



REPORT 2024

# YOUR PARTNER FOR SUCCESS



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**Do it Best is the leading member-owned co-op for independent hardware, building materials, and lumber dealers. Not simply a supplier, we're your partner focused on your growth, your profit, and your success. With an expertise in data, a servant-led culture, and 80 years of industry expertise, we're your champion for growth.**





# PRESIDENT'S LETTER



**Our focus on data-driven initiatives, coupled with our commitment to member growth and industry-leading rebates, positions Do it Best as a forward-thinking leader."**

**Once again, Do it Best has delivered another strong year.**

We not only maintained our profitability, but we achieved our second-highest net profit and member rebate in company history. Our sales increased nearly 30% compared to 2019, demonstrating significant growth over just five years.

This year marks our seventh consecutive year of triple-digit new store signings. Combined with our strategic acquisition of United Hardware, we expanded our membership by more than 20% and added a ninth distribution center in the Great Plains, underscoring our ambitious growth strategy.



While delivering outstanding results, we also made progress on key initiatives that will continue to drive growth and support you well into the future:

- **Record Levels of Organic Growth:** Through strategic acquisitions and incentives such as low-interest loans and preference stock, we continue to experience incredible member growth with most of our expansion coming from existing members adding new locations.
- **Enhanced ERP System:** This will significantly improve data flow, streamline operations, and enhance efficiency, laying a strong foundation for future growth.
- **Advanced Ecommerce Platform:** Our AI-driven enhancements are increasing customer engagement and sales across more than 2,000 locations. Our website now includes a rental module, instant rebates, and Best Rewards integration, providing personalized customer experiences.

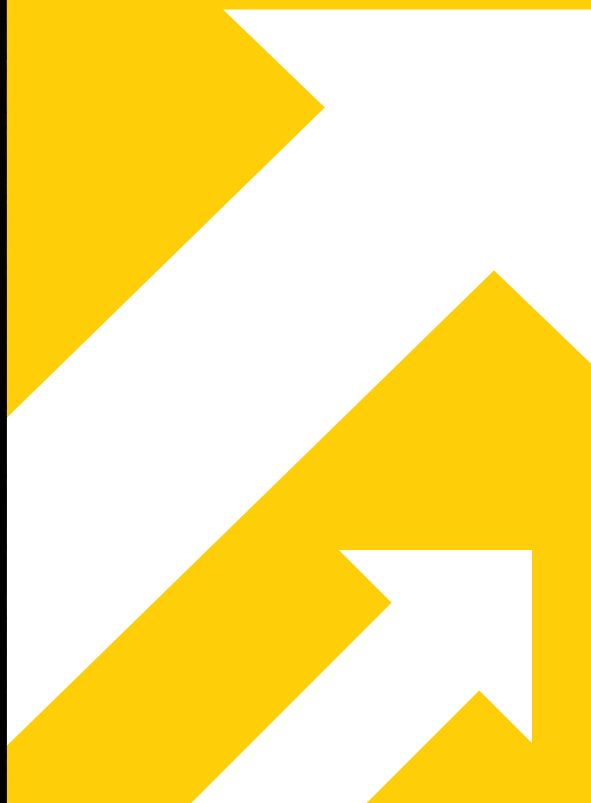
Our focus on data-driven initiatives, coupled with our commitment to member growth and industry-leading rebates, positions Do it Best as a forward-thinking leader in the independent home improvement industry. Together, we are shaping the future and driving collective success.



Dan Starr, President & CEO

**30%**  
**INCREASE IN SALES  
SINCE 2019**

**20%**  
**INCREASE IN  
MEMBERSHIP**







**21**  
LOCATIONS

---

**130%**  
INCREASE IN  
ONLINE SALES

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**230%**  
INCREASE IN  
ONLINE ORDERS



# CHAIRMAN'S LETTER

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**Reflecting on our partnership  
with Do it Best, I'm reminded  
of the remarkable growth  
we've achieved together.**

Taylor's Do it Center and Pleasants Hardware have grown from five to 21 locations since the mid-1980s. Our growth is fueled by maximizing Do it Best programs and services that align with our company's needs.

In today's retail landscape, data-driven decisions are vital for continued growth. That's why we immediately embraced the transition to the Adobe ecommerce platform. Understanding that many customers begin their shopping journey online, it was important to enhance our online presence and we integrated Best Rewards. Our website quickly became a powerful marketing tool, driving a 44% increase in online sales within the first month and a 130% increase year over year. Customer engagement has soared, with loyalty members expressing excitement about earning points online.





**To thrive, we must provide a seamless shopping experience, equip our employees with the right tools, and continuously explore new growth opportunities."**



The integration of Best Rewards into our ecommerce platform has been particularly impactful. Our orders have surged by over 230% compared to last year, with significant growth in same day pickup, ship-to-store, and ship-to-home orders. This diversification of revenue streams requires minimal management, reinforcing the importance of convenience.

Earlier this year we implemented Tracula to help with inventory tracking. This precision-focused system has reduced inventory discrepancies and improved in-stock levels and inventory turns. By identifying focus areas during inventory cycle counts, Tracula has driven profitability, competitiveness, and convenience. This allows us to effectively allocate resources and stock in-demand products for same day pickup orders.

Convenience means flexible shopping options—both in-store and online. To thrive, we must provide a seamless shopping experience, equip our employees with the right tools, and continuously explore new growth opportunities. I encourage you to explore the tools and programs Do it Best offers, selecting those that align

with your strategic growth plans. Do it Best will continue to invest in its members, empowering us to invest in ourselves. Together, we make the best even better.

