

CHOICE NOT CHANCE DETERMINES DESTINY

2019 WISE Summit
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Tammy J. Miller, CEO & Board Chair



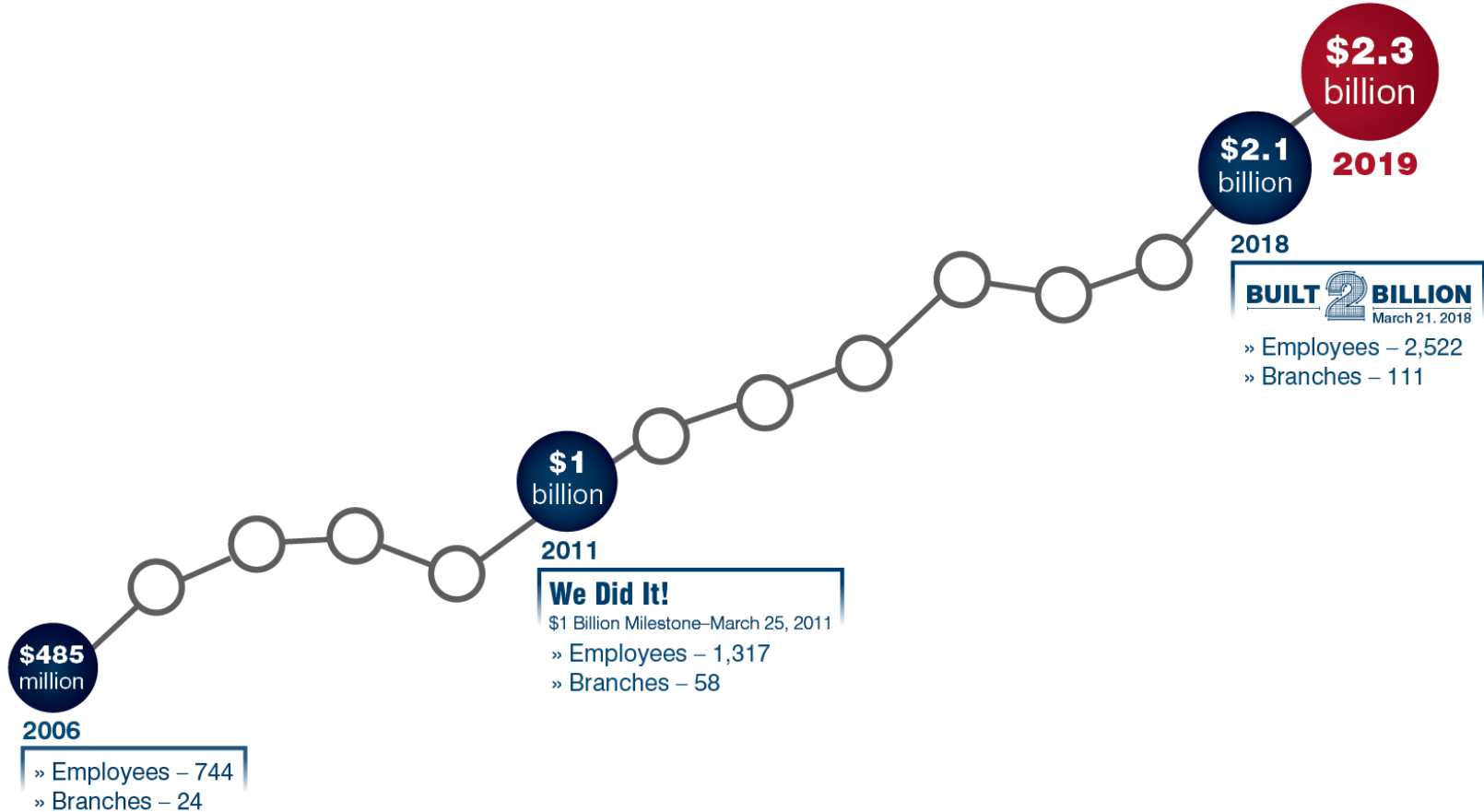
BORDER STATES

COMPANY FACTS

- Established in 1952
- More than 2,600 employee-owners
- 100% employee-owned through ESOP
- Annual sales approximately \$2.5 billion
- 100 branches in 22 states
- Ranked seventh-largest by *Electrical Wholesaling*
- Branch Support Center (corporate office) in Fargo, ND



SALES History



BRANCH Locations



ME



The EARLY YEARS



HOMETOWN



BORDER STATES CAREER PATH

- Accounting Manager
- Controller
- VP of Finance
- Senior VP of Finance
- Executive Vice President
- EVP & General Manager SW Region
- President
- CEO & Board Chair

