

Costello's Ace Family,

Our entire family is in shock over the sudden and tragic death of Doug Cashmere. Doug suddenly passed away on Saturday morning at his home.

Doug Cashmere's title is Vice President Hearth & Spa, Outdoor Living and Acquisitions. It certainly sounds like a mouthful but still doesn't come close to capturing the responsibilities this man took on. He headed our Hearth and Spa business- a division that has grown by nearly four times in a few years. He was a driving force in outdoor living products, display, and sales and truly believed that a "backyard experience" brings families together and would also bring success to our company. He was a trusted executive team member that helped plot the direction of Costello's and tackle both the immediate and long-term challenges we face. He was our leader in Maryland, looking after any aspect of the business that needed attention. To Doug, nothing was outside his scope of accountability.

Doug had a keen eye for details and expansive knowledge in negotiations, legal matters, finance, sales, purchasing, marketing, retail execution, HR- virtually everything. He worked directly with nearly every support staff member and was a go to for figuring out solutions to complicated problems. He was relentless about getting into stores, a familiar face to nearly every frontline leader and associate.

Doug's true passion was people and more specifically being part of a team of people that was in the business of serving people. He would do anything to help out. He answered his phone every hour of everyday, and always reached out. He pushed us to be better. At times he pushed harder than we may have wanted, but would always take time to express his appreciation. He fought for customers and team members. He inspired others to be better and was equally inspired by the greatness he saw in each of us. He loved getting up each morning and making a difference.

Doug's life has been cut short but his impact is immense. He was a devoted husband and father, and worked tirelessly in the community with youth athletics and with local businesses. The Costello's team, customers, and business community are better for knowing and working with him. He set an example of servant leadership that we will never forget.

Farewell to great friend.

Mike