



Core Value: Employee-Ownership



"When employee-owners say Austin is 'my' company, they mean that in a real, tangible sense. They own it."

*Bill Solomon
Austin's Former CEO & President; Austin ESOP Founder*

We Own It!

As owners of the company, every employee-owner has a stake in Austin's success. The quality and performance we deliver to our customers form the foundation for everyone's success.

Employee Stock Ownership Plan (ESOP) history

In 1986, William T. Solomon, the grandson of founder Charles Moore, established the Austin Industries Employee Stock Ownership Plan (ESOP), a retirement plan that allows employee-own-

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ers to participate in ownership of the company.

The ESOP initially transferred, at no cost, 60 percent ownership of the company to its employees. Solomon also established a plan for the company to become 100 percent owned by employees by 2000, which was completed on schedule.

Building pride and responsibility

Today, Austin's more than 6,000 employee-owners are invested in the stewardship of Austin Industries resources and are engaged in projects with a completion value of \$2 billion. We believe that pride in ownership has driven Austin's continuous growth: our employees own our company. We believe that pride of ownership is a primary factor that has contributed to the success of our business.

Thanks to the Austin Industries ESOP, every employee-owner at Austin Industries has a vested interest in the success of every project. As a result, we serve each customer with the qualities that have built and sustained our successful relationships and competitive advantage. We focus on performance, value, and creating a successful future for both our employee-owners and our customers' businesses.

