

Newsletter

A Note From Our President

Christy Magee, President

Multistate Conference – Keynote Speaker CEO from Rettew



Another great local PA conference where networking, fun and education were top of mind. I personally enjoyed meeting the Rettew (www.rettew.com/) employee owners including their CEO, Clayton Bubeck who was also our Keynote Speaker. Clayton has been with RETTEW for 25 years. He spent 22 of those years serving in different roles, working out of multiple offices, and with a variety of teams before becoming CEO. Last year, Clayton logged more than 50,000 miles on his car with multiple visits to all ten of RETTEW's locations. I really admire his ability and desire to get to know his coworkers even engaging with them on their personal LinkedIn posts.

Founded in 1969, RETTEW began as a small, local firm but now has a national presence and employs more than 300 professionals across 10 offices. As a 100% ESOP company, they offer their team members an ownership stake in the business and a culture of empowerment and teamwork. Their long list of technical expertise includes civil, transportation, environmental, and geotechnical; site planning and design; surveying; safety consulting; subsurface utility engineering; and construction services. They have been recognized on Engineering News-Record's annual list of Top 500 Design Firms almost every year since 2000. Other accolades, such as the Quality Achievement Award and the Quest for Business Excellence Award, have affirmed their quality of work.



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



Advocacy

Key ESOP Association Priorities Passed by House Education & Workforce Committee

Our Advocacy efforts are working! The House Committee on Education & Workforce recently passed three bills designed to provide increased transparency and regulatory clarity for ESOPs and rein in anti-ESOP bias at the Department of Labor's Employee Benefits Security Administration (EBSA). "Momentum for ESOPs in Congress continues to build, with legislation advancing in both the House and Senate to strengthen ESOPs and remove regulatory hurdles," said James Bonham, President and CEO of The ESOP Association. "We are grateful for Chairman Walberg's leadership and support for ESOPs in America and will continue working closely with him and the Education & Workforce Committee staff to see these important bills signed into law." Read more about how this impacts your ESOP Retirement Account here: <https://www.esopassociation.org/articles/key-esop-association-priorities-passed-house-education-workforce-committee>

Congratulations to 2025 Chapter Award Recipients

Company of the Year:
Guttman Holdings, Inc.



Employee Owner of the Year:
Trevan Espenshade, HB McClure



October is National Employee Ownership Month! Are you Ready to promote ESOPATHON?



What is ESOPATHON?

- ESOPATHON is the Employee Ownership Foundation's annual fundraising and engagement campaign
- It's a celebration of our shared community—not extra work.
- It's about amplifying what you're already doing and connecting it to a greater purpose: supporting the ESOP movement nationwide.

Why Participate?

- It's the easiest way to give back to the community you're already part of.
- When we raise awareness and funds together, we help create more ESOPs, support the ones that exist, and expand opportunity for future employee owners.
- Your voice, your story, and your celebration can inspire others to join the movement.

Where Does the Money Go?

- Funds go directly to the Employee Ownership Foundation, a 501(c)(3) nonprofit. The goal of EOF is to help more individuals become employee owners
- EOF powers the ESOP ecosystem through:
 - Scholarships and training for employee owners
 - Research & public awareness campaigns
 - Education & leadership development programs

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- Every dollar helps grow, protect, and promote employee ownership across the country.

Take Action

- Integrate ESOPATHON into your EOM plans—no need to create new events. Just layer in impact.

Make a pledge today—as a company, a team, or an individual. Every action counts.

- Visit: employeeownershipfoundation.org to get started.



Got a High School Grad looking for a Scholarship?



EOF TRUSTEE SCHOLARS

Application Open: December 1, 2025 - February 13, 2026

This scholarship is for dependents of employee owners and employee owners under the age of 22 working at ESOPs that are corporate members of The ESOP Association. The Trustee Scholars program was founded to assist with post-secondary education expenses for students planning to attend college or vocational programs.

EmployeeOwnershipFoundation.org/grants-funding/trustee-scholars

Conference Experience

by Jodi Holland, DVL Group

As a seasoned employee owner who attended her very first ESOP Conference at Mohegan Sun in the Poconos in September 2016, it is always so refreshing to know that no matter if I'm going to a chapter conference, regional, or national conference, I'm going to be learning many new and useful things. Fresh views, fresh ideas, fresh faces, and most importantly, fresh connections are surely waiting for you at any ESOP Association Conference, whether it's your first or 50th event.

Understandably, because of this, I was excited to return to Mohegan Sun in early September for the Pennsylvania & Delaware and New York & New Jersey Chapters' Multistate Regional Conference. It was interesting to reflect on the employee ownership journey I had been on since I was last there, only merely months after joining DVL as a Marketing Associate. Still unsure of what it even meant to be an ESOP, I was assigned to be on my company's ESOP Communications Committee because of my marketing role. My Human Resources Director, Christy Magee, who also came to the conference, and is now, years later, the PA/DE Chapter President, told me how essential it was that I attend the "ESOP for Beginners" session the first morning.

So, I did, and I was hooked.

This year's regional conference was no exception when it came to being able to still take away some new and relevant information even though I was lucky enough to go to the National Conference in DC in May. The variety of speakers and topics that this regional conference offered was great for any member of an ESOP Communications Committee. Generally, I gravitate towards the Culture and Communications track, but thankfully for me, there are technical sessions offered every now and then at these events that are welcoming to employee owners who don't have much of a technical or financial background. While I don't have to worry about being the one to parse over the nitty gritty details of ESOP rules and accounting, it is helpful to attend these accessible sessions as a refresher on the important technicalities that make employee owned companies not only unique from regular companies, but unique from one another as well.

Relevant to everyone, however, was the keynote speaker, Clayton Bubeck, President & CEO at RETTEW, which is based in Lancaster, PA. Clayton gave an informative keynote in which he presented the challenges that he and other staff on his leadership team faced as they transitioned to an ESOP in 2019. He recounted the cultural shifts his company faced along the way, but also the tactics they used to become the prosperous ESOP they are today.

