

MESSAGE FROM RANDY



With the New Year upon us one of RD Weis' key goals for 2016 is to have a greater national presence than ever before. To make sure that this goal is obtained we start the year by bringing a national accounts-oriented company, CTS Flooring Group into the RD Weis family. I'd like to officially welcome CTS and all of its associates to the family and we look forward to working with them to expand our national reach. CTS Flooring comes with a reputation

that is enviable in the marketplace and a great team of people that help differentiate the company in the market.

The word synergy is often an overused word in the business vocabulary, but in the marriage of RD Weis and CTS Flooring Group that's exactly what we intend to accomplish together - greater synergy for both of our companies. The things that RD Weis are really good at, CTS Flooring does not offer, and the things that CTS is really good at RD Weis has a lot to learn from their experience and capabilities. We believe that bringing these two companies together will benefit all of our customers and at the same time allow us to grow with new customers by offering a service package unparalleled in the industry.

The key to making a marriage like this work is making the transition as painless and as seamless as possible. As a result, the management team, the physical location and everything that CTS Flooring Group has stood for will remain. We



professional way that they have.

want to build on what exists and not take away from any of the good things that they've accomplished. Our hat is off to the Guinan family, who have owned the company for 28 years and we look forward to managing that business going forward in the same

Welcome CTS Flooring Group,

Randy



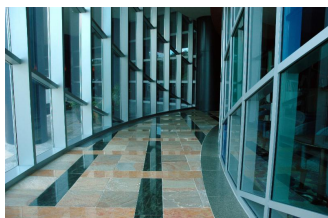
**Front: Rose Salerno, Rosa Spoto, Charmaine Merkel, Alicia Schlachta,
Back: Fran Guinan, Sam Cerminaro, Randy Weis, Vic Fotia, Drew Guinan**

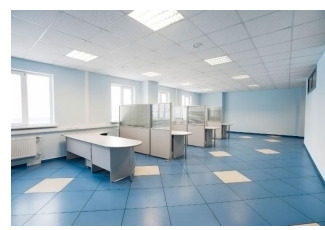
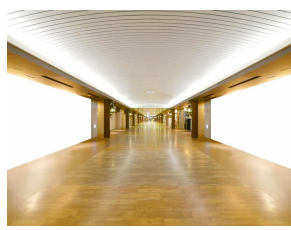
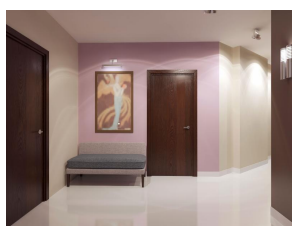
CTS FLOORING GROUP

Founded in 1958, CTS Flooring Group is a full-service national commercial flooring contractor specializing in multi-facility national organizations. It delivers an extensive array of products and services, including all types of flooring materials from carpet, wood and VCT to luxury vinyl, marble, rubber and ceramics, installation services, and moisture testing and abatement systems among others to customers that have retail stores and other facilities across the US and Canada.

While CTS is headquartered in suburban Philadelphia, it is truly a national commercial flooring company. The company was built from its inception to service customers that have real estate assets spread out all over the country and that have implemented flooring programs to regularly replace the flooring in these units to enhance their brand identity.

CTS has the capability of planning and executing projects on a national basis. The Company has developed a national network of over 500 certified flooring installation crews who install all flooring materials in compliance with manufacturer guidelines. The vast majority of our installs are handled by a core group of Installation Workrooms in the 20 largest metropolitan areas across the country. All of these installers are licensed in the states in which they do business.





NEW PROJECT
Saks Fifth Avenue at the Walt Whitman Mall

Stile wood flooring on Long Island!





NEW PROJECT

Farm Family, Glenmont, NY

The project, a first floor flooring replacement of the front building as part of a building renovation, used 1,500 square yards of Mannington Media Disclose Carpet Tile and 4,000 square feet of Karndean Albus 18 x 36 LVT. Prior to the new flooring going down, a difficult floor prep was required to remove the ceramic in the lobby.

The job turned out great and all at Farm Family were pleased with the results. Thanks again to Karndean for their help and support.





KEY ANNIVERSARIES



Karen Endlich celebrates 10 years on February 27th

Karen handles Accounts Payable and is the life of every party. It is said that she is the heart and soul of the office. We are so very proud to have her in the RD Weis Companies family.

HAPPY VALENTINE'S DAY



Surface and Stile - Wood with Heart and Soul, Made with Love

Everyone at RD Weis Companies wishes you a safe, fun and romantic Valentine's Day.



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**RD WEIS
COMPANIES**
The Flooring Solutionists