

2025 IMPACT REPORT





**A Letter from
CEO Bill Yeargin:
Why Impact?**

Walter C. Meloon started Correct Craft on the foundation of “Building Boats to the Glory of God.” That mission has shaped us for a century, and we still do our best to honor his charge. We are a strategic plan driven company, but we believe culture always trumps strategy. It has been said that culture eats strategy for breakfast, and it is true. Without a strong culture that sets expectations and energizes people, a company will never reach its full potential.

Our Why is simple. Making Life Better. We want our platform to make people, communities, and the world better. Our products do more than provide a few hours of fun. They strengthen relationships and families, spark creativity and innovation, and help people access their “blue mind.”

We created the 2025 Impact Report to measure what matters, to hold ourselves accountable, and to share the stories behind the numbers. It helps us celebrate progress, learn where we must improve, and align our teams and partners around People, Performance, and Philanthropy. Transparency builds trust, and trust strengthens culture.

Looking ahead, on March 31, 2026, I will step down as CEO and transition to Correct Craft’s Board Chair. On April 1, 2026, our CFO, Zach Hutcheson, will become Correct Craft’s CEO. Zach has served Correct Craft for more than a decade. He knows our businesses, carries our culture, and is a committed learner. Over the coming months, Zach and I will work closely to ensure continuity in results and values. The baton will pass with our performance high, our culture in place, our innovation roadmap clear, and our service to others growing.

To our team - Thank you for living our values every day. Read this report with gratitude for what you achieved and with confidence for what we will do. Our best days are still ahead.

Keep Making Life Better,

Bill Yeargin
Bill Yeargin
President & CEO
Correct Craft

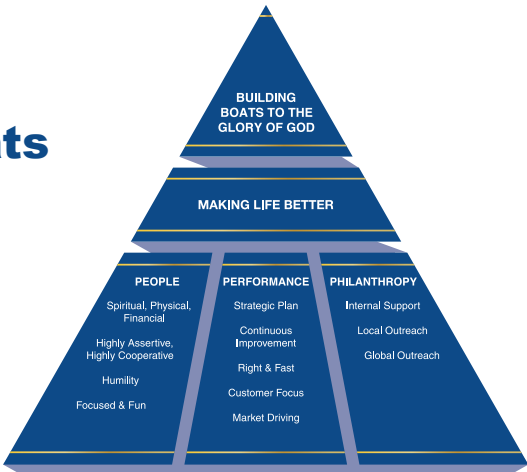


Making Life Better

Colossians 3:17:
“And whatever you do,
whether in word or deed, do
it all in the name of the Lord
Jesus, giving thanks to God
the Father through him.”

At Correct Craft, we're committed to Building Boats to the Glory of God.

Our culture is centered around the belief that we can make a positive impact on the world by prioritizing People, Performance, and Philanthropy.



WHO WE WANT TO IMPACT

DEALERS	TEAM MEMBERS	CUSTOMERS	VENDORS	INDUSTRY	COMMUNITY	WORLD	SHAREHOLDER	COMPETITORS
Providing great products & support.	Great pay, benefits, conditions, & culture. Taking care of their families.	Improving relationships by providing services & experiences.	Being a great partner & paying on time.	Provide great events & support key organizations.	Supporting local area through organizations.	Outreach through service & philanthropic work.	Trustworthy stewardship & generation of financial, cultural & kingdom returns.	Maintain industry presence by providing great support.