**Joe Taylor, Chairman of the Board**



# GROWING STRONG

**GILBERTS**  
HARDWARE AND APPLIANCE.COM

**With locations in Owosso and DeWitt, Michigan, the Gilberts Hardware story is one of transformation and growth, mirroring the evolving needs of its community.**

Founded in 1965 as a Western Auto Store by Bill's parents Chuck and MaryAnn Gilbert, the business diversified and expanded over the years into hardware. They were initially aligned with another co-op before converting to Do it Best in 2012. This pivotal shift marked the start of a journey toward growth and modernization.





# TWO STORE

DESIGN + RETAIL  
PERFORMANCE  
PROJECTS



# 20%

INCREASE IN  
ANNUAL SALES



FINANCIAL  
SUPPORT  
FOR CONTINUED  
GROWTH

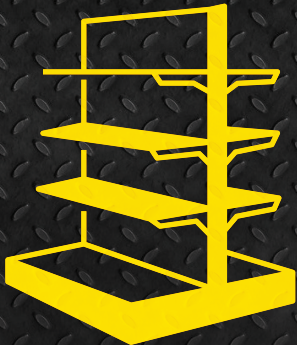


**With Do it Best,  
it's going to  
continue to be  
great."**

— Bill Gilbert



# FIXTURE FIX



**The journey wasn't without its hurdles. A significant challenge arose when sourcing shelving fixtures for the expanded store. "There were no fixtures available due to supply chain issues. It was a stressful time," Bill recalls.**

However, a solution emerged through the Do it Best network. "Tim Post, a Do it Best board member, had shelving fixtures he had loaned to another hardware store. We acquired them, painted them, and prepared them for our grand opening. They look great."

## TRANSFORMATIVE GROWTH

After years of incremental change, Bill and his team felt it was time to revitalize their stores: "When other small businesses in our communities closed, we wanted to fulfill those needs. We loved our locations' unique architectural elements, but we knew the stores were tired and needed more space."

The transformation of Bill's locations wasn't merely cosmetic—it enhanced their entire operation. "We saw an opportunity to invest in store layouts and inventory with the help of Do it Best."

## OWOSSO'S NEW BEGINNING

The team started with their Owosso location in 2021, strategizing with Territory Sales Managers Kevin Darcy and Adam Brown and Retail Performance Manager Ken Potter to maximize their limited space. They expanded into their parking lot to create a 4,400-square-foot garden center, and they converted their backrooms into retail space, adding another 2,500 square feet.



**Do it Best** helped us create true destination departments."

"The Do it Best team helped tremendously," says Bill. "They brought in new products and re-merchandised everything—nothing stayed in the same place. They even helped us turn our STIHL® Outdoor Power Equipment department into a true destination with brands like Black and Decker, DEWALT, Greenworks, and Milwaukee."

Bill appreciates how Do it Best's resources made it easier for his team to improve their store: "Finding time to execute end cap solutions and planograms is hard in retail, but Do it Best makes it easy. And their Member Profit Generators are a definite home run."

The store's grand opening in May 2022 was a rousing success, leading to a 20% increase in annual sales. Bill says, "It goes to show that if you embrace having a vibrant, fresh look to your store, customers will want to come in and see what's new."







## DEWITT'S GRAND MAKEOVER

Inspiration for the DeWitt location came from a visit to Vassar Building Center in early 2023. "We said, 'Why can't our DeWitt location be like this?'" Bill recalls.

They quickly reimagined their store layout and product mix with their Do it Best team. They tore everything out, buffed concrete floors, installed new light fixtures and shelving, and stocked all new products. "We added 1,400 square feet of retail space, bringing the total to about 15,500 square feet. It was a labor of love, but it looks amazing," says Bill.

The DeWitt location's grand opening in October 2023 was also successful, with a record crowd despite poor weather. "It was just great," says Bill. "The community really accepted us and sales have continued to grow by about 20%. I'm very happy with that project."

Adam praises their openness to change: "Investing in something new and innovative can be scary, but the Gilberts team has shown that taking risks can pay off. Completing two successful major store remodels is proof of that."



**We added 1,400 square feet of retail space, bringing the total to about 15,500 square feet. It was a labor of love, but it looks amazing!"**





## FINANCIAL BACKING FOR SUCCESS

Cash flow can be a make-or-break challenge for small businesses, especially when considering expansions or renovations. For Gilberts, securing financial support was crucial to the success of their expansion projects.

"Do it Best provided us with a low-cost loan through Chase. We invested our own money, but having additional funds at favorable terms made a big difference," Bill notes.


## VISION FOR TOMORROW

The no-pressure approach of Do it Best was another high point of the experience for Bill. "They don't force anything on you. We are still in control of our store's destiny, making decisions to benefit our business. Do it Best simply helps us achieve positive results more efficiently."

**“From store layout and inventory management to financial assistance and hands-on support, they have been with us every step of the way.”**

As Gilberts Hardware moves forward, its partnership with Do it Best remains central to its strategy. "We attend every market and meeting, whether regional or national. We believe in supporting Do it Best as much as they support us," Bill asserts. This mutual commitment ensures that Gilberts Hardware stays at the forefront of industry trends and innovations, ready to serve their community with excellence.

