

The Beacon



Happy Fall, New England Chapter!

by Aaron Moberger, NE Chapter President

Dear New England Chapter member,

As you might expect from a brewery cellar operator, I identify the seasons with different styles of beer. With the Fall comes Oktoberfest—by far my favorite, not only for the brilliant color and clarity (yes, even in New England we still filter beer), crisp maltiness, and noble hops, but because more than all the other seasons and styles, it reminds me of sharing a beer with good friends.

In that spirit, it seems fitting that this Fall presents us with our first opportunity since the beginning of the pandemic to assemble New England chapter colleagues again in person. Our Fall Conference will take place in Portland, Maine at the Sheraton Stable Oaks on Thursday, September 30th and Friday, October 1st. Please visit our [conference webpage](#) to view the agenda, session descriptions, registration information, and even a list of some of the best sites and activities Portland has to offer. Before the pandemic, members said that collaboration was one of their favorite aspects of the New England chapter, so it makes sense that during the pandemic collaboration was the thing that members said they missed the most. This conference marks a return to the content and collaboration that we all love and associate with our chapter, including premier session content, networking opportunities, and a one-of-a-kind “site visit” of Sebago Technics, devised by their employee owners and adapted for the safest and most enjoyable attendee experience. This conference is the result of tireless work from so many of our chapter members and staff, and I am deeply grateful for all they’ve done to deliver such a valuable event in these challenging times.

As always, we, your staff in the New England Chapter, are here to help you get the most from your ESOP Association membership. If you need anything or just have a question, please feel free to reach out to me at amoberger@harpoon.com or contact another [New England Chapter volunteer](#). I look forward to continuing to work with you all and hope to see many of you in Portland at the Fall conference!

Sincerely,

Aaron Moberger

President, New England Chapter



2021 CALENDAR OF EVENTS

1 NEW ENGLAND CHAPTER 2021 FALL CONFERENCE
Sept. 30 - Oct. 1, 2021
Portland Sheraton at Sable Oaks
South Portland, Maine

2 EMPLOYEE OWNED 2021
November 10 - 12th, 2021
Caesars Palace
Las Vegas, Nevada
Click [here](#) for more info.

Go to:

<https://www.esopassociation.org/chapters/new-england>

You can also contact
Rita Tucker, Chapter Executive
at
rtucker@esopassociation.org

SEND US YOUR NEWS!

Having a newsworthy event at your Company?

Forward any pictures or articles to us and we will be happy to share your news with the rest of the Chapter.

Contact **Jessie Jamison**, VP of Chapter Communications at
NE-Chapter@esopassociation.org

ORGANIZATION INFO



FOLLOW US ON TWITTER:
@ESOPNE

EMAIL:
NE-Chapter@esopassociation.org

New England Chapter 2021 Fall Conference - Portland, ME



Ready to reconnect with friends and associates while staying close to home?

Your Chapter Officers and volunteer committees were hard at work developing a multi-track educational event that will help

you keep up-to-date on all-industry best practices, while leaving you plenty of time to network with your peers.

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EVENT OVERVIEW

September 30 - October 1, 2021

New England Fall Conference

Sheraton Portland Sable Oaks

200 Sable Oaks Dr, South Portland, ME 04106

REGISTRATION PRICING

Member Rate: \$435 Non-Member Rate: \$490

MYSTERY BAGS!

The 2021 New England Conference will once again include our Mystery Bag fundraiser! The money raised from the Mystery Bags allows the Employee Ownership Foundation Inc. to fund research and educational programs to increase the level of awareness and appreciation of the benefits of employee ownership and increase the number of employees who have access to these benefits.

Learn more at Employeeownershipfoundation.org

COVID-19 ATTENDANCE POLICIES

*Our policy for in-person attendance at ESOP Association events is that attendees must either be fully vaccinated against the COVID virus **or** provide a negative COVID test administered no earlier than 72 hours prior to the conference start and agree to wear a [CDC approved mask](#) during the conference.*

[Click here to see the Vaccination Policy.](#)

For questions on this or any New England chapter activity, contact Rita Tucker: rtucker@esopassociation.org.

COMPANY SHOWCASE



Our Company Showcase this year will be a virtual event hosted by [Sebago Technics!](#)



THANK YOU TO OUR SPONSORS

2021 ANNUAL LEADERS



2021 ANNUAL PROMOTERS

Atlantic Management Company
FuturePlan

2021 ANNUAL SUPPORTERS

ESOP Plus
Praxis Consulting Group
Spinnaker Trust
Blue Ridge ESOP Associates, Inc.
Sullivan & Worcester
Divine Millimet
Crowe LLP

Click [here](#) if you are interested in becoming a Chapter Sponsor!