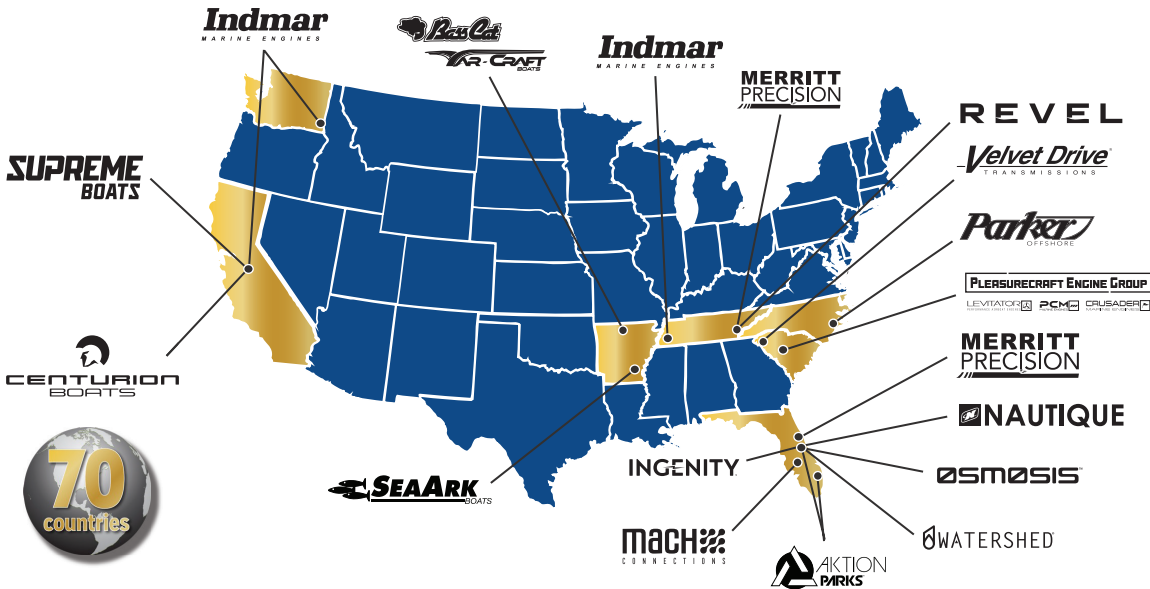
PEOPLE
1,770
Team Members

PERFORMANCE
\$790M
Revenue

PHILANTHROPY
5,386
Hours



Correct Craft was honored with Soundings Trade Only's EPIC Award for Altruism, which recognizes companies whose culture and leadership extend beyond business success to make a lasting positive impact on people and communities.



TOP LEARNERS
Angela Smith – SeaArk
David Cano – Indmar
Thomas Shook – Indmar
Keitel Mendoza – Nautique

COURSE FOCUS BY QUARTER
Q1: Innovation
Q2: Culture
Q3: Wellness
Q4: Development & Coaching

POPULAR COURSES
1. Fostering a Growth Mindset in the Age of AI
2. Office Ergonomics
3. Inspiring Creativity as a Leader

CENTENNIAL CHALLENGE WINNER



The challenge celebrated Correct Craft's 100 years and challenged our family of brands across the pillars of People (% of Learners), Performance (% YTD Net Income), and Philanthropy (% of Volunteer Goal). Velvet Drives victory earned every team member \$100!



The Watershed Innovation Think Tank was launched to explore disruptive opportunities and keep our companies ahead of industry change. Eight creative team members gathered from Correct Craft companies for a one-day session at Watershed Innovation followed by focused innovation sprints.



100 YEAR TIMELINE



1945

Built storm boats for WWII. Workforce expanded 433%, added shifts, kept Sundays off, delivered 406 boats and later called the "Miracle Production."



1936

Inspired by a radio ad, Walter C. Meloon renamed the company Correct Craft.

1958

Filed for bankruptcy but continued operations under Chapter 11.

2006

Bill Yeargin became the fifth CEO in five years.

2008

Transitioned from family ownership to Daryl Doden.

2023

Achieved \$1B in revenue.

2025

Zach Hutcheson named new CEO beginning April 2026.

1925

Florida Variety Boat Company founded in New Hampshire.

1961

Acquired Ski Nautique, providing a breakthrough product and momentum to restore financial stability.

1984

Completed repayment of debt to 228 creditors, even honoring obligations to grandchildren.

2007

First service trip to Tecate, Mexico.

2008

Recession hit, and before layoffs, Correct Craft paid team members for new trade skills and community volunteering.

2023

Strengthened investment in culture initiatives.

2012

Expanded through strategic acquisitions.



Scan code to watch the 100 year history video



STORM BOAT

In February 1945, Correct Craft was called upon by General Eisenhower's office, along with a few other manufacturers, with an urgent request: build 700 storm boats to help U.S. troops cross the Rhine River into Germany.

Supplies and ammunition were running low, and timing was critical for advancing Allied forces. At the time, the company's monthly capacity was just 48 boats, yet founder Walter Meloon agreed to take on the challenge confident that, with God's help, they could build 300. In a stunning feat that would come to be known as the "Miracle Production",

Correct Craft expanded its workforce from 60 to 320 employees, ran extra shifts, and ramped up operations without working on Sundays, honoring the company's faith-based principles. By the end of the month, they had built and delivered 406 storm boats, many of which were immediately deployed in one of the most pivotal operations of World War II.

Scan code to watch the Storm Boat Story



Now, 80 years later, that legacy lives on. Using the original 1945 blueprints, A team of over 20 volunteers from Correct Craft and Nautique —led by Aaron Marohl, a member of the Nautique Boat Company Product Development team faithfully reconstructed one of these boats as part of the company's centennial celebration.