NEXT CHAPTER

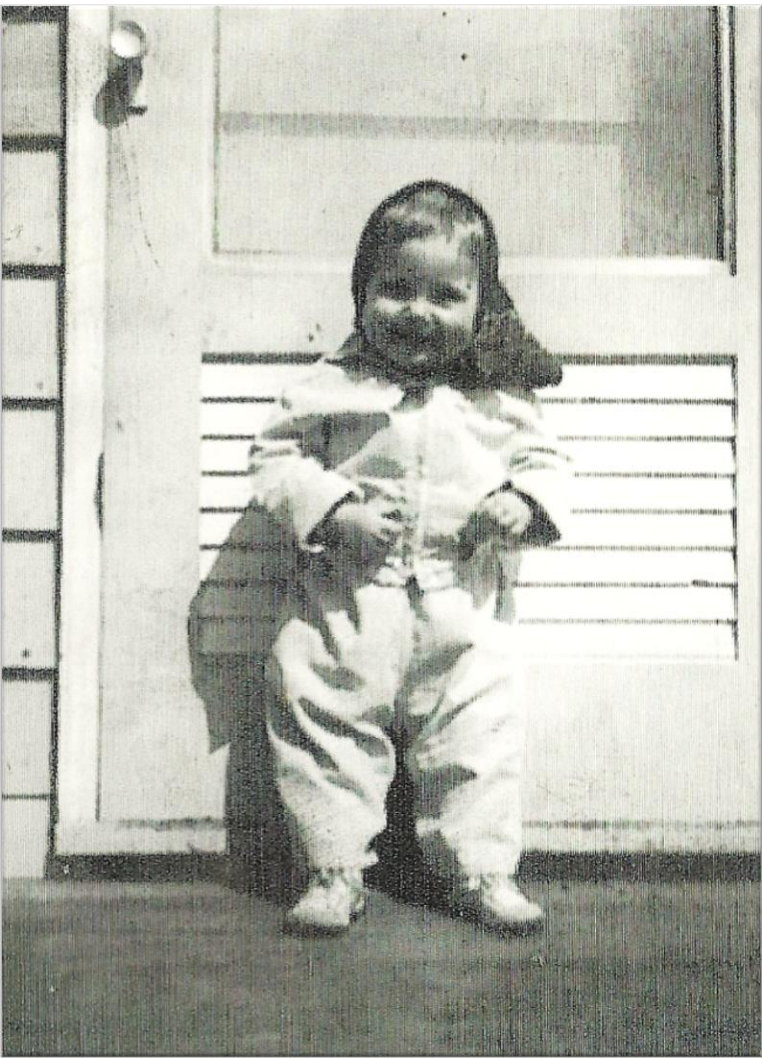
COO State of ND







AMAZING SPOUSE



ACHIEVE MORE

**“Choice, not chance,
determines destiny.”**

PLAN



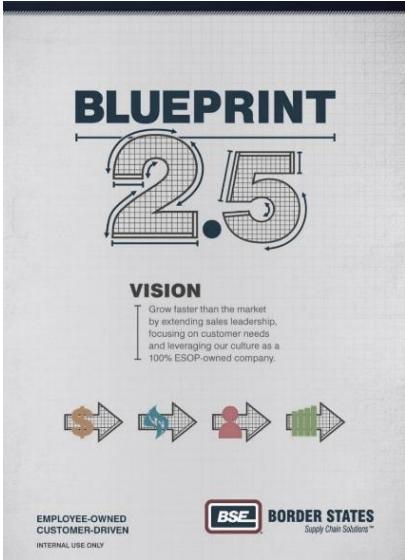
**Vision
Without a Plan
is
Just a Dream**



Planning is the process of thinking about the activities required to achieve a desired goal. It is the first and foremost activity to achieve desired results. *Wikipedia

A plan is typically any diagram or list of steps with details of timing and resources, used to achieve an objective to do something.

A **Vision Board** is a tool used to help clarify, concentrate and maintain focus on a specific life goal.



A **Strategic Plan** is a document used to communicate goals - and actions needed to achieve those goals.

MAKE PLAN ACTIONABLE



- Define action items.
- Assign responsibility.
- Set deadlines.
- Identify resources.
- Keep a compelling scorecard.
- Create a cadence of accountability.

FOCUS

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- You can't do it all.
- Make good choices.
- Focus on the “Vital Few.”
- Hold yourself accountable.
- Be happy with your choices.

ACCOUNTABILITY & EMPOWERMENT

- Establish clear roles and ownership.
- Create expectation of feedback.
- Treat others with dignity and respect.
- Don't provide all the answers.
- Establish clear levels of authority.
- Encourage others to be creative, decisive and take risks.

RISK & DECISION MAKING

Josh Duhamel challenged UND graduates to do something that “scares the crap out of you” because *they’ll be glad they did it.*



“Those are opportunities for growth and you’ll be happy you did it,” he said.
“Don’t play it safe. Go for it, because if you do, you can do things you possibly could never have imagined.”

Source: Grand Forks Herald | May 11, 2019



DECISION MAKING

- Gather the facts.
- Be open to all options.
- Take time to think . . . but not too much time.
- Trust your gut.
- Remove the emotion.
- Never look back.

NETWORKING

Networking is the exchange of information and ideas among people with a common profession or special interest, usually in an informal social setting.

*Investopedia



A group of five women, likely professionals or educators, are standing in a row against a plain white background. They are all smiling and have their arms crossed. From left to right: the first woman has dark hair and wears a light blue blazer; the second has dark, wavy hair and wears a black blazer; the third has dark hair and wears a bright pink blazer; the fourth has blonde hair and wears a black blazer with a light blue collar; the fifth has blonde hair and wears a blue blazer. The text 'Educational | Strategic | Fun' is overlaid in white on the lower half of the image.

Educational | Strategic | Fun

“Trust yourself.
If you work hard and
never give up,
no matter what
anyone tells you,
you can achieve your
wildest dreams.”



“Choice, not chance,
determines destiny.”



Thank YOU

Tammy Miller

o) 701.239.2318 c) 602.206.9502

tmiller@borderstates.com



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