



FY 2026

NAMPA VISION

Building the Future in Nampa



Blueprint for a New Standard

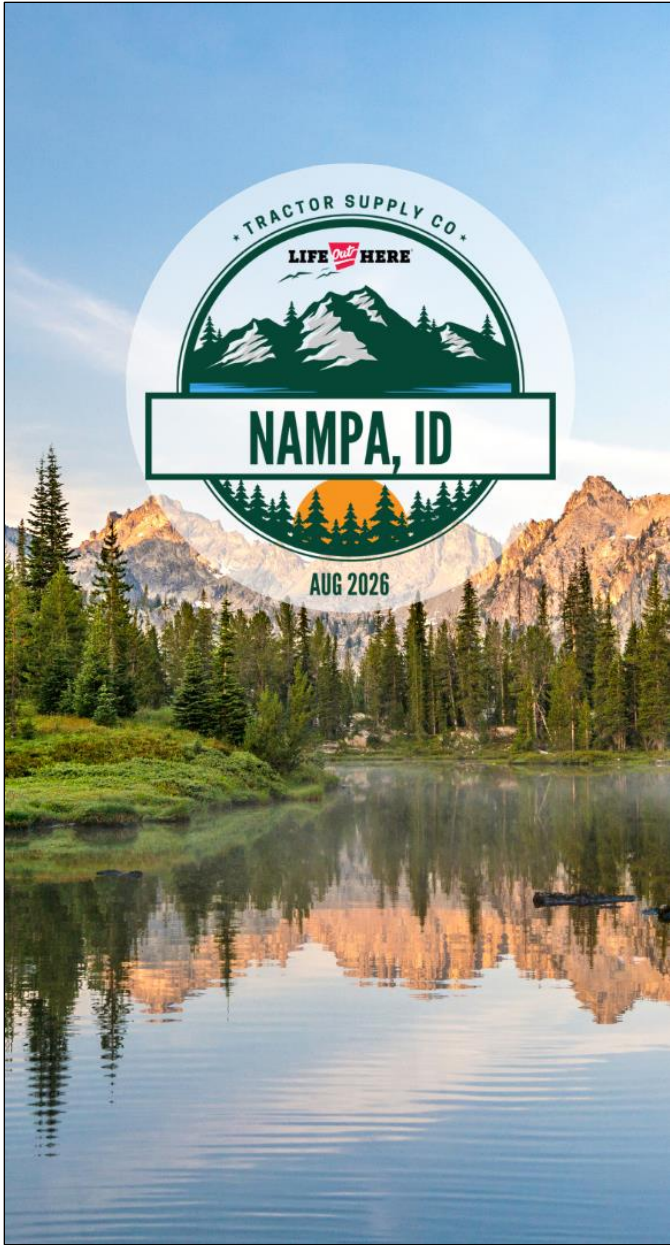


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Introduction: A Rare Opportunity to Build Something Great

If you're reading this, it means you're at a crossroads most leaders never get to stand at - the chance to help start something from the ground up.

What we're building in Nampa isn't just a new DC - it's a bold declaration of what's possible when **high standards** meet high vision. Our plan is to replicate what's been successful for us in previous start-ups, while raising the bar and designing a new kind of distribution center - one built on purpose, powered by people, and driven by relentless operational excellence. This is a rare opportunity to set the tone, shape the culture, and build the kind of high-functioning team others will look to as the gold standard. It won't be easy work, but the work will be meaningful.

This leadership vision packet is your first window into that future. It provides a clear picture of what we're aiming for and what will be expected along the way. You'll see the milestones, the mindset, and the mission. But more than anything, I hope you see the heart behind it: **we're looking for leaders who want to do it the right way** - people who care about their team, who set the bar high, and who are ready to roll up their sleeves and lead by example.

Over the next several months, we will assemble a team of extraordinary leaders who are willing to leave comfort behind, relocate with courage, and help lay the first brick in a foundation that will serve this company for decades. From the ground up, we will build more than a DC - we will build a legacy. That legacy will be defined not just by metrics, but by the culture we create, the team we develop, and the story we leave behind.

I've been part of startups before, and I'll tell you; these moments don't come around often. And when they do, they leave a mark on your career. On your legacy. On the lives of the people who join the team and follow your lead. **The Nampa DC will be a model for how to do it right.** Our culture will not be accidental - it will be **intentional**. Our success won't be incremental - it will be **transformative**. This is your opportunity to help create something exceptional from day one.

If you're ready to build something great - not just a building, but a standard - then I look forward to building it with you.

Let's get to work.

Steve Legier

General Manager, Nampa DC

1. Welcome to the Vision

The Nampa Distribution Center isn't just another DC - it's a launchpad for something bold, modern, and enduring. We're not replicating the past. We're designing the future. This packet exists to align you with the mission, mindset, and momentum of what's to come.

What's so special about this opportunity?

- We are building a DC from the ground up - with intentionality, precision, and heart.
- Every detail, every team member, and every process will shape the foundation of our legacy.
- This is a once-in-a-career opportunity to transfer in and define what "world class" looks like from day one.
- Culture, excellence, and innovation will not be afterthoughts, they will be built into the DNA.
- You are not just filling a role. You are helping to establish a reputation.

