

4<sup>th</sup> Quarter

January 1, 2020

# Wisconsin ESOP Journal

*Quarterly Newsletter of Wisconsin Chapter of the ESOP Association*

## Inside this Issue:

Featured Member	6
Emerging Leaders Roundtable	7
Immel Becomes 100% Employee-Owned	8
Aztalan's First Share Price Reveal	9
Kind Visits Realityworks	10
Government Relations Update	11
Chapter Sponsors	12
Upcoming Events	13
About Us	13

## Letter from the President

Dear Members and Friends of the WI Chapter of The ESOP Association:

As 2019 came to a close, I spent some time reflecting on our journey and accomplishments we've experienced over the past 12 months. I'd like to share them with you - hoping that you too are as proud to be a part of our great Employee Ownership family as I am.

2019 has been what I would consider a year of change and new opportunities for our ESOP community. Early this year, at the National level we wished Mr. Michael Keeling well as he moved into his retirement and welcomed Mr. Jim Bonham as our new President of The ESOP Association. At our local Chapter level, we wished our long-time friend and Government Relations committee VP, Paul Karch, well with his new position outside of our ESOP community. Scott Drake of PFS TECO stepped in temporarily in Paul's place - as of Jan 1, 2020 we welcome Scott as our new Government Relations VP. Our Programming team opened the door for a new variety of social/networking/learning events for Wisconsin - events designed around keeping our membership "connected". Our Communication team ventured in the direction of publishing a quarterly newsletter - The WI ESOP Journal. Our newsletter shares with our followers upcoming events both at the state and national level, recaps current events and highlights activities our membership is involved in from hosting government officials, personal journeys to becoming an ESOP, community involvement and many more highlights of Employee Ownership. Social media is very rapidly changing the way and speed we communicate with our membership, so we are diligently working on growing our number of followers for more timely communication.

March was the start of our 2019 Chapter events with our Spring Conference held in Wisconsin Dells. Attendees were encouraged to bring their families for a "Weekend Get-Away" to the Wilderness Waterpark attached to the conference center. Despite the road closures, detours and flooding around our state, this conference drew in members from across Wisconsin, Minnesota, Iowa and Illinois. Approximately 45 attendees arrived the night before the conference attended a Pre-Conference social gathering sharing of cocktails, hors d'oeuvres and socializing. The following morning started early for 25 attendees at our C-Suite Roundtable hosted by Victor Aspengren. The opening session held at Glacier Canyon Conference Center gathered 127 attendees that shared in our Chapter news, upcoming events and most notably - our Chapter Award Ceremony. This year we had 5 great submissions for Company of the Year and 3 for Employee/Owner of the Year. Our Award committee noted "this was a very tough year for choosing only one winner from each category". Wisconsin was honored in presenting Company





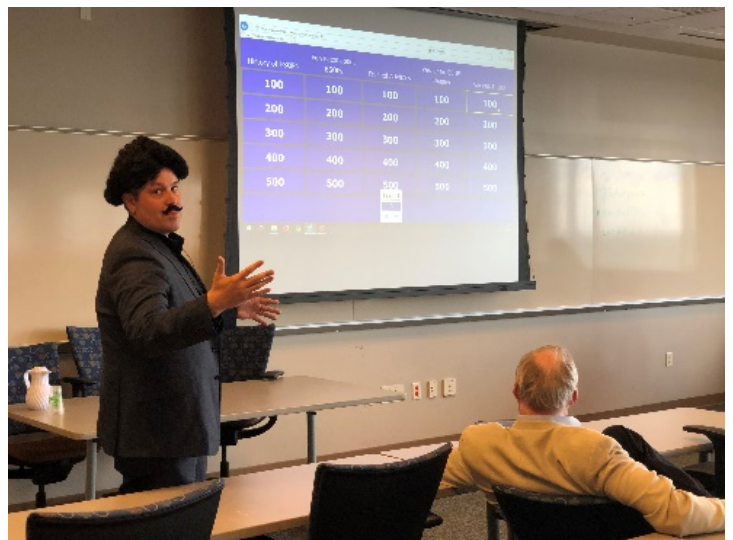
of the Year award to Van Horn Automotive Group (Sheboygan, WI) and Employee/Owner of the Year award to Ms. Krista Drager (Sentry Equipment Corp-Oconomowoc, WI). The balance of the day allowed attendees interactive learning options from our Technical/Leadership or Culture/Communication track. Closing our conference was a general session by Mr. Rich Chapman of Chartwell Financial Advisory, also author and leadership speaker whom shared his insight and passion on how and why the greatest organizations move above and beyond day to day achievements and rise toward purpose and mission that drive results. Mr. Chapman's session was well received and very complimentary to the day's earlier sessions.

