



AUBUCHON
HARDWARE ACE

WELCOME!
GRAND OPENING
EST. 1908
ACE
The quality place

AUBUCHON
ACE HARDWARE

GRAND
OPENING
TODAY!
GIVE AWAY
PRIZES
& MORE

PHILBIN & O'NEIL
ATTORNEYS
AT LAW





Willie



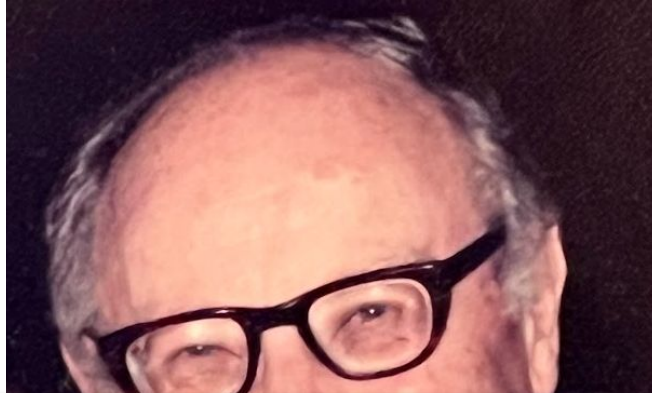
**(BIG)
Bill**



Bill

BUCHON HARDWARE



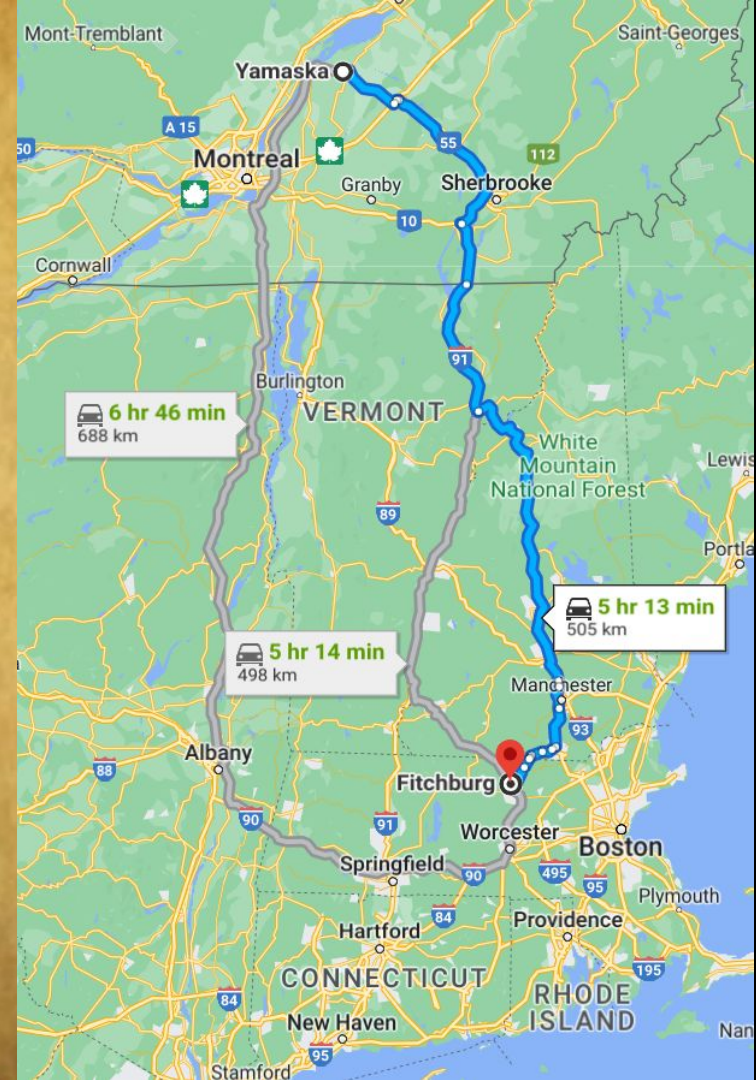