The success of Gilberts Hardware demonstrates the power of strategic partnerships and relentless improvement. With Do it Best by their side, Bill and his team have transformed their stores into thriving hubs, poised for a bright future.

"Do it Best really checked all the boxes," says Bill. "From store layout and inventory management to financial assistance and hands-on support, they have been with us every step of the way. With Do it Best, the future looks bright." 







# BLUEPRINT FOR GROWTH

**Lumber King Building Supplies and Do it Best have a long-standing partnership rooted in growth and success. Under the leadership of CEO Steve Phillips, President John Kayea, VP of Operations Willie Boyatt, and former President Bill Singleton, the company has thrived, continuously expanding its footprint and operations through innovative solutions and strategic initiatives. Their combined efforts have cemented their reputation as a leader in lumber and building materials.**

**Steve, John, and Willie were happy to share their approach to growth.**





“

**The Do it Best  
team took care of  
everything, which  
made the whole  
project less stressful.”**





## HOW WOULD YOU DESCRIBE YOUR PARTNERSHIP WITH DO IT BEST?

**WILLIE:** Lumber King has been a proud member since 1974. Our partnership with Do it Best is great because their flexibility allows us to choose programs that complement our business model, making them an invaluable partner.

## WHAT KEY FACTORS INFLUENCED LUMBER KING'S GROWTH?

**JOHN:** Partnering with Do it Best is more essential now than ever before. Their scale allows us to purchase lumber, building materials, and other products we might otherwise struggle to secure, staying competitive against larger companies.

**STEVE:** Do it Best also gives us a competitive advantage by leveraging their resources, data, technology, and strategic innovations to drive growth and profits.

## WHICH DO IT BEST PROGRAMS DO YOU USE TO ENHANCE YOUR OPERATIONS?

**WILLIE:** We use several! We use Hyperlocology to create custom advertising campaigns for our different locations and markets. The mystery shopper program, rental services, and The Color Bar® have also streamlined our operations, improved the customer shopping experience, and increased our local reach.

Transitioning to the Adobe ecommerce platform and integrating Epicor as our point-of-sale system has boosted our online presence and sales, and it provides a seamless transition whenever we launch new services or open new locations.

Market research has also helped us identify expansion opportunities, while inventory reports, Retail Performance projects, and Store Design initiatives have streamlined our operations and improved the shopping experience. We're also excited to launch the Best Rewards program, which will help increase customer loyalty and sales.



**“The mystery shopper program, rental services, and The Color Bar® have streamlined our operations.”**

## TELL US ABOUT YOUR LATEST STORE IMPROVEMENT PROJECT.

**WILLIE:** We're excited about revamping our Mount Vernon location with Retail Performance Manager Mark Young's help. He took the time to understand our vision and goals and was open to our feedback. He expertly acknowledged that our team's own intuition and knowledge would result in a store layout that best served our needs—one we could truly be proud of.

**STEVE:** The Do it Best team took care of everything, which made the whole project less stressful than we anticipated. Their merchandising team addressed every detail, and repurchasing our preference shares to fund the renovations smoothed out the financial side of things. We're excited about the grand opening in September, and we're confident the remodeled store will offer a superior shopping experience for our customers.

## HOW HAS LUMBER KING LEVERAGED DATA AND TECHNOLOGY TO ENHANCE GROWTH AND OPERATIONS?

**WILLIE:** We use point-of-sale data to refine our product mix at each location, but the biggest change has been at our truss plant. Before implementing Epicor's BisTrack solution, we relied on a general ledger for inventory management. Now, we have centralized, multi-location visibility into stock levels, sales histories, and customer buying habits, and we can quickly access product information, generate quotes, and manage ordering and payments.

The annual year-to-date purchasing summary from Do it Best is also incredibly helpful. It gives us a detailed breakdown of purchases by store and across the company, shows which departments have increased or decreased their product purchases, and provides insights into our top vendors. This overview allows us to analyze performance, identify areas for improvement, and compare the operations of different stores.









## HOW HAVE EDUCATIONAL TOOLS FROM DO IT BEST STRENGTHENED LUMBER KING'S WORKFORCE?

**WILLIE:** We've ramped up our participation in educational programs by sending our staff to CORE (College of Retail Education), the Leadership Development Institute, and the LBM Academy. These programs are critical for helping our managers and sales team improve their skills, develop new strategies, and boost sales.

**“Do it Best listens and responds to members, which helps build strong relationships and supports our long-term goals.”**

## IN WHAT WAYS CAN DO IT BEST CONTINUE TO COLLABORATE WITH LUMBER KING TO SUPPORT FUTURE GROWTH?

**JOHN:** Do it Best supports us with communications, vendor relationships, and resources like planograms, market research, merchandising suggestions, and online sales strategies. These all help us invest in larger projects and grow our market footprint, particularly in economically diverse areas.

**WILLIE:** We rely on Do it Best for everything, and we're always impressed with their support. Our growth over the past five years is a testament to this partnership. Do it Best listens and responds to us, which helps build strong relationships and supports our long-term goals for expansion and market leadership.

## WHAT'S NEXT FOR LUMBER KING?

**WILLIE:** We're focused on expanding our existing locations and exploring new markets. In fact, we purchased property in Danville, Kentucky in December 2023 for a brand new ground-up location, and we're excited to work with the Do it Best team again. With the blueprint from our Mount Vernon project, we're confident this new venture will be another great success. 





