Success Stories – Employee Stock Ownership Plans

We have successful ESOP relationships with existing and new account partnerships across the country in varying industries and of varying sizes. The Hartford stands ready to transition with you with early involvement and financial planning to support jobs and profitability.

Here are a few of our many successful contractors.

ESOP Success Stories

Region	Type of Work	Program	Reasons for Success
Boston	Public Heavy Civil, Tougher Hard Bids	$750 million	Existing account going through an ESOP transition starting in 2022. The account prioritized talent retention along with a profitable and consistent market outlook. We value the seller's involvement for successful company longevity.
Richmond	General Construction, Private Negotiated Relationships	$400 million	Came in new as they were about to go through an ESOP and walked us through multiple scenarios newer agency and account relationship supporting their chosen path. Seller involvement in success and longevity of the company.
Central	General Construction in Private Development	$500 million	A long-term established relationship and known consistency and profitability. Structured the transition with no outside debt and a note spanning over 2 decades with favorable terms allowing flexible or interest only payments based on profitability.
West	Mechanical - Private	$600 Million	A formal continuity plan was in place when the account decided to transition to a ESOP to competitively attract the best talent. Beginning with an unleveraged balance sheet and realistic targets, a well-run successful business was able to maintain their consistent profitability and management.

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The Hartford

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