Culture Camp is a three-day experience created to invest in team members and equip them with the tools they need to enhance the culture at their company. In 2025, we hosted six sessions with 87 total campers. Campers were personally invited by Bill, our CEO. Before attending, campers read Making Life Better, Education of a CEO, and Economics of Higher Purpose, grounding them in our history, leadership philosophy, and purpose-driven business model. During the camp, they experience our culture in action by volunteering at Clean the World, connecting on the water at Orlando Watersports Complex, and engaging in learning sessions.



CAMPER REFLECTION



Work with purpose, choosing impact over rewards. Culture Camp has been a reset of my mindset, and I'm excited to share what I've learned with my team at Nautique.

GLO BAL WOM EN'S WALK

In honor of International Women in Maritime Day, Correct Craft joined forces with Soundings Trade Only for the Global Women's Walk, a worldwide initiative across over 15 countries celebrating and supporting women who are shaping the marine industry. This event also raised awareness and funds for She Creates Change, a global nonprofit dedicated to advancing literacy for girls.

Our team proudly joined the movement through coordinated events at each of our companies between May 12–16. From short lunchtime walks to early morning gatherings around local lakes, team members came together to encourage one another and walk with purpose, and across our organization, over 215 team members participated. The Women's Walk showed how a simple shared experience can strengthen connections across our teams and communities.





SERVICE TRIP 2025

PHILANTHROPY

We want to make life better by serving others. Our team gives their time and resources to serve because they genuinely care about people. While we've partnered with many organizations around the world, we've recently focused on the neighborhoods surrounding our companies' facilities.

In July, that commitment took shape through two powerful weeks in Little Mountain, South Carolina, hosted by Pleasurecraft Engine Group. A total of 101 Correct Craft volunteers served Screaming Eagles. The work mattered, but what stayed with our team most was playing a baseball game with the kids with special needs, a simple moment of joy and connection that many described as the highlight of the trip.

Scan code to learn more about our Service Trip



ABOUT SCREAMING EAGLES

Screaming Eagles began with a vision to provide athletic experiences for individuals with special needs through school partnerships. That vision has grown into a mission to build a dedicated complex where individuals with special needs can thrive alongside their families and community. Founded in 2017, Screaming Eagles now hosts a range of programs and events, including holiday celebrations, baseball, soccer, arts and crafts, and more.



“

We are incredibly grateful to the Correct Craft team for their hard work, heart, and generosity. The spaces they built will have a lasting impact, creating joy, connection, and opportunity for generations of children with special needs. Their support brings us one step closer to making our campus dream a reality.

– Patrick Bowers, Founder of Screaming Eagles



Pavilion Area: 15 brand-new picnic tables were built, including two wheelchair-accessible designs. 24 pallets of sod transformed a dusty field into a vibrant space perfect for play.

Creek Bridge: A new bridge was constructed to provide a safe pathway through a wooded area, enhancing the walking trail for kids and families.

Safety Upgrades: New steps and a railing were added at the outside of the house, and a concrete step pad was installed at the driveway & railing area to improve safety.

Pergolas & Gathering Space: Three pergolas with swings were built, additional seating added, and a permanent firepit with a suspended bed swing completed the outdoor space for kids and families.

Front Entryway: The team redid the main entrance with new landscaping, creating a welcoming and beautiful first impression for visitors and families.

Announcers Box: Fully enclosed and modernized with drywall, electrical wiring, insulation, and lighting. A custom-cut polyurethane table and fresh paint completed the professional look.

Perch Shed: Structural maintenance included demolishing an old overhang, replacing rusted beams and paneling, and expanding the lean-to by 10 feet. Fresh paint and motion lighting completed the upgrade.

Arts & Crafts Room: Floors were sanded and refinished, new shelving installed, a cork wall added for kids to display their artwork, ceilings painted, and new lighting installed to brighten the space.

Library & Conference Room: New bookcases were built, walls repainted in soothing tones, ceilings painted, and lighting upgraded to create an inspiring, functional space for reading and learning.



Orlando, Florida
616 Team Members
nautique.com

Nautique has been on the waters of the world with a passion for innovation since 1925, building industry-leading waterski, wakeboard, and wakesurf boats known for performance and craftsmanship. Award-winning technology and attention to detail set the standard in the industry.



PHILANTHROPY HIGHLIGHT
Mr. Ralph Service Day

Nautique partnered with the Chuluota Resource Center to support elderly residents, single parents, veterans, and families in need. The team hosted a free car wash, collected enough canned goods to create 75 Thanksgiving baskets, landscaped, home cleanups, fence repairs, flooring fixes, large-item removal, and deck tear-outs. With over 65 volunteers, the team also helped renovate the Resource Center with paint, flooring, and new cabinets for their food bank.

