



North American Hardware and Paint Association

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FOR IMMEDIATE RELEASE

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Local Entrepreneur Receives 2024 Young Retailer of the Year Award

INDIANAPOLIS—Isaac Weber, owner and president of Lugbill Supply Center in Archbold, Ohio, was recently named one of the independent home improvement industry's 2024 Young Retailer of the Year honorees by the North American Hardware and Paint Association (NHPA).

The Young Retailer of the Year program, now in its 28th year, identifies and promotes the next generation of aspiring independent home improvement, paint and decorating retailers. It recognizes individual achievement by industry retailers age 35 and younger throughout the U.S. and Canada. Honorees are chosen based on a number of criteria, including professional milestones, community engagement, continuing hardware industry education and extracurricular activities.

Sponsors of the 2024 Young Retailer of the Year program include: American Hardware and Lumber Insurance (AHLI), Arrow Fastener, Intertape Polymer Group (IPG), Midwest Fastener, Pony Jorgensen, PPG and The Wooster Brush Company.

"The Young Retailer of the Year program highlights the bright future of the independent channel," says Scott Wright, executive director of advanced retail education programs for NHPA. "It is a privilege to recognize these outstanding young retailers who are making positive impacts in their operations and communities."

While his path into the home improvement industry didn't follow a straight path, Isaac has always been focused on growth and achieving his goals. His entrepreneurial spirit started in high school, when Isaac started a paintball business. In his short career since, his resume includes concrete plant payloader, shelf stocker, construction worker, insurance sales, farming, excavating, fitness center owner and now, president and owner of Lugbill Supply Center. Isaac holds an associate's degree in concrete technology from Rhodes State College and a bachelor's degree in construction engineering and minor in business from the University of Toledo.

Not long after opening Temple Gym & Fitness with his wife Leslie in 2020, Isaac joined a Bible study with the owner of Lugbill Supply Center. At one study, the owner mentioned wanting to retire and Isaac told him he would be interested in buying the store.

"Later that day, he called me into his office and told me his wife had been praying that some local young guy would have interest in buying this place," Isaac says. "She was praying at the exact time Dave and I were talking. Some people might call that a coincidence, but I still get goosebumps when I think about it. I knew right then that was what I was going to do next."

On April 15, 2022, Isaac became the proud owner of Lugbill Supply Center. As soon as he bought the store, Isaac went all-in to change the store's perception in his market. He undertook an ambitious remodel inside and out that would modernize not only Lugbill's looks but also its product offering, doubling the amount of product



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Lugbill offered and ensuring he was well-stocked with the right quantities of key categories so he could properly service his pro customers.

Isaac more than tripled the size of his fastener section and brought in software so his staff could do takeoffs more quickly for their pro customers. Isaac is also planning on bringing in more outside sales reps to serve his contractors. Isaac knew customer service would be crucial, so he established a culture throughout the business that empowered his team to “own” their portion of the operation and be accountable for it.

To bring DIYers into his store, Isaac doubled the size of his lawn and garden department, added new product lines like Case knives and ammunition and revamped the store’s custom kitchen design center. He extended the store’s hours, advertised through radio ads, Facebook and Instagram and updated the store’s website, including adding e-commerce.

Since officially opening in 2022, Lugbill is averaging 400 more transactions per month and the average ticket has increased 39% since he bought the store. In his first half-year of ownership, Isaac grew sales by 15%. For 2023, he grew sales an additional 20%.

Isaac is not satisfied to rest on those successes, however, and recently purchased another local lumberyard with plans to continue expanding throughout Northwest Ohio. Isaac is also looking to continue his expansion by going after more of the DIY market share and making it easier for homeowners to get what they need for home improvement projects without having to drive to a larger city.

With a passion to continually improve and grow, Isaac regularly attends trade shows and talks with vendors to learn more about products. He networks with other industry members so he can gather best practices and share ideas. He also wants to develop and improve the talents of his staff, so he brings them to the shows so they can sit in on seminars and stay up to date on the latest products and trends.

Isaac takes his role in his community seriously, and he supports a wide variety of causes, including Fellowship of Christian Athletes, Habitat for Humanity and Water For Ishmael, an organization that assists refugees in the Toledo area with foundational skills for success. He donates to area school fundraisers and supports local Future Farmers of America chapters.

“Working in this industry is awesome, and I am grateful and consider it an honor to be recognized in this way.” Isaac says. “I don’t put limits on myself. I don’t say, ‘I can’t do this.’ If you don’t think it can happen, it’s definitely not going to happen.”

The 2024 Young Retailer of the Year honorees will be recognized in a ceremony at the 2024 Independent Home Improvement Conference in Marco Island, Florida, on Aug. 28. For more information on the Young Retailer of the Year awards program, honorees and more, visit YourNHPA.org/yroty.

About the North American Hardware and Paint Association

Founded in 1900 by a group of retailers, NHPA is a not-for-profit trade association whose mission is to help home improvement, paint and decorating outlets in the U.S. and Canada become better and more profitable retailers. Governed by a board of independent hardware and paint retailers, NHPA fulfills its mission by



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providing how-to management resources, product discovery, training programs and networking opportunities for the industry it serves. Learn more at YourNHPA.org.