



# Mead Lumber

*- employee owned*

**Mead Lumber Knecht Home Center Ace Hardware Black Hills Truss & Components Great Plains Countertops Thomae Lumber & Truss**

**Truss Craft Structural Components Rock Creek Lumber Farm & Ranch H.L. Munn Lumber**



## Core Values

### Customer Focused

Committed to providing outstanding Customer Service. Our # 1 focus simply needs to be making sure we meet our Customer's wants and needs to better ensure their satisfaction and success.

### Community

Helping to build a better place we call home.

### Employee Ownership

As a 100% employee owned company, we are committed to providing our employees a great culture and work environment, ownership, and growth opportunities.

### Integrity

Paramount in everything we do.

### Operational Excellence

We set high standards for our customers' experience. We have to be really good at what we do. Every time.

### Quality Products

Sustainable building materials, products we and our customers trust. And most importantly, we provide our customers great value.

**Our Mission** at Mead Lumber is to provide quality building materials, services and value with a sustained commitment to serve our customers, helping to build communities across the Great Plains.

*Today more than ever, we are positioned to help our customers, associates and communities succeed and grow.*



We are proud of the Mead Lumber legacy of helping customers with their home improvement needs, as well as assisting professional contractors, builders and remodelers with their building and project needs since 1910. As a Mead Company, we have 40 locations across Colorado, Kansas, Montana, Nebraska, Oklahoma, South Dakota, and Wyoming.

Our growing Employee Owned Company consists of lumber yards, hardware stores, home centers, rental centers, countertop and millwork fabrication facilities, and truss plants. Mead Lumber is committed to providing quality and sustainable building materials, a strong product mix and selections, competitive pricing, and outstanding service.

Craig Bradshaw  
President, Mead Lumber



**Our Products**

- |                 |                             |                         |
|-----------------|-----------------------------|-------------------------|
| Cabinetry       | Garage Doors                | Plumbing and Electrical |
| Countertops     | Hardware and Fasteners      | Roofing                 |
| Decking         | Insulation                  | Siding                  |
| Drywall         | Interior Doors and Millwork | Tools                   |
| Engineered Wood | Lighting                    | Trusses                 |
| Exterior Doors  | Outdoor Living              | Wall Panels             |
| Framing Lumber  | Paint and Stain             | Windows and Patio Doors |

**Our Services**

- |                          |                            |
|--------------------------|----------------------------|
| Credit Services          | Installed Services         |
| Countertop Manufacturing | Marketing Support          |
| Delivery and Returns     | Project Management Support |
| Design and Estimating    | Rental Centers             |
| Green Energy Building    | Truss and Wall Fabrication |
| "How- to" Solutions      | 20/20 Cabinetry Design     |

**Our Suppliers**

At Mead, we do business today with some of our industry's leading manufacturers recognized across the world as industry leaders including Andersen Windows, Boise Cascade, CertainTeed, James Hardie, Johns Manville, Louisiana- Pacific, Merillat and Omega Cabinetry, Mitek, Rollex, Tamko, Trex Decking, Wayne Dalton and others. We also value our regional and local suppliers, all to whom we are deeply grateful for and diligently deliver the goods each day making it possible to meet our customer's wants and needs seamlessly.

Our relationships with our suppliers are closely connected with the great shopping experience we strive to create for our customers. By building strong partnerships with suppliers, our customers and suppliers can feel good about doing business with us. And most importantly, we can offer our customers great value.

Mead Lumber is dedicated to supplying our customers top quality products and industry related services, in addition to outstanding customer service. To learn more about our Products and Services, visit our website at [www.meadlumber.com](http://www.meadlumber.com).



# Our People

## We are 100% Employee-Owned!

That means our employees are 100% invested in doing what we do best - ***Serving our Customers.***

We stand out in the industry because every Mead employee has the potential to become a stockholder through our employee ownership plan. This ownership allows us to drive the future of our company, impacting our long term growth and sustainability. We are 100% owned by Mead employees and we couldn't be in better hands. Our employees work in a positive, team-oriented environment which rewards achievement and provides a complete benefits program, including the following:

- Health, Dental and Life Insurance
- Paid vacation, sick leave, and holidays
- 401k
- Employee Stock Ownership
- Scholarship for dependent education
- Employee Discount

Find a career that's right for you! Mead Lumber is ready to help you develop your potential. Explore different career options and learn more about our company's training programs.