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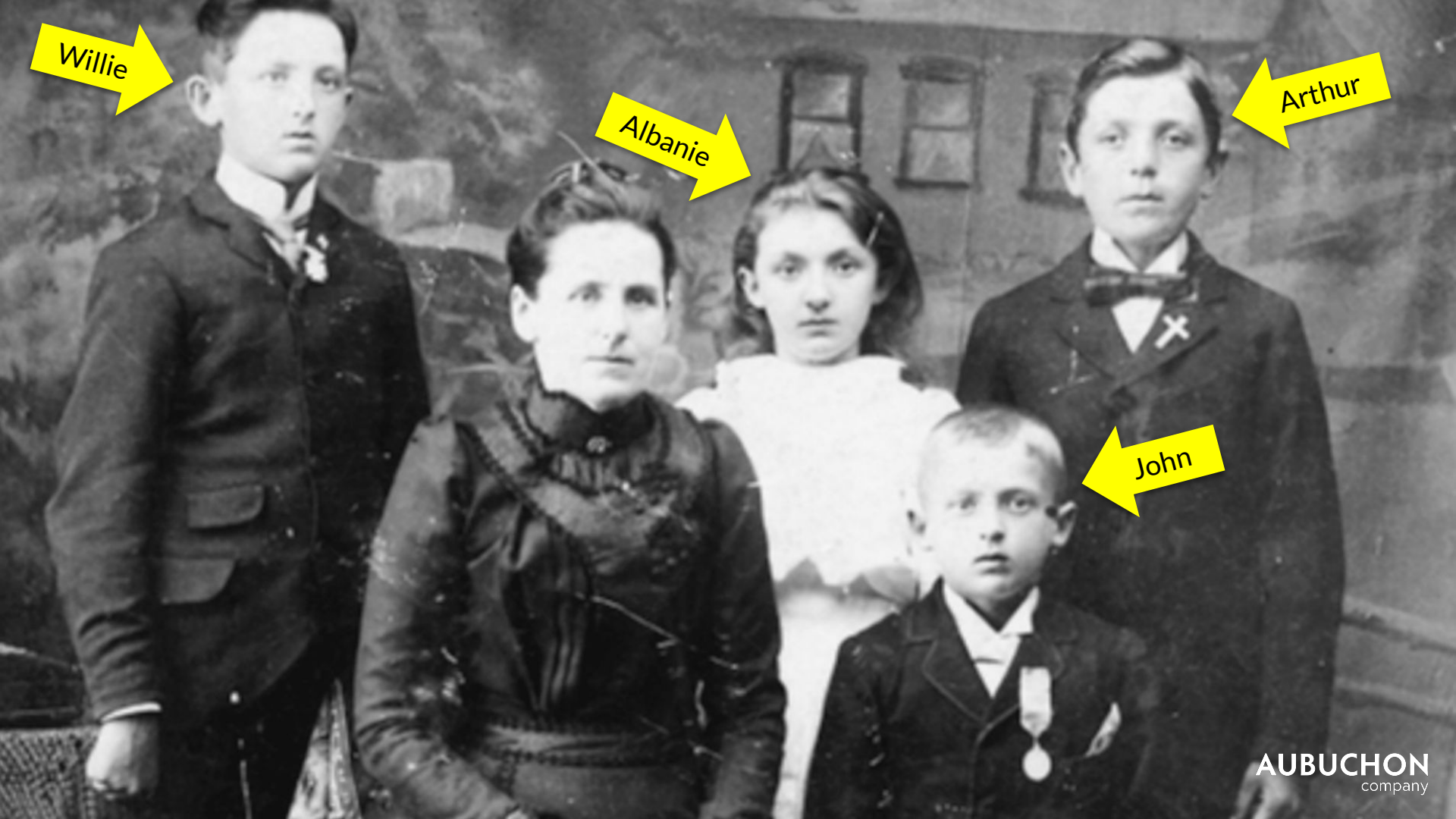




Georgiana
L'Abbe
Aubuchon
(1866-1944)







Willie

Albanie

Arthur

John

Net New Locations

50

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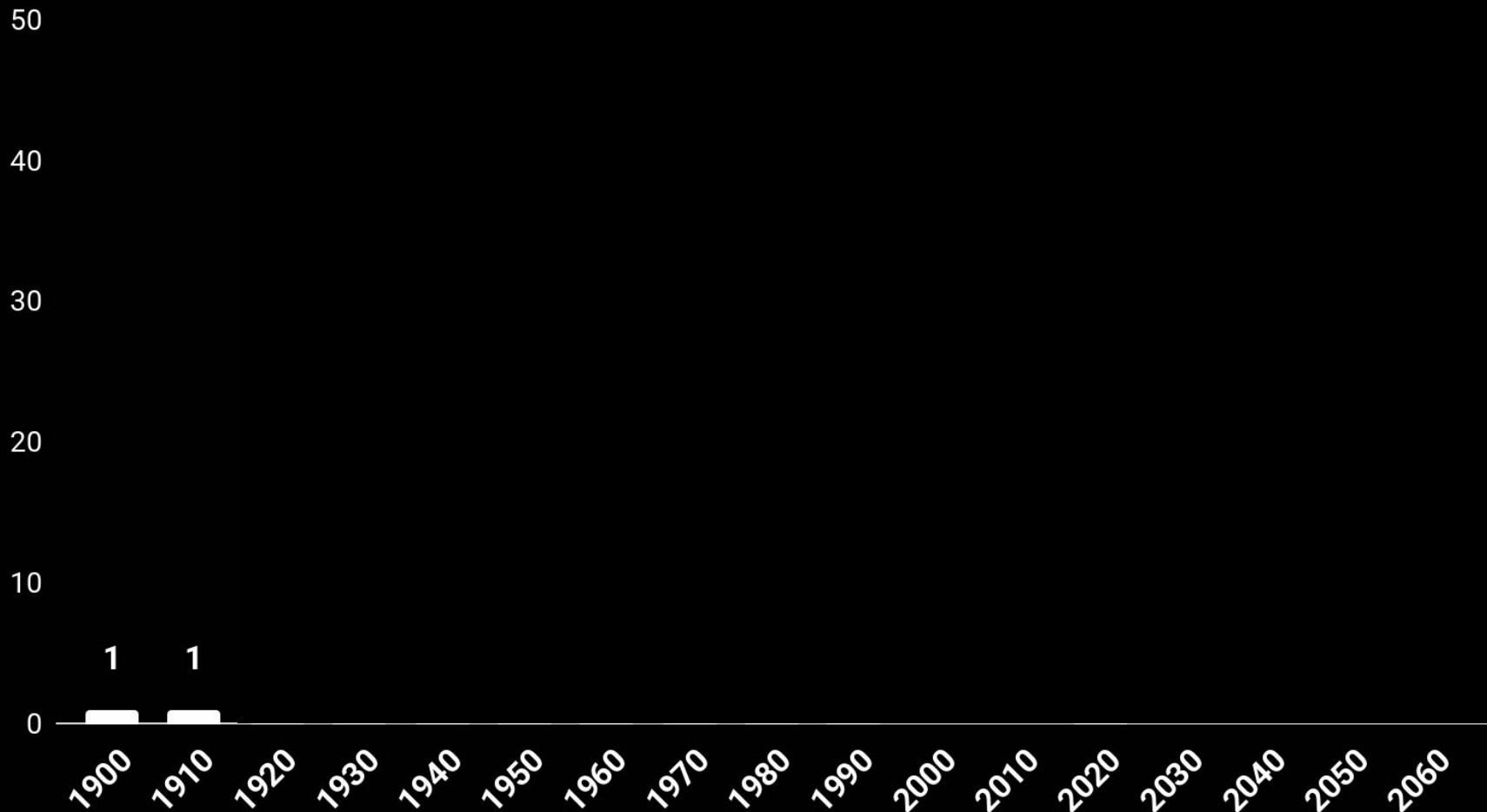
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Net New Locations

