



Iowa And Nebraska Chapter

Greetings! And Happy Spring (finally)!

Every year, the leadership of the Iowa/Nebraska Chapter challenges themselves to deliver even more service and value to our members in four key areas: Programming, Membership, Government Relations, and Communications. In 2019, we are focusing on increasing Communication. This newsletter, which will be distributed on a quarterly basis, is just one of those new services. We hope you find it fun and informative!

Programming

The chapter's 2019 Annual Winter Conference was held in Omaha on Thursday, February 28th. Nearly 150 attendees gathered for a day-long opportunity to network, get educated, and share best practices in two tracks: technical and communications. In addition, in a joint session they heard how and why it is important to engage with their elected officials from the Chapter VP of Government Relations, Ryan Ball.



The Winter Conference is also our opportunity to recognize outstanding contributions to the ESOP community with two Chapter awards: Employee-Owner of the Year and Employee-Owned Company of the Year. All members are invited to submit nominations and the winners are chosen by a group of Chapter officers and executive committee members who do not have a conflict of interest with the nominees. The profiles of the two winners appear later in this newsletter.



Watch for more details coming soon on our annual summer event: **Wednesday, June 19th** at the Otter Creek golf course in Ankeny, Iowa. CEOs and CFOs will gather for roundtables, and the Communications and Human Resources participants will have a joint workshop session on coordinating celebrations and education with the annual life cycle of the plan.

Membership

We'd like to welcome a few new members in 2019: **Security Bank of Laurel** and **Kline Electric**.

Security Bank is a full-service bank headquartered in Laurel, Nebraska, with branches in Osmond, Allen, Hartington, and Coleridge, Nebraska. It was founded in 1928 and became an ESOP in 2018.

The 100 employees of **Kline Electric** serve the Des Moines, Iowa, area with a full offering of commercial, residential, audio/video and other electrical services. The business was formed in 2004 and have been ESOP-owned since January 2017.

Welcome!

Government Relations

New ESOP Bill Introduced in US Senate

S 177 The Promotion and Expansion of Private Employee Ownership Act of 2019 was introduced in the United States Senate in January by Senator Pat Roberts (R-KS). The bill extends to S corporations provisions allowing deferral of tax on gain from the sale of employer securities to an S corporation-sponsored employee stock ownership plan (ESOP) and allows a tax deduction for 50% of the interest incurred on loans to S corporation-sponsored ESOPs for the purchase of employer securities. It also amends the Small Business Act to define "ESOP business concern" and allow such a concern to qualify for loans, preferences, and other programs.

There are currently 27 cosponsors of the legislation, including Iowa Senator Joni Ernst (R-IA) and Nebraska Senator Deb Fischer (R-NE). The IA/NE ESOP Association will be meeting with all members of the Iowa and Nebraska congressional delegations at the Annual National Conference in May to discuss the benefits of ESOP's and our proposed legislation. Contact the Association if you are interested in meeting with your elected officials.



Communications

Updated Website

Have you visited the new [ESOP Association](#) website? It has a fresh look and feel and new content is published regularly. Members are encouraged to use the site to stay in contact with both Chapter and National events. You can also engage with us on Twitter [@ESOPIANE1](#). Let us help you celebrate your successes!

2019 National Conference

We hope to see a strong delegation from Iowa/Nebraska at the 2019 National Conference in D.C. on May 22-24th. This event is a showcase of the "best of" programming and networking for culture and communications, as well as an expanded technical offering including a Board of Directors track. If you plan to attend, please keep in contact with the [Chapter leadership](#) so we can help you make the most of your trip!

Newsletter

As previously mentioned, we are now planning to send quarterly newsletters to keep members as updated as possible on developments within our chapter. Should you have any information or content you would like to share in an upcoming issue, please send an email to Melany.Stonewall@kregtool.com.

2019 IA/NE Chapter "Employee Owner of the Year" – Jeff Mounts

Jeff Mounts has been the Marketing Coordinator at ESP International for over four years. In that time, he's made a tremendous impact on the Company and its efforts to continue building the culture of ownership. Here is a summary of his key accomplishments in 2018:

- As co-chairperson of the company's Ownership Committee, he led the creation and execution of their annual strategic plan;

- Created an educational video series on key plan features;
- Presented a session on ownership culture at the Midwest Conference in Chicago that was selected the “Chapter Showcase” for the 2019 Annual Conference in D.C.; and
- Played a key role in hosting Congressman Dave Loebsack at two different company locations.



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And all of this while engaging at a high level in the Company’s charitable activities and using his expertise to take the Company’s marketing initiatives to a whole new level. Congratulations, Jeff!

2019 IA/NE Chapter “Employee-Owned Company of the Year” – ESP International, Inc.

ESP International, Inc. is a 100% employee-owned company headquartered in Cedar Rapids, Iowa. In addition to two locations in Cedar Rapids, ESP also has branches in Dallas, Texas; Arlington, Texas; Davenport, Iowa; Chennai, India; and Shenzhen, China.

ESP International has been actively engaged in the ESOP Association and its programs for almost 15 years through attending chapter and national conferences and events. And in 2018, their involvement increased to a very significant level, including the following:

- Taking a key role in Chapter leadership;
- Attending and presenting at Chapter, Midwest and National conferences;
- Providing financial support to the Employee Ownership Foundation;
- Joining Capitol Hill meetings and hosting two congressional visits;
- Creating a quarterly communications network in the Cedar Rapids/Iowa City area; and
- Increasing engagement and communication with their employee-owners and families through a new closed Facebook group, celebrating culture and continuous improvement at their monthly “Team ESP” lunches, and continuing annual favorites like their “Guess the Share Price” contest and the half-day Ownership Celebration.

The ultimate goal of leadership is to encourage employee-owners to engage more deeply in their company and contribute their very best each day, further the growth of the ownership culture, take ownership of their health and community, and strive for continuous improvement to maximize the value of their ESOP.

Upcoming Events

May 22-24, 2019 [National ESOP Conference](#) in Washington, D.C.

June 12, 2019 ESOP Meet-up Social at Fusion Farm, Cedar Rapids, IA (details coming soon!)

June 19, 2019 [IANE Summer Celebration Meeting and Golf Event](#) at Otter Creek Golf Course, Ankeny, IA (Registration and Agenda coming soon!)

September 11 – 13, 2019 [Midwest Regional ESOP Conference](#) at DoubleTree Hotel, Minneapolis South, MN

October 2, 2019 Nebraska Fall Conference at Ramada Midtown, Grand Island, NE

November 14-15, 2019 [Las Vegas Conference & Trade Show](#), Las Vegas, NV

TBD - Fall Roundtables & Exec/Board Summit