In May, Wisconsin had great representation of Chapter members and officers attending the National Conference in Washington, D.C. Four Chapter Officers attended the Chapter Council meeting where we learned how to interact with Representatives in asking for their support on H.R. 2258 and five of our members shared their knowledge as presenters at various sessions during the National Conference. Once again, Capitol Hill visits were well attended by our membership and Officers. Within two days, over 14 Chapter members visited with six of our Representatives and two state Senators or their Staffers sharing our personal Employee Ownership stories, asking for their support for H.R. 2258 and S177 and inviting them to visit our respective companies to witness first-hand the pride of Employee Owned companies. Our Chapter received a nice surprise at the conference – we were recognized with an award for Membership Development in 2018 - our strong, continued Chapter growth is a testament to the learning and networking opportunities provided to us by our collective membership. Jason Wellman of ESOP Partners and Co- VP of our Chapter Membership committee was recipient of the 2019 Membership Recruitment award for the ESOP Professionals community. The momentum of chapter membership growth didn't end in 2018, we welcomed ANOTHER eight new ESOP owned companies in 2019!



June brought our Summer Meeting which for the 2<sup>nd</sup> year in a row was a full day, two track Employee Ownership conference at the Pyle Center in our beautiful, state capitol city of Madison. This meeting had record attendance in 2019 and provided many interactive and fun learning sessions including CEO, CFO, HR and Communication committee Roundtables. We were honored having Jim Bonham as an attendee. During lunch, Jim shared the story of his past and a brief association update with over 125 attendees.

In September, our chapter joined forces with neighboring chapters: MN/Dakotas, Illinois and IA/NE for our annual Midwest Regional ESOP Conference held in Bloomington, MN. As I try to find words to describe this year's event these two words come to mind: unbelievably AWESOME! With attendance of 735 we left a mark as being the largest Chapter event in ESOP history. This speaks volumes about the sessions, speakers and the desire of our membership to stay connected with others.





In September, our chapter joined forces with neighboring chapters: MN/Dakotas, Illinois and IA/NE for our annual Midwest Regional ESOP Conference held in Bloomington, MN. As I try to find words to describe this year's event these two words come to mind: unbelievably AWESOME! With attendance of 735 we left a mark as being the largest Chapter event in ESOP history. This speaks volumes about the sessions, speakers and the desire of our membership to stay connected with others.



We celebrated Employee Ownership Month in October with an array of activities and offerings. We started the month with an open forum style Roundtable for top Executives of ESOP companies hosted by McKay Nursery in Waterloo. At the conclusion of the morning Roundtable, our chapter leaders then gathered in force for our Annual Planning meeting- sharing lunch, 2020 Officer elections and setting Chapter and Committee goals to bring our membership an even more exciting 2020. Mid-month, we hosted alongside Blue Ridge ESOP Associates a brand-new style event for Wisconsin - "Taps and Trivia" at Mr. Brews Taphouse in Appleton. Our team designed this event to bring local Employee Owners together for socializing, "taps" and some ESOP trivia fun with which was provided by ESOP Partners. Attendees noted this event was a "Homerun". Rumor has it this event could be coming to a city near you in 2020. To close out Employee Ownership Month, we had yet another new style event for the chapter, OwnersEdge in Brookfield hosted an "Emerging Leaders Event". President and CEO, Lisa Reardon welcomed just under 20 attendees with sharing her journey to becoming a leader and coach for an Employee Owned company along with many of her successes, some lessons learned along the way and what she is looking forward to in their company's future. Following lunch, many HR and organizational development topics were discussed amongst attendees in a roundtable format as well as having the pleasure to meet three "Emerging Leaders" from the OwnersEdge companies. They shared with us what attracted them to the OwnersEdge group of companies and what they believe employees are looking for today within their shared ownership.