**Come join our team!**  
**We are always looking for**  
**dedicated employee owners.**



## Career Opportunities

**Retail Lumber Yards**  
**Hardware Stores**  
**Rental Centers**

**Installed Services**  
**Truss & Components**  
**Millwork Facilities**

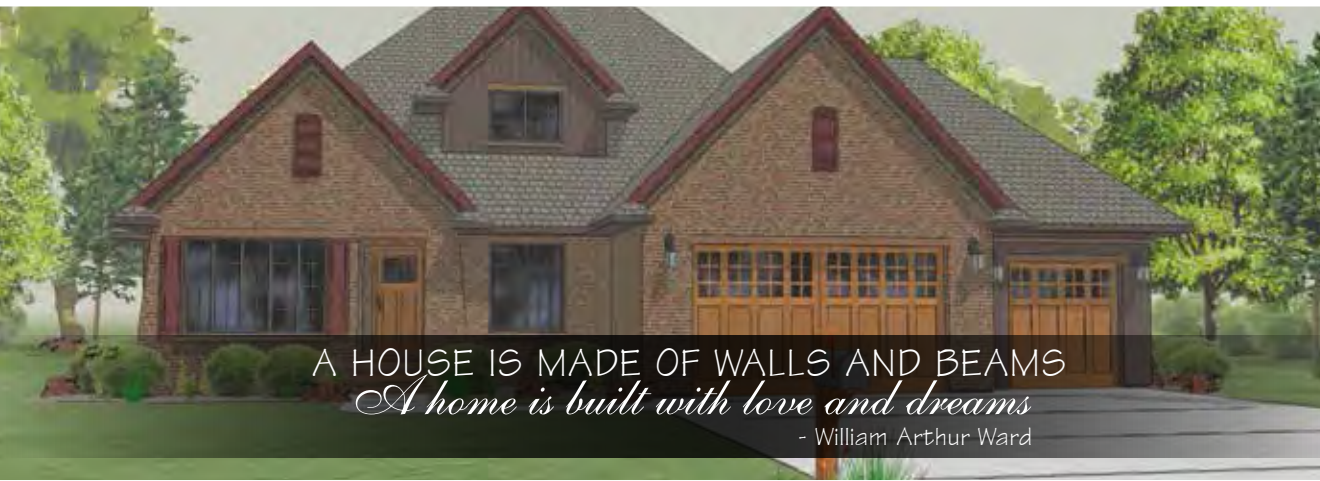
**Customer Service**  
**Delivery**  
**Design & Estimating**

**Management**  
**Office Support**  
**Sales Associates**

The key to our success is our over 850 associates, many of whom have made Mead their workplace for life. Almost two dozen associates have more than 30 years of service with our company. Our frontline employees, particularly our drivers, inside and outside sales people, office support, manufacturing, and local management personnel that interface with our customers' everyday define who we are as a company. The culture of our company, combined with our commitment to providing a safe yet fast paced work environment, solid growth opportunities, attractive compensation and fringe benefits, has created an outstanding work force that is very talented, loyal and hardworking.

[www.meadlumber.com](http://www.meadlumber.com)

Find us on 



A HOUSE IS MADE OF WALLS AND BEAMS  
*A home is built with love and dreams*  
- William Arthur Ward



## **The Mead Legacy Plan Collection**

At Mead Lumber we have been designing and providing homes and other building projects to builders and prospective home owners since 1910! In fact, many would say it's the essence of what we do, and really who we are. We have put together an exclusive "in-house" collection of homes, cabins, garages, pole buildings, decks and outdoor living offerings for our customers to select from. But even more importantly, we are fully capable today (working with our customer and their builder) of designing homes and related projects exactly the way they want it, to the specifications that work for them, integrating the products they select that best fit their budget and lifestyle. No matter if a customer wants to start with one of our plans or have an idea that perhaps they have scratched on a napkin, we are prepared to help. You may expect our entire collection of plans to include the following:

- Designs—customizable to builder, and/or end user
- Interactive blueprints--drawn to our customer's specifications and to industry standards
- Attractive Renderings--that projects well how the end project will look
- Inter-active, itemized material lists integrated with our estimating systems
- Options (finished lower level, choices around millwork, countertops, roofing and siding, finished garage, deck and patio, fireplace, etc.)
- Professional assistance and know-how by trained Mead personnel
- Project financing available

We also do a lot of work in the area of projects for our customers; including remodeling, roofing, siding, windows, bath and cabinetry, and much more. Our Mead professional sales and design personnel are able to help with computerized design, product selections, on-site measurements, and any other assistance the project requires.