**Northwest Hardware has established a strong foothold in rural Montana with seven convenient store locations. Guided by innovation and integrity, owner TJ Comstock prefers to serve these less populated, often overlooked communities. Despite their smaller footprints, Northwest Hardware runs successful custom planograms offering 30% more inventory than other stores, enabling them to maintain a lean operation while staying competitive. They also benefit from a solid partnership with Do it Best, which supports their sales growth and operational expansion while allowing them to maintain independence and customer loyalty.**

“

**In addition to their buying power and program offerings, Do it Best takes a customized approach to our business.”**





# BUILDING SUCCESS IN RURAL MARKETS





## GROUNDING IN COMMUNITY

Northwest Hardware focuses on thriving rural markets with stable populations, where TJ emphasizes building relationships. "We integrate into the local community fairly quickly by spending time on the ground and allocating a higher contribution budget for the first few years to demonstrate our commitment."

According to TJ, one key to partnering with Do it Best is the personalized store plans and no-pressure approach to programs and offerings. Northwest Hardware benefits from the co-op's support and expert recommendations while maintaining its independence.



**The Do it Best team provides us with essential data, assists with fixture layouts, and selects interior décor."**





**Do it Best takes a customized approach to our business...**  
Their flexibility and commitment to our success are incredible."

## SUSTAINABLE EXPANSION

Expansion and new store projects are crucial for sustainable growth and success at Northwest Hardware. National Retail Performance Manager John Brannigan has played a key role by assisting with planning, fixtures, and store design. Their newest location in Lolo is set to open this fall.

"The support from Do it Best has been fantastic," says TJ. "Working with John and his team has been great—they've done an excellent job with the fixtures and planning. They've also aligned the store design and layout with our vision and goals."

Northwest Hardware takes full advantage of the Do it Best partnership by participating in relevant programs that support and enhance its operations.

"In addition to their buying power and program offerings, Do it Best takes a customized approach to our business," explains TJ. "Whenever we're struggling with something, they have a department ready to help us. Their flexibility and commitment to our success are incredible."



**SERVING  
RURAL  
COMMUNITIES  
OF 1,200 TO 5,000**



**30%  
MORE INVENTORY  
THAN OTHER STORES**



**MAINTAINING  
INDEPENDENCE  
& ESTABLISHING  
COMMUNITY  
CONNECTIONS**





## SECURING FUTURE SUCCESS

To maintain profitability, Northwest Hardware leverages sales data and market reports to identify in-demand products and new growth opportunities. "TJ and I collaborate to determine the best strategy to accelerate growth in selecting a new location. We look at different maps and reports, overlaying the information to make the best business decision possible," says Territory Sales Manager Ron Skinner.

TJ and Ron have also discussed how Do it Best supports Northwest Hardware stores to implement the Gear Up 4 Growth program, as well as other retail performance tools to drive growth in the Eureka and Roundup locations. In addition to market evaluations, merchandising programs, and store design projects, Northwest Hardware leverages Do it Best programs that provide easy inventory solutions and growth opportunities.

**“Do it Best programs lift that heavy burden, and their team makes it easy, affordable, and scalable for us.”**

"As an independent retailer, you wear every hat from janitor to CEO," says TJ. "Do it Best programs lift that heavy burden, and their team makes it easy, affordable, and scalable for us. We can confidently acquire new stores knowing we have a robust support system that enables us to quickly and efficiently roll out necessary programs to our customers." 