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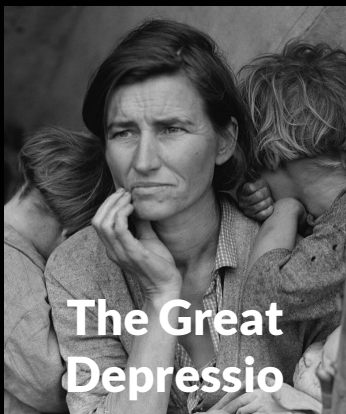
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Net New Locations

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22



HARDWARE

AUBUCHON CO. INC.

ALTMAN

ALTMAN

W.E. AUBUCHON CO. INC.

CHAIN HARDWARE SYSTEM

MADE IN U.S.A.





Net New Locations

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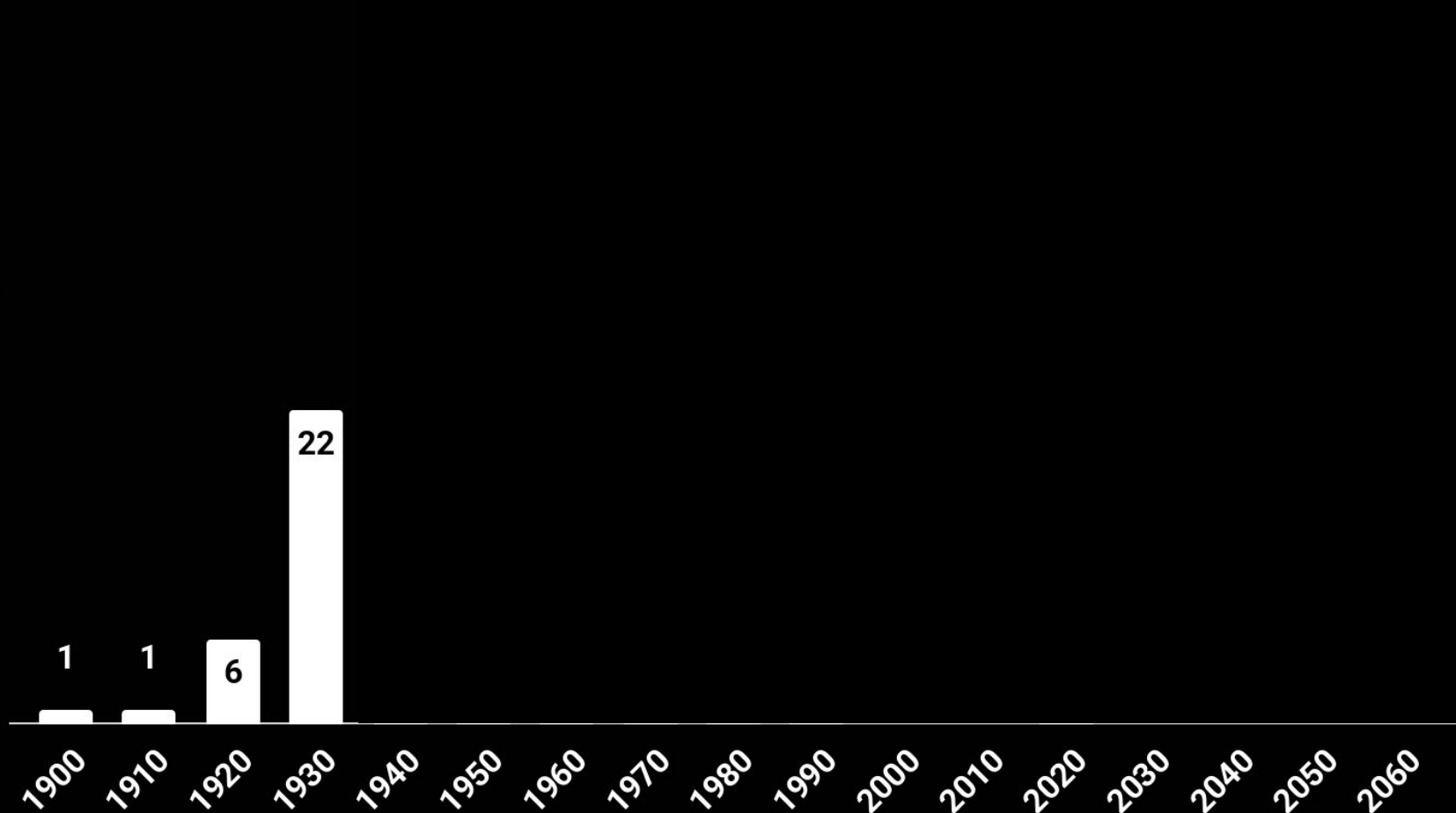
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Net New Locations

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Net New Locations



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Net New Locations



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1ST GEN

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Net New Locations

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Pioneering
Ambitious
Relentless
Momentum!

