



A 100% EMPLOYEE-OWNED
COMPANY

January 1, 2023

We are proud to let you know that BC Construction Group has become a 100% employee-owned company with the implementation of our new ESOP (Employee Stock Ownership Plan).

The ESOP is part of our long-term business succession planning strategy. Becoming an ESOP company ensures stability for you (and all our customers), employees, vendor partners, and the local communities where we operate. This sale to our employees will result in *no change in management, our business operations and, most importantly, our relationship with you.*

Employee ownership complements our core values and focuses our team on delivering an extraordinary client experience. In fact, now that they are owners, BC Construction Group's employees will share in the financial and operational success of our company in ways that few employees get to. That means they will have an even stronger commitment to serving you. Because, as our clients succeed, so do all of BC Construction Group's new employee owners.

We are excited about this important development in our business. ESOP companies have particularly high growth rates and levels of employee retention. Becoming an employee-owned company ensures that BC Construction Group will remain an independent, company. The values that have allowed us to prosper for almost 13 years will continue unchanged.

Headquarters:

9829 Spencer Rd
Brighton, MI 48114

Raleigh Office:

400 W. North Street,
Suite 112
Raleigh, NC 27603

Phoenix Office

2701 E. Camelback
Road, Suite 175
Phoenix, AZ 85016

P: 877-244-8562

www.bccgp.com