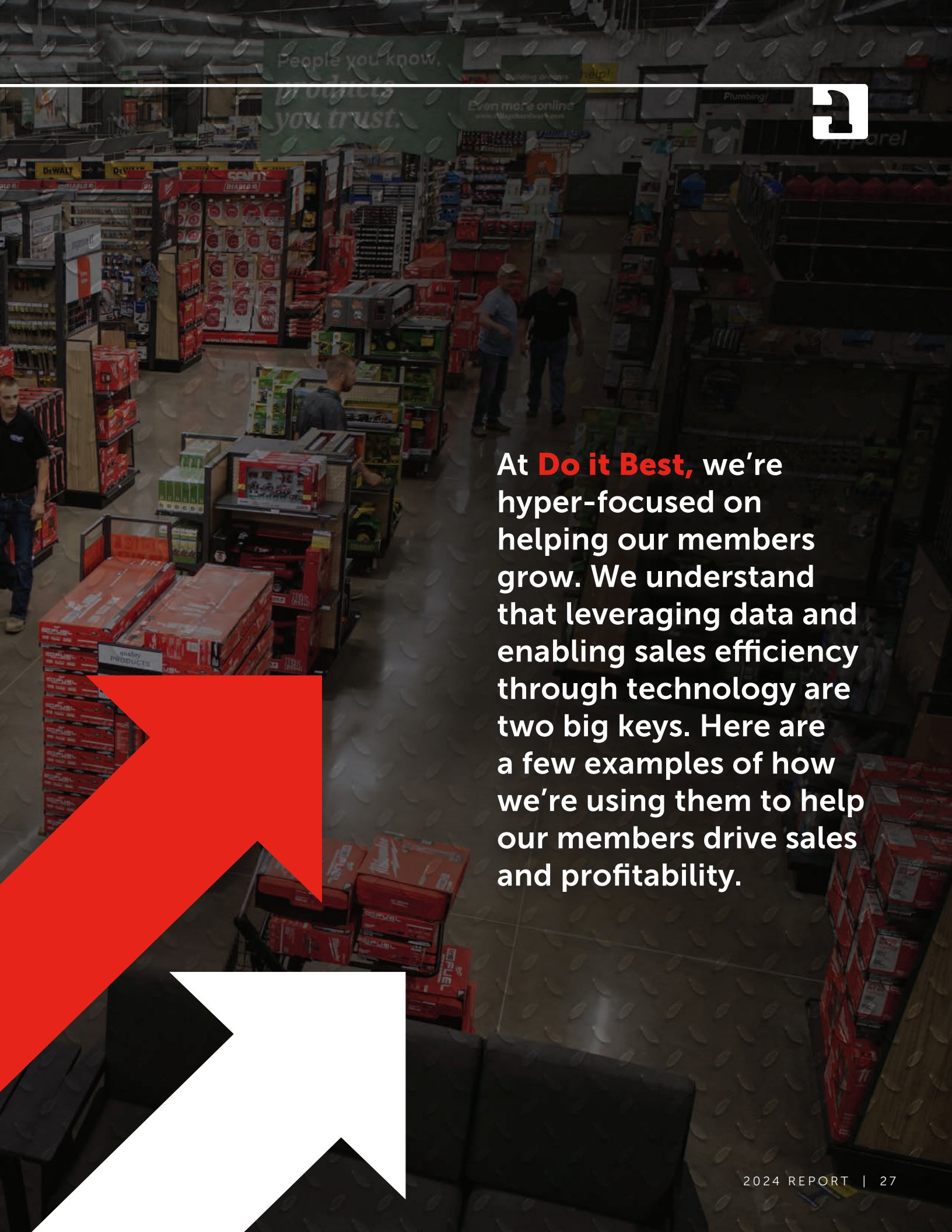






# HARNESSING THE POWER OF DATA & TECHNOLOGY





At **Do it Best**, we're hyper-focused on helping our members grow. We understand that leveraging data and enabling sales efficiency through technology are two big keys. Here are a few examples of how we're using them to help our members drive sales and profitability.





## DATA-DRIVEN INSIGHTS

Data informs, revolutionizes, and transforms. It provides valuable insights that personalize the customer experience, increase efficiency, streamline operations, and optimize product assortments, ultimately boosting profitability.

"Data offers a pathway to growth," says Executive Vice President of Sales & Marketing Nick Talarico. "The comprehensive data we deliver allows our members to maximize their retail presence and market effectiveness. By analyzing sales patterns, customer behaviors, and inventory metrics, we ensure our members have the information they need to make strategic choices that propel their businesses forward."

The Inventory Productivity Analysis (IPA) tool empowers members to identify top-performing products and those needing improvement, enabling them to tailor their inventory to meet customer demands. It transforms slow-moving inventory into an opportunity for strategic assortment, ensuring that every product on the shelf has a purpose.

