



The ESOP Association

1726 M Street, N.W. Washington, D.C. 20036 (202) 293-2971 (202) 293-7568 fax
<http://www.esopassociation.org> media@esopassociation.org

2011 Award Winners

The following award winners were announced at The ESOP Association's 20th Annual Awards Banquet held in Washington, DC on the evening of May 11th.

Congratulations to all of this year's winners.

The ESOP Association Honors Members for Excellence in Employee Ownership Communications

The ESOP Association is pleased to announce the 2011 winners of the Annual Awards for Communications Excellence (AACE). The AACE Awards are sponsored each year by the Association to recognize the outstanding communications and educational programs of its members. The awards were presented at the Association's 34th Annual Conference in Washington, DC to companies who have excelled in communicating the ESOP and its meaning to employee owners.

AACE Award winners are chosen by a panel of five judges made up of both management and non-management employee owners, each of whom has demonstrated active experience and interest in the field of ESOPs and employee ownership communications. Awards are based on: overall quality and quantity of employee owner education, contributions of employee owners, integration of the ESOP into company culture, frequency of ownership communications, involvement and/or response of employee owners, encouragement of ownership attitudes, clear explanations, creative ideas, graphic design, and technical quality.

The 2011 AACE Award winners are:

Category 1-A, Total Communications Program, 100 or Fewer Employees

Winner: Cal-Tex Protective Coatings, Inc., Schertz, TX

Category 1-B, Total Communications Program, 101 – 500 Employees

Winner: Flippo Construction Co. Inc., Forestville, MD
Runner Up: Carl Warren & Company, Placentia, CA

For more information, please call The ESOP Association at 202/293-2971 or email media@esopassociation.org.

Did you know...

- The ESOP Association represents over 1,400 ESOP companies. Total membership is over 2,500.
- Approximately 99% of ESOP Association members are private, closely-held companies.
- ESOPs exist in large and small companies – 72% of Association members have less than 250 employees.

Information from <http://www.esopassociation.org>.

On the calendar...

September 26 & 27, 2011

Board of Directors Retreat
The Renaissance
Chicago Downtown
1 West Wacker Drive
Chicago, IL 60601
Contact: 866/366-3832 or
meetings@esopassociation.org

For a complete list of conferences and events, please visit The ESOP Association's website at <http://www.esopassociation.org>.

Category 1-C, Total Communications Program, 501 – 1,000 Employees

Winner: Glatfelter Insurance Group, York, PA

Runner Up: Holden Industries, Inc., Deerfield, IL

Category 1-D, Total Communications Program, Over 1,000 Employees

Winner: D&H Distributing, Inc., Harrisburg, PA

Runner Up: CCC Group, Inc., San Antonio, TX

Category 2, Audio Visual

Winner: Perry Corporation, Lima, OH

Runner Up: Hot Dog on a Stick, Carlsbad, CA

Category 3-A, Printed Materials, 250 or Fewer Employees

Winner: Mid South Building Supply, Inc., Springfield, VA

Runner Up: The Onyx Group, Alexandria, VA

Category 3-B, Printed Materials, Over 250 Employees

Winner: Carris Reels, Inc., Proctor, VT

Runner Up: Woodward Communications, Inc., Dubuque, IA

Category 4-A, Educational Materials, Print

Winner: The Haskell Company, Jacksonville, FL

Runner Up: Holden Industries, Inc., Deerfield, IL

Category 4-B, Educational Materials, Electronic, Including ESOP Intranet

Winner: CCC Group, Inc., San Antonio, TX

Runner Up: Caltrol, Inc., Las Vegas, NV

Category 5-A, External ESOP Advertising – Print Advertising

Winner: Hot Dog on a Stick, Carlsbad, CA

Runner Up: Mid South Building Supply, Inc., Springfield, VA

Category 5B, External ESOP Advertising – Web Sites

Winner: Van Meter Inc., Cedar Rapids, IA

Runner Up: Carris Reels, Inc., Proctor, VT

Category 6-A, Special Events & Promotions, 1 Outstanding Event, 250 or Fewer Employees

