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The Tri-M Group LLC Transitions to Employee Stock Ownership Plan (ESOP)

Kennett Square, PA, February 24, 2022 - The Tri-M Group LLC is pleased to announce its transition to 100% employee ownership through an Employee Stock Ownership Plan (ESOP). This new structure of ownership will further strengthen Tri-M's commitment to its team members, its customers, and the communities in which we work and reside.

Founded in 1964 by brothers Tom and Dick Musser, Tom's vision was for Tri-M to become a premier electrical solutions provider. Under Tom's direction, and subsequently the leadership of co-owners Jim Horn, Chris Peirson and Ron Bauguess, Tri-M has grown to more than 480 employees in five locations offering electrical construction, high voltage, building automation, network infrastructure, electrical testing, and life safety/security solutions.

Horn, Peirson and Bauguess wanted a succession plan that would preserve Tri-M's culture, retain its sustainability as an independent company and carry-on Tom's legacy, so the ESOP was a natural choice.

"Tri-M's success is attributed to the passion, commitment, and innovation our team brings each and every day. We were looking for a way to reward the loyalty of our team and provide for their future. I believe the ESOP will accomplish that," said Horn.

"This is an extremely important moment in our company's history. We've always placed our employees first, and this transition will be a natural progression for us," said