



## Celebrating our First-Ever Employee Ownership Month!

October is Employee Ownership Month, and for Ames, it's more than just a celebration. We're marking the start of our journey as a team of employee-owners, building a strong future together. Where will this journey take us? Let's hear from some long-time ESOP participants about how this ownership structure has impacted them.

### Purpose

"Employee ownership changed my life. It gave me purpose, security, and a voice in my company's future—and it should be the norm everywhere."

—Mike Quinlan, Senior Data Architect, Enterprise Architecture, ITA Group, Inc. ([Read more from Mike: Employee ownership changed my life. It should be the norm in Iowa.](#))

### Camaraderie

"There's something special about working at an employee-owned company. Seeing how we all win together is so powerful."

—Laura Isaacs, ESOP Administrator, Rosendin Electric

### Professional development

"The company's investment in its co-owners is a strategic commitment, recognizing that our people are the fundamental drivers of our ESOP success."

—David Macey, Sales Associate, Meier Supply Co.

### Synergy

"Becoming an employee-owner means having a real stake in something bigger than yourself. It's not just about doing a job, but helping build a future—for the company, your coworkers, and yourself."

—Clay McCoy, Director of HR & Payroll Operations, Wall Residences, Inc.

### Respect

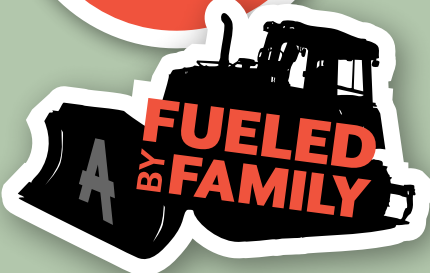
"Employee ownership takes dealing with each other to a whole new level. There's a sense of respect for each role and a real drive to make sure everyone succeeds together."

—Eric Milligan, Branch Manager, DSG Supply

### Success for all

"Being an employee-owner means having real skin in the game. There's something powerful about knowing that the work I put in directly impacts not just my success, but the success of everyone around me."

—Corry Israel, Human Resources Manager, Crop Quest



## What does employee ownership and "Fueled by Family" mean to you?

### Tell us!

Scan the code or click [here](#).





To mark our first Employee Ownership Month together, we asked Ames coworkers to share their thoughts about the ESOP and our “Fueled by Family” culture.

### What does employee ownership mean to you as we start our ESOP journey together?

#### A privilege

“As an employee-owner we each have the privilege of having a hand in shaping the future growth and success of Ames Construction. Everything we do today turns into a reward tomorrow.”

—Ralph, Industrial Manager

#### A voice

“ESOP means I have a stronger voice in our company and I’m not just a number.”

—Tammy, Project Operational Risk and Wellness Manager

#### A stake

“Every one of us has a true stake in the company’s success and its future. Not just as family members, but as owners. It’s about taking ownership in what we do, knowing that it’s our responsibility to build a future not only for the company but for generations of families to come.”

—Rory, Operational Risk and Wellness Area Manager

#### Accountability

“We’re all accountable to each other now to make sure Ames continues to succeed, and we all now have a stake in that success. As Ames does well, we do well.”

—Jon, VP of Finance

#### We win together

“It’s about building something together and sharing in the wins. I’m excited to see where this ESOP journey takes us.”

—Paul, Preconstruction Manager Industrial Development

### What does “Fueled by Family” mean to you?

#### One Ames

“We are all a part of one Ames family and we all are doing our part to make this family stronger!”

—Brian, Business Development Manager

#### A legacy

“We came from a family-owned company and still are fueled by that. We don’t want to lose sight of how we got here.”

—David, Field Engineer

#### A team culture

“It’s central to our culture at Ames; we are all constructors together.”

—Peter, Project Manager

#### A small-company feel

“Upper management actually knows your name.”

—Kari, Senior Tax Accountant

#### A safe workplace

“Working together to get something done safely so we all can go home to our families.”

—Nathan, Estimator

#### Family priority

“That Ames cares about all employees and the families of the employees and will do what we can to make family a priority.”

—Cole, Aggregate Production Manager

#### Resources:

[Benefits page](#)