This year, Wisconsin ESOP companies across the state hosted Representatives at their companies: Congressman Ron Kind visited Realityworks in Eau Claire and Congressman Mike Gallagher visited Temperature Systems, Inc. at their Green Bay location. Temperature Systems did not stop with one congressional visit - they also hosted Congressman Mark Pocan at



their Madison location. Scot Forge's Clinton location joined in the congressional hosting activities in having a visit by Senator Tammy Baldwin. Employee Owners shared what Employee Ownership means to them and showed much pride in the quality of the products they produce.

We are well underway with our 2020 planning. I encourage you to visit The ESOP Association's website if you have not done so recently. Many of our upcoming events are already scheduled - you will find dates and locations posted to assist in planning. We invite you follow us on Twitter @ESOPWI to stay connected with our WI Chapter and with fellow ESOP companies that tag us.

We hope you find tremendous value in your membership and consider engaging with the Chapter at an even higher level this upcoming year. There are many opportunities: Corporate or Professional sponsorships, sharing your passion and expertise by presenting at one of our events – even hosting a smaller event, hosting a Congressional visit, attending one of the local or national conferences or joining our Chapter Executive Committee. You will be putting your passion on display in helping to bring our membership valuable learning and networking opportunities.

Finally, I would like to extend a heart-felt thank you to many individuals. Our Chapter membership and Officers, our Sponsors, presenters, event attendees and our Chapter Administrator, Alicia Diekow. I am pleased to share with you that Emilie Poehlmann from OwnersEdge will be your Chapter President for 2020. Our leadership team will also be joined by Alex Ruetz of ESI Equity and Scott Nachreiner of Temperature Systems, Inc. as new Executive Committee members. Additionally, we want to send our warmest wishes to our friend and fellow volunteer Andrew Bezouska, DeWitt, LLP who has left our Chapter leadership team. All of you have given countless hours of service to our Chapter and our members both locally and nationally – thank you for paying it forward!

It has been both an honor and a privilege to serve as your WI Chapter President for the past two years. I have been truly blessed with many new friendships and opportunities to learn from a community of very passionate, talented, generous and dedicated group of employee-owners and professionals who all share the same passion as I – growing employee-ownership. I am looking forward to the upcoming new year and the many opportunities that lie ahead of us.

I wish you all a prosperous new year!

Rhonda Leader  
Employee-Owner at Sentry Equipment Corp  
President, Wisconsin ESOP Chapter

## 2020 – An exciting year for our WI Chapter!

As we close out 2019, it's hard to imagine having a more impactful year as a chapter than we had this past year, but I'm excited for what 2020 will bring. Our Chapter Officers have been busy planning the events that will take place in 2020. To kick off the year, we will host our Spring Conference at the Radisson in Fond du Lac on March 12, 2020. This year, we will have a new twist to the agenda that you have not seen in past years in the hopes to make the conference more interactive and valuable. We look forward to also presenting the WI Chapter awards for "ESOP Company of the Year" and "Employee Owner of the Year" that same day. We hope you can join us on March 12<sup>th</sup>.

May 20-22, 2020 will be The ESOP Association's 43<sup>rd</sup> National Annual Conference in Washington, DC. The National Conference will continue to build on its great changes from last year and will surely not be one to miss. Join the Wisconsin Chapter on Capitol Hill to visit with Congressional members and share your ESOP stories! In 2020, our chapter is putting a strong focus on Government Relations and meeting with our local congressional members. We hope to have many Wisconsin members have the chance to meet their congressional leaders in state and/or at Capitol Hill to gain support and share in the benefit of employee ownership. If you are able to attend the National Conference, we hope you will make time to attend the hill visits with other Wisconsin members.

Our summer outing this year will be at the Monona Terrace in Madison, WI on June 15, 2020. Once again, we are planning for a full-day meeting consisting of roundtables and sessions on both communications and executive topics. The committees are also committed to adding additional events in 2020 such as some popular 2019 events of Emerging Leaders, Taps and Trivia and Executive Roundtables. More information will follow on our website as dates, times and locations are confirmed.