# Business Models



Our growing ESOP Company consists of lumber yards, hardware stores, home centers, rental centers, countertop and millwork fabrication facilities, and truss and component plants. Diversity is critical for an organization's ability to innovate and adapt in a fast-changing environment. The unequal performance of companies in the same industry implies that diversity is a competitive differentiator shifting market share toward more diverse companies, especially true in the housing industry with its varying housing starts, remodeling projects and other key economic indicators.

While diversity within our business models has helped grow our company, it's our people including each of their diversity and unique talents, customer service, operational excellence and core values that define our company.

## Our Locations\*

### Colorado

Cañon City  
Sterling

### Iowa

Ames

### Kansas

Dodge City  
Liberal  
Manhattan  
Pratt  
Salina

### Montana

Billings (2)  
Laurel  
Red Lodge

### Nebraska

Beatrice  
Broken Bow  
Columbus  
Cozad  
Grand Island (3)  
Kearney  
Lexington  
McCook  
Nebraska City  
Norfolk (2)  
North Platte  
Ogallala  
York

### Oklahoma

Ada

### South Dakota

Rapid City (5)  
Spearfish  
Vermillion  
Winner  
Yankton

### Wyoming

Cheyenne (2)  
Gillette  
Sheridan (2)



**Community**

With our growing footprint presently serving hundreds of communities spanning 7 states for the most part across the Great Plains including Colorado, Kansas, Montana, Nebraska, Oklahoma, South Dakota and Wyoming it brings a culture of diversity and opportunity. From small rural towns to regional urban population centers, we are positioned to help our customers and communities with their building material needs. While this growth has brought heightened capabilities, one thing that has not changed is our commitment to the Golden Rule- treating folks as we would like to be treated. We've got a small headquarters in Nebraska but we're decentralized at the local level so that every Mead store, our managers and their associates are both equipped and empowered to best serve our communities and customers in helping them with their projects, and in the success of their business. We are your neighbors. We invest in our stores and associates to help build stronger, safer, healthier communities where we live.

Mead Lumber and our Associates are committed to giving back within the communities we live and work. We care about what's going on in our communities. We are committed to help with materials, money and manpower to support programs that give back to the communities we serve. This is a partial list of the many programs that Mead Lumber supports, along with many other fine community strengthening organizations.

- Boy Scouts
- Community Outreach Programs
- Fire and Police Departments
- Girl Scouts
- Habitat for Humanity
- Hospital Foundations
- Local Schools
- Red Cross
- Special Olympics
- Toys for Tots
- United Way
- Youth Sports League



**Bryan Rice**  
**Vice President - Sales and Marketing**

**The Starfish Story**

*originally by Loren Easley*



One day a man was walking along the beach, when he noticed a boy hurriedly picking up and gently throwing things into the ocean. Approaching the boy, he asked, "Young man, what are you doing?"

The boy replied, "Throwing starfish back into the ocean. The surf is up and the tide is going out. If I don't throw them back, they'll die." The man laughed to himself and said, "Don't you realize there are miles and miles of beach and hundreds of starfish? You can't make any difference!" After listening politely, the boy bent down, picked up another starfish, and threw it into the surf. Then, smiling at the man, he said,

"I made a difference to this one."

This in essence is how we view our customers. Across our communities, we agree with Henry Ford. "It's the Customers who sign our paychecks." We work hard every day to meet our customer's wants and needs, and exceed their expectations. Working with a diverse customer mix including building contractors, remodelers, production builders, developers, business and commercial institutions and individual consumers present some real opportunities. We fully understand that many of these are in business themselves; we take serious our role in helping them meet their customers' expectations and in their business success.

To better meet these needs we strive to offer the best in industry leading plan design, estimating, technology, project consultation, showrooms, quality and sustainable products, trusses and component manufacturing, installed services, responsive delivery, financial services and much more. Perhaps the best component we can offer is a trained, engaged work team who are committed to making our customer the focus of what we do, and who we are.

In short, like the young lad above- we too want to be a real difference to our customers. Like we have since 1910, and hope to for generations to come.

A photograph of the Mead Lumber building facade. The building has a gabled roof with a decorative archway above the entrance. The name "Mead Lumber" is displayed in large, red, serif lettering on the wall above a large glass entrance. The image is dimmed and serves as a background for the contact information.

**Mead Lumber**

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