1ST GEN

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Net New Locations

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Pioneering
Ambitious
Relentless
Momentum!



2ND GEN

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1ST GEN

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Net New Locations

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Pioneering
Ambitious
Relentless
Momentum!

1ST GEN

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Expansion

Net New Locations

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Pioneering
Ambitious
Relentless
Momentum!

1ST GEN

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Net New Locations

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Pioneering
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Relentless
Momentum!

1ST GEN

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Net New Locations

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Pioneering
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Relentless
Momentum!

1ST GEN

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Net New Locations

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Momentum!

1ST GEN

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Net New Locations

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Pioneering
Ambitious
Relentless
Momentum!



1ST GEN

2ND GEN

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Net New Locations

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Pioneering

Ambitious

Relentless

Momentum!

Disciplined

Independent

Proud

Scale!

1ST GEN

2ND GEN

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Net New Locations

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Pioneering

Ambitious

Relentless

Momentum!

Disciplined

Independent

Proud

Scale!

1ST GEN

2ND GEN

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Net New Locations

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Pioneering
Ambitious
Relentless
Momentum!

Disciplined
Independent
Proud
Scale!



7

1ST GEN

2ND GEN

1990 2000 2010 2020 2030 2040 2050 2060



Deferred Maintenance





1996



We'll Fix You Right Up!

Aubuchon Hardware
95 Aubuchon Drive,
Westminster, MA 01473
Tel.: (508) 874-0521
Fax: (508) 874-2096
Mailbox@Aubuchon.com

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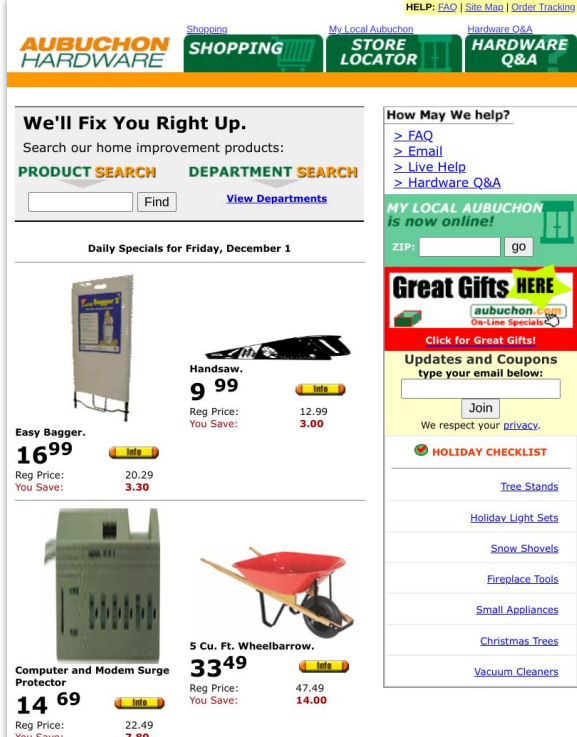
1999

Computerized

POS!

Mi9 RETAIL

1999







HELP: [FAQ](#) | [Site Map](#) | [Order Tracking](#)

AUBUCHON HARDWARE [Shopping](#) [STORE LOCATOR](#) [Hardware Q&A](#)

We'll Fix You Right Up.
Search our home improvement products:
[PRODUCT SEARCH](#) [DEPARTMENT SEARCH](#)
 [View Departments](#)

Daily Specials for Friday, December 1

 Easy Bagger. 16⁹⁹ Reg Price: 20.29 You Save: 3.30	 Handsaw. 9⁹⁹ Reg Price: 12.99 You Save: 3.00
 Computer and Modem Surge Protector 14⁶⁹ Reg Price: 22.49 You Save: 7.80	 5 Cu. Ft. Wheelbarrow. 33⁴⁹ Reg Price: 47.49 You Save: 14.00

How May We help?
[> FAQ](#)
[> Email](#)
[> Live Help](#)
[> Hardware Q&A](#)

MY LOCAL AUBUCHON is now online!
ZIP:

Great Gifts HERE
[Click for Great Gifts!](#)
Updates and Coupons
type your email below:

We respect your [privacy](#).

HOLIDAY CHECKLIST
[Tree Stands](#)
[Holiday Light Sets](#)
[Snow Shovels](#)
[Fireplace Tools](#)
[Small Appliances](#)
[Christmas Trees](#)
[Vacuum Cleaners](#)

ACQUISITIONS

8-store chain on Cape Cod in 1997!

Net New Locations

50

25

0

-25

Pioneering
Ambitious
Relentless
Momentum!

Disciplined
Independent
Proud
Scale!

7

1ST GEN

2ND GEN

1990 2000 2010 2020 2030 2040 2050 2060

Net New Locations

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-25

Pioneering
Ambitious
Relentless
Momentum!

Disciplined
Independent
Proud
Scale!

7

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1ST GEN

2ND GEN

1990

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2060

Net New Locations

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Pioneering
Ambitious
Relentless
Momentum!

Disciplined
Independent
Proud
Scale!



7

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1ST GEN

2ND GEN

3RD GEN

2020

2030

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2060

Net New Locations

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Pioneering

Ambitious

Relentless

Momentum!

Disciplined

Independent

Proud

Scale!

Better, *not bigger*

M&A

People

Succession!

