



For Immediate Release

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Workshop on Business Succession and Employee Ownership to be Held on December 5th

Burlington, Vermont (November 11, 2008) — A two-hour workshop titled “Selling to the Employees: Employee Ownership as a Path for Business Succession” will be held on December 5th from 2:30 to 4:30 pm at the West Mountain Inn in Arlington, Vermont.

The workshop is offered by the Vermont Employee Ownership Center (VEOC) and is co-sponsored by the Bennington County Industrial Corporation, the Bennington Chamber of Commerce and the Manchester and the Mountains Chamber of Commerce.

There is no registration fee, but advance registration is required. Attendees may register online at www.veoc.org, by phone at 802-861-6611, or by email at info@veoc.org. Refreshments will be served.

About the Workshop

Planning for ownership succession is an extremely important step, but one often avoided by business owners. One approach to such planning – that of selling some or all of the business to the employees – can have significant advantages over selling to an outsider. It can help communities by preserving local ownership, help employees by protecting jobs and providing added retirement resources, and contribute to improved business performance, all while providing selling owners a market-based price, and a means of diversifying their assets without necessarily selling the entire business.

This workshop will include a brief overview of ownership succession options, the pros and cons of different forms of employee ownership, and key financial and other benefits of this approach. Joining the VEOC’s Jon Crystal and Don Jamison for this presentation will be Rick Gile, founder of Rutland-based Kalow Technologies, which designs and manufactures custom control systems machinery. According to Mr. Gile,

“In 1986 I founded Kalow Technologies in my garage, and by 2004 it had grown to 40 people and \$7 million in sales. I wanted the company to continue beyond my tenure with it. The Employee Stock Ownership Plan (ESOP) turned out to be a good way to achieve this goal. Since the time I sold the company to the ESOP, Kalow has continued to prosper, and sales have increased to \$16 million and employment to 55 people.”

About Employee Ownership in Vermont

There are about 40 employee-owned companies in Vermont, according to the VEOC, including the 2005 and 2006 winners of the Deane C. Davis Outstanding Vermont Business Award: Resource Systems Group, Inc. in White River Junction and King Arthur Flour Company in Norwich. Other well-known employee-owned

companies in Vermont include Gardener's Supply Company, Pizzagalli Construction, Trust Company of Vermont, Carris Reels and Chroma Technology.

About the VEOC

The Vermont Employee Ownership Center is a nonprofit organization dedicated to promoting and fostering employee ownership. The group's goals are to broaden capital ownership, deepen employee participation, retain local ownership of businesses and the jobs they support, increase living standards for working families, and stabilize communities. VEOC works directly with owners interested in selling their business to their employees, employee groups interested in purchasing a business, and entrepreneurs who wish to start a company with broadly-shared ownership. For more information, visit www.veoc.org.

This project is funded by a grant from the U.S. Small Business Administration (SBA). SBA's funding should not be construed as an endorsement of any products, opinions, or services. All SBA-funded projects are extended to the public on a nondiscriminatory basis. Reasonable accommodations for persons with disabilities will be made if requested at least two weeks in advance. Contact Jon Crystal at 802-861-6611.