APPRECIATION HIGHLIGHT
Nautique 100-Year Legacy Festival

Nautique celebrated a century of excellence with its 100-Year Legacy Festival, bringing together team members and partners for a day of community and tradition. The event featured food, music, a time capsule, and Paragon photo opportunities honoring the past while looking ahead to the next 100 years.

“ Many residents were so humble they tried to turn down help. We reminded them they were worthy of it, and once they agreed, we got right to work. – Aaron Marohl ”

LEARNING HIGHLIGHT
Level-Up Program

The Nautique Level-Up Program helps team members grow through leadership courses, trade skills, and hands-on learning. Classes cover Teamwork, Conflict Resolution, Process Improvement, Project Management, Successful Teams, Training Skills, Understanding Bias, and Nautique Energy. In 2025, 231 team members attended classes, building skills and collaboration across the company.



Scan code to watch Harry's story



Monticello, Arkansas
148 Team Members
seaarkboats.com

SeaArk Boats is a leading manufacturer of durable, high-quality aluminum boats, built to provide reliable performance for a lifetime. SeaArk is dedicated to craftsmanship and innovation. The versatile lineup includes fishing, hunting, commercial, and coastal boats.



PHILANTHROPY HIGHLIGHT
Vera Lloyd Presbyterian Family Services

Vera Lloyd Presbyterian Family Services empowers children, youth, and families through a trauma-informed, faith-based environment, helping young people heal, build life skills, and connect with supportive mentors and families. SeaArk Boats sponsored the organization's annual fish fry, cooking and handing out over 200 fish plates to community members who purchased tickets to raise support for Vera Lloyd.

APPRECIATION HIGHLIGHT
Ice Cream Social

In August, team members were surprised with an on-site ice cream truck as a thank-you for their hard work during the summer months.

“ I'm excited to see young people interested in a potential skillset and career that they can use whether it's with SeaArk or anywhere else – Chelsea Clardy ”

LEARNING HIGHLIGHT
Welding Class for At-Risk Youth

SeaArk hosted a hands-on learning experience to introduce at-risk youth to skilled trades like welding. A group of 10–15 high school students learned about SeaArk's history, toured the plant with National Sales Manager Jeremy Coe. Several students showed interest in trade school, and expressed interest in working at SeaArk after graduation.



Scan code to watch Kelli's story



Merced, California
228 Team Members

centurionboats.com | supremetowboats.com

For 50 years, Centurion Boats has focused on building high performing towboats with some of the world's best waves, wakes, and ride, continually refining its boats since 1976 to maximize the benefit for owners on and off the water. Supreme Boats complements this mission by building high value towboats that deliver strong surf, wake, and ride performance while protecting a family's investment and peace of mind, measuring success in the smiles and better lives their boats help create.



PHILANTHROPY HIGHLIGHT

Salute to Service Ride Day

Centurion hosted a Salute to Service Ride Day, giving 30 veterans and first responders a memorable day on the water aboard our Centurion Ri265 and Supreme S220 models. Held at Lake Yosemite in Merced, CA, the event logged 100+ volunteer hours and offered a meaningful way to honor those who have served.

APPRECIATION HIGHLIGHT

Team Appreciation BBQ

The Centurion leadership team hosted a July Employee Appreciation BBQ, grilling hot dogs and hamburgers while HR added homemade pico de gallo to the spread. A water balloon toss brought friendly fun, and one new team member shared how grateful he was for both the meal and the thoughtful activities.

“ There’s a lot of companies that say that they support veterans, but very few companies actually show it. The meaning behind it and the factory’s support behind actual veterans and first responders... it’s very important. — Jesus Díaz ”

LEARNING HIGHLIGHT

Product Development Empowerment Summit

The Product Development and Engineering team hosted a two-day summit that brought nearly 70 marine industry partners together for learning. Topics that were covered were DFMA, mindset of product innovation, collaboration and hands on team building. The experience created meaningful cross-functional learning and set a new standard for partnership and innovation.



Scan code to watch Shane’s story



Mountain Home, Arkansas
166 Team Members

basscat.com

Bass Cat has led the premier high-performance bass fishing boats segment for more than five decades through continuous innovation, pioneering features such as recessed trolling-motor pedals and vacuum-bonded construction, and is known for its quality craftsmanship and strong owner satisfaction. Celebrating more than 50 years in the marine industry, Yar-Craft is a leading walleye fishing boat brand recognized for its craftsmanship, fishability, and customer service.



PHILANTHROPY HIGHLIGHT

Food Bank of North Central Arkansas

The Food Bank of North Central Arkansas distributes over 4.5 million pounds of food each year while supporting hunger relief and community education. In 2025, Bass Cat & Yar-Craft teams completed 9 volunteer shifts and over 300 hours packing and sorting meal boxes for local families.

