

# ZUMMOBIKE.COM

## We're Looking for the Next Ruth Loudon...

When we *built* our last company, the fourth hire in 1993 was 73 years old. Her name was Ruth Loudon. She had run an oil company — the person under the owner who actually made it all work. She knew the books. She knew the customers. She knew how to keep things steady.

We brought her in for whatever hours she wanted to work — usually 20–25 a week. Not because she had to. Because she wanted to matter. On a Friday in June of 2015, she didn't answer to the toot of the horn from her retired son-in-law driver. He found Ruth in her La-Z-Boy, dressed impeccably, ready for her ride. She finished at 97.

Was there any question at Ruth's celebration (funeral) that her longevity had something to do with the fact that she never stopped contributing....

At that same company, we leaned on people like Barney, Karl, and Charlie. Older guys who had seen things. Handled pressure. Fixed mistakes. They weren't flashy. They were Rock-of-Gibraltar, steady-dad types who had it figured out. And the whole place was stronger because they were there.

At ZummoBike, we're building something similar.

Teenagers, some younger who come in raw, eager, and sometimes unsure... We teach them how to fix bikes.

But what really shapes them is being around adults and seasoned mechanics who:

- Show up on time
- Keep their word
- Hold a standard
- Understand culture
- Stay steady when things wobble...

We're not just building mechanics.

We're building people. And the right seasoned adult in the room accelerates everything.

There's another Ruth Loudon out there.

ZUMMOBIKE.COM WORKFORCE DEVELOPERS

WHERE TEENS BUILD REAL SKILLS

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Another Barney. Another Karl. Another Charlie.

Maybe you're 62. Maybe you're 74. Maybe you've run a business, raised a family, managed a team, fixed things your whole life. And maybe you're wondering:

"What's my next decade for?"

Here's a thought:

Spend it somewhere your experience matters. ZummoBike is a place where adults put their skills back to work —

and add life to their years. We don't need you full-time.

We need your steadiness, perspective, and presence.

The teenagers will feel it.

And so will you. Consider visiting and joining us..

Look forward to introducing you to our next class of leaders & thinkers.Sincerely,

Steve Oliver, Founder & student of Ruth