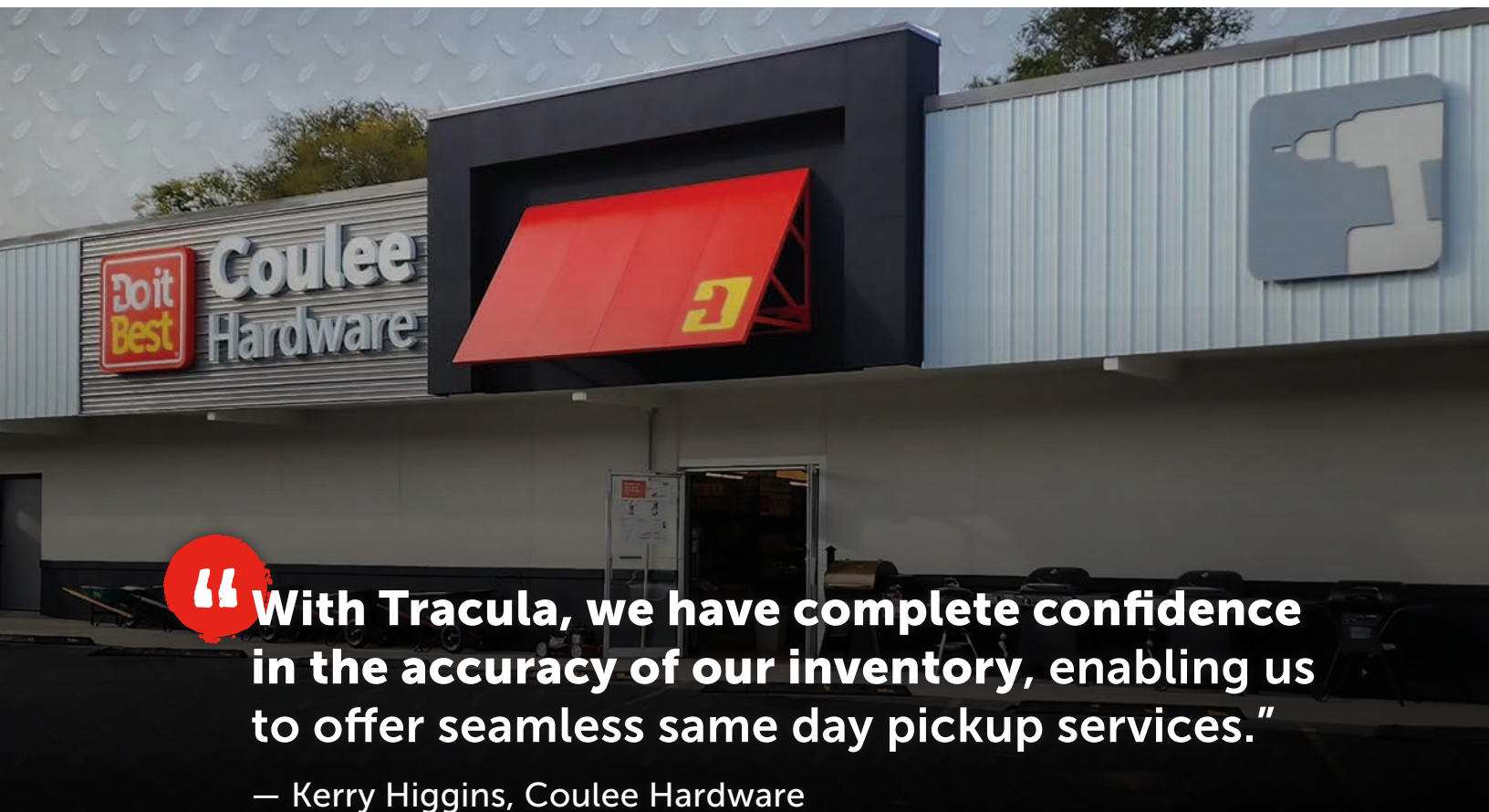


**Data offers a pathway to growth."**

— Nick Talarico, Executive Vice President of Sales & Marketing

Tracula is a precision-focused inventory tracking system that's specially designed for Do it Best members. It uses a sophisticated algorithm and point-of-sale data to select SKUs based on critical factors, ensuring purposeful and impactful cycle counting, making every count matter.

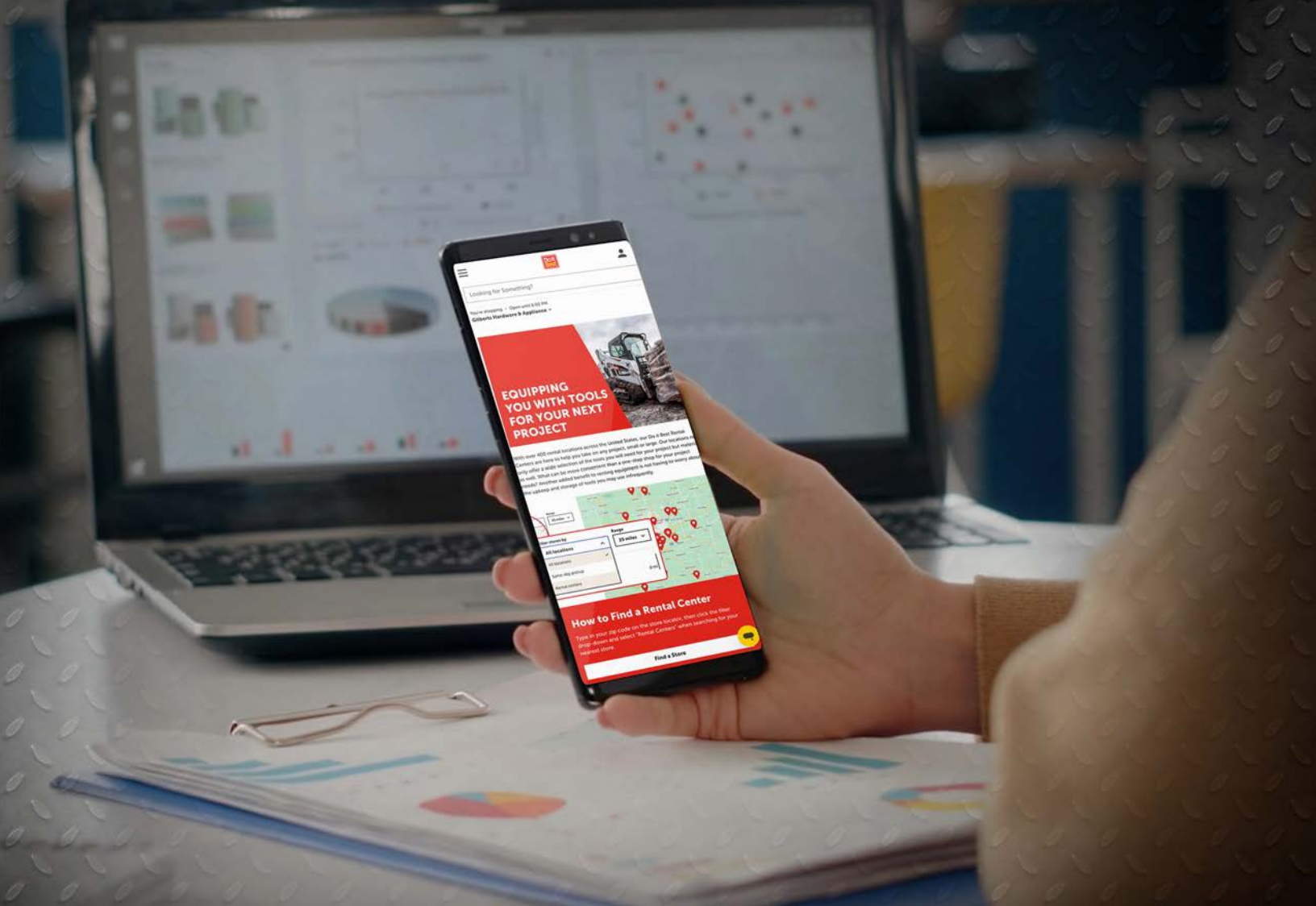
"As a company focused on leveraging data to help independents compete and win, we're laser-focused on technology innovation to help our members grow," says Nick. "By leveraging the IPA Tool and Tracula, our members can quickly and easily enhance operational efficiencies and optimize inventory management with unprecedented accuracy."



