



Across The Board

September/October 2025



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Keeping the “FUN” in Fundraising!

By MJ Toops, Senior Communications Specialist

The Dennis P. McCoy Employee Crisis Fund (DPMECF) was established in 2009 to honor Dennis McCoy, brother of Board Chair Brian McCoy. Dennis tragically died in a plane crash in 1985. The fund serves as a lasting tribute to his life and a way to support McCoy's team members during times of personal crisis.

Earlier this year, the DPMECF reached a meaningful milestone: \$2 million in financial assistance provided to McCoy's Building Supply employees and their families. This incredible achievement is a direct result of the generosity, compassion, and commitment of team members across Texas, New Mexico, and Oklahoma.

What many may not see is the dedicated work that goes into raising those funds. While payroll deductions provide a steady source of support, the DPMECF also hosts a variety of events throughout the year entirely organized and executed by employee volunteers. Many vendor sponsors also step in with generous contributions to help make these events possible.

Each season brings a new lineup of fundraisers from the Cowboy Breakfast in February to

the Silent Auction and Bake Sale before Thanksgiving. Other favorites include the Sample Sale, coordinated alongside Dale Voigt (Merchandise Manager) where the rush before opening often feels like Black Friday. More recent additions, such as holiday gift wrapping and a ping-pong tournament, have brought fresh energy to the mix.

One of the most anticipated events of the year is the BBQ Competition, originally created by Ron Van Winkle. It brings together teams of Regional Managers, Store Managers, and Vendor Sponsors, who compete in categories like Brisket, Chicken, Beans, and Chef's Choice with

each team member contributing a dish. Planning begins months in advance with bi-weekly meetings, and the competition takes place in late spring or early summer. Thanks to Caleb Hargraves (MIS Client Services – Store Support Supervisor) an in-house automated scoring system keeps judging fast and fair. Past judges have included local BBQ pros, city officials, and even Chuck Peralez (Corporate Chef).

The BBQ event also features a Brisket Auction and Cornhole Tournament the evening before.



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Chuck Churchwell retired from McCoy's Building Supply on January 1, 2019 after 48 years with the company

Thoughts from the E-Team

Gross Margin Dollars Still Pay the Bills

McCoy's first Chief Financial Officer, Chuck Churchwell, is known for coining the phrase, "gross margin dollars pay the bills." Chuck's phrase emphasized the importance of gross margin dollars which truly pay everything from labor for employees to vehicle costs for our fleet and more.

If you joined McCoy's after Chuck's time, you might not know the saying, but the sentiment is as relevant as ever. No doubt, 2025 so far has had unique challenges and opportunities. In late 2024, as we were planning for 2025, nobody in our industry could estimate the forthcoming economic environment and corresponding uncertainty that would generate such fierce competition in our market space. It's something our entire team has felt while serving customers this year.

The increased level of competition resulted in a downward trend of our gross margin percent. On May 9th, the Gross Margin Challenge was announced in a company-wide voicemail by Meagan McCoy Jones, President and CEO. Since that time, the grit and creativity of everyone working together have led to additional gross margin dollars and a gross margin percent increase as well. It has been so fun to celebrate stores' success along the way!

# of Stores Exceeding Their Budgeted Gross Margin Dollars Since the Gross Margin Challenge was Announced				
May	June	July	August	September
14	17	19	16	24

Since the contest announcement, gross margin percent has increased from 24% in May to 24.8% in August which was a result of 37 stores increasing their gross margin percent. That increase may sound small, but every .1% increase in gross margin percent on \$100M in sales (our approximate average monthly sales) equates to \$100K more gross margin dollars. Even minor changes in the gross margin percent can yield significant changes to gross margin dollars.

We are so proud of our team at McCoy's and how everyone rises to meet challenges head on. 2025 gross margin is evidence of how we can all make an impact when we work together!

Joshua Whitley
Chief Financial Officer

FRIGHTFUL FILMS EMOJI Pictionary

1. 🤔🚫
2. 🐛📺
3. 🎃🔪
4. 🧛🩸
5. 👧👋
6. 🐶🎈
7. 🐕👤👧🔍🚗
8. ✂️👐
9. 🦖🌊
10. 🖐️📖➡️👻👹🤡
11. 👻🔪
12. 👹🏠
13. 🍬👤
14. 🇺🇸🧬🔪
15. 🐑🤔
16. 🧙📖🍲🐈
17. 🚌👹👵👻✨
18. 👻😊
19. 👤👽🚲
20. 💍
21. 👻🚫🚗



Fundraising cont'd from pg. 1

In 2025, attendees were treated to live music from Tracy Mock (Treasure Accounting Manager) and her band. BBQ plates are sold to six nearby stores, with 100% of proceeds going back into the Fund. It's a long, smoky day but an incredibly rewarding one.

At the end of October, the fund will host its 4th Annual Halloween Costume Contest at headquarters. It's a high-energy event complete with walk-out music, vendor-sponsored trophies

from HALO, and judging by members of the executive team. Volunteers help set the stage by coordinating music, decorations, concessions, and more.

Each event is guided by a volunteer lead, who handles communications, logistics, promotion, and prize coordination. Behind the scenes, the Fundraising Committee meets monthly to plan and support these efforts, ensuring everything runs smoothly from start to finish.

