



THE HARDWARE HERALD

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PLEASE WELCOME MARCE HOLMES TO HER NEW POST AS GENERAL MANAGER OF ISLAND HARDWARE

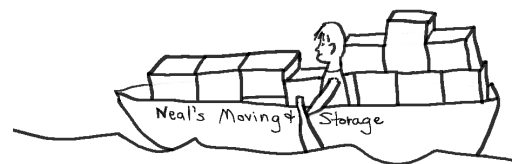
Thirteen years ago, I must admit we did some shoplifting at Cons Variety Store in downtown Eastsound. We pilfered Marce Holmes away from the store. Boy, did we get a gem! She was to become the backbone of one of our most important parts of our company. The hardware store manager is responsible for over 60% of our sales.

I've watched Marce develop from a young fireball clerk into a mature leader and yet she still is the "go to" person for much of the store. It is with great pride that I'm appointing Marce Holmes as General Manager of Island Hardware & Supply as of October 1. Marce, you sure have earned it.

She'll be taking over a bit earlier than planned to give Neal a much needed break to prepare for his retirement and his and Jennie's new home.

NEAL: 3 HEART ATTACKS, CONSTANT CARE FOR JENNIE AFTER HER STROKE, PACK FOR THE UPCOMING MOVE TO THE NEW HOUSE AND WORKSHOP IN PE ELL (WHEREVER THAT IS)

Add this to a 5 day work week and you have a receipt for disaster. Neal has begrudgingly agreed to work at the store he loves so much on Thursdays and Fridays ONLY until he gets packed and Jennie gets up and around.



CLOTHING PRICES

Denim long sleeve shirts \$19.99
Denim/plaid jacket \$26.99
Chocolate zip-up jacket..... \$39.99
Puffer jacket \$34.99
Chamois button-up flannel.... \$19.99
Vest w/plaid red liner..... \$34.99
Brown vest \$14.99
Hoodie sweatshirt \$12.99
Sweatpants..... \$9.99
Painters Pants..... \$25.50
T-shirts..... \$7.99



Dickie Jeans.....\$30.00
Cheap blue/black jeans ..\$14.00
Hoody w/flag\$16.99
Socks each..... \$2.00
All Shorts\$22.50



OH, NO! HEATING SEASON IS UPON US!

TAKE 10% OFF ANYTHING IN THIS ROOM!

THE STORE & YOU

Need a special order? Woody, Marty, and yes, your new General Manager Marce, oh & Kassy (although I haven't informed her yet) will all be there to help fill the tremendous void caused by Neal's well deserved retirement. It's been my experience that when Island Hardware loses a key person, someone from the ranks usually steps up and fills the void. Now here's where you come in. A lot of learning will happen over this coming winter. I ask you to please be a bit more patient while we work out the "kinks."

WHO TO TRUST?

The largest portion of our country's drug components come from China. Look to see where your named brand over-the-counter meds are made. Prepare to be shocked (*I was*)! Our less-than-half-the-price generic Kirkland Costco equivalents are made in the USA.

"CASEY AT THE BAT"

We've had to bid Josh Martinez (our yard manager) and his wife, Sarah, good-bye. They felt the need to give up their life on Orcas to relocate to Twin Falls, Idaho, to be able to care for all of their aging parents. That's just the caliber of the folks who make up our little hardware family.

Fortunately for all of us, a gentle islander with extensive experience managing people, Island treasures, antique furniture, and an 80-acre working farm on Orcas has "stepped up to the plate." That's right, Casey's here.

You've probably heard me say that "we are the second best hardware in all of Crow Valley". Well, Casey McKenzie put in 9 years at what might arguably at times have been the best: THE EXCHANGE (before the fire). Prior to that, he spent 10 years managing an antique furniture auction house on the mainland. Recently, Casey ran the 80-acre Coffelt Farm on Orcas for 8 years. Prior to becoming manager, he worked two jobs (for Vern at the farm and at the exchange). Two jobs—does that sound familiar?

Casey will need time to learn about some of our products, but he knows how to treat Island folks. Please welcome him. He's a quick study and, most importantly, a good person.

Over the past few months, I've had the difficult task of filling two management positions. What has made this so difficult is the fact that I have had so very many qualified exceptional employees from which to choose.

INTERNET TIPS

Here's an interesting & cheap tip from the internet. Instead of using air freshener, take two or three dryer sheets, fold them, and roll them around the toilet paper holder before placing the toilet paper roll on it. Each time someone uses it, a fresh smell is released.

Find more ingenious ways to keep your bathroom clean & smelling fresh at <https://tiptricks.co/2019/01/29/ingenious-bathroom-cleaning-tricks-everyone-should-know/>. There's even a video with more info.

DON'T READ THE FOLLOWING DRIBBLE

unless you have nothing else to do or maybe it's raining. At the end of the third grade, I was fortunate enough to be put in a special school because I could not read a lick! I still can't spell and don't ask me to read to you out loud. From the third grade (I should be good at it since I got to take it twice) thru the twelfth grade, my goals were to get a few C+'s to counterbalance the D's.

I am constantly reminded how extremely fortunate I have been since barely graduating from high school in 1963. High school was it for me because my fourth of five step fathers had just blown my entire college fund of \$1381 in Las Vegas over one weekend!

On the last day of high school, I moved into the Glendale, CA, YMCA and started looking for a full time job. The only things I had going for me was my ability to use "dumbbell math" and one more extremely important thing—I had a well deserved inferiority complex. This complex literally scared me into working harder and longer than the smart people just to barely get along in this terrifying new adult world.

Fortunately, I landed a job as an estimator trainee in a specialty roof structure company in Los Angeles. I won't bore you with the details of my career from then until owning this amazing little creation known as Island Hardware & Supply (not this month anyway).

I did not start Island Hardware, but I have tried to help preserve it. Many islanders have helped me along the way. You or your family members know who you are.

Sometimes in the evening I stand in the south yard and gaze up at the side of the main building and am totally in awe when I realize that a below average guy from a poor neighborhood in LA could somehow end up with this.

I wish I could pass on to every C- student or relief right-fielder that success in America is yours if you try much harder than the smart kids. You are over half way there if you're fortunate enough to live in the USA.

