

Wisconsin ESOP Journal

Quarterly Newsletter of Wisconsin Chapter of the ESOP Association

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2019 Midwest Regional Conference

The 2019 Midwest Regional Conference held in Bloomington, Minnesota was a record breaker as the Largest Chapter Event in the history of The ESOP Association with 735 attendees! The 2 ½ day-event started on Wednesday, September 11th with CEO, CFO and HR Roundtables with an evening opening reception. On Thursday, there was a terrific keynote presentation over breakfast by Ryan Diekow, President and CEO of Oxygen Service Co. A lunch presentation and association update were provided by The ESOP Association's President and CEO, Jim Bonham. Attendees navigated their way through an array of 40 breakout sessions along 5 different tracks on Thursday and Friday including communications and board governance topics. The Minnesota/Dakotas Chapter hosted a "Casino Night" reception from 8-11pm on Thursday to welcome all attendees.



Save the Date! Next year's Midwest Regional Conference is set for September 16-18, 2020 at the Hyatt Regency Hotel in Milwaukee, WI.

Wisconsin Chapter Hosts Ownership Month Events

This October, the Wisconsin Chapter has planned various events around the state to allow for an array of opportunities to network and celebrate Employee Ownership Month. We kicked off the month with a [CEO and CFO Roundtable](#) hosted at McKay Nursery in Waterloo on October 3rd. Next, a ["Taps and Trivia"](#) event for employees at ESOP companies involved in ESOP communications and employee ownership will take place at Mr. Brew in Appleton on October 16th. We finish off the month with a [new event](#) for Human Resources and other ESOP company members involved in Organization Development, this [Emerging Leaders Event](#) is October 30th at OwnersEdge, Inc. in Waukesha.



Wisconsin's Featured Member: Priority, Inc.



kickball tournament, a water balloon fight and many laughs. All the kids and families loved it and we can't wait for next year's Picnic!

Priority, Inc has evolved into a successful company because the parts we bring as an ESOP has made us all take pride, commitment, and more importantly, ownership within our company that has overflowed into our daily lives! It is why, with great pride, that we not only call ourselves an ESOP Company, but an ESOP Family.

Priority, Inc has had a very eventful 2019 so far! Everything we are as a company is made possible by our employee-owners. When we all share the same understanding of where we're going... when we all share the same vision of exactly what owning success means... there's no end to what we can accomplish.

And this sentiment is never truer when we all met for our Annual Stock Reveal Business Meeting and Family Picnic on July 16th. As a company with a lot of remote offices, our summer meeting is the best time for all of our Owners to gather together in one place. This year we held workshops with groups of Owners to discuss how our company works and what we can do as Owners to better it. After successful breakout sessions, we met with our families for our 2nd Annual Family Picnic. It was a fun-filled, sunny day with a food truck,



The Wisconsin Chapter invites you to share your Company's ESOP story via our Featured Member webpage and quarterly Journal. Contact us TODAY to share your ESOP story and be our next Featured Member!

October is Employee Ownership Month!

For Employee Ownership Month, The ESOP Association is releasing insights about employee ownership through their social media channels. Each week tune in for insights into Employee Ownership.

This year's themes include:

- Week 1: Stats and insights on how ESOPs benefit employee owners and the business.
- Week 2: Data showing how ESOPs go above and beyond when it comes to investing in the skills of their employee owners.
- Week 3: Research released this year shows some amazing ways that ESOP companies help even the playing field for everyone.
- Week 4: Information on how job applicants and customers react to ESOPs, and how award-winning companies trumpet their employee-owned status to the world.
- Week 5: A look at ways to share employee ownership even more broadly, with new companies, owners, elected officials, and the community.



As you conduct education, fun, and community service activities, don't forget to capture the moment in pictures and then share those pictures with the ESOP community on Twitter and Facebook, using the hashtag #EOMESOP.

The ESOP Association is also hosting an EOM Photo Contest and Photo Competition!

EOM PHOTO CONTEST

1. Take a photo or short video of your EOM Celebrations.
2. Post the photo to Twitter or Facebook.
3. Tag #EOMESOP.

At the end of EOM, one winner will be chosen – the prize is a brand-new ESOP Flag.

EOM ESSAY CONTEST

It may be hard for outsiders to understand what it is like to work in an ESOP company. Now is your chance to tell them!

Write down your thoughts about being an employee owner and send them to The ESOP Association. Explain how being an employee owner affects your day, your connection to your fellow employees and the business, how you feel coming to work on Mondays, what makes your company unique. We want to hear from you and your personal reactions to being one of the owners where you work.

Email your entry to media@esopassociation.org.

