

Undercover

by

Bowles
MATTRESS CO.

SINCE 1975

In this issue:

1. Mike O'Brien set to retire after 45 1/2 Years at BMC!
2. Certi-PUR-US® & The truth about chemical-free mattresses
3. Retailer Spotlight
4. All Nighters: Great for Productivity or Bad for Your Body & Mind?
5. How Much Sleep do you Really Need?
6. HR Focus
7. Community Advocacy

“Every morning you have two choices: Continue to sleep with your dreams, or wake up and chase them.”

— Carmelo Anthony

Mike O'Brien set to retire after an impressive 45 1/2 Years at Bowles Mattress Company!



Mike in the 80's



Mike celebrating 35 years at BMC

For over four decades, Mike O'Brien has been an integral part of Bowles Mattress Company, crafting countless mattresses with dedication and skill.

A graduate of Jeffersonville High School in 1979, Mike worked several part-time jobs—Taco Tico, Arby's, K-Mart—before his brother Dennis gave him a life-changing lead. That August, Mike joined Bowles Mattress Company, a family-run business known for treating its employees like family.

Starting at the old Quartermaster Depot on Mechanic Street, Mike began by opening bales of springs, learning hog-ringing, and supplying materials to the build-up team. When the company moved to Watt Street, Mike worked tirelessly in the back room, loading high-backs with cotton and supplies, keeping up with the demands of the busy build-up crew.

In 1980, Mike's brother Tim joined him at Bowles, while Dennis pursued other opportunities. That same year, Mike married his wife Charisse, timing their wedding with his 21st birthday so he would never forget their anniversary! Sadly, after nearly 41 years of marriage, Charisse passed away in 2022 after a courageous battle with cancer.

Mike's legacy extends beyond his work at Bowles. He's immensely proud of his daughter Amber, a traveling surgical assistant and mother of three. His grandchildren are pursuing impressive careers: one is studying medicine, another psychology, and one has blessed Mike with his first great-grandchild, Arianna.

Throughout his years at Bowles, Mike learned valuable life lessons from company founders George and Opal Bowles, who believed in giving back. “Whether it's donating blood, money, or lending a hand—I've always believed I can help,” Mike reflects.

Now, Mike looks forward to the next chapter of his life with his fiancée, Rose Brown. They plan to spend their time traveling, camping, boating, and fishing in places like South Carolina, Tennessee, and the Smoky Mountains, staying active with hiking, biking, and enjoying the great outdoors.

Did you Know?

The word "mattress" comes from the Arabic word "matrah," meaning "something thrown down" or "a place where something is thrown down." The concept of sleeping on cushions or mats was brought to Europe by Crusaders.



The Truth About Chemical-Free Mattresses

The term "chemical-free" can be misleading. Chemicals are part of everything in our world, both natural and synthetic. Some are beneficial to our health, like iron, copper, and zinc, while others, such as aspartame, Red 40, and benzidine, can pose health risks.

Consumer concern over chemicals, or "chemophobia," has been fueled by marketing tactics that play on fear. However, it's important to approach this topic with clarity. The truth is, **there is no such thing as a truly chemical-free mattress**. What you can look for are mattresses that have undergone rigorous screening to minimize potential harm.

CertiPUR-US® Certified foams, for example, have been thoroughly tested for chemicals that are known to be harmful, including those classified as carcinogens, mutagens, or reproductive toxins under the Globally Harmonized System of Classification and Labelling of Chemicals (GHS).

The **CertiPUR-US®** program is grounded in evidence-based science, and ensures that certified foams meet strict standards. These foams are:

- Made without formaldehyde.
- Made without ozone-depleting substances.
- Made without phthalates regulated by the U.S. Consumer Product Safety Commission.
- Made without mercury, lead, or other heavy metals.
- Emitting low levels of volatile organic compounds (VOCs) for better indoor air quality (less than 0.5 parts per million).
- Screened for chemicals, including flame retardants, that are considered harmful to human health.

For more information on CertiPUR-US® Certified Foams, check out these resources:

[Learn about the science behind CertiPUR-US®](#)

[Chemical-free mattress claims explained by CertiPUR-US®](#)

Bowles Mattress Company only uses polyurethane foam that is CertiPUR-US® Certified.



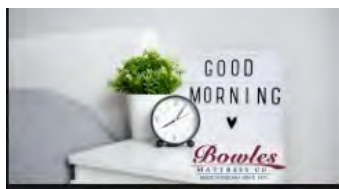
Retailer Spotlight:

In our last newsletter we mentioned exciting new advertising resources! Check out the advertising section in the Dealer portion of our website for several Facebook/Instagram sized images that can be used for a variety of post and advertising purposes. You can use these images as they are, to go along with your post - or you can add your own text and logo with your own photo editing apps— basic editing can be done with "paint".

Here are a couple of thumbnail samples of the available images:



Bowles 1200x628 pixels Digital Ad 6073



Bowles 1200x628 pixels Digital Ad 6346



Bowles 1200x628 pixels Digital Ad 7759



Bowles 1200x628 pixels Digital Ad 6725

There are many options available, these are but a representation. If you are looking for anything specific, please send an e-mail to us at "info@bowlesmattress.com" and we will see what we can do!

Your Sales Education Manual has been updated to include more information on CertiPUR-US® Certification, as well as information on our new Highrise Platform Bed Frame from Bed Tech. Check it out!

All-Nighters: Great for Productivity or Bad for Your Body and Mind?

Pulling an all-nighter can feel like a quick fix to meet deadlines or handle life’s demands, but it comes with significant risks. Staying awake for 24 hours affects your body in similar ways to being legally intoxicated, impairing judgment, reaction time, and focus. This makes it unsafe to drive, operate machinery, or perform any safety-sensitive tasks—even if you don’t feel drowsy.

Life happens—caregiving, travel, work deadlines—but when the need for an all-nighter arises, here are some tips to lessen the impact:

- **Sneak in a nap** beforehand, or try to get extra sleep in the days leading up to it.
- **Use bright lights** to help stay awake.
- **Caffeine** can temporarily improve concentration but use it wisely.
- **Take breaks** to re-energize: a quick walk, puzzle-solving, or even splashing water on your face can help.
- **Eat well and hydrate:** Avoid junk food and stay hydrated for better stamina.
- **Power through the day** after the all-nighter to prevent disrupting your sleep schedule, but take a quick nap if needed.

For more tips, visit the [Sleep Foundation](#) or check out Harvard’s take on the importance of sleep [here](#).

How Much Sleep Do You REALLY Need?



Struggling with Sleep? Try These Tips

Good sleep habits take time to develop, but they’re worth it! Here are some steps to improve your sleep quality:

- **Maintain a consistent sleep schedule**—get up at the same time, even on weekends.
- **Create a relaxing bedtime routine** to help your body wind down: try reading, gentle stretching, or a bath.
- **Ensure a comfortable sleep environment** with a supportive mattress and pillows.
- **Keep your bedroom cool, dark, and quiet**—blackout curtains and earplugs can help.
- **Limit screen time** for at least an hour before bed. Opt for a book instead!
- **Limit naps, caffeine, and alcohol** during the day.
- **Exercise regularly**, but avoid workouts close to bedtime.
- **Eat healthily and stay hydrated**, but avoid heavy meals before bed.

If sleep issues persist, don’t hesitate to consult a healthcare professional.

High Performance is Key to Bowles' Success

While Bowles' employees receive positive and constructive feedback throughout the year, during the 3rd quarter, team members are individually and formally evaluated based on standard criteria that is pre-established for the Production and Administrative teams. As part of the exercise, employees provide their input, are recognized for strong achievements, provided with growth opportunities, and encouraged to set goals that enable them to contribute at even higher levels as they move ahead.



*******Fun Fact*******

The average years of service for Bowles employees is @19.4 years. **Wow!**



We're highly honored...

One Southern Indiana (1si) is hosting "The Once Awards" on November 14 at Caesars Hotel. Bowles is honored to be one of three nominees for the Harding, Shymanski & Company, PSC' **"Manufacturer of the Year"** award.

Keep Learning...Keep Growing!

Continuous learning is an investment in our employees' success. With that mindset, the VP of HR & Administration presented session 3 in a supervisor training series titled, "Successful Leadership Qualities & Soft Skills." Production Leads, Monica Blen Umana and Randy Davis participated, along with VP of Operations, Justin Lemonds. The training included topics such as critical thinking and root cause, effective communications, self-awareness, adaptability/embracing change, role play scenarios, and more.



Civility in the Workplace

When asked about their perceptions of civility today, more than half of U.S. workers (58%) said they believe that, in general, people in society today are uncivil. Surprisingly, 42% of U.S. workers indicated they had witnessed or experienced incivility and feel that it's a "normal" part of the U.S. society today.

The following are the top reasons according to a recent SHRM survey:

- Differences in opinions related to social issues (47%)
- Political viewpoint differences (40%)
- Racial or ethnic differences (40%)
- Age or generational differences (39%)
- The state and direction of U.S. society today (39%)

Topics such as gender, Israel/Hamas conflict, U.S. Supreme Court rulings, religious differences, and climate change were among some of the other issues.



How are you contributing to the civility climate???!!!!

Community Advocacy:



Bowles had two teams participating in the United Way Day(s) of Action: The first team—Justin Lemonds, Alice Hartley & Becky Borders assisted “Change Today/Change Tomorrow—Feed the West Program” to support their free grocery supplemental program.



<https://change-today.org/volunteer/>
Volunteer with Change Today / Change Tomorrow Monday-Thursday - 11 AM to 3 PM to support their free grocery supplemental program at various alternating locations.

The second team—Ron Rhoton, Conrad Carter, Devon Waxler, Alice Hartley & Angela Dunaway prepared diapers collected during MUW’s Day of Action Diaper Drive with the St. Bernadette Diaper Bank.



Bowles participated in a diaper drive for the St. Bernadette Diaper collection to supply the MUW’s Day of Action Diaper Drive above—LOTS of diapers were collected. Bowles collected the cases of diapers in the first picture and when they took them to the holding area—you can see—a LOT of diapers were donated!



Enjoy these pictures from
the games at our
2025 United Way
Kick –Off Campaign!

Metro United Way **2-1-1** **Need help?**
Get Connected. Get Answers. **Don't know who to call?**
 Call Metro United Way's 2-1-1 and get connected with the resources available to fit the needs you are facing.



Metro United Way