

Newsletter

A Note From Our President

Christy Magee, President

Spring has sprung which means it's Spring Conference Season. And this year's PA/DE Chapter Spring Conference did not disappoint. We were surprised at how many first-time attendees registered and how engaging and interactive they were. We also had several newly formed (under 12 months) employee-owned companies join us.

During the Conference we announced this year's Company of the Year. Congratulations to Guttman Holdings, which was established as an ESOP in November 2022. At that time, Guttman Energy and Source One Transportation united in the form of an ESOP to establish Guttman Holdings, Inc., a 100% employee-owned company. The company's Why Statement/Purpose is: "We fuel customer success so that our 250 employee owners and their families can prosper."

The Fuel Success program empowers and expects each employee owner across the company to submit two improvement ideas each year. This encourages each employee owner to get engaged in their professional success as well as the company's growth and success. To date, their employee owners have submitted more than 600 fuel success improvement ideas which range from improving safety, attracting new customers, growing sales, revenue, and profitability, to reducing costs, and improving efficiency. The 600 ideas that their employee owners have equated to an economic impact value of more than \$2.3 million dollars! CEO, Joe Lucot, also attended the CEO institute conference with TEA last summer in Newport, Rhode Island and is a member of the TEA Public Policy Council. Joe also traveled to Washington DC in advance of the TEA conference last May to advocate for ESOPs with congress and participated in TEA's ESOP Advocacy Day on Capitol Hill with me as well as the TEA's Advocacy Academy and met with elected officials to advocate for ESOPs.

Our Keynote was given by several associates from the Standard Group. They spoke about the "Canary in the Coal Mine" and what are early warning signs to employee dissatisfaction. We received great feedback on them as well as their "100 Employee Engagement Ideas" handout and free candy. Special thanks to Keegan Worley, CFO, Sheron Shank, Human Resource Mgr. and Thanh Nguyen, CMO for a fun and engaging presentation. We have 3 more Chapter 2025 events! Please save the date for:

SAVE THE DATE:

2025 Advocacy Day - June 10, 2025
Harrisburg, PA

Let's Talk ESOPS - July 15, 2025
Herbert, Rowland & Grubic, Inc.
Cranberry Township, PA

Multistate Regional Conference - September 9-11, 2025
Wilkes-Barre, PA



COMPANY INFO



twitter.com/EsopPaDe



Make sure to join our LinkedIn group @The Pennsylvania/Delaware Chapter of the ESOP Association

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SEND US YOUR NEWS!

Let's Stay Connected!

Please send in any pictures or activities your company is doing during this unique time that is helping keep your ESOP alive. You can tweet us at @ESOPPADE or email smw@valuemanagementinc.com



Spring Conference Highlights

by Kyla Alterman, VP of **Fundraising & Sponsorships**

This year's conference was packed with an amazing array of round tables and sessions on cultural and technical topics. I loved hearing many ESOP companies share advice, information and ideas with each other. We have such a supportive community! Hearing the company story of The Standard Group during the lunch keynote session was especially impactful.

Attendees also helped raise vital funds for the Employee Ownership Foundation by selling out our mystery bag fundraiser and participating in various raffles.

As VP of FUNdraising I plan and execute fun and engaging fundraising opportunities at our local chapter conferences and spread awareness of TEA's larger fundraisers throughout the year. If you are an ESOP professional or company member looking to get more involved in PA/DE chapter conferences, reach out to me and become a FUNdraising committee member. I always need fresh ideas, help soliciting donations, or support with raffles and auction activities at the conference. It's a great way to interact with the local ESOP community and meet new people.

Make Your Voices Heard!

Join the PA/DE Chapter on June 10th at the Pennsylvania State Capitol in Harrisburg for Advocacy Day!

This is your chance to unite with fellow employee-owners, advocates, and business leaders to promote and protect employee ownership.

Meet with lawmakers, share your company's success story, and educate legislators about the transformative impact of ESOPs on Pennsylvania's economy, jobs, and communities.

Why Attend?

- Advocate for policies that support ESOPs
- Network with other passionate supporters of employee ownership
- Play a key role in strengthening Pennsylvania's ESOP community

Details:

Date: Tuesday, June 10, 2025

Location: PA State Building, 501 N. 3rd St., Harrisburg, PA 17120

Parking: The South Street Parking Garage is located at 220 South St., Harrisburg, PA 17101

Cost: Free!

Agenda:

9:45 am Meet at Capital Restaurant - 501 N. 3rd St. Harrisburg, PA 17101 (when looking straight at the capital, the restaurant is on the left hand side of the building).

10:00 am - Teams to visit the PA House of

12:00 pm Representatives

12:00 - 1:00 pm Lunch (provided)

1:00 - 4:00 pm Teams to visit PA State Senators

And here is the link to register for free?: <https://my.esopassociation.org/s/community-event?id=a1YQo0000042h8D>

We need more volunteers!!!



Feedback and Observations from the PA/DE Spring Conference:

I thought that the session attendees were very engaged with the speakers and each other. It's always great to see the "ESOP culture" at work as people are very open to sharing ideas and best practices with their peers from companies throughout different industries.

It is a very welcoming group, to myself as a professional service provider, but more importantly, to newer ESOP employers. Those more experienced in the ESOP community are clearly willing to share their wisdom and insights with the newer members and those that are just getting started. It's a great group of people!

Scott K. Scott K. Radcliffe

Executive Vice President & Chief Business Development Officer | Administration
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