This is an exciting year for the WI Chapter as we look to host the Midwest Regional Conference. This will be held September 16 – 18, 2020 at the Hyatt Regency in Milwaukee and will be planned with our fellow Midwest neighbors from the MN/Dakotas, Illinois, and Iowa-Nebraska Chapters. This is a great opportunity for us to showcase what the WI ESOP Chapter has to offer and all of the ESOP Companies we have within our great state. Mark your calendar today to ensure you can join us and make this one of the best Midwest Conferences to date.

As always, there will be more details to come on each of the events planned as it becomes available. Please watch our website ([www.esopassociation.org/chapters/wisconsin](http://www.esopassociation.org/chapters/wisconsin)) for details throughout the year.

I would also like to give a special "Thank You" to our Chapter Committee members. Being volunteer Committee members, we greatly appreciate the time you take out of your busy schedules to make our chapter successful. In addition, "Thank You" to our generous sponsors and our member companies, both corporate and service providers, your continued support have had a lasting impact on our Chapter.

Last, but not least, I want to give a big "Thank You" to Rhonda Leader for her successful years leading the Wisconsin Chapter as our President! Her strong leadership and dedication to the ESOP world can be seen in the conversations she has with fellow members. She has truly led our chapter to a new level and will be hard shoes to fill. Rhonda has contributed many volunteer hours to make sure our members have been provided educational offerings with the addition of several new events throughout the last 2 years. She has been an advocate for ESOPs both locally and nationally and I appreciate all she has done for the WI Chapter. Thank you, Rhonda!

I look forward to seeing each of you in 2020 and making it another successful year!

Emilie Poehlmann  
Incoming President, The Wisconsin Chapter of The ESOP Association  
OwnersEdge, Inc.



## Wisconsin's Featured Member: IEWC Global Solutions

*Celebrating 34 years of Employee-Ownership*

Established in 1962, IEWC was once known as Martin Electric. Two short years later, the owner and president, Ted Krzynski, changed the company's name to Industrial Electric Wire & Cable (which in the mid-2000s morphed into IEWC). Ted had a bold vision that focused primarily on providing exceptional customer service for cut-to-length respooling and just-in-time inventory. With Ted's vision, IEWC quickly took off in the marketplace, and for more than 55 years IEWC has been an entrusted partner for thousands of companies in manufacturing, infrastructure, broadcast, professional audio-visual and telecommunications.

In 1985, Ted sold the ownership of IEWC to his employees, making IEWC a 100% employee-owned company. Over the last several decades, IEWC has seen rapid growth through product expansion, new domestic and international locations and acquisitions, as well as working hard to earn a broader customer base. Today the company has more than 450 employees with 24 locations in nine countries, serving customers in more than 96 countries.

IEWC prides itself on its employee-owners and their purpose, to **advance** the way our world **connects**, stays **powered**, and drives **forward**. Success in profitable growth comes from employees knowing they are a valued member of the IEWC team and a part owner of the company.

As an international company that is also an ESOP, IEWC must navigate unique waters in how the company communicates about the ESOP in its internal company-wide communications. Due to the way the ESOP structure and laws work, employees outside of the US are unable to participate. Despite this unique challenge, IEWC is proud of the many ways it promotes and engages its employees and advances the company's cause. IEWC has an ESOP Advisory Committee that focuses on building awareness, pride, and commitment with its employee-owners through ESOP-focused events, community initiatives, and a dedication to educating its employees and prospective employees about the benefits of the ESOP. To stay connected and follow IEWC's continued growth in the marketplace, check out their website at

<https://www.iewc.com/>.

**Number of Employee-Owners:** 450+

**Headquartered:** New Berlin, WI

**Other US facilities:** Boston (Sterling, MA), Cleveland (Westlake, OH), Dallas (Plano, TX), El Paso (El Paso, TX), Greenville (Greer, SC), Phoenix (Phoenix, AZ), San Francisco (Concord, CA), Seattle (Woodinville, WA)

**Additional international facilities:** Canada, China, England (2 locations), Germany, Hong Kong, Mexico (3 locations), Northern Ireland, and the Republic of Ireland



*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!*

## Emerging Leaders Roundtable at OwnersEdge Waukesha, WI - October 30, 2019

As another Employee Ownership month came to an end, OwnersEdge wrapped up our last Chapter event by hosting an Emerging Leaders Roundtable!