APPRECIATION HIGHLIGHT

Cardboard Boat Building & Cornhole Classic

The team spent the day building and racing their own cardboard boats, competing in a cornhole tournament, and ending with a ride-along in Bass Cat and Yar-Craft boats. The event encouraged teamwork, friendly competition, and appreciation for the hard work that goes into every boat.

“ It was so cool to ride in the boats we build every day! — JoAnn Van Blaricom ”

LEARNING HIGHLIGHT

Excellence Wins Book Club

The Parts Team read the book Excellence Wins, concentrating on building a strong service mindset, taking ownership, addressing defects quickly, and turning good habits into consistent, repeatable processes. The group met once a week, using each session to connect the book's principles to real day-to-day work.



Scan code to watch Angela’s story





Beaufort, North Carolina
77 Team Members

parkerboats.com

Quality, strength, and seaworthiness define Parker and the way its boats are built. Parker's commitment to excellence shows through decades of time-tested design and straightforward craftsmanship. Every Parker boat is overbuilt and hand-crafted, carrying the legacy shaped since the late 1960s.



PHILANTHROPY HIGHLIGHT

Camp Albemarle & Boundless Horizons

Parker continues supporting Camp Albemarle, a Christian organization focused on spiritual growth, relationship-building, and experiential learning in nature. This year, Parker helped launch Boundless Horizons, an inclusive outdoor program for adults with differing abilities. The team assisted with the construction of a kayak barn and storage building for the program and future summer camps.

APPRECIATION HIGHLIGHT

Crew Member of the Month

Parker recognizes exceptional dedication through its Crew Member of the Month program. This highlights team members who consistently demonstrate strong work ethic, positive attitude, and commitment to Parker's success.

“ I have never been recognized or been employee of the month or anything like that before. I am so blessed and love my job! – Neil Scriven ”

LEARNING HIGHLIGHT

Reentry Workforce Seminar

Parker managers attended a seminar highlighting the challenges incarcerated individuals face when reentering the workforce, from securing IDs and housing to transportation and basic needs. Hearing personal testimonies impacted the team. Parker is now partnered with the local correctional facility and community college to teach boat-building skills, with 10 interested candidates preparing to begin.



Scan code to watch Brad's story



REVEL

Sweetwater, Tennessee
49 Team Members

revelboats.com

Revel is a high performance pontoon brand launched in the summer of 2025. Designed for families, friends, and adventurers who believe every moment is worth celebrating. Revel Boats combine thoughtful design, impressive performance, and the comfort to make every outing something special.



PHILANTHROPY HIGHLIGHT

Supporting local students

Revel Boats partnered with the City of Sweetwater Schools to build backpacks filled with school supplies and other necessities, helping students start the academic year prepared and confident. The initiative provided an opportunity for the team to give back to the local community and support education in a meaningful way.

APPRECIATION HIGHLIGHT

Celebrating the team

Revel Boats hosts quarterly meals to recognize and show appreciation for the hard work of the team. The most recent gathering featured pancakes and orange juice, giving team members a chance to connect with a shared experience outside of the normal workday. These moments help foster a sense of camaraderie and reinforce the company's supportive culture.

“ We're proud to support our local schools and help give students the tools they need to succeed. Dropping off the backpacks and supplies was such a rewarding experience. Everyone was so appreciative, and it felt great to know we were helping students start the year off right. Seeing the gratitude from the teachers and staff reminded us how small acts can make a real difference in our community. – Connor Ryan ”

LEARNING HIGHLIGHT

Building culture together

During weekly Production Monday morning meetings, the team reviews the Correct Craft pyramid or shares stories from other Correct Craft companies. These sessions provide opportunities for learning, reflection, and discussion on best practices, inspiring team members to grow both personally and professionally. This ongoing dialogue strengthens the company culture and encourages a collaborative, goal-oriented mindset.