**"With Tracula, we have complete confidence in the accuracy of our inventory, enabling us to offer seamless same day pickup services."**

— Kerry Higgins, Coulee Hardware





## TECHNOLOGICAL INNOVATIONS

Our technological investments are designed to boost reliability and efficiency across our network, ultimately improving our members' experience. This year, we achieved an industry-leading 99.8% order accuracy rate, thanks to our enhanced Warehouse Management System (WMS). Additionally, the number of damaged products decreased significantly, with less than 0.09% of products reported as damaged.

"The system digitally scans everything that goes onto trucks, ensuring a seamless and error-free checks and balances system," explains Executive Vice President of Operations Dent Johnson.

To support our growth, we're upgrading our enterprise resource planning (ERP) system, marking a major milestone for our company. Launching next year, this project will enhance efficiency and accuracy across the company, providing advanced data analytics for better decision-making and improved responsiveness to market changes. This investment ensures we continue to grow and innovate, maintaining our industry leadership.



**WMS ensures a seamless and error-free checks and balances system."**

— Dent Johnson, Executive Vice President of Operations



**“The seamless integration of our online and in-store inventory led to a 130% increase in online sales year over year.”**

— Meg Walbridge,  
Taylor’s Do it Center and  
Pleasants Hardware



## DATA-DRIVEN INSIGHTS

Our ecommerce platform exemplifies our commitment to leveraging data for growth. Over the last 12 months, 1,900 stores have thrived with the help of our online sales capabilities. Our AI-powered search and merchandising tools analyze customer data, adjusting the site experience to meet their needs and driving higher conversion rates and sales.

“We’re not just providing access to data,” says Nick. “We’re actively using it to help independent retailers. Our approach ensures that members use their data to increase sales.”

Based on insights from our ecommerce platform, we made two key discoveries and introduced features that have significantly boosted our members’ businesses:




**Rental Equipment Module:** We saw a high demand for rental equipment, prompting the launch of a free rental equipment module. This integration makes it easier for customers to access rental tools.



**Online Lumber Sales:** Noticing a demand for lumber, we created opportunities to sell lumber and building materials online, marking a groundbreaking opportunity unmatched by other distributors.

Our ecommerce platform also includes a Product Information Management (PIM) system, housing over 1.7 million items of premium product content—20% more than the closest competitor. This ensures our members have the best solution to attract customers and grow sales.

## BUILDING A BETTER FUTURE

At Do it Best, we’re dedicated to building a better experience for our members and their customers. By harnessing the power of data, technology, and ecommerce, we’re empowering independent businesses to thrive and win in a competitive market—we’re creating a pathway to unparalleled growth and success. Together, we’re shaping the future. 





LAWN & GARDEN

Auto

robertallen  
home & garden

attract  
LOCAL BIRDS

make a  
STATEMENT







# MEMBER-OWNER AWARDS

Do it Best member-owners consistently lead the home improvement industry, regularly earning accolades for their outstanding business achievements.