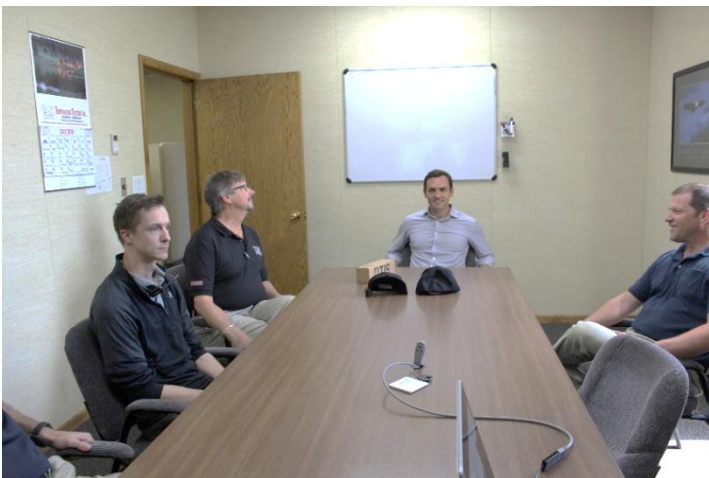
Congressional Visits are Sizzling HOT for Wisconsin ESOP Companies

Fellow ESOP company, Temperature Systems, Inc. had the opportunity to host not one, but two Congressional visits these past couple months!

Temperature Systems, Inc. hosted Congressman Gallagher at their Green Bay location on Friday, July 19, 2019. Congressman Gallagher went on a plant tour and visited with many of the Temperature Systems Employee Owners. Looks like he walked away with a nice TSI 'souvenir' too!

They also hosted Congressman Pocan in their Madison office on August 21, 2019. Both visits were embraced by Employee Owners. Way to go TSI!!!

In addition, Sen. Tammy Baldwin visited Scot Forge in Clinton on Friday July 26, 2019 highlighting her "Made in America Act" which supports U.S. Manufacturing.



Want Help with Advocacy?

The ESOP Association has prepared a straightforward and useful advocacy kit for 2019 which you can download here: <https://www.esopassociation.org/advocacy/advocacy-kit>. The Government Relations Committee stands ready to assist. Please contact one of us if you are interested in inviting a Member of Congress and we will help. The Wisconsin delegation is as follows:

Member of Congress

Congressional District 1 – Bryan Steil
 Congressional District 2 – Mark Pocan
 Congressional District 3 – Ron Kind
 Congressional District 4 – Gwen Moore
 Congressional District 5 – Jim Sensenbrenner

Member of Congress

Congressional District 6 – Glenn Grothman
 Congressional District 7 – Sean Duffy
 Congressional District 8 – Mike Gallagher
 Senator Tammy Baldwin
 Senator Ron Johnson

Upcoming Events:

October 16: [WIESOP Networking Event – “Taps and Trivia”](#) at Mr. Brews Taphouse in Appleton. Join fellow ESOP company members for an afternoon of networking, hosted by the Wisconsin Chapter and Blue Ridge ESOP Associates.

October 30: [Wisconsin Chapter Emerging Leaders Event](#) at OwnersEdge, Inc. in Waukesha. Emerging leaders, individuals in Human Resources and Organizational Development, and similar positions within your ESOP Company will join a roundtable discussion with Women in Leadership speaker Lisa Reardon, President and CEO of OwnersEdge.

November 14-15th: [ESOP Technical Conference and Trade Show](#) at Paris Hotel in Las Vegas, NV.

December: Don't forget to submit your nomination for WI Chapter ESOP Company of the Year and Employee Owner of the Year. We look forward to planning more exciting conferences in 2020 for your WI Chapter.

September 16-18, 2020: Midwest Regional ESOP Conference at Hyatt Regency Hotel in Milwaukee, WI.

Additional Dates and locations to come for Fall Roundtable Meeting, ESOP Onsite and/or Mini Conference. Please let us know if your company might be willing to host such an event.

For more information on events, who we are, advocacy and more, visit: www.esopassociation.org/chapters/wisconsin.



Connect with us on [Twitter](#)
 @ESOPWI

About Us:

The Wisconsin Chapter is one of the 18 regional chapters of the ESOP Association. Our Chapter is made up of numerous volunteers from ESOP Companies and Professional Service Providers in the great State of Wisconsin.

We welcome anyone that is interested in joining one of our committees in continuing to advocate and educate about Employee Ownership.

Feel free to contact us to get involved in our upcoming events and activities seen throughout this newsletter: Wisconsin Chapter [Officers](#) and [Committee Members](#)