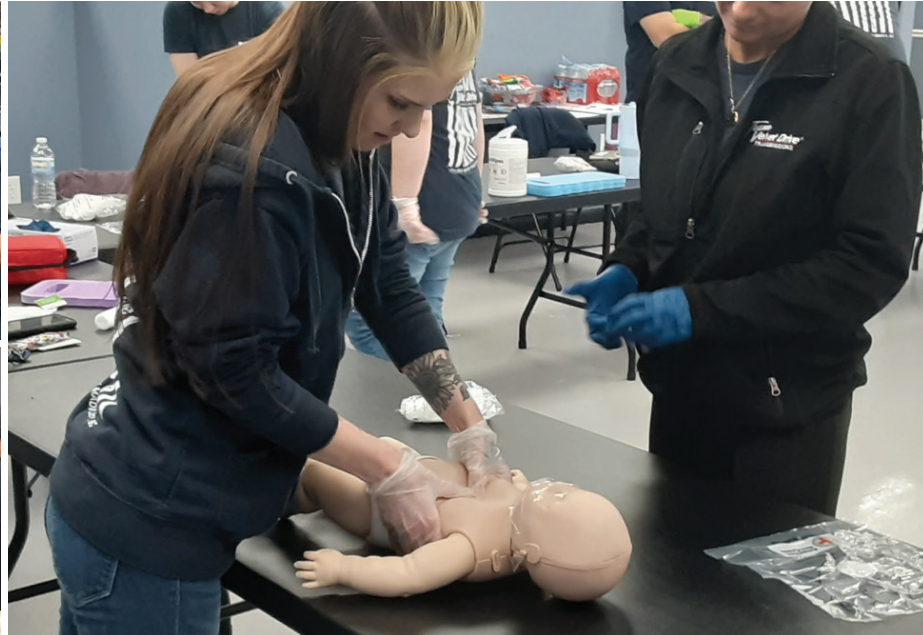


Scan code to watch Revel's launch video



Liberty, South Carolina
42 Team Members
velvetdrive.com

For over 65 years, Velvet Drive Transmissions has been a leader in marine and industrial transmissions. Products are engineered for smooth, quiet operation and built to the highest standards of quality. Velvet Drive serves a wide range of applications from high-performance ski and wakeboard boats to cruisers, sailboats, and commercial vessels.



PHILANTHROPY HIGHLIGHT

Feed a Hungry Child Pickens County

Feed a Hungry Child Pickens County supports underprivileged children by providing meals on nights and weekends. Velvet Drive volunteers packed food bags for students from elementary through high school.

APPRECIATION HIGHLIGHT

Birthday Donuts

Velvet Drive celebrates team members' birthdays each month with a dozen warm donuts, a small gesture to show appreciation and build team camaraderie.

“ Thankful for such an important learning opportunity. It helps us be better prepared to support coworkers, family, friends, and the community. This experience goes beyond the workplace and truly helps save lives. – Darrel Pelfrey ”

LEARNING HIGHLIGHT

American Red Cross Adult & Pediatric First Aid/CPR/AED

Velvet Drive team members completed the American Red Cross Adult and Pediatric First Aid/CPR/AED course, learning how to recognize and respond to emergencies such as burns, cuts, sudden illnesses, head and spine injuries, heat- and cold-related emergencies, and cardiac or breathing crises for adults, children, and infants. Fourteen team members now hold a two-year certification from the American Red Cross.

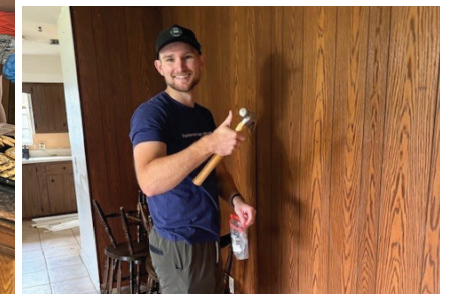


Scan code to watch Pam's story



Merritt Island, Florida & Sweetwater, Tennessee
80 Team Members
merrittprecision.com

Since 2004, Merritt Precision has specialized in large-format CNC machining for advanced composite parts. Combining technical expertise with a commitment to strong customer relationships, Merritt provides 3D design, scanning, milling, and tooling services that help bring ambitious ideas to life and drive success in the marketplace.



PHILANTHROPY HIGHLIGHT

Family Promise of Brevard

The Merritt Precision team helped renovate a home that will soon provide safe housing for four families as FPOB supports them in securing employment and permanent homes. Volunteers removed carpet, window treatments, and doors, patched drywall, and refreshed the landscaping to prepare the space for its future residents.

APPRECIATION HIGHLIGHT

Fall Festival at the Farm

Merritt Precision hosted a Fall Festival at the Farm, bringing families together for a fun day of food, hayrides to the pumpkin patch, pumpkin decorating, a petting zoo, corn maze, corn pit, cornhole, and even nerf wars. It was a great time of connection and community.

“ That night I looked at my family and appreciated how blessed we are. I cannot imagine having to live under a bridge with my children. – Manuel Martinez ”

LEARNING HIGHLIGHT

Making Life Better Book Club

Over four weeks, the team explored the company's history, values, and how to live out these mindsets in their day-to-day work reading the book together. They also participated in team-building activities including newspaper towers, “stuck on an island,” the floor is lava, and a hula-hoop challenge.



