



Why Ames Became an ESOP

The ESOP transition represents more than a change in ownership. It is an exciting opportunity to sustain the Ames family legacy and the culture that makes Ames Construction unique.

Options for business succession

For over 60 years, the Ames family took great pride in building a company rooted in integrity, hard work, and a commitment to one another. Across the country, they worked hand in hand with project teams, celebrating achievements, overcoming challenges, and building a legacy defined by shared values and a deep-rooted culture.

As the family looked to the future, they considered options for ownership succession. How could they ensure Ames' continued success for the next 100 years? Two viable options emerged for transitioning the company.

1. Sell the company to a competitor or private equity firm. While this option might have provided a straightforward financial transition, it did not appeal to the family because they believed that an outside buyer would not uphold the "Fueled by Family" culture that defines who we are.
2. Transition the company to an ESOP. The family chose this path to keep Ames exactly that: Ames. By transitioning to an ESOP, they were securing the future of the company and empowering the very people who helped build it to continue to flourish for the next 100 years and beyond.

At Ames' first-ever town hall in February 2025, Board Chairman Butch Ames said, "The company is strong, stable, and positioned for continued success. The Ames family of owners believe that the right thing to do is to entrust Ames Construction to the people who helped build it."

Looking ahead: Your ESOP statement

We're excited to let you know that your first annual ESOP statement will be mailed to your home in June!

The statement will give you a clear view of your ownership in the company, marking an important milestone in your journey as part of the inaugural group of Ames employee-owners. It's truly an exciting time for all of us.

For help reading your statement and other basic information about the ESOP, check out this helpful [video](#) and share it with your family.

Stay tuned—and thank you for everything you do to help our company grow. Your dedication drives our shared success!