This packet is more than an introduction. It is your invitation to step into a pivotal role where leadership, culture, and clarity are actively being shaped. You will set the tone, guide the outcome, and leave an impact that people will reference for years to come. This is not just a transition. It is your opportunity to build a lasting professional reputation as an effective leader, one that will follow you throughout your career and help define your legacy.

2. Our Leadership Standards

We expect more - not because it's easy, but because that's what greatness demands. The leaders we're bringing to Nampa will model excellence, act decisively, and bring out the best in others. The bar will be high, and that's exactly what makes this special.

- Accountability is non-negotiable. Results and behavior both matter.
- Communication must be consistent, clear, and courageous.
- We reward proactive ownership, not passive management.
- Every leader is expected to lead from the front, on the floor, and in the trenches.
- The bar will be set high... on integrity, execution, coaching, and care.
- Leaders will embody a teach-train-toughen mindset.

We're not looking for perfect leaders, we're looking for intentional, relentless ones. The kind who shows up early, communicate with purpose, coach with care, and keep pushing until excellence becomes second nature to their teams. If you lead with courage, consistency, and conviction, Nampa is for you.

3. People First, Always

Our people will remember how they were treated in the beginning. They'll remember who believed in them, who held them accountable, and who gave them the tools to win. At Nampa, we're building a culture where people are not just part of the plan, **they are the plan**.

- Every team member will be seen, known, and valued.
- We will set **clear expectations** and provide the tools to win.
- Growth paths will be visible, accessible, and earned.
- **Leaders will engage**, not just manage.
- Every person will understand their purpose in the DC.
- The culture we tolerate is the culture we build.

Putting people first is about valuing them deeply and building strong foundations for lasting success. Processes alone cannot achieve excellence without the great people who bring them to life. And great people flourish when their **leaders show up** with clarity, compassion, and conviction. Our mission is to **grow great people**, not just great processes.

4. Operational Excellence is the Expectation

We will move fast. We will move right. But **we will never compromise excellence**. From the first inbound trailer to the last outbound load, our operations will reflect discipline, precision, and continuous improvement.

- **Safety, accuracy, and speed** will all be measured and managed daily.
- Lean principles, CI methodology, and smart metrics will drive improvement.
- Every department will launch with a clear SOP and a disciplined startup cadence.
- Leaders must understand the flow of the building, not just their department.
- We will embrace a “find it, fix it, forward” mindset.
- **We will obsess over execution details that others ignore.**

Excellence is not a catchphrase. It is the foundation on which we build. Every decision, every standard, and every expectation will reflect our commitment to creating an operation that sets the example for others to follow. Excellence will not live in a policy or an initiative. It will define how we think, how we act, and how we lead, becoming the very system that drives everything we do.



5. Innovation and the Future of Work

The Nampa DC will be a proving ground for innovation, both technological and human. From robotics to AI, we'll lead the network in forward-thinking solutions. But innovation also means evolving how we think, lead, and solve problems every day.

- Nampa will integrate robotics, modern infrastructure, and smart systems from day one.
- Our leaders will be trained in AI tools and strategic decision support.
- We will experiment, iterate, and optimize early.
- Every idea counts, especially from those closest to the work.
- We will empower an innovation team to push boundaries and lead change.
- This will be the most forward-thinking DC in the network.

The future does not simply arrive. It is built by leaders and teams who have the vision to see what is possible and the courage to take the first step. In Nampa, you have the opportunity to challenge old ways of working, embrace new technologies, and lead with curiosity and conviction. This is more than a new assignment. It is your chance to shape the future and establish a legacy that will define what excellence looks like for years to come.

6. A Legacy Worth Building

What we are building here will be remembered long after today. It will be measured not only in results but in the culture we create, the people we grow, and the bar we raise together. This is more than the start of a distribution center. It is the beginning of something that matters, and each of us has the chance to shape it right now.

- We will be known for excellence, integrity, and heart.
- The leaders we bring in now will shape this DC for the next decade.
- This team will serve as a talent engine for the company.
- How we start will define who we attract, retain, and grow.
- Everything we do will point back to our purpose.
- We will create a story worth telling.

Years from now, we will look back with pride at what was built here and recognize that it was never just about the numbers. It was about the culture we created, the people whose lives were changed, the leaders who were developed, and the standard of excellence we set for others to follow. What we are building in Nampa will ripple far beyond these walls. It will shape how we work, how we lead, and how we grow together. This is not simply the launch of a distribution center. It is the beginning of a legacy, a defining moment where we choose to build something lasting, meaningful, and worthy of being remembered.

“This is more than simply opening a new DC... it’s a mission. We are assembling a team that will set the tone, raise the standard, and build a legacy others will follow. If you’re ready to lead with courage, elevate the people around you, and help shape the most capable DC this company has ever seen, then Nampa is your next move. We’re not asking for average.

We’re inviting the elite. ~ Steve Legier, GM Nampa
