

# Employee Ownership NEWSLETTER

Welcome back for the 2nd Quarter ESOP Newsletter. It is your HCOC's job to keep us informed on our High Country Lumber Events, News, and Updates!  
It's important that every employee feels the excitement of owning a share of the Company!

## Upcoming EVENTS

### WHAT IS HAPPENING IN Q2

Stay up to date on the Events and Holidays we have coming up in the next 3 months.

#### EVENTS

- 5/24 Red, White & BBQ Party Bishop
- 6/20 Contractor Fair Mammoth
- 6/21 Golf Tournament Bishop
- 6/28 4th Of July Party Bishop

#### HOLIDAYS

- 4/22 Earth Day
- 4/20 Easter
- 4/26 Fishmas
- 5/5 Cinco De Mayo
- 5/26 Memorial Day
- 5/11 Mother's Day
- 6/15 Father's Day
- 6/19 Juneteenth
- 6/21 First Day Of Summer

HCL CLOSED ON DATES IN BLUE

## HELLO ED!

### HAVE YOU MET OUR NEWEST MEMEBER AT HIGH COUNTRY LUMBER?

Welcome "ED" our High Country Lumber Mascot!

In February you voted and your voice was heard, our Sasquatch was the winner and the High Country Lumber Committee introduced our HCL Mascot - EDDY! In March we launched our first sticker.

Keep a look out for our next sticker design dropped in Quarter 2.



## Message From the HCOC

- COURTNEY CHAIRMAN & RYA CO CHAIR

While sitting in on presentations from other ESOP businesses we learned a few things that I hope we as a new ESOP can morph into our culture here at HCL.

*'Be addicted to growth'*

'Be addicted to growth' - be addicted to being a part of the success here at HCL. We don't 'just work here' we own it, so let's put forth the effort to make it grow!

Educate about Ownership - we can't continue to assume our fellow employees know anything about ownership, stop setting our fellow leaders up for failure. What do you want to know? Will you buy into the ESOP culture and be willing to learn and adapt?

You don't even have to contribute any money to get something in return. All you have to do is the job you are already doing, but how can we as a team of owners perfect that, so that we can ALL Strive for Success.



## HCL Work Anniversary

"Great things come from hard work and perseverance. No excuses." - Kobe Bryant

### APRIL

- Wyatt Gaunt - 13 Years
- Martha Piatt - 2 Years
- Tyler Stevens - 1 Year
- Elvira Solorio - 1 Year
- Brady Kalk - 1 Year

### MAY

- Dawson Bricks - 3 Years
- Rya Arnold - 4 Years
- Trevor Newcomb - 11 Years
- Carloia Eldredge - 3 Years

### June

- Dore Orum - 1 Year
- Hunter Lee - 9 Years
- Qwina West - 8 Years
- Xavier Farmer - 2 Years

- Ryan Knox - 1 Year
- Claudia Pearson - 2 Years
- Kylie Acree - 1 Year
- Ian Hussey - 2 Years
- Dennis Rottner - 6 Years

# What's Happening in Quarter 2?

## Golden Egg

# HUNT

*in April*

Stay on the lookout a Golden Easter Egg will be hidden at each store location during April... details to come



## WONKA

ARE YOU READY TO BE A VISIONARY?

DREAM, VISION, EXCITEMENT, CREATE, BUILD, VIBE, ENTREPRENEUR

- Wonka, is to be one who can form a vision from a dream or thought and make it into something real.
- Is a person who is creative and also recognizes creativity in others.
- Is driven or compelled to build something better, different, or special to generate enthusiasm and excitement within an activity or environment.

## BE THE LIGHT

ARE YOU READY TO ENCOURAGE OTHERS?

KIND, HUMBLE, POSITIVE, INTEGRITY, HELPFUL, ENGAGING, CARING, HONEST

- The Light is one who is kind to others, shows interest and that they sincerely care.
- They project a positive demeanor and with a bit humor and a smile can lighten up the day for all.
- They will show compassion and serve others in a time of need.
- They are humble and allow others to progress and share the light.
- To be the light, is to show integrity and strive to always be on the right side.



## recognition

## employee *in May*

Nominated by management -> Voted on by peers.

May is the month that we recognize employees that shine a little brighter than others with their service and hard work.

Cinco De Mayo - Salsa Competition

Spice up your Salsa recipes, we are looking for the employee with the best salsa skills.

## potluck

# bbq

*in June*

Let's get together as a team and have a little fun outside of work!

Food • Friendly Competition • Team Bonding

Event details will be sent in May/June.



## HUDDLE UP

ARE YOU A TEAM PLAYER?

LOYAL, TEAM PLAYER, DEVOTED, PROTECTOR, TEAM WORK

- Huddle Up, is to be a loyal associate and a team player.
- It is individuals who work together to achieve a common goal and understand that we can be stronger and more successful when working as a team.
- Is someone who looks to others for inspiration, assistance and ideas.
- Is an individual that will pick up the slack and fill in the gaps when necessary.



## WE WANT YOU

TO LET US KNOW YOUR ESOP

THOUGHTS

QUESTIONS

SUGGESTIONS

*Email Us*

HCOC@HighCountryLumber.com

TO GIVE US FEEDBACK

WE ARE HERE FOR YOU!

## Last Quarter Recap:



January's  
Be A Shark

### WHO GOT HEALTHY?

We hope you all took advantage of all the health savings the HCOC put together for you with healthy eating and gym memberships...



February's  
Apollo 13

### EXPLORING THE UNKNOWN

We hope you all enjoyed exploring the unknown universe of Employee Ownership, what did you learn about being a part of an ESOP?



March's  
Be Clutch

### MARCH MADNESS AT IT'S FINEST

We had a few ballers come out to show off their brain power and hoop skills. Thank you to everyone that participated!



## share your ideas

Your HCOC is here to help your voice be heard, ask us questions, give us business ideas, share employee involvement activities.

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**Courtney**  
HCOC Chairman & Inventory Rep



**Rya**  
HCOC Co-Chair & Admin Rep



**Marcos**  
Mammoth Rep



**Adrian**  
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**Jeff**  
Exec Mgmt Team



**Trevor**  
Bishop Retail Rep



**Dylan**  
Sale Rep



**??**  
Bishop Yard Rep