Lisa Reardon, President and CEO of OwnersEdge opened this event by sharing her journey to President and CEO of OwnersEdge with our 16 attendees over lunch. Lisa gave insight into the aspects of her career that she feels she may have done differently, some areas she has learned along the way, what's working well for the OwnersEdge team and what she is looking forward to in their future. She even shared tidbits of what she refers to as her "secret sauce"!

Lynnette Fritz, CHRO and Emilie Poehlmann, HR Manager for OwnersEdge lead the afternoon Roundtable. Conversations took place around what we felt the definition of "Emerging Leader" is today-identifying them and what characteristics we look for.

We were then joined by a couple more Employee Owners from OwnersEdge affiliate companies: Bridget Pedersen, Angela Felker and Nick Dreyer. These 3 individuals shared what they felt attracted them and others to the OwnersEdge group of companies and what they believe employees are looking for today in the place they work.

Other topics of the Roundtable included attracting talent and Emerging Leaders, individual company Onboarding processes and what particularly stands out about it and a sharing of what we are doing to retain talent and Emerging Leaders. We shared a couple interview questions that can help in better understanding of the interviewee: What was your most recent act of kindness? Can you tell me about someone who is better than you in an area that really matters to you? And then what to look for within their responses.

The day wrapped up with the group sharing what books we would recommend for reading: "Five Dysfunctions of a Team" and "The Ideal Team Player" by Patrick Lencioni and "Traction" by Gino Wickman.

Great conversations on topics of interest to all of our companies – "Thank you" to the OwnersEdge team for closing out another successful year for our Chapter.

## WI ESOP Chapter Annual Planning Meeting

Our Annual Planning meeting for 2020 was held at McKay Nursery in Waterloo, WI immediately following a successful CEO/CFO Roundtable there in early October. Our committee Vice Presidents, Chapter Administrator, Executive team members and President held elections for incoming 2020 Officers and welcomed our new Executive team members. From there, we moved into the planning phase of the Wisconsin Chapter for this upcoming year. The afternoon was filled with each team committing to goals for 2020, consisting of great high-level discussions about upcoming in-state events, preliminary planning for Hill visits during the May 2020 Washington, D.C. National Conference and developing initiatives to share more benefits of belonging to the Wisconsin ESOP Chapter amongst all members. There are many good things coming in 2020 – we will share details as we move into this upcoming year. See the "Upcoming Events" section for more information.



## Immel announces it has become 100% Employee Owned

Immel Construction has announced that 100% of the company's stock has been sold to its employees through an Employee Stock Ownership Plan (ESOP). The creation of this Employee Stock Ownership Plan will help continue this Green Bay Company's legacy for years to come.

*"We always ask our people to fully understand our clients and think like 'owners' when constructing our projects. Now our people really are owners. We are confident that being employee owned will make us an even stronger company". Paul Martzke, AIA, Director of Business Development.*

Founded in 1961, Immel Construction is a construction services company providing general construction, project management, estimating, and skilled craftsmen to meet the needs of the commercial, healthcare, industrial, and institutional markets.

Immel Construction has created a long-standing history in Wisconsin and the upper Midwest, taking on the construction of some of the city, state, and the region's most recognizable facilities.

*"We are excited to usher in this new era at Immel Construction through our Employee Stock Ownership Plan. Our most significant resource is our people and it is critical to us that we reward our employees for their passion and client service by connecting their efforts to the company's future success". Kelly Hafeman, President.*

As an employee-owned company, Immel will continue to operate under the same business model and structure. The Company's core values of Craftsmanship, Integrity, Safety, Transparency, Community, and Reliability will help guide them through this new and exciting journey.





## Aztalan Engineering Inc. holds its first Stock Price Reveal

On November 6, 2019, Aztalan Engineering Inc. held its very first employee Stock Price Reveal Meeting. The company had been an ESOP for 10 years, but ESOP communication and understanding had been limited and very few employee-owners truly appreciated the value of being an ESOP. After some change in management and revamping the Aztalan ESOP Communication Committee, the Company became more invested in increasing awareness, knowledge and engagement within the ESOP.