Winner: Caltrol, Inc., Las Vegas, NV

Runner Up: Cal-Tex Protective Coatings, Inc., Schertz, TX

Category 6-B, Special Events & Promotions, 1 Outstanding Event, Over 250 Employees

Winner: Holden Industries, Inc., Deerfield, IL

Runner Up: KAPCO, Brea, CA

Category 7-A, Special Events, Promotions, Series, 250 or Fewer Employees

Winner: ComSonics Inc., Harrisonburg, VA

Runner Up: Vista Technology Services, Inc., Herndon, VA

Category 7-B, Special Events, Promotions, Series, Over 250 Employees

Winner: Woodward Communications, Inc., Dubuque, IA

Runner Up: Walman Optical, Minneapolis, MN

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Missy McManigle of Walman Optical Company Named 2011 Employee Owner of the Year by The ESOP Association

Missy McManigle of Walman Optical Company located in Minneapolis, Minnesota, has been named the 2011 Employee Owner of the Year by The ESOP Association.

Ms. McManigle does everything with an eye toward customers and co-workers, with an emphasis on the ownership aspect which has helped foster the company's ownership culture. An active member, and chairperson, of the company's ESOP Communication Committee, she's instrumental in putting together Employee Ownership Month activities, designing and publishing a quarterly newsletter, developing, editing, and designing an employee owner manual, and coordinating efforts for the company's Wellness Committee. She also takes time to encourage her fellow employee owners to get to know each other through a yearbook program that allows individuals to submit information about themselves and get to know each other better. Ms. McManigle is actively involved with The ESOP Association, attending both Chapter events and national conferences, and has been instrumental in arranging visits with Congressional representatives for members from her region.

"Missy is the type of person you want as an advocate for your cause. She knows her facts but is able to offer more than just that --- Missy can put a face on a fact," said J. Michael Keeling, ESOP Association President. "She is a true leader and a great supporter of the employee ownership cause and not just at her company. She also met with members of Congress to help spread our message. Missy competed against 16 of the Association's Employee Owner of the Year Chapter winners for this award and her winning is testimony to her special commitment to making ownership very real for her co-workers."

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Van Meter Industrial Named 2011 ESOP Company of the Year by The ESOP Association

Van Meter Industrial, an employee-owned company headquartered in Cedar Rapids, Iowa, has been selected by The ESOP Association as the 2011 ESOP Company of the Year.

Founded in 1928 by R.L. Van Meter and R.W. (Pete) Lemley, Van Meter Industrial prides itself on setting the standard for innovation. When most businesses were failing during the Great Depression, Van Meter Industrial thrived and the company's success can be attributed to the belief that owners, employees, and customers should be treated as family. This belief, 80 years later, still holds strong for the company. With over 350 employee owners, this 100% ESOP company remains committed to the principals of their founders, but still strives to meet the ever changing needs of its customers. For more information: <http://www.vanmeterindustrial.com>.

Van Meter Industrial is a strong supporter of employee ownership and The ESOP Association. Employee owners take an active role in the Iowa/Nebraska Chapter of the Association and partici-

pate in Chapter meetings, present programs at these events, write articles for Association publications, and participate in Employee Ownership Month activities every October. In addition to Association activities, the company also hosts several of their own including: Guess the Value Contest in which every employee owner has a chance to guess the company's stock value; an Annual ESOP Statement Roundtable to educate employee owners in all locations; and a Work 10 Years and Get 5 Free Years which helps employee owners understand more about the ESOP and think about their future with the company.

"I had the opportunity to visit with the employees of Van Meter Industrial in 2010 at an employee owner town hall meeting which was an eye-opening experience," stated ESOP Association President, J. Michael Keeling. "Van Meter Industrial is an ESOP company that values employee involvement, strives to communicate its goals, and accomplishes them. VMI competed against 17 of the Association's Company of the Year Chapter winners. These 17 companies are excellent examples of the power of a well-managed employee-owned company. To have VMI's peers elevate the company to the top of the group is a tribute to how special VMI is."

