



January 2025 Edition

## A MESSAGE FROM SENIOR LEADERSHIP



### Elite Location Update: The Six-Week Showdown!

We kicked off our Elite Location Initiative six weeks ago with an exciting challenge to see who was Grand Opening Ready—with the best yard, warehouse, storefront, and showroom. It's been a blast touring the locations and seeing the incredible work each team has been putting in. From spotless yards to eye-catching showrooms, the competition has been fierce—and the creativity and dedication have truly shone through!

And let's not forget, we somehow scheduled most of these tours on the coldest days possible, giving us an up-close look at the unwavering commitment of our operations staff. Their hard work and passion were on full display, no matter the weather! We truly appreciate everything you endure daily.

But this is just one part of the initiative! We're also measuring performance on safety, industry benchmarks, and financial performance to budget. This initiative is all about pushing each location to be its best and continuously improve. Stay tuned as the competition heats up, and remember—only one location can take home the bragging rights, but there's no doubt that we're all winning with the ongoing improvements we're making together. Keep up the amazing work!

Don Nickerson  
Director of Retail Operations



# LEZZER LEGACY AWARD NOMINEES

FAMILY • INTEGRITY • PRIDE • PASSION

Congrats to our 2024 Lezzer Legacy Award finalists! Our 2024 Lezzer Legacy Award Winner will be announced at the end of February.

Curwensville - Derek McGovern  
DuBois - Alex Shaffer  
Indiana - Becky Reckhart  
Butler - Sandy Neely  
State College - Mike Myers

Pennsdale - Duane Springman  
LCD - Justin Beach  
Lancaster - Thatcher Book  
Reading - Walvin Molina  
Manheim - Anita Phipps

Truss - Walter Kough  
Corporate - Jan McFadden  
Harrisburg - Sue Pickett  
Stockertown - Darell Roth

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## LEZZER NEWS

### Lezzer Littles

Congratulations to Ryan Scaife, from our Marketing team, and his wife Chelsea on their son, Prescott Thomas Scaife, born January 31st! Welcome to the Lezzer family, Prescott!



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### Buck Contest

Lezzer Lumber employees and contractors recently held a big buck contest through hunting season with the winners receiving Cabela's gift cards! Here are some photos that we received from employees & contractors.





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### Elite Location Tours

We've been on the road touring locations and seeing the results of all your dedication and hard work. The attention to detail and commitment from the teams at each location has been awesome to see!



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### York Grand Opening

We celebrated the grand opening of our new flooring, kitchen & bathroom showroom & design center in York, Pennsylvania! We are ecstatic to continue expanding to best serve our amazing customers! Here are some photos from the grand opening! A huge thank you to everyone who helped!







## 1993 Corporate Employees

Some of our employees have been part of the Lezzer team since 1993! Our current employees Terry Catalano, Mike Catalano, Mary Barrett, Bill Wetzel, Tom Peters, Jay Lee, Rich Gormont, Dave Michaels, and Jan McFadden are all in this picture! Can you find them?



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## EMPLOYEE SPOTLIGHT

### Bo Hackney, Pennsdale Store Manager

Hey everyone, my name is Bo Hackney, and I am the new Store Manager in Pennsdale. I love everything outdoors, so PA was an easy move for me to make. I also enjoy sports like golf, softball and freezing my butt off while watching my daughter play soccer.

A little bit about my crazy history. I was a ranch hand, journeyman electrician, bouncer, Security Forces in the Air Force (Military Police) stationed in England, flew all over Europe working security for Air Force One/Two, deployed to Iraq and then was stationed in Missouri with the Death Dorito (B2 Bomber) and Spicy Bombs (nuclear).

After the military I went back to school for Business Management and worked as a bank loan officer and finally convinced my amazing wife,



Erika, to marry me. When my wife retired from the Air Force we moved to Texas, and I worked in outside sales. We took a vacation to Bar Harbor Maine and fell in love with the area, so we dropped everything and moved to the tiny island 6 months later. I "worked" in construction remodeling a private estate on the coast when the weather was too bad to go hiking, kayaking or play in the ocean. My wife found out she was pregnant with our daughter Reese Echo (named after the lake we lived on in Maine) and so we moved back to Texas. I rejoined with my previous company in an operations/sales management role and spent the next 6 years growing the company to a 15-truck operation installing over 6000 jobs a year.

