

Award Nomination Form The ESOP Association — New South Chapter

Company of the Year

Company Name: Web Industries Atlanta
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This company should be recognized as the New South Chapter ESOP Company of the Year because:

Web Industries was founded over 40 years ago by Robert Fulton. He was the classic story of “one man, one machine, in a garage; worked as the salesman all day and then ran the machine at night.”
Web Industries Atlanta is global leader that specializes in custom manufacturing and development for flexible materials. These services are focused on two strategic markets. Namely, Advanced composites for aerospace and telecommunication cable. Web Atlanta provides world class processing of carbon fiber pre-preg composites which are the critical materials for the manufacturing of the new generation of commercial aircraft such as the Boeing 787 Dreamliner.
Web is an S Corp ESOP and has been so since it became 100% employee owned in 2000. The ESOP was begun in 1984. There are 425 participants in the ESOP trust.
Web has a long history of participation in national events and meeting of the ESOP association. One of the inspirational ESOP leaders of the past was Charles Edmunson. He was the former General Manager of Web in Atlanta. The ESOP scholarship is named after his memory. Charles passed away in the 1998.
Web Atlanta has begun actively participating in the New South Chapter. This includes employee owner attendance at conferences, providing panel members and speakers. Additionally, volunteering on a Chapter committee.
Web employee owners are significant contributors to ESOP PAC.
A ESOP newsletter is distributed to all employee owners on a monthly basis.
The company website has a section on employee ownership. Shirts, mugs, pens, and signage all prominently display and promote 100% employee ownership.
On February 12, 2010, Web Industries Atlanta hosted a visit from US Congressman from their district, John Linder at their facility to celebrate a business expansion investment and job creation. At this occasion the topic of employee ownership was also celebrated as one of the key reasons for Web’ s business success. The congressman was encouraged to consider sponsorship and support for the current bills in congress that are pro ESOP.
On an ongoing basis, Web Industries employee owners are encouraged and supported to contact elected officials and request support for ESOP issues
Web Industries Atlanta employee owners are regularly informed of its financial performance and explained how that performance impacts them. Quarterly profit sharing and annual ESOP account statement reviews are conducted individually with each employee owner. Through this understanding of what ownership means and how each employee owner can continuously work to have a positive impact is taught and understood. Through the use of a financial open book policy and programs, all employee owners learn to understand their roles in their company’ s success.
Over time employee ownership has become a way of life for the nearly 100 employee owners of Web Industries Atlanta. Everyone strives to build a successful company for themselves, their families and for their fellow employee owners. In Web business, these principles have been

handed down from father to son and from husband to wife as many relatives all work for Web Industries Atlanta. Over the years through their mutual success, all of our employee owners learn to put into practice the company motto, "Listen, Create, Deliver" .

Use attachments if you wish. **Do not exceed 3 pages of attachments.**

Please submit nomination to: Donna Walseth, Chapter Administrator
906 97th Lane NE
Blaine, MN 55434
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Nomination deadline: February 5, 2010.