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Illinois Chapter of The ESOP Association Named 2011 ESOP Chapter of the Year

The Illinois Chapter of The ESOP Association has been named the 2011 ESOP Chapter of the Year by The ESOP Association

The Illinois Chapter of the Association was not in its early years a Chapter leader, but in the last decade, strong leadership began to alter its profile. In 2010 the hard work paid off, as the Chapter set records for attendance, increased membership, and has become involved with government relations activities on the national level. The Illinois Chapter was selected from 18 Association Chapters across the United States for this honor.

"The leaders of the Illinois Chapter work hard and provide excellent programming and value to ESOP Association members in their state. I'm proud to honor the Illinois Chapter for their efforts," said J. Michael Keeling, ESOP Association President.

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David Fitz-Gerald of Carris Reels, Inc. Named 2011 Chapter Officer of the Year by The ESOP Association

David Fitz-Gerald, Vice President and Chief Financial Officer of Carris Reels, Inc. located in Proctor, Vermont, has been named the 2011 Chapter Officer of the Year by The ESOP Association.

Mr. Fitz-Gerald is the current President of The ESOP Association's New England Chapter and has been actively involved with the Chapter and with the Association on the national level for several years. He has provided unmatched leadership for the Chapter's innovative programming, government relations work, membership development, and the Employee Ownership Foundation. The New England Chapter includes members in Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont.

"Dave is a dynamic force in the New England ESOP world. His work in all aspects of the New England Chapter's activities has set a standard of excellence that will be hard to repeat. I am pleased

to be able to present him with the 2011 Chapter Officer of the Year Award,” said J. Michael Keeling, ESOP Association President. “Dave is very deserving of this honor.”

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[Sharon B. Hearn of Krieg DeVault LLP Receives 2011 Membership Recruitment Award from The ESOP Association](#)

Sharon B. Hearn of Krieg DeVault LLP located in Indianapolis, Indiana, has been presented with the 2011 Membership Recruitment Award for a Professional Member by The ESOP Association.

Ms. Hearn is an active member of the Indiana Chapter currently serving as the Chapter’s Treasurer. She has been involved with the ESOP community for many years and her commitment to employee ownership is evident in the work she does to promote the cause of employee ownership by encouraging ESOP companies to become members of the Association.

“It is my pleasure to present Sharon with the 2011 Professional Membership Recruitment Award for the outstanding work she has done to promote employee ownership through the ESOP model,” said J. Michael Keeling, ESOP Association President. “A major part of her promotion of employee ownership is successfully leading her clients to be members of The ESOP Association.”

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[Andrew J. Kulesza of R.E. Kramig & Co., Inc. Named Outstanding Board of Governors Member by The ESOP Association](#)

Andrew J. Kulesza, Chief Financial Officer of R.E. Kramig & Co., Inc. located in Cincinnati, Ohio, has been named the 2011 Outstanding Board of Governors Member by The ESOP Association.

Mr. Kulesza is an active member of The ESOP Association’s Board of Governors serving in many volunteer capacities. He is a strong supporter of the Association’s government affairs activities over the years meeting with members of Congress and working to educate officials and the public about employee ownership.

“Andrew has worked enthusiastically to advance the cause of employee ownership, particularly with leading think tanks and with Federal officials,” said J. Michael Keeling, ESOP Association President. “I am pleased to be able to present him with the award for Outstanding Board of Governors Member.”

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[New England Chapter Recognized for Outstanding Membership Development by The ESOP Association](#)

The New England Chapter of The ESOP Association has been recognized for its commitment to membership development at the Association’s 34th Annual Conference in Washington, DC.

The New England Chapter demonstrated a focused commitment to membership in the last year and as a result, directly increased membership in the Chapter. The New England Chapter includes

Association members in Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont.

“I am pleased to present the Outstanding Membership Development Award to the New England Chapter for their demonstrated commitment to increasing membership in The ESOP Association,” said J. Michael Keeling, ESOP Association President.

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Alexander P. Moss Receives Life Service Award

For his unexcelled contributions to the employee ownership community and The ESOP Association, Alexander P. Moss has been awarded The ESOP Association’s Life Service Award, the Association’s highest honor.

Mr. Moss, Principal at Praxis Consulting Group, Inc., Philadelphia, Pennsylvania, has been active in the Association for many years. He has been a member of the Board of Directors, is a current Trustee of the Employee Ownership Foundation, the affiliated 501(c)(3) foundation of the Association, is the current Chair of the Association’s Advisory Committee on Fiduciary Issues and also a past Chair of the Association’s Advisory Committee on Ownership Culture.