LOCAL MAINE FAVORITES

Activities while you're visiting Portland

Recommended by the Employee-Owners of Sebago Technics

RESTAURANTS

Terlingua (Inventive takes on BBQ & Southwestern dishes served in a homey space decorated with pale wood.)

Scales (Spacious seaside venue for local seafood, raw bar, wine & New England comfort classics.)

Bruno's Restaurant & Tavern (Casual restaurant serving Italian favorites including housemade pasta has an attached sports bar.)



BREWERIES

Allagash Brewing Co. (Belgian-style beer maker with guided tours & taproom with rustic-industrial decor.)

Lone Pine Brewing Company (Local brewery pouring unique, housemade beers in a low-key tasting room with weekend food trucks.)

Rising Tide Brewing Company (Artisanal craft brewery offering beer in an airy tasting room, plus live music, food trucks & tours)



LOBSTER ROLLS

Highroller Lobster Co. (Lobster rolls & other seafood in a neighborhood diner that sources local brioche rolls.)

Lobster Shack at Two Lights (Perched above the rocks, this lobster- & fried-seafood spot has commanding ocean & lighthouse views.)

Clambake Seafood Restaurant (Seasonal restaurant specializing in Maine seafood dishes overlooking salt marsh with 4 dining rooms.)



OUTDOOR VIEWS

Eastern Promenade (Portland's largest developed park provides sweeping views of Casco Bay & direct access to the waterfront.)

Top of the East (Modern top floor lounge at "The Westin" for craft cocktails, area-sourced small plates & scenic views.)

Western Promenade (Beautiful & historical architecture, stunning views of NH's White Mountains, spacious green areas, & walking paths.)



OUTDOOR ATTRACTIONS

Portland Head Light (Historic lighthouse in Cape Elizabeth. The light station sits on a head of land at the entrance of the primary shipping channel into Portland Harbor.)

Bug Light Park (The eastern terminus of the Greenbelt Walkway offers expansive views of Portland Harbor and the skyline of Maine's largest city.)

Casco Bay Cruises (There may not be a more beautiful way to see Maine than from the water!)



LOCAL ART & CULTURE

Portland Museum of Art (With an extensive collection and nationally renowned exhibitions, the PMA is the cultural heart of Portland.)

Portland Observatory (The Portland Observatory is the only remaining historic maritime signal station in the United States.)

Old Port (Take a stroll down the streets of the Old Port to gaze at intricate window displays and local art galleries.)



Pandemic and Pivot Positioned Web Industries to Meet Emerging Demand for Diagnostic Tests

by Aaron Moberger, NE Chapter President

What do you do at the beginning of a global pandemic when over 60% of your revenue comes from business in the aerospace industry? That is the question employee owners at Web Industries had to ask in March 2020. Estimates at the time predicted that the aerospace industry would be severely depressed for several years and may only recover by 2024—a serious challenge to Web's business.

Web Industries began in 1969 when founder Bob Fulton raised \$10,000 from family and friends and started to serve the rolled good slitting and spooling market in the greater Boston area. Over 50 years later, Web Industries' products play a role in nearly every market that uses flexible materials, serving their three major divisions—aerospace, medical, and industrial & consumer—out of six facilities in the United States and three in Europe.

Their aerospace business began in 1981, formatting thermoset composites for the light weighting of wings and fuselages for Boeing. Since then, they became the only approved global supplier of certain critical parts for long-haul, widebody commercial aircraft, like the well-known Airbus A350 and Boeing 787. In 2013, they purchased CadCut to add ply-cutting and kitting capabilities for the manufacturing of engine parts and other structural components to their repertoire. By 2020, up to 62% of Web Industries' value-add revenue came from its aerospace division. Then in March, the pandemic brought commercial air travel to a halt, and Boeing and Airbus suspended all major aircraft deliveries.

Despite such adversity in the aerospace market, Web Industries' medical business unit was poised to contribute to the overnight need for vast quantities of rapid antigen COVID-19 tests. We have all become familiar with such tests because of their widespread use in COVID-19 diagnostics; however, Web's employee owners began to develop lateral flow immunology technology and capabilities in 2014,

and so were well prepared to take on the challenge to scale to 2 million tests per week.



Reel-to-reel assembly and lamination of multi-layer test strips support high-speed manufacturing for large-scale medical testing programs. (Photo courtesy of Web Industries.)

Web's Holliston facility was its primary site for medical device manufacturing at the start of the pandemic. At the time, about forty-five employees worked there. By March 2021, six-hundred ten employees worked there—a 1300% increase! It took 10 months to staff the facility to that extent, adding an average of over 55 employees per month, an effort that required all HR staff and relocating operators from other plants in addition to hiring new ones. Additionally, they needed new high speed custom machinery, for increased throughput, which was supported by the Defense Production act. They also upgraded the enterprise resource planning and quality management systems. As if those challenges weren't enough, the plant underwent significant renovations to accommodate the new machinery and meet the increased demands for rapid antigen tests. And all the renovations happened in parallel with production. The result of these employee owners' concerted efforts yielded an impressive production of over 2.1 million tests per week by February.