Scan code to watch Kendra's story

PLEASURECRAFT ENGINE GROUP

LEVITATOR  PCM  CRUSADER 

Little Mountain, South Carolina
73 Team Members

pleasurecraft.com

For 50 years, Pleasurecraft Engine Group has delivered high-quality, long-lasting, top-performing inboard watersports engines, and today PEG continues that legacy by manufacturing multiple premium engine brands, PCM, Crusader, and Levitator. PEG has been recognized for innovation in the inboard engine category, including advancements like the PCM ZZ8R and ZZ8S engines, the first supercharged inboard to deliver over 600 hp on 89-octane fuel.



PHILANTHROPY HIGHLIGHT

We Care Center Chapin – World Hunger Day Food Drive

Pleasurecraft team members supported the We Care Center Chapin, a Christian organization that provides food and financial support to those in need. For World Hunger Day, team members donated 426 cans, non-perishable foods and additional items.

APPRECIATION HIGHLIGHT

Safety Steak Lunch

Pleasurecraft celebrates safe work practices with a quarterly Steak Lunch for every incident-free quarter. The team is on track for seven incident-free quarters, a reflection of their dedication to safety.



I think the steak lunch is great. This incentive encourages us to pay extra attention! – Jose Rojas Delvalle



LEARNING HIGHLIGHT

World Mental Health Day

In honor of World Mental Health Day, PEG raised awareness by creating and distributing pamphlets highlighting the importance of mental health, how to spot when someone is struggling, self-care tips, benefits of seeking support, and available resources. Each team member received a pamphlet and a Hershey's "Hug," along with encouragement to be kind to themselves.



Scan code to watch Andrew & Solomon's story

INGENITY

Orlando, Florida
3 Team Members

ingenityelectric.com

Ingenity Electric develops quiet, zero-emission electric propulsion systems for boats. Combining high performance, easy installation, and low maintenance, Ingenity brings sustainable, innovative solutions to both recreational and towboat applications.



PHILANTHROPY HIGHLIGHT

Chuluota Resource Center

The team volunteered to build cabinets for the Chuluota Resource Center, creating much-needed storage for the food bank portion of its organization. Their work will help support more food availability to families in need and strengthen the center's impact in the community.

APPRECIATION HIGHLIGHT

Wakesurfing Together

To celebrate their hard work, the team spent an afternoon out on the water wakesurfing together. It was a chance to connect outside the shop and take pride in experiencing the innovative technology they create firsthand. The day brought the team closer and reminded everyone of the impact of their craftsmanship.



This year we read two books that were directly applicable to our segment. We learned interesting examples from other companies and how they were able to position themselves for success. – Todd Sims



LEARNING HIGHLIGHT

Book Clubs

The team read The Innovator's Dilemma and The Innovator's Solution, books that mirror Ingenity's path to incubation. The lessons were highly relevant and sparked meaningful conversations about innovation and growth in the world.



Scan code to view company highlight



Orlando, Florida | Miami, Florida

51 Team Members

aktionparks.com

Aktion Parks are action-packed boat and cable parks that offer fun, safe, and family-friendly watersports experiences. There are full-size cable systems, boat wakeboarding, wakesurfing, kneeboarding, and an inflatable AquaPark.



PHILANTHROPY HIGHLIGHT

Empowering disabled individuals through watersports

Above the Wake and Ann's Angels provide the resources, equipment, and coaching needed to give individuals across various spectrums of disabilities access to watersports, introducing them to new experiences and improving their quality of life. This year, Aktion Parks hosted over 120 participants across four events, marking a record year for both programs, which we've proudly supported for 12 and 5 consecutive years, respectively.

APPRECIATION HIGHLIGHT

Thanksgiving Cookout

A growing tradition is Aktion's annual Thanksgiving Cookout, a potluck-style meal shared among team members and park guests. This event celebrates the year's progress, expresses gratitude for our team's hard work, and reminds us of the strong sense of community that develops when we work and grow alongside our members.



Starting as a rider and member, then getting the chance to work here, has been a dream come true. Seeing how much the team genuinely cares for one another and for our guests is what made me fall in love with the park and the community around it. – *Trusten Krause*



LEARNING HIGHLIGHT

Getting on the water together

During the summer season, the Aktion team dedicates early mornings to ride together, sharing tricks, tips, and techniques with one another. These hands-on sessions not only strengthen bonds between new and seasoned team members but also help everyone become better teammates and deliver exceptional customer experiences. Leadership uses this time to reinforce our principles and values while encouraging collaboration, learning, and a deeper connection to the water.



