



October 2, 2012

The Honorable George Allen
2819 North Parham Road
Suite 210
Henrico, VA 23294

Dear Mr. Allen:

Wiley|Wilson is an Architectural-Engineering firm headquartered in Lynchburg, VA, with offices located in Richmond and Alexandria, VA, and Atlanta, GA. Our employees participate in the company's Employee Stock Ownership Plan (ESOP), which in effect makes the employees "owners" of the firm.

We are writing to thank you for your expressed support for ESOPs, from the statement you gave to the August 2012 ESOP Report, the monthly publication of the ESOP Association. It is our hope that you continue to support ESOP companies both in the state of Virginia and across the nation if you are elected to Congress. As you may already know, the benefits of an ESOP — for both the employee-owners and the overall economy — are truly nonpartisan. Many studies have shown that the employees of ESOP companies receive better wages and benefits and are less likely to have their jobs outsourced to foreign markets.

All employees prosper from an ESOP's achievements and, therefore have a vested interest in their firm's continued success. This increased engagement leads to lower turnover and more productive employees. For Wiley|Wilson, the benefits of becoming an ESOP have been significant. As an ESOP we have:

- Continued to hire additional staff during the recession
- Acquired another small firm, which was on the verge of closing

The next Congress will work with the President to strengthen the economy, improve unemployment, and increase productivity. One of the tactics that will help achieve these goals is to support and promote the business practices of ESOP companies.

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Again, we want to thank you for your expressed support of ESOPs. We look forward to working with you to encourage and promote ESOP principles more broadly. Please contact us if you or your staff would like more information about ESOPs. Good luck in your congressional race.

Sincerely,

Wiley|Wilson

A handwritten signature in black ink that reads "J. Frederick Armstrong".

J. Frederick Armstrong, P.E.
Chairman and CEO

Wiley|Wilson

A handwritten signature in black ink that reads "James J. Lewis, Jr.".

James J. Lewis, Jr., P.E., L.S.
ESOP Communications Committee Chair

Enclosure: *ESOP Report*, August 2012 (copy)