

Shawn Roehr, vice president of Arrow Lumber and Hardware in Buckley, Wash.

For Roehr, the business plan for his multi-store lumber and hardware business began in high school as a class project. Three years later, he and two others opened the first Arrow store in Eatonville, Wash. Today, the company, which buys from Horizon Distribution, operates five stores with a sixth coming in 2009. One of Roehr's first major tasks was to design the retail layout and product assortments at Arrow's store in Buckley. As the company acquired other stores, he was integral to remodeling them and increasing sales. When Roehr and his staff remodeled the store in Randle, sales increased 300 percent the following year. Later the same year, he completed a remodel of the store in Port Orchard and sales, excluding lumber, increased 100 percent. By January of 2008, total company sales were more than nine times greater than their first year of business a decade earlier. In the community, Roehr uses each store as a collection site for local food banks.