## BEACON AWARDS THE HARDWARE CONNECTION



**ANN AND KEVIN EVERS, JEFF EVERS**

*Best New Store Under 20,000 SF*  
Village Hardware & Home Center  
Ohio



**CHRIS MILLER**

*Retailer Beacon*  
Nation's Best Holdings  
Texas

## DEALERS OF THE YEAR LBM JOURNAL



**PATRICK GOEBEL**

*Annual Sales of \$100MM+*  
Star Lumber & Supply  
Kansas & Oklahoma



**LEE NABORS**

*Annual Sales of \$10-\$50MM*  
Nabors Home Centers  
Mississippi

## TOP GUNS NHPA



**GLEN MOROSOHK**

Ricciardi Brothers  
New Jersey



**DARREN TOMASINI**

Dazey's Supply  
California, Indiana & Oregon





## 40 UNDER 40

### LBM JOURNAL



**CLARA COLLINS**

S.W. Collins Co.  
Maine



**KRISTEN GILCHRIST**

Kingstree Hardware  
South Carolina



**BRANDON MAGOR**

Big C Lumber  
Indiana, Michigan & Ohio



**MATT MICHAEL**

Your Building Center  
Pennsylvania



**KRISTIN PETERSON**

Nation's Best Holdings  
Texas



**ALYSSA RICHTER**

Bliffert Lumber  
Wisconsin



**MATTHEW SPINKS**

Lumber King Building Supplies  
Kentucky & Tennessee



**CAITLIN STONE**

Big C Lumber  
Indiana, Michigan & Ohio



**PHIL TIESZEN**

The Keim Company  
Ohio



**JON TIMMERMAN**

Do it Best  
Indiana

## YOUNG RETAILERS OF THE YEAR

### NHPA



**TYLER GARRET**

Moscow & Pullman Building Supply  
Idaho & Washington



**ISAAC WEBER**

Lugbill Supply Center  
Ohio



## PRODEALERS OF THE YEAR

### NLBMDA & HARDWARE + BUILDING SUPPLY DEALER



#### PRODEALER OF THE YEAR

Bliffert Lumber  
Wisconsin



#### INDEPENDENT PRODEALER OF THE YEAR

Lumber King Building Supplies  
Kentucky & Tennessee

## GOLDEN HAMMER PURPOSE AWARDS

### HARDWARE + BUILDING SUPPLY DEALER



#### BIG R FERNLEY

Wreaths Across America and Fern 45 Poker Run  
Nevada



#### FERGUSON DO IT BEST® LUMBER

Shriners Children's Ohio  
Indiana



#### NABORS HOME CENTER

Samaritan's Purse  
Mississippi



#### NATION'S BEST

Arrivederci ALD  
Texas





# TOP WOMEN IN HARDWARE

HARDWARE + BUILDING SUPPLY DEALER

## BUSINESS EXCELLENCE



**AMBER LITTLE**

Nation's Best Holdings  
Texas



**LAURA PARSON**

Jeffries Hardware & Wholesale Electric  
Kentucky



**ERICA SNYDER**

Dazey's Supply  
California, Indiana & Oregon



**JESSICA THURSTON**

Do it Best  
Indiana



**MEG WALBRIDGE**

Taylor's Do it® Centers  
North Carolina & Virginia



**CICELY WARE**

Do it Best  
Indiana

## RISING STARS



**LISA CARVAJAL**

Allegheny Millwork & Lumber  
Pennsylvania



**CEIRAH HEYNEMAN**

Do it Best  
Indiana



**ALLISON MEYER**

Do it Best  
Indiana



**LAUREN PARSONS**

Bliffert Lumber  
Wisconsin



**KRISTIN PETERSON**

Nation's Best Holdings  
Texas



**KRISTIN RUSSELL**

Cincinnati Home Center  
New York





# HARDWARE ALL STARS

## HARDWARE + BUILDING SUPPLY DEALER

### ABITA LUMBER

Abita Springs, LA

### BLOOMER HARDWARE

Bloomer, WI

### C & M LUMBER

New Meadows, ID

### CITY MILL

Honolulu, HI

### GILLMAN HOME CENTER

Eaton, OH

### GLENNALLEN HARDWARE AND LUMBER

Glennallen, AK

### HOME OF ECONOMY

North Dakota

### HOMETOWN HARDWARE

Flora, MS

### JEFFRIES HARDWARE AND WHOLESALE ELECTRIC

Columbia, KY

### JERRY'S DO IT BEST® HARDWARE

Bloomington, MN

### KEOUGH'S PAINT AND HARDWARE

Ridgefield, CT

### LOCKRIDGE LUMBER AND HARDWARE

Centerville, IA

### MCAFEE HARDWARE

Vernon Township, NJ

### MCCORD'S DO IT BEST®

Logansport, IN

### MILLWOOD HARDWARE

Millwood, NY

### PACK'S HARDWARE

Smithville, MO

### RANDOLPH DO IT BEST® HARDWARE

Randolph, ME

### RUSSELL BUILDING SUPPLY

Auburn, AL

### SANFORD HARDWARE

Sanford, MI

### SOUTHWEST LUMBER

Yuma, AZ

### STICKS & STUFF

Vermont

### TOWN HARDWARE & GENERAL STORE

Black Mountain, NC

### WALKER'S DO IT BEST® HARDWARE AND LUMBER

Langley, OK

### WHIT DAVIS LUMBER PLUS

Jacksonville, AR

### WOODS LUMBER & HOME CENTER

Independence, KS







# LEADERSHIP TEAM



## OUR EXECUTIVE TEAM

(From left to right)

### **TIM MILLER**

Vice President of Logistics

### **DENT JOHNSON**

Executive Vice President  
of Operations

### **JASON STOFLETH**

Vice President of Merchandising

### **GARY FURST**

Vice President of Human  
Resources & General Counsel

### **DAN STARR**

President & CEO

### **DOUG ROTH**

Vice President of Finance & CFO

### **RUSS KATHREIN**

Vice President of Lumber  
& Building Materials

### **NICK TALARICO**

Executive Vice President of Sales  
& Marketing

### **GREG FULLER**

Vice President of Sales  
& Business Development

### **JOHN MERGY**

Vice President of  
Information Technology

### **ALLISON FLATJORD**

Vice President of Marketing  
& Ecommerce





## OUR BOARD OF DIRECTORS

(From left to right)

### **BOB VAUGHAN**

Alamo Lumber Company  
Texas

### **ELI BLIFFERT, TREASURER**

Bliffert Lumber and Hardware  
Wisconsin

### **JEFF PARDINI**

Hills Flat Lumber Co.  
California

### **RYAN RINGER**

Gold Beach Lumber  
Oregon

### **JOE TAYLOR, CHAIRMAN**

Pleasants Hardware  
and Taylor's Do it Center®  
North Carolina & Virginia

### **SCOTT PESAVENTO**

Hemlock Hardware  
Connecticut

### **ROB GARDINER**

Damariscotta Hardware  
and Randolph Hardware  
Maine

### **DAVID STURDIVANT, VICE CHAIRMAN**

Russell Do it Center®  
Alabama

### **LEE NABORS**

Nabors Home Centers  
Mississippi

### **DOUG MANS**

Mans Lumber and Millwork  
Michigan

### **TIM POST, SECRETARY**

T & M Hardware & Rental  
Ohio & Pennsylvania

### **DIANA NEWTON**

Bay Hardware, Lunada Bay  
Hardware & South Bay Hardware  
California





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