Scan code to watch Marketa's story

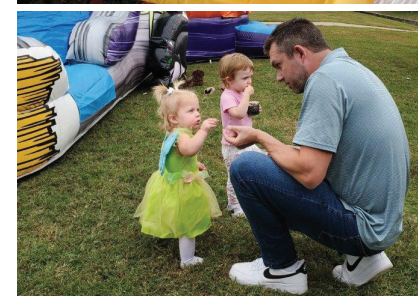


Millington, Tennessee

62 Team Members

indmar.com

Indmar has a pedigree going back over 50 years in the inboard marine industry and a proud tradition of pointing the way forward. Indmar was the first inboard manufacturer to deliver fuel injection, and custom-calibrated engines and the first to produce an inboard engine with a catalyzed exhaust, which is now the industry standard. Today, this legendary brand delivers an inimitable mix of unrivaled performance, meticulous craftsmanship, and ground-breaking innovation.



PHILANTHROPY HIGHLIGHT

Tennessee Baptist Children's Home "The Ranch"

TBCH provides on-campus homes for children whose families cannot currently meet their daily needs. In June, Indmar hosted a cookout for the children, house parents, and staff for a day of connection and fellowship. The team also toured new homes being built that will give each child their own bedroom and bathroom. In July, Indmar welcomed the Ranch for a plant tour where the kids learned about the company's products, processes, and the importance of integrity and doing your best, even in small tasks. The Ranch also attended Indmar's Fall Fest in October.

APPRECIATION HIGHLIGHT

Safety Celebration Cookout

In August, Indmar celebrated 18 months with zero recordable injuries with a company cookout featuring BBQ bologna, hamburgers, hotdogs, and homemade sides. Prizes were given to recognize the team's ongoing commitment to workplace safety.



I had no idea how many things could be made with those machines. Stephen's excitement and willingness to teach made the class really engaging. – *David Cano*



LEARNING HIGHLIGHT

Learn & Create Series

Indmar's IT Manager and Culture Champion, Stephen Tindall, led a voluntary learning series designed to spark creativity and hands-on skill building. One popular session focused on 3D printing, where Stephen explained how the machines work, their practical uses, and printed small keepsakes for the team. His passion made the learning experience engaging and accessible.



Scan code to watch Randy's story



Bowling Green, Florida
133 Team Members
machconnections.com

Mach Connections specializes in OEM panel production, hydrographics, wire harnesses, and battery cable assemblies. The experienced team delivers high-quality electrical solutions, ensuring boats stay connected and operate efficiently.



PHILANTHROPY HIGHLIGHT

Back to School Supplies Drive

Mach Connections team members came together to support students in need with a back-to-school supplies drive. There were donated backpacks, notebooks, pencils, and other essentials, helping local children start the school year prepared and confident.

APPRECIATION HIGHLIGHT

Mother's & Father's Day Celebration

At Mach Connections, simple gestures go a long way. For Mother's and Father's Day, the team was surprised by their Culture Team with thoughtful treats to encourage those in parenthood.



Orlando, Florida
6 Team Members
osmosis.io

Osmosis focuses on creating a better boating experience by bringing customers, dealers, and manufacturers together under a platform with custom branding and a robust legal and privacy framework. They are a leading provider of OEM-focused telematics solutions to the marine industry.



PHILANTHROPY HIGHLIGHT

Lighthouse Ministries

Lighthouse Ministries is dedicated to serving individuals and families in need through food, shelter, and community support. They provide meals, operate a pantry, and organize programs to assist vulnerable populations. The Osmosis team organized the pantry, sorted donations, served meals, and cleaned the soup kitchen.

APPRECIATION HIGHLIGHT

Escape Room

The team took on an escape room challenge, an epic mix of adrenaline, puzzles, and teamwork. It was the perfect way to boost camaraderie while sharpening our problem-solving and collaboration skills under the clock.

“ I really like that at the end of every story there's a different reflection. Throughout the story, David begins to see all the things in his life that need to change, and he makes the decision to be happy. It really helped me realize the importance of putting God first and building a stronger faith. – *Guadalupe Benitez* ”

LEARNING HIGHLIGHT

The Travelers Gift Book Club

68 team members participated in a book club of The Traveler's Gift, offered in English and Spanish, discussing leadership, decision-making, and personal growth. Small groups, led by team leaders, applied the book's lessons to real workplace situations, fostering collaboration and reflection.



Scan code to watch Maria's story

“ We had an incredible day at Lighthouse Ministries, working alongside their amazing volunteers and seeing firsthand the heart they pour into helping others. – *Miks Cinis* ”

LEARNING HIGHLIGHT

Inspired: How to Create Tech Products Customers Love

Osmosis read Inspired: How to Create Tech Products Customers Love, focusing on how customer-centered discovery and rapid prototyping lead to better products. It explores the value of defining problems clearly, validating assumptions early, and working as empowered product teams.



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