As we proceed into the new normal, the question is: will the need for rapid antigen tests diminish? Far from it. Even as vaccination rates climb, tests are still an important tool for workers who must interact with large numbers of people, some of whom could be considered higher risk, like nursing home staff, schoolteachers, and administrators. With the spread of COVID's delta variant, it is as important as ever to rapidly diagnose asymptomatic carriers. Such tests are also a simple and cost-effective way to screen from home, rather than from a point of care or other test site. In fact, improvements in technology that make rapid, at-home diagnostics possible could carry over to a myriad of maladies, including detecting early indicators of heart disease, kidney problems, or cancer. With the possibility of convenient, early detection, chances for better therapy improve and

so too do the opportunities for recovery and better outcomes for patients.

What about the future of Web Industries' aerospace business? Despite challenges during the pandemic, Web continued to support their aerospace customers. They took the opportunity to resize the business while maintaining their core competencies and exploring opportunities in adjacent markets, such as military and defense, urban flying aircraft, and satellites. International travel and business travel in general remains slow, but Web is seeing some recovery in single aisle aircraft. With all these challenges and triumphs, Web Industries' employee owners have shown us that through employee ownership, like the aircraft they help to build, the sky is the limit!



BECOME A CHAPTER OFFICER OR STATE CAPTAIN!

Are you interested in getting more involved with the New England Chapter? We are currently seeking passionate and enthusiastic individuals to become future Officers & State Captains! To learn more about this exciting opportunity, please contact Aaron Moberger, Chapter President, at amoberger@harpoon.com.

OFFICERS & STATE CAPTAINS

Aaron Moberger President	Devin Gallagher State Co-Captain – MA
Amy Huot Immediate Past Pres.	Christine Coogan State Co-Captain – MA
Barbara Clough VP – Gov. Relations	Danielle Moody State Captain – ME
Sandra Smith VP – Programming	Anthony Boi State Captain – RI
Joseph D. Verri VP – Membership	OPEN POSITION State Captain – CT
Jessie Jamison VP – Communications	Jessica Kinsey State Co-Captain – NH
Jade Palermo VP – Fundraising	Jesse Tyler State Co-Captain – NH
Rita Tucker Chapter Executive	Christie Kane State Captain – VT
Dan Marcue Chapter Dev. Officer	



New England Chapter Officers at the SRCC in Denver, CO - Jan. 2020



YOU'RE INVITED!

Help Change the Future of Employee Ownership in America.

ESOPATHON is an event based fundraiser during Employee Ownership Month in celebration of the Employee Ownership Foundation's 30th Anniversary. Help us protect our existing ESOPs and make them more widely available to ALL Americans by raising \$1 Million for the Foundation!

Join us.
October 2021

LEARN MORE

SET UP YOUR PAGE

The Employee Ownership Foundation is thrilled to invite you, your company and fellow employee owners to participate in the first annual **ESOPATHON** in celebration of our 30th Anniversary!

ESOPATHON is a month-long, activity-based, nationwide fundraising drive with a goal of raising one million dollars to support new and forward-leaning programming at the Employee Ownership Foundation.

When you sign up to raise funds, you get to pick what you do and then recruit colleagues, friends, and others to support your activity. Do you like to swim? Great! Get your colleagues to pledge a dollar for every lap you swim in October! Are you a runner? Set a goal and ask your friends to pledge funds if you meet that goal in October. How about reading books, would that work? Yep. So long as your activity can be measured by time, distance, or units you can set a goal and raise funds toward that goal.

And to make things even more interesting you can publicly challenge other employee owners, other companies, other company locations, and other TEA Chapters to raise money for the foundation.

WHO: You! Your colleagues, clients, fellow employee owners, even your other locations or competitors! The more people involved the better!

WHEN: Start setting up your page today. ESOPATHON starts October 1 and runs throughout Employee Ownership Month!

WHERE: Wherever you are!

WHY: For most employee owners, their ESOP account represents one of their largest financial assets and a major portion of their retirement savings. But most Americans don't have this amazing economic benefit for their families. For the last three decades, the Employee Ownership Foundation has been the leading funder of research to solidify the benefit of ESOPs and to help perpetuate their existence. As the EOF heads into the next three decades, it is vital that it have the funding necessary to help protect our existing ESOPs and make them more widely available to ALL Americans. **ESOPATHON** is our effort to start raising the resources to make this happen! And remember, since the EOF is 501(c)(3), all donations are tax deductible.

Start setting up your fundraising page TODAY and the fun kicks off on October 1 during Employee Ownership Month.

Click [here](#) to learn more and register today!