In the weeks leading up to the meeting, Aztalan held a “Guess the Stock Price” Competition as an ESOP Month activity. Employee-owners were asked to write down their guess and put it in a box. Many employees guessed the stock price would increase due to an increase in our EBITDA, but most employee-owners thought it would only increase about 33.9%.

On the day of the meeting, a cake was ordered with the stock price number written on it and was kept under a tablecloth to avoid prying eyes. The Board of Directors and the ESOP Trustee were invited and the CEO gave a brief presentation highlighting the history of the ESOP which began in 2009 as a partial ESOP and then became a 100% ESOP company in 2014. The presentation continued showing the employee stock price guesses, the history of the stock price, EBITDA vs stock price and showing what the average employee-owner balance was prior to this year’s ESOP valuation.

The employee-owner that guessed the stock price closest to the actual stock price received lunch on the Company. After that, the ESOP Communication Committee was given an envelope containing the actual stock price and they unveiled the number. Aztalan’s stock price increased nearly 430%. Mouths dropped, smiles appeared and several comments of disbelief were shouted. Employee-owners were absolutely shocked.



The hard work had paid off and employee’s average account balances increased more than five-fold. After a brief discussion on how EBITDA and stock price correlated, employees had time to eat cake and celebrate. Employee-owner’s individual ESOP statements were handed out and jersey style shirts with “OWNER” on the back designed by the ESOP Communication Committee were given to everyone. After pictures and celebration, it was clear all of the work to turn the company around

had been fulfilled and the future of Aztalan Engineering is as bright as ever!

Since then, Aztalan’s employee-owners are so invested and interested in learning how they can contribute to the value of the stock price. Process improvements are developing in all areas of the Company and employees are really starting to feel the ownership! Cheers to the progress and growth of Aztalan Engineering and a huge thank you to each employee-owner for their dedication and service!

*Photo Credit: Blu Photography. All Rights Reserved*



## U.S. Representative Ron Kind Visit Realityworks

U.S. Representative Ron Kind (D-WI) stopped by Realityworks' Eau Claire headquarters in April to learn more about the ESOP and take a tour of the facility. While there, he was able to learn about the many interactive training simulators and models and how they impact today's students.



*Engineering Manager Jeremiah Bauer helps U.S. Rep Ron Kind with a hands-on demonstration of Realityworks' Bovine Breeder artificial insemination simulator.*

He recently introduced the bipartisan Promotion and Expansion of Private Employee Ownership Act, which will encourage the formation of employee-owned businesses and promote retirement savings through S Corporation Employee Stock Ownership Plans (S-ESOPs). The bill was introduced with Representative Jason Smith (R-MO).

"I am proud to introduce this bill, which will empower companies to become employee-owned and give our workers more stake in the game. The evidence is clear that S-ESOPs help companies and workers alike grow faster and achieve a more secure financial future," said Rep. Ron Kind.

Rep. Kind's visit to Realityworks allowed him to talk more with the company's leadership and learn how ESOPs can benefit both the company and the employees who work for them. Realityworks converted to an Employee Stock Ownership Plan S-ESOP in 2012, which has allowed them to attract and retain talent while continuing to grow the company.

"Employees who own the businesses where they work have a share in the wealth they help create, and that connection makes companies stronger, more stable, and more rooted in their communities. The legislation proposed by Rep. Kind will expand ownership opportunities like we have in place at Realityworks to even more of the U.S. workforce," said Mary Boettcher, CFO - Realityworks.



"This bill is important legislation to support the creation of more ESOPs. ESOPs create additional retirement security for those working as employee owners at ESOP companies. At Realityworks, being employee-owned means you are engaged in the company success. You benefit from Company growth and value your work at a different level. About 50% of our employee body has been with the company over 5 years, well over national average. Retention is a key to our success and our ESOP is a big contributor to that," said Timm Boettcher, President and CEO - Realityworks.



