



The ESOP Association *News Release*
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KAPCO/VALTEC Named 2009 ESOP Company of the Year by The ESOP Association

May 6, 2009 (Washington, DC) – KAPCO/VALTEC, an employee-owned company headquartered in Brea, California, has been selected by The ESOP Association as the 2009 ESOP Company of the Year. The award was presented at the Association’s 32nd Annual Conference in Washington, DC. The ESOP Association is the national trade association for companies with employee stock ownership plans (ESOPs) and the leading voice in America for employee ownership.

For more than 35 years, KAPCO/VALTEC has been providing carefully fabricated aircraft components to distributors and manufacturers. KAPCO/VALTEC is recognized by the Federal Aviation Administration as a Parts Manufacturing Approval design holder for airworthy replacement parts used on aircraft and aircraft engines. KAPCO/VALTEC is 100% employee owned through its ESOP.

KAPCO/VALTEC has a unique three pronged approach to building the company’s ownership culture. First, they ensure all employee owners understand the basics of the company’s ESOP plan; second, they share financial information and make sure all employee owners understand that what they do affects financial performance; third, they provide a culture where employee owners feel connected to each other and to the company, enjoy their work, and understand how they fit into the big picture.

“KAPCO/VALTEC exemplifies the values that make an ESOP company rise to its full potential,” said J. Michael Keeling, president of The ESOP Association. “The employee owners at KAPCO/VALTEC understand what makes the company great and strive to keep pushing ahead each day. It is evident in the work they do to communicate the ESOP concept to the employee owners and the ESOP community at large. I am proud to present the employee owners of KAPCO/VALTEC with this award.”

The core cause of The ESOP Association is the belief that employee ownership will improve American competitiveness, increase productivity through greater employee participation, and strengthen our free enterprise economy.

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