1ST GEN

2ND GEN

3RD GEN

2020

2030

2040

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2060

Net New Locations

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Pioneering

Ambitious

Relentless

Momentum!

Disciplined

Independent

Proud

Scale!

Better, *not bigger*

M&A

People

Succession!

23

1ST GEN

2ND GEN

3RD GEN

2020

2030

2040

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2060

2017



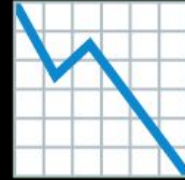


~~Vertically
integrated~~

ORGILL

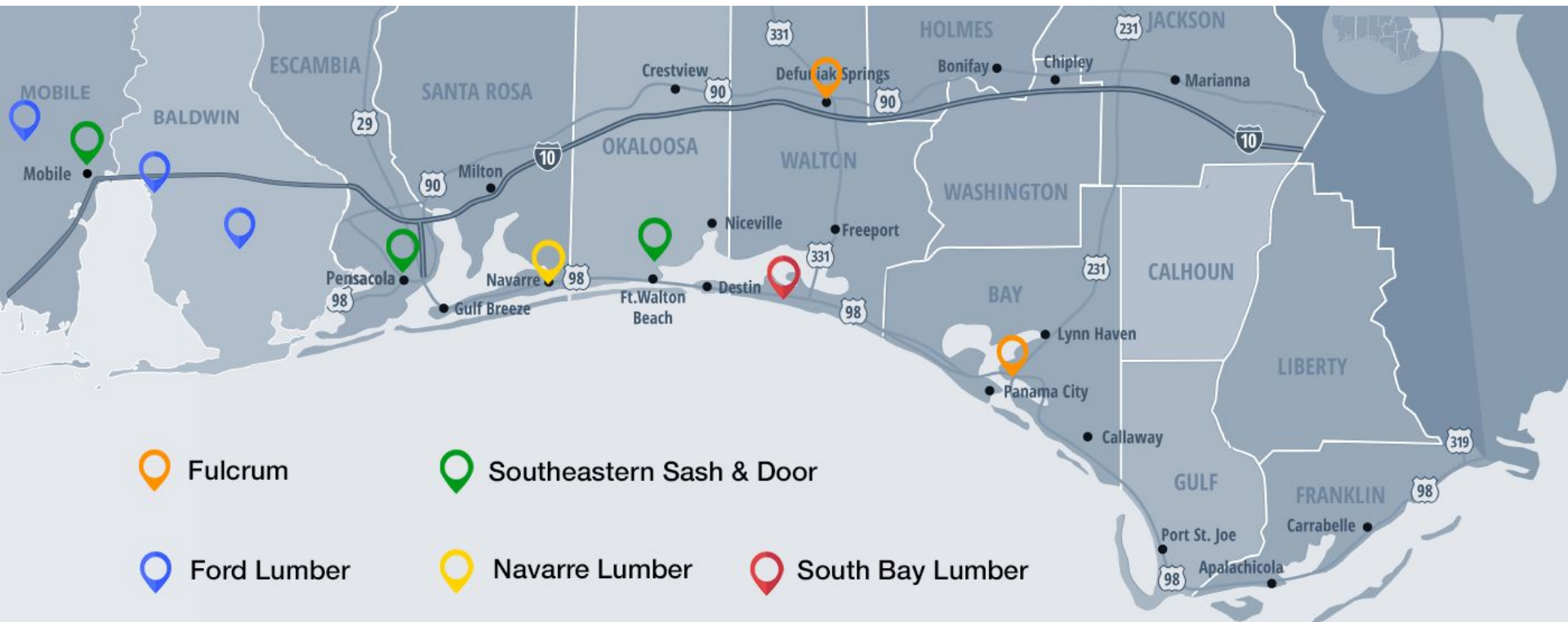
EMERY•JENSEN
DISTRIBUTION

Unfunded Pension Liabilities



2019

FULCRUM
BUILDING GROUP



PANDEMIC

2023
2022
2021
2020

2022

FULCRUM
BUILDING GROUP

JOINS

 **Builders**
FirstSource



September, 2023





AUBUCHON
company



EMERY•JENSEN
DISTRIBUTION

ORGILL

How's it going?