## Government Relations Committee Update

The ESOP Association is developing a new strategy and approach to government relations that will roll out in the spring of 2020. Currently, each chapter uses its government relations committee to provide a link between their representatives and senators and the chapter members. The goal is to increase support for ESOP related legislation through hill visits and on-site company visits by both representatives and senators. The WI ESOP chapter had a successful 2019 in both areas. Representative Ron Kind, of Wisconsin's 3rd District, introduced the ESOP focused bill, H.R. 2258, on April 10th to the 116th Congress. As of November 20th, there are 41 co-sponsors to the bill including three WI representatives. Work is ongoing to encourage the remaining WI representatives to support the bill. The related senate bill, S.177, has been cosponsored by Senator Baldwin. WI ESOP Chapter members had four on-site meetings that included Representatives Kind, Pocan, Gallagher, and Senator Baldwin. WI government relations committee has a 2020 goal of recruiting new members. The committee is also encouraging member participation in the 2020 Hill Visits on Wednesday, May 20, 2020 during the ESOP Association National Conference. Member interest in either should contact Scott Drake, of PFS TECO.

2019 was a year of success and transition for the WI Government Relations Committee. Capitol Hill Visits in late-May were a great success with productive discussions at 5 of the 8 Representative's offices including a quick session with Senator Tammy Baldwin. The House ESOP related bill, H.R. 2258, was introduced on April 10, 2019 by Representative Ron Kind of Wisconsin's 3<sup>rd</sup> District. As of November 20, 2019, there are 41 cosponsors of the bill (WI: Moore and Steil). Communication has been sent to the others encouraging their support. Senator Baldwin is a current cosponsor of the related Senate bill S. 177. Both bills are waiting to move from committee review to a vote.

Last fall, our Government Relations Committee Vice President, Paul Karch, changed employers and was no longer able to participate in The ESOP Association. A new Committee VP was elected during our Annual Officer planning meeting. Please help us welcome Scott Drake to this position. Scott's first task is to recruit new members to our WI Government Relations Executive Committee. Our current goal is to have at least four Government Relations Executive committee members; to date there are two with recruiting efforts ongoing. The support and direction provided by chapter leadership has made the committee leadership transition smooth and successful. Gaining support from government officials is a key to ESOP growth nationwide. For 2020, a focus for our committee is helping Employee Owned companies to share their particular story with elected officials by hosting a Congressional member at their company or joining other WI Chapter members on Capitol Hill in May during the National Conference in Washington, DC to share your ESOP story. Please reach out to our Government Relations committee if you are interested in hosting a member of congress at your company, joining us on Capitol Hill in May or becoming a member of our WI Chapter Executive committee.

Contact: Scott Drake: [scott.drake@pfsteco.com](mailto:scott.drake@pfsteco.com) or Rhonda Leader: [Rhonda.Leader@sentry-equip.com](mailto:Rhonda.Leader@sentry-equip.com)



## 2019 WI ESOP Chapter Sponsors

These sponsors help make our Chapter a success:



### *2019 Silver Sponsors:*

Blue Ridge ESOP Associates

Crowe LLP

Prairie Capital Advisors

### Welcome to our Newest Members!

[Immel Construction](#) - Green Bay, WI

[BCP Transportation](#) - Deerfield, WI

[Terra Engineering & Construction Corp.](#) - Madison, WI

[Badger Custom Pallet Inc.](#) - Fall River, WI

[Burlington Graphic Systems, Inc.](#) - Racine, WI

[Precision Drive & Control, Inc.](#) - Monroe, WI

## Want Help with Advocacy?

The ESOP Association has prepared a straightforward and useful advocacy kit which you can download here: <https://www.esopassociation.org/advocacy/esop-association-advocacy-guide>. 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 – Vacant  
 Congressional District 8 – Mike Gallagher  
 Senator Tammy Baldwin  
 Senator Ron Johnson

## Upcoming Events:

**March 12, 2020:** Wisconsin Chapter Spring Conference at Radisson Hotel in Fond du Lac, WI.

**May 20-22, 2020:** The ESOP Association 2020 National Conference in Washington, D.C.

**June 15, 2020:** Wisconsin Chapter Summer Meeting at Monona Terrace in Madison, WI.

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

**November 11-13, 2020:** Employee Owned 2020 Conference at Paris Hotel and Casino in Las Vegas, NV

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](http://www.esopassociation.org/chapters/wisconsin).

### 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 by emailing [WI-Chapter@esopassociation.org](mailto:WI-Chapter@esopassociation.org).



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