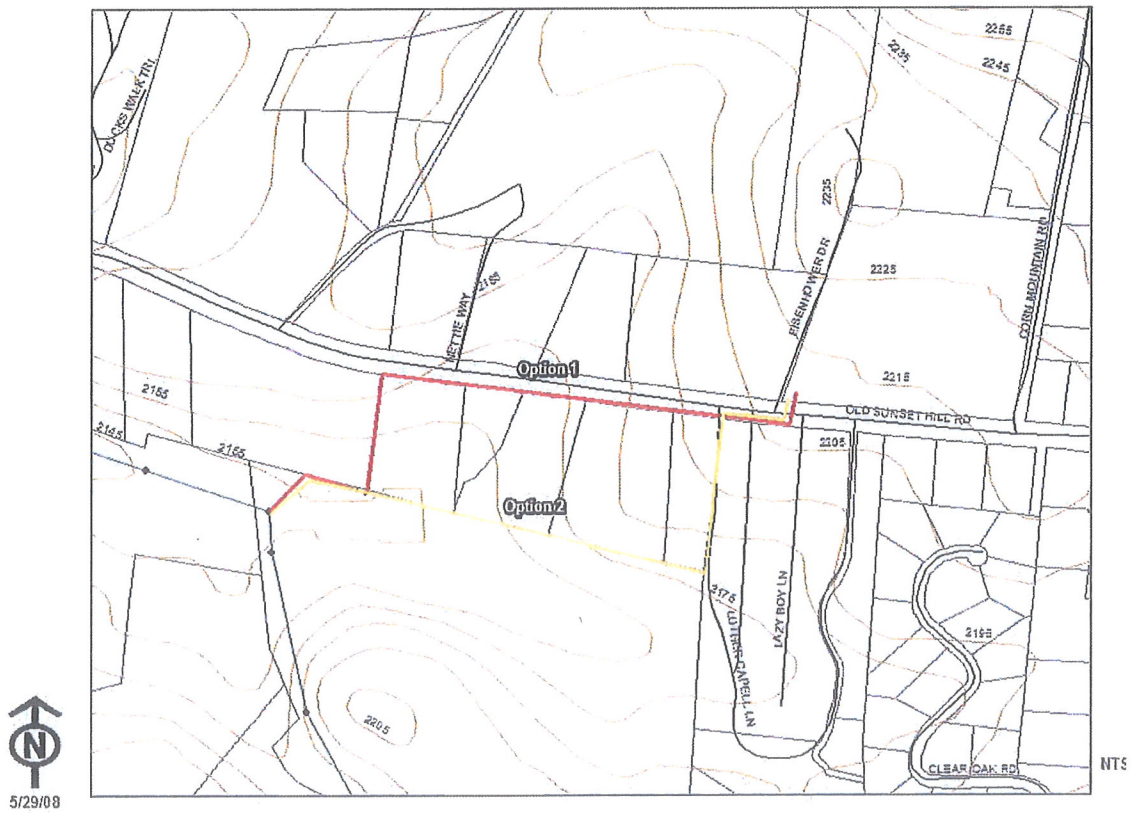
6. TOTAL PROJECT RESOURCES: \$ **\$1,600,000.00**

7. Use of Funds	Total Cost	A. CDBG	B. Applicant	C. Company	Source D	Source E
a. Acquisition						
(1) _____						
(2) _____						
b. Public Facilities						

(1) Water						
(2) Sewer						
(3) Other						
c. Construction/Rehabilitation						
d. Working Capital						
(1)						
(2)						
e. Machinery/Equipment						
(1)						
(2)						
f. Site Improvements		\$172,500.00		\$1,400,000.00		
g. Other						
(1)						
(2)						
h. Planning		\$8,500.00				
i. Administration		\$19,000.00				
j. Total		\$200,000.00		\$1,400,000.00		

CDBG-SBEA MAPS

WARM CO. - POSSIBLE SEWER ROUTE



DBG-SBEA PHOTOGRAPHS

Attach photographs, as necessary.



