



Doug Asano, Senior Vice President of Sales and Marketing at Roseburg Forest Products



Jeremy Doyle, General Manager for Great Southern Wood Preserving

Across The Board

January/February 2025



Page 3



Page 4



Page 5,6

Congratulations Vendor Partner Hall of Fame Inductees!

By MJ Toops, Marketing

Every year since 2005, McCoy's has inducted outstanding vendors into our Vendor Partner Hall of Fame at the annual Manager's Meeting and Vendor Show in Galveston, Texas. Read on to learn more about this year's inductees, Jeremy and Doug, and their contributions to our success.

Jeremy Doyle, General Manager for Great Southern Wood Preserving, has over 28 years of experience in the lumber and building materials industry. He began his career in 1997 as a Treating Engineer, steadily advancing through the ranks to become Production Manager in 2002.

His path led him to Columbus, Texas in 2010, where he took on the dual role of Assistant General Manager and Sales Manager. This marked the beginning of a valuable partnership with McCoy's Building Supply. In 2013, Doyle was promoted to General Manager, successfully leading the Columbus facility's growth. His responsibilities will soon expand to include oversight of the company's new facility in Tyler, Texas, scheduled to open this year.

"Jeremy's work ethic and commitment to customer service are obviously reasons for his professional success," said Meagan McCoy Jones (President

and CEO). "But his gifts also include intense problem solving while staying calm, being deeply competitive while also extending hospitality to others, and being a genuine person."

Doug Asano, Senior Vice President of Sales and Marketing at Roseburg Forest Products, was our second inductee this year. He's been with Roseburg for five years but joined our industry 22 years ago developing a strong relationship with McCoy's along the way. His impact was particularly notable during the COVID-19 pandemic, when he provided crucial solutions to our supply chain challenges, enabling our builders to continue their essential work. His dedication to customer advocacy, both for McCoy's and our builders, combined with his focus on relationship building, has made him an invaluable partner.

In his executive role at Roseburg, Doug leads sales, marketing, customer service, and fulfillment teams with distinctive energy and creativity. Beyond his corporate responsibilities, he demonstrates remarkable industry leadership, actively volunteering to advance industry development and maintain product quality standards.

"Doug is high energy, creative, competitive, and customer focused. When we called upon him with a significant supply challenge during COVID, he answered the call with solutions for our customers that kept them building," said Meagan at the Manager's Meeting and Vendor Show. "He's a customer advocate, both for us and for our builders, and this long-term focus on relationship building and problem solving makes working with him fantastic."

McCoy's Building Supply created the Vendor Partner Hall of Fame award to thank individuals who demonstrate a proven commitment to McCoy's. There is a five-year business relationship requirement to become eligible for the McCoy's Hall of Fame Award, and candidates are considered based on their integrity, knowledge and hard work.

Congratulations Jeremy and Doug! Thank you so much for your dedication to McCoy's!



Thoughts from Meagan McCoy Jones

Happy New Year, McCoy's Team!

I love the turning over of a new year as an opportunity to re-commit myself to what I value and to make any needed changes to my life. At McCoy's, one of the ways we do that is by re-visiting our goals for the year. This year we've made some changes to our company-wide goals to keep us all focused on moving in the same direction, for the benefit of our team and customers.

Without clear goals, we don't know if we're successful. We must be profitable as a company — financial success is important — but we don't define success by financial success alone. We sum up success in our purpose statement: To make life easier and more fulfilling for those who build. And we more clearly define success at McCoy's through our annual goals.

So here they are! Thank you for the important part you have in helping us succeed!

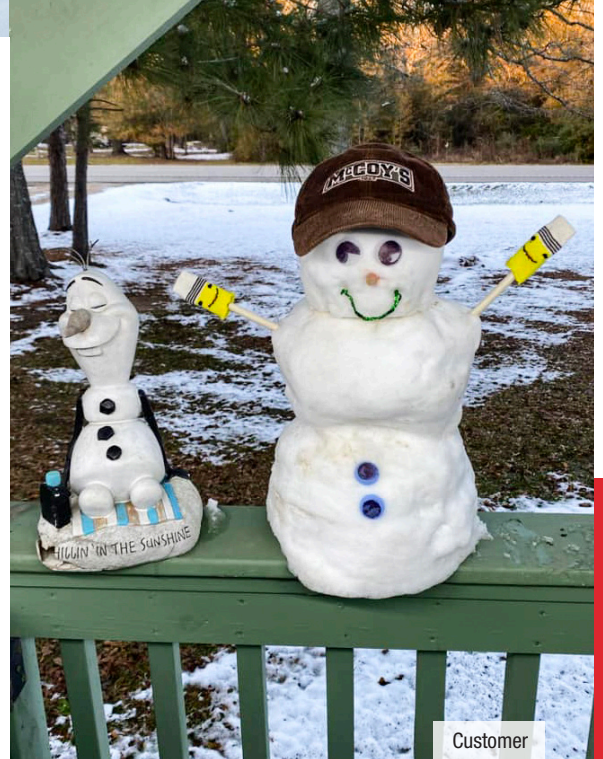
Very truly,

2025 Company-Wide Goals

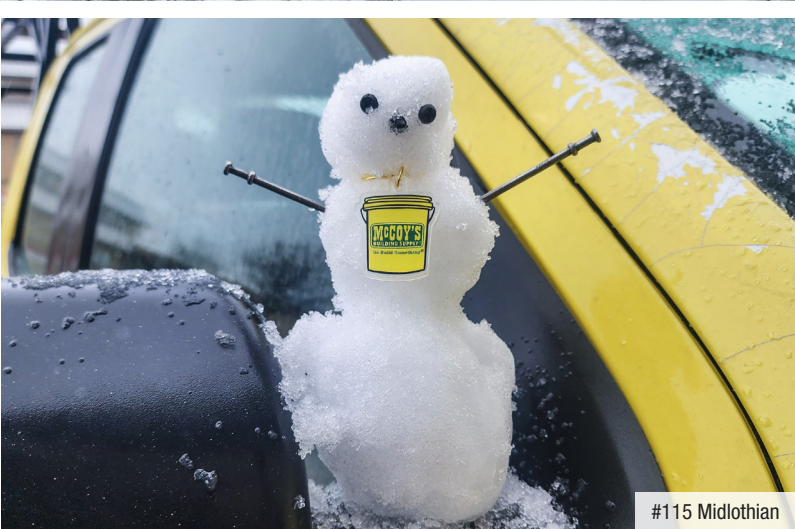
- 1 We strive for employees to be proud to work at McCoy's. Our team members are supported in their personal and professional lives with opportunities to grow and to earn more.
- 2 We will grow our business with retail customers with regular communication, expanded product selection, and improved service online, in store, and through delivery.
- 3 We will grow our business with professional customers with products they need, improved services, and individualized solutions to their challenges.
- 4 We will be known for excellent delivery service, because our deliveries are accurate and responsive, and because our drivers are safe and professional.
- 5 We will make inventory decisions with these variables in mind: our customers' needs, a dependable supply chain, product quality, and improved gross margin dollars.
- 6 We maintain our commitment to be a safe place to work and operate equipment safely.
- 7 We will manage the company to be financially strong, maximize the tools and assets we have, and continue to grow.



#82 Ardmore



Customer



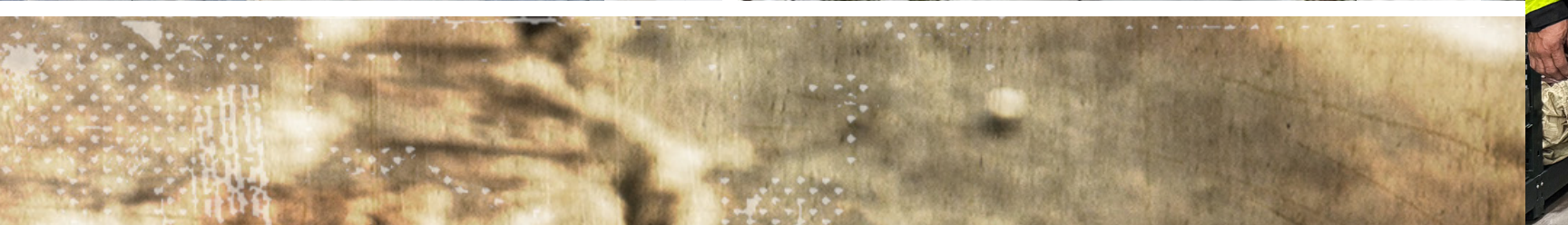
#115 Midlothian



#83 Duncan



#28 Baytown



February is American Heart Month

Love, hearts, the color red – all things associated with February. It's even designated as Heart Month by the American Heart Association to bring attention to our cardiovascular health. But it's also a great time to celebrate those around us who have survived a major cardiac event or other heart-related health issues. Chris Rodriguez, #19 Manager shared the following about what Heart Month means to him.

From Chris

"February is known for being celebrated as American heart month. It is also special to us because it is the month we celebrate the one-year heartiversary of our sweet miracle, Sophie Grace, who had emergency heart surgery last February 2023 at only one month old. We are happy to say that after one year, our beautiful baby girl is tough as nails and continues to thrive! This February we join the community of heart surgery survivors to raise awareness and to celebrate the blessings of life with all who have gone through these circumstances."



Sophie Grace

Dennis P. McCoy Employee Crisis Fund

Harlingen Leads the Way in Region 5

By Larry Lund, Senior Category Analyst, DPMECF Marketing Committee Chair

Team members at #15 Harlingen, led by Store Manager Thomas Montes, were recognized for their incredible generosity during the 2025 Giving Challenge, achieving the highest participation rate at 69.2%.

Regional Manager Manny Gonzalez proudly presented a plaque to the Harlingen team, commemorating their outstanding achievement and commitment to supporting the Dennis P. McCoy Employee Crisis Fund.

Thank you to the Harlingen team for embodying the McCoy's spirit of giving and making a meaningful difference!



March & April Milestone Anniversaries

We love recognizing our employees for their dedication and honoring their milestone anniversaries. They are published in advance so you can plan ahead for upcoming celebrations or maybe write a note to someone reaching a milestone. The Fab 500 List on display at HQ ranks our most tenured employees by their years of service and everyone celebrating 15 years, or more is on that list!

50
YEARS

Chuck Caldwell HQ

40
YEARS

Lucy Barbour #19,
Phil Hutchinson HQ

35
YEARS

Marsheila Decker #18,
Manny Gonzalez REG 5,
Norma Torres HQ

30
YEARS

Steve Kivch #4, **Armando Olivas** #35,
Carol Horten #47, **Bob Martinez** #97

25
YEARS

Brenda Wurm #20, **Jeff Klare** #20, **Elvira Diaz** #41,
Dan Beckmeyer #62, **Delia Vargas** #93, **Mari Ramos** #97,
Albert Brown #108, **Joshua Whitley** HQ

20
YEARS

Shelly Garcia #33, **Andres Lopez** #37, **Jason Eschberger** #49, **Vicky Moreno** #55, **Theresa Castilleja** #70, **Daniel Urbina** #103

15
YEARS

Chris Essary #30, **Katelyn Bernier** #43, **Taylor Jameson** #52, **Gilbert Rangel** #53, **David Herrera** #97, **Leslie Flack** #112,
Mike Cook REG 3, **Corey Elmore** REG 7

10
YEARS

Deborah McMillian #7, **Dutch Bottoms** #10, **Aaron Sherbino** #24, **James Long** #44, **Brian McNulty** #53, **Shaun McFarland** #60,
Sean Thompson #61, **Rey Lopez** #62, **Rudy Anguiano** #93, **George Palacios** #97, **Roger Brandimarte** #117, **Dalton Alsup** #119,
Hector Padron #451, **Garrett Matocha** HQ, **Nadia Gloria** HQ

5
YEARS

Len Brooks #12, **Larry Long** #19, **Agustin Lara** #19, **Terri Flores** #25, **Brian Sanders** #25, **Miguel Lopez** #33,
Michael Standridge #40, **Jake Adams** #43, **Jefferey Huffman** #47, **Ashley Skinner** #67, **Elizabeth Stepanek** #70,
Mark Schultz #74, **Vivian Pham** #74, **Mario Soto** #89, **Roy Uribe** #97, **Ana Rodriguez** #98, **Rosa Ibarra Uribe** #115,
Jerry Gonzalez #450, **Jarrod Pape** #450, **Sergio Reveles** #450

Family Matters



Maverick, grandson of **Sylvia Valdez** (#38 CSS), participated in a winter fundraiser at his school. Maverick, who is nonverbal at this time, worked at the register and provided customer service using an electronic device for communication. He also helped deliver hot cocoa to teachers in their classrooms.



Sylvia & Maverick



Fern Rajnoch (#120 Sales Associate) and husband, James, will celebrate 57 years of marriage on February 14.

Nadia Gloria (Recruiting and Hiring Coordinator) and husband, Hector will celebrate 11 years of marriage on February 14.



Mason Jerald



Jonathan Gunter (MIS Systems Analyst) and wife, Janiece, welcomed son, Nathaniel Hale, on January 15.

Evan Kamuf (Website Administrator) and wife, Lauren, welcomed son, Mason Jerald, on January 24.

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Contributing Editors: Meagan McCoy Jones & MJ Toops

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The views expressed in this publication are not necessarily those of management.

If you have any interesting ideas for the next issue please e-mail MJ Toops at mj.toops@mccoys.com