My Yankee wife wanted to go back to PA, so we moved to York, where I worked as a Regional Sales Manager servicing branches in New York, Maryland and Virginia before finding a home in Hughesville. I decided I wanted to end my crazy travel schedule and be home more with my 7-yr

old and wife, so I pulled up Indeed and saw the listing for Asst. Store Manager here at the store.

After a year of being Lezzerized by the team here and being mentored by Andy Reich, I was offered the position of Store Manager when Andy abandoned me and assumed his well-deserved and earned role as the Eastern Regional Sales Manager.

Of all the people I have served with and worked alongside of I can honestly say the family at Lezzer Muncy and Lezzer Lumber has been the best. I have loved being here the last year and look forward to continuously help grow our store to be the best in the company.

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## **SAFETY REMINDERS**

### **Winter Wellness Tips**

As the winter months roll in, it's easy to let your wellness routine slip. But staying healthy during this time doesn't have to be difficult. Here are five simple tips to help you feel your best all season long:

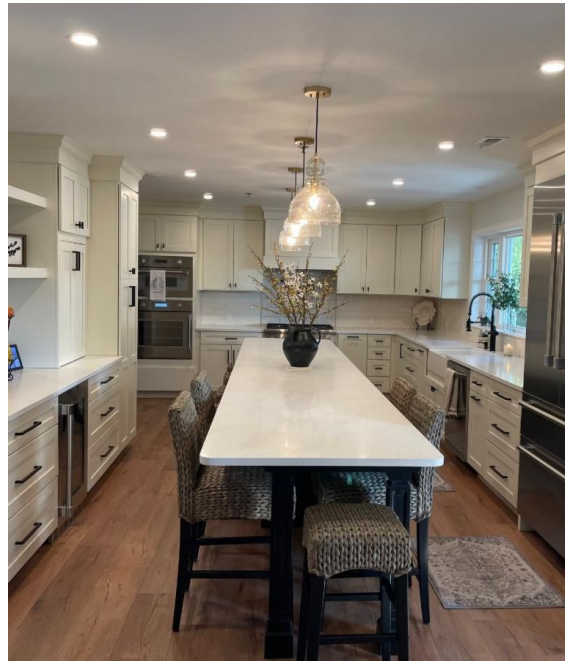
1. **Get Outside:** Even if it's cold, fresh air and sunlight help with energy, mood, and overall well-being.
2. **Stay Active:** Don't let winter slow you down. Move daily, whether it's a walk, workout, or stretching.
3. **Support Your Immune System:** Eat well, get enough sleep, and wash your hands to stay healthy.
4. **Prioritize Self-Care:** Winter can be draining. Make time for rest, hobbies, or anything that helps you recharge!
5. **Maintain a Routine:** Shorter days can throw you off. Sticking to a schedule keeps your energy and mindset in check.

By staying mindful of these simple habits, you can make the most of the winter season and keep your wellness on track. Take care of yourself, stay consistent, and remember that small changes can have a big impact. Here's to a healthier and more energized winter!

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# RECENT PROJECTS



Check out the before and after photos of this amazing kitchen renovation in King of Prussia, PA! Kitchen & Bath Designer Jillian Czyzewski from our Exton location designed the project while KJ Birnbrauer Construction did the install! The project featured cabinets from Wellborn, sold at Lezzer Lumber!

Do you have an idea for an announcement, event, success story, co-worker shoutout, or department update we could feature in next month's newsletter? We'd love to hear from you! Please send submissions to [ceciliasurovec@lezzer.com](mailto:ceciliasurovec@lezzer.com) for consideration.

**EARN**  
**\$1000**  
**WHEN YOU REFER  
A NEW EMPLOYEE**

Get  
**\$500**  
for you AND your  
referred hire  
after 90 days.\*

Then  
**\$500**  
for you AND your  
referred hire  
after one year.\*

\*Bonus applies to full-time positions.  
Contact HR for more information.





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