acquired 19 stores

AUBUCHON
HARDWARE

AUBUCHON
ACE HARDWARE

Lyndonville

ACE

Village

ACE

Cornell's

ACE

Martin's

ACE

Campbell's

ACE

Zimmerman's

ACE

J.B. Hostetter

ACE

CURRY
PAINT & HARDWARE
ACE

Brunswick

ACE

Bibens

ACE

Woodstock

ACE

Brown & Roberts

ACE

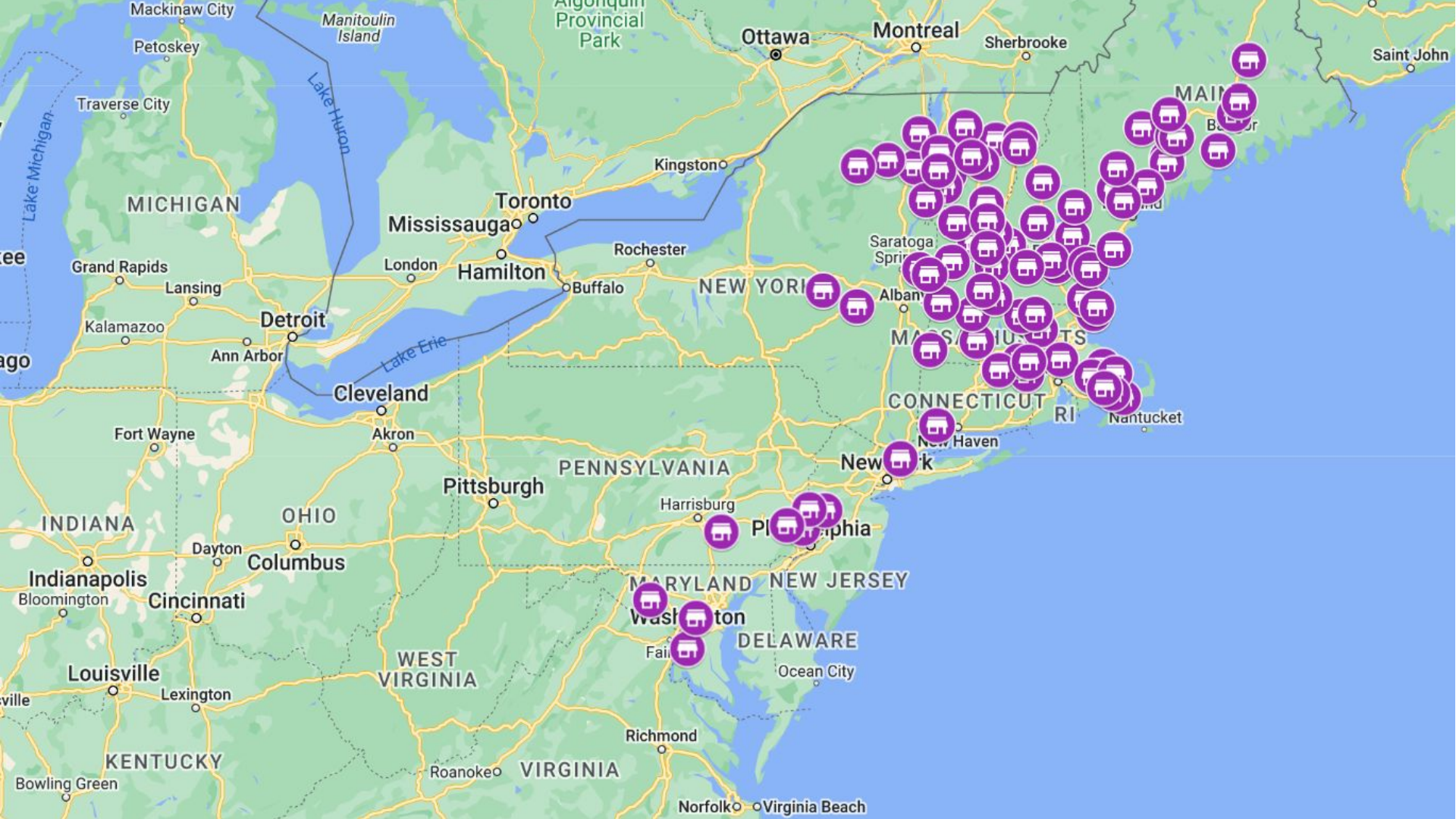
Anco

ACE

ACE

Rand's

ACE

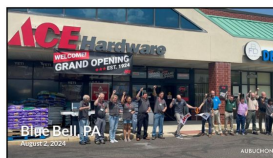
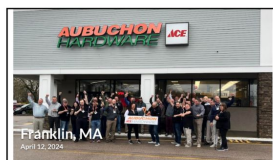


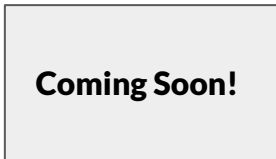
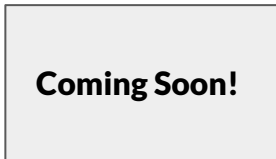
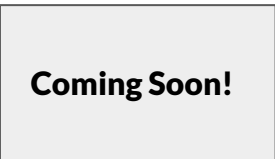
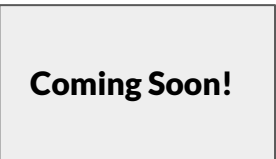
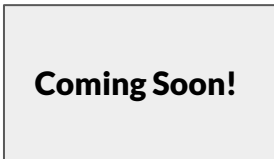
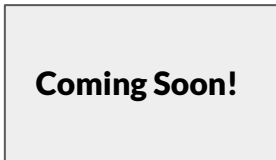
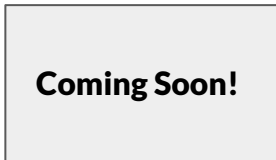
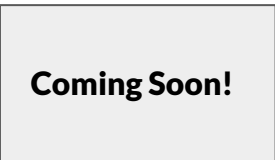
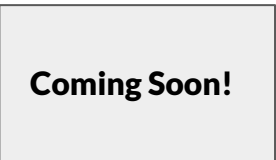
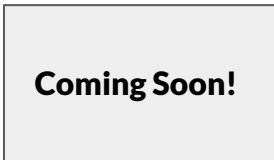
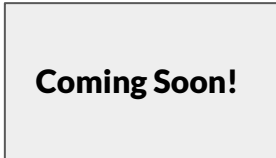
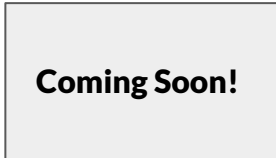
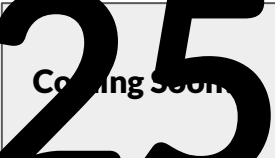
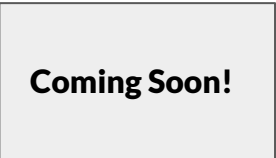
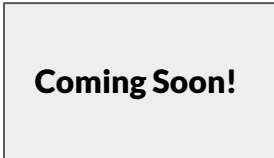
AUBUCHON HARDWARE

ACE



2024





2025

Coming Soon!