“Alex has been active in the ESOP community for many years and is always enthusiastic about his work for the Association,” said J. Michael Keeling, President of The ESOP Association. “He consistently goes above and beyond the call of duty to advocate for ESOPs and employee ownership in America. His counsel to other Association and Employee Ownership Foundation leaders, and staff, has made both organizations better and I am proud to present him with this honor.”

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Mark R. Lomele Elected Chair of The ESOP Association Members Installed to Board Positions

Mark R. Lomele, Senior Vice President and Chief Financial Officer of Recology located in San Francisco, California, has been elected to serve as Chair of The ESOP Association.

Mr. Lomele is an active member of The ESOP Association and the California/Western States Chapter. He has served as Vice Chair of The ESOP Association for the last two years.

The Recology operating companies provide collection, recycling, and disposal services to homes and businesses in California and Oregon. Recology is the parent company to over three-dozen subsidiaries serving more than 50 communities and is the largest employee-owned company in the industry, providing services to more than 600,000 residential and 60,000 commercial customers. For more information: <http://www.recology.com>.

“Mark has been active in the ESOP community and with the Association in particular for many years,” said J. Michael Keeling, President of The ESOP Association. “His contributions have increased the effectiveness of Association services and we are excited Mark will be the Chief Elected Officer of the Association and the primary driver of the Association’s mission to advocate and educate for employee ownership.”

In addition to Mark Lomele’s election to Chair, David Kelly, Executive Vice President and Chief Financial Officer of Acadian Ambulance Service, Inc., Lafayette, LA, has been elected to the posi-

tion of Vice Chair. Cindy Turcot, Chief Operating Officer of Gardener's Supply Company, Burlington, VT will become Secretary/Treasurer of the Association. As an At-Large Board Member representing a professional member, Pamela T. Hill, Vice President of Commerce Bank, N.A., Kansas City, MO will join the Board. Returning Board members are: Ellis E. Moseley, Executive Vice President and CFO of FREEMAN, Dallas, TX; Karen Ng, Partner at Sedgwick, Detert, Moran & Arnold LLP, San Francisco, CA; Frieda S. Takaki, President/CEO of CHART Rehabilitation of Hawaii, Inc., Honolulu, HI; Caryn Siebert, President/CEO, Carl Warren & Company, Placentia, CA; Carey Chen, Vice President and CFO, Hypertherm, Inc., Hanover, NH; and Lonnie Peppler-Moyer, President and Publisher, Monroe Publishing Company, Monroe, MI.

The Board of Directors is the premier governing body of The ESOP Association. Seven members of its ten person Board of Directors are elected by the Association's Board of Governors who are elected by Association members.

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Frieda S. Takaki Elected Chair of the Employee Ownership Foundation

The Employee Ownership Foundation announced today that Frieda S. Takaki, President and Chief Executive Officer of CHART Rehabilitation of Hawaii, Inc. located in Honolulu, Hawaii, will take over as the new Chair of the Foundation.

Ms. Takaki is active in the Hawaii Chapter of The ESOP Association has served on the Executive Committee's State & Regional Chapter Council. From 2007 – 2009, Ms. Takaki served as Chair of The ESOP Association.

CHART Rehabilitation of Hawaii, Inc. is a multi-disciplinary outpatient physical rehabilitation clinic and is one of the most innovative and comprehensive orthopedic rehabilitation centers in the country. CHART pioneered the active rehab concept in the state of Hawaii in 1979 specializing in work injury and auto accident patients. Ms. Takaki has been with CHART since 1983 and was promoted to President and CEO in 1989.

Effective May 1, 2011, Ms. Takaki will take the reigns from outgoing Chair Joseph Cabral. Mr. Cabral served as Chair of the Employee Ownership Foundation for the past four years.

"We are excited Frieda will be taking over as Chair of the Employee Ownership Foundation," said J. Michael Keeling, President of the Employee Ownership Foundation. "She is a dynamic leader with many new ideas to lead the Foundation forward."

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