



October 2, 2012

The Honorable Tim Kaine
P.O. Box 12307
Richmond, VA 23241

Dear Mr. Kaine:

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 you today to request your support for ESOP companies in the state of Virginia and across the nation, should you be elected to Congress. 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 firm employees prosper from an ESOP company's achievements and, therefore have a vested interest in the 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.

In the August 2012 issue of *ESOP Report*, the monthly publication of the ESOP Association, Senate candidate George Allen expressed his support for ESOPs. We appreciate knowing Mr. Allen's views on ESOPs; however, we would also like to ask for your support as well.

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We are very interested in hearing your thoughts on ESOPs, providing you and your staff with more information about its benefits, and working together to encourage and strengthen ESOP principles. 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)