Coming Soon!

Coming Soon!

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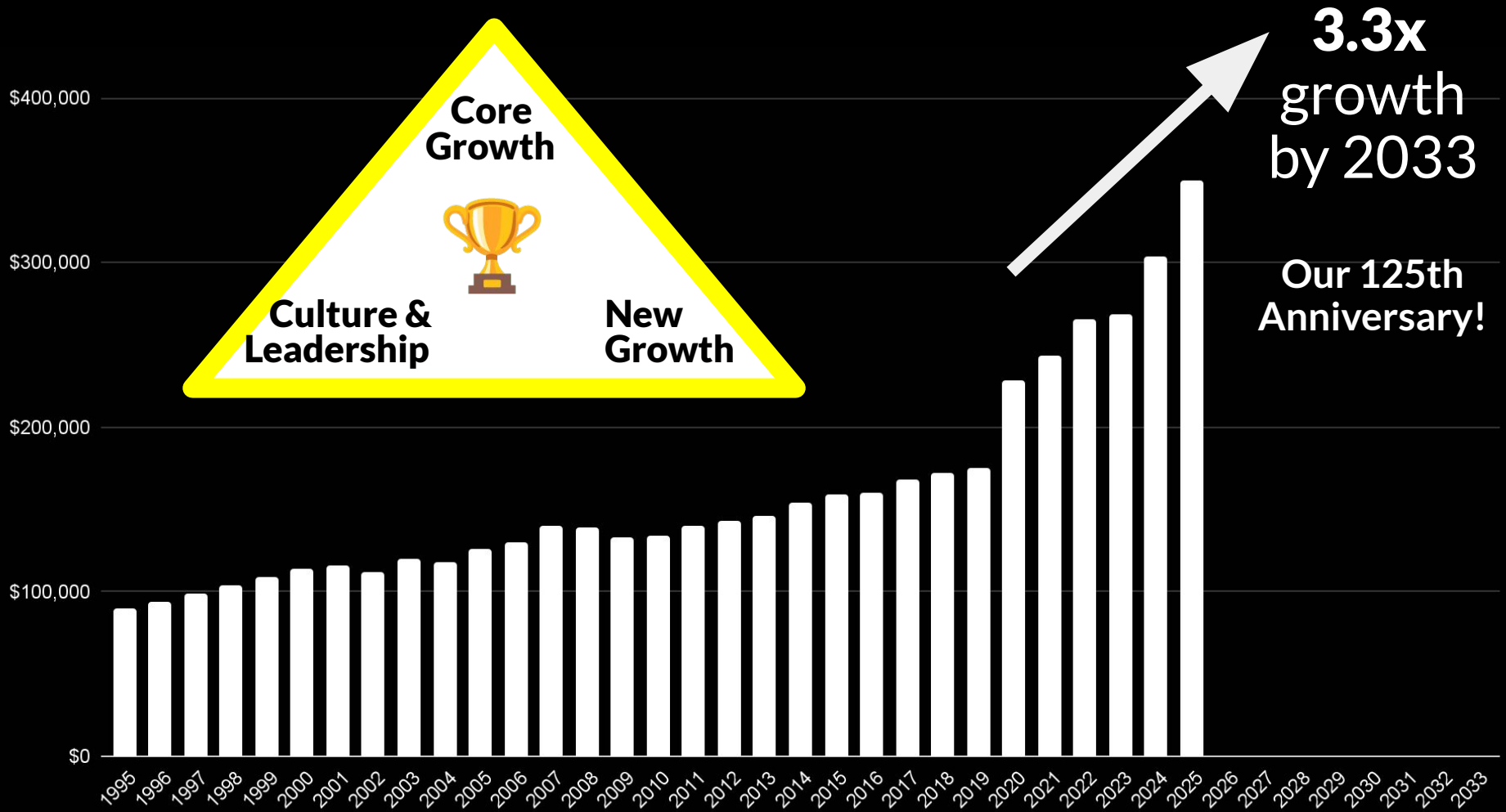
Coming Soon!

Coming Soon!

Coming Soon!