New 45,000 facility Site - Site is being cleared and prepared for construction



East end of property viewing Old Sunset Hill Road



Existing Septic system and drain field.

CDBG-SBEA BUSINESS DESCRIPTION FORM

Describe in detail the business that is being assisted. The description should include information on the structure and history of the business and the current/future business plans. Include proof that the business has been in existence for two or more years with one or more full-time employees. Include information on whether the company will provide health insurance benefits. Describe the jobs to be created or retained, the salaries for those jobs and other pertinent information. Related documents may be submitted as portions of the application or as appendices.

The Warm Company

The Warm Company has been dedicated to manufacturing exciting and innovative products that make sewing, quilting and crafting throughout the world, easier and more enjoyable. The Warm Company's Corporate Offices are located in Lynnwood, Washington. The Company has three manufacturing and distribution facilities: West Coast Manufacturing and Distribution is located in Elma, Washington; Northern East Coast Manufacturing and Distribution is located in Brattleboro Vermont; and the Southern East Coast Manufacturing and Distribution is located in Hendersonville, North Carolina.

The Warm Company's Mission Statement:

- To manufacture and market innovative, durable, premium quality products that yield the best possible value for consumers' investment;
- To provide superior service to our customers to support their profitable distribution of our products;
- To maintain safe, healthy, enjoyable work environment for our employee team members and provide opportunity for their personal fulfillment, compensation and financial security consistent with the value of their contribution to Warm Company success;
- To be a responsible corporate citizen of our community by working to preserve the environment and supporting programs to improve the quality of life of all;
- To maintain consistent profitability in order to provide a fair investment return to our shareholders and capital for growing our business in order to continue to meet the objectives of this Mission Statement.

The Warm Company Products – The Warm Company offers product that inspire creativity in your quilting, crafting, sewing and home decorating projects. All brand name products are manufactured with only the best materials available to ensure that the finished projects meet the customers high standards.

Batting Products include: Warm and Natural, Warm and White, Warm Blend, Soft and Bright, Warm Fleece, Warm Bond, Soft and Natural, Insul-Bright.

Fusible products includes: Steam-a-seam; Lite Steam-a-seam, Steam-a-seam 2, Lite Steam-a-seam

Fabrics Products Include: Warm and Natural Quilted muslin, Warm Window Insulated System Insulated Shade System, and Window Quilt.

Currently the Henderson County Manufacturing and Distribution facility produces the home, craft and decorative applications. The 45,000 sq. ft. Henderson County facility expansion will allow the company to begin producing its industrial applications on the East Coast. These industrial applications range from apparel to window treatments. All brand name products are available to manufacturers for purchase as unpackaged goods at discounted rates for quantity order. In addition to brand name products, the Warm Company offers natural cotton fiber, bleached cotton fiber and a variety of different polyester fibers for needlepunch and garnett. The largest industrial product produced by The Warm Company is Warm and Safe. It is a specially engineered fire retardant fabric that helps mattress and furniture makers exceed TB603 and CFR 1633 requirements.

The Henderson County facility currently retains 20 employees. 19 of the 20 are full-time employees. The one part-time position is a negotiated relationship that supports the employment needs of a special needs employee. Entry-level wage rates begin at \$10.00 per hour. 17 of the 20 employees are Operatives (semi-skilled) employees with the balance being Management and Office /Clerical. The Warm Company provides full health, dental and vision insurance coverage for every employee and family members. The Company also provides: a 401-K program for employees with a 4% employer match; pays each employee's Sam's Club annual membership; and consistently provides a 3% to 10% annual bonus.

The 8 new positions will be Operatives (semi-skilled) positions with a base entry wage of \$10.00 per hour. All 8 positions will be new position not transfers from other Warm Company facilities.

Corporate Office:
The Warm Company
5529 186th Place SW
Lynnwood, Washington 98037
425-248-2424
www.warmcompany.com

Henderson County Manufacturing and Distribution facility:
The Warm Company
581 Old Sunset Hill Road
Hendersonville, NC 28792
828-698-8689

The Warm Company Information and Product Brochures are Attached.