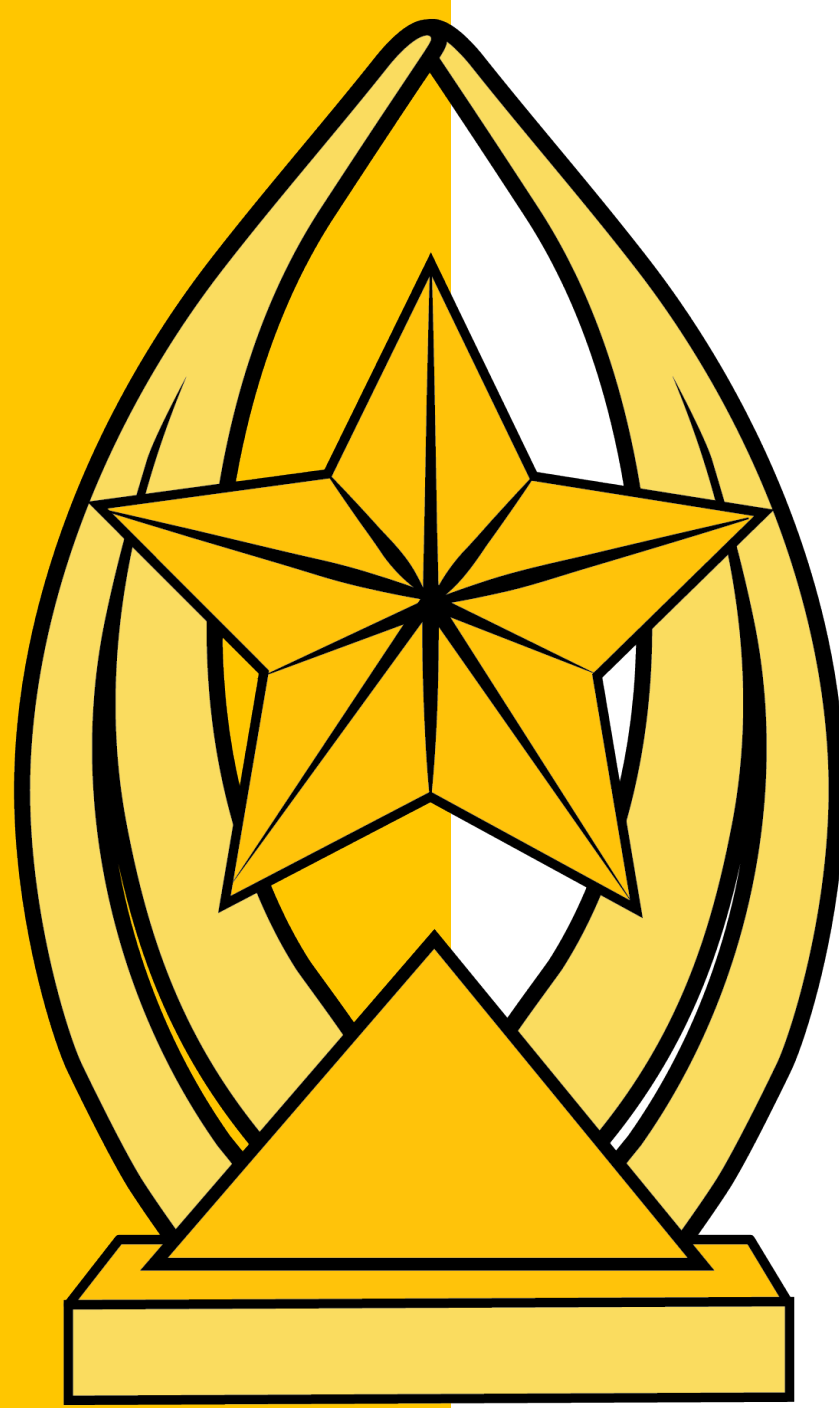


the
Great Game
of Business®

**HEALTHY
COMPANY**

All-Stars



Essential
INGREDIENTS®

Essential Ingredients (Ei) was founded in May 1996 in Augusta, GA. The company, which distributes chemicals and other supplies to the cosmetics industry, has been 100% employee-owned since 2011. More recently, it has become part of a holdings company called Cathedral Holdings that now includes two other businesses under its umbrella: a personal care beauty line and a warehouse/distribution center.

**Essential Ingredients,
Lawrenceville, Georgia**

**President/CEO:
Justin Jordan**

**Number of Employees:
102**

**FY '23 Sales:
140M**

- **High Employee Engagement:** In the last Gallup engagement survey, 9 in 10 employees responded that they were "extremely" or "very" satisfied.
- **Ei turnover rate over the last three years has been around 4%, significantly less than the industry standard.**
- **Since the beginning of 2023, 75% of their open leadership positions have been filled through internal promotions.**