2027





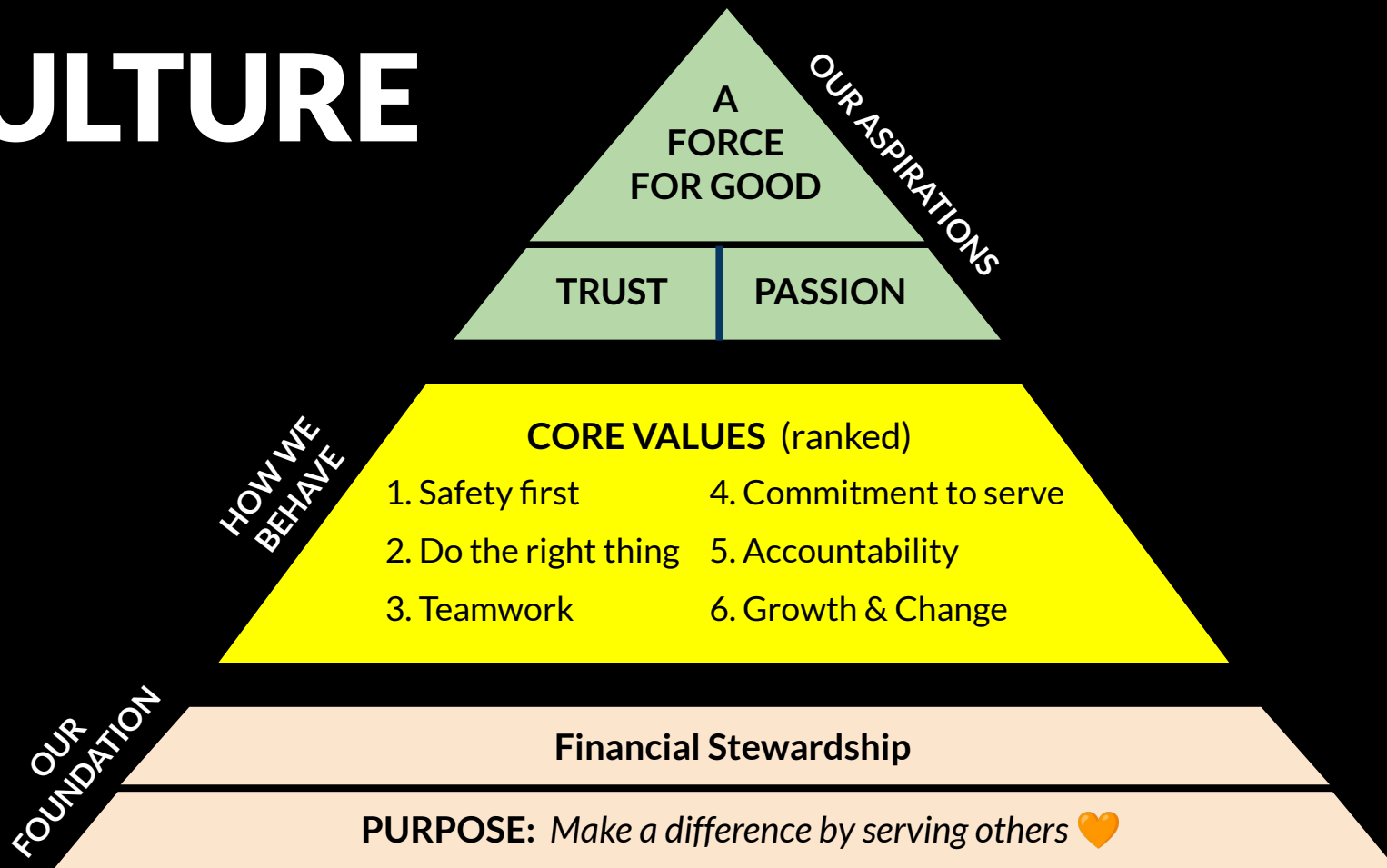
*Culture eats strategy
for breakfast.*

Staying small while growing big!

MISSION

*to build **leaders** and **culture**
that serve the needs of our
team and customers*

CULTURE



*How do we
grow culture?*

Improve

- ❑ Recruiting, Onboarding & Orientation
- ❑ Training & Development
- ❑ Communication
- ❑ Succession Planning
- ❑ Compensation & Benefits
- ❑ Recognition
- ❑ **Engagement**

GALLUP®

*“Our most profound finding—**ever**—is probably this:*

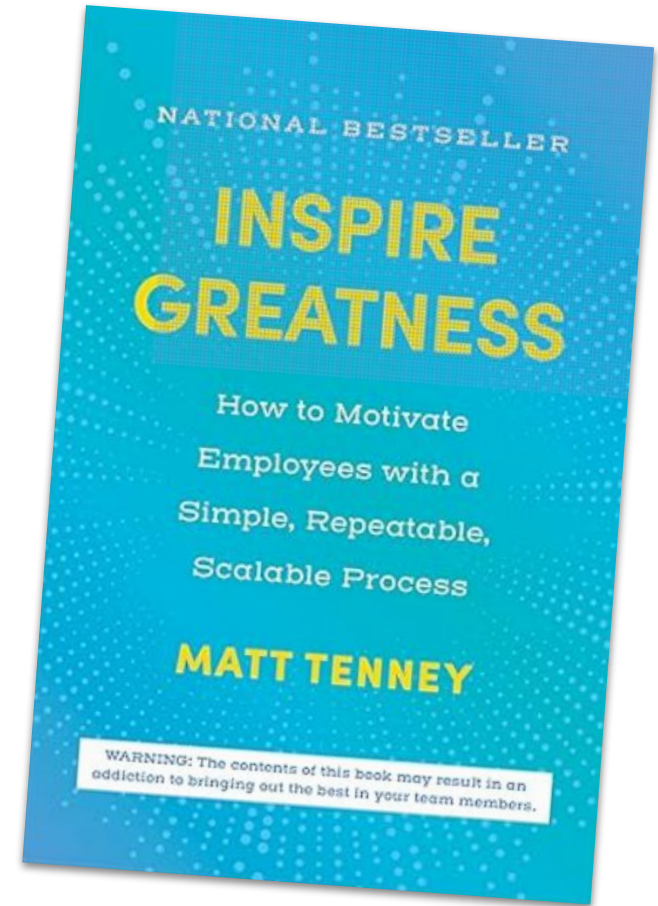
**70% of the variance in team engagement
is determined solely by the ~~manager~~.
LEADER!**

Source [Gallup](#) as of January 2024

*How do we
operationalize
“Leadership
Development”?*

PeopleThriver

A Simple, Scalable Solution for
Developing Servant Leadership



PeopleThriver



Matt Tenney









Will Aubuchon
president & ceo at the aubuchon company



AUBUCHON
company