At the heart of it all is a shared belief that we take care of each other. Every ticket bought, every brisket judged, every ping-pong match played adds up to something bigger. These events aren't just fun moments; they're powerful reminders of what we can accomplish together and what we can give back to others.

HEALTH CORNER



5 TIPS FOR HALLOWEEN

Halloween is just around the corner! Whether you're trick-or-treating in your neighborhood or heading to a local trunk-or-treat event, safety should always come first. Here are five quick tips to help keep your kiddos safe this Halloween.

1. STAY VISIBLE. Costumes are fun, but make sure they're easy to see in the dark. Add reflective tape or carry flashlights so everyone can safely see you coming.

2. STICK TO WELL-LIT NEIGHBORHOODS. Choose familiar areas with good lighting and sidewalks. If you live in a rural area, consider attending a trunk-or-treat!

3. CHECK COSTUMES FOR SAFETY. Make sure they fit well to avoid trips and falls. Masks should allow for clear vision and breathing. Or you can also skip the masks and consider face painting instead.

4. INSPECT THE TREATS. Before your kids dive in, check all treats for any signs of tampering. Stick to factory-wrapped goodies and toss anything that looks suspicious.

5. REMIND KIDS ABOUT STREET SAFETY. Even on a fun night, rules still apply. Always look both ways before crossing the street, use crosswalks when available, and stay on sidewalks.



November & December
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!

25
YEARS

Paul Velasquez #69
Manuel Cisneros #450
Dwayne Eastwood HQ

20
YEARS

Mike Gideon #34
Alfredo Zamora #108
Tara Garland #115
Judy Henderson HQ

15
YEARS

Julio Lopez #91

10
YEARS

Angel Limon #27
Shaun Chidester #57
Joshua Wisdom #86
Rodolfo Solis #450

5
YEARS

Kelly Hutchins #1, Brandon Morales #4, Eric Garza #15, Paul Culpepper #32, Kelsey Alexander #34, Alberto Charles #35, Javier Salazar #37, Samantha Casarez #40, Donald Schutz #49, Jesse Torres #50, Dusty Bonnet #53, Mario Martinez #68, Jose Garcia #74, Tracy Craig #98, Roberto Chapa #103, Liselle De La Cruz #108, Fabian Portillo #108, Randall Reed #116, Jesse Ritch #359, Rigo Elizondo HQ, Rosie Rendon HQ

Family Matters



Tara Garland (#115 CSS) and husband, Chris, welcomed grandson, Waylon Lane Abrell, on September 14.



Waylon



Kevin Carney (#29 SIC) and Brenda Carney (#109 SIC) celebrated 30 years of marriage on September 1.

Erica Marmolejo (Corporate Accounting Manager) and Andre Marmolejo (Financial Planning and Analysis) will celebrate 15 years of marriage on October 23.

Rick Clark (#117 Sales Associate) and wife, Rachel, celebrated 50 years of marriage on September 6.

Michael Baca (#60 Sales Associate) and wife, Beverly, celebrated 50 years of marriage on September 20.

Brenda Schubert (#113 Assistant Manager) and husband, Jeff, celebrated 30 years of marriage on September 30.

Kirsten Bronaugh (Collections Manager) and husband, Nathan, celebrated 11 years of marriage on September 12.

Lance Goth (#61 Assistant Manager) and wife, Sharon, will celebrate 3 years of marriage on October 30.



Kevin & Brenda



Erica & Andre

Congratulations

TO THE FOLLOWING 37 STORES WHO HAVE INCREASED THEIR GROSS MARGIN PERCENT SINCE THE GROSS MARGIN CHALLENGE WAS ANNOUNCED. THANK YOU FOR ALL OF YOUR HARD WORK!

#6 BASTROP
#7 BROWNWOOD
#12 WEIMAR
#15 HARLINGEN
#20 VICTORIA
#33 PHARR
#34 BRYAN
#37 BROWNSVILLE
#38 ROSENBERG
#39 LONGVIEW

#41 LAREDO
#49 TYLER
#55 GEORGETOWN
#57 TOMBALL
#63 GAINESVILLE
#66 ALICE
#67 TERRELL
#69 AUSTIN 290 WEST
#71 NACOGDOCHES
#72 PARIS

#83 DUNCAN
#86 ALPINE
#87 FORT STOCKTON
#88 DEL RIO
#89 MISSION
#90 OKMULGEE
#93 WESLACO
#97 EAGLE PASS
#98 CLEVELAND
#100 EDINBURG

#103 SAN BENITO
#112 DAYTON
#113 MONTGOMERY
#115 MIDLOTHIAN
#116 BAY CITY
#117 LIBERTY HILL
#119 LUBBOCK

Frightful films Emoji Pictionary Answers

1. A Quiet Place 2. Beetle Juice 3. The Nightmare before Christmas 4. Dracula 5. Wednesday 6. IT 7. Scooby Doo 8. Edward Scissorhands 9. Jaws 10. Goosebumps 11. Scream 12. Monster House 13. Candy Man 14. Texas Chainsaw Massacre 15. Silence of the Lambs 16. Hocus Pocus 17. Halloweentown 18. Casper 19. ET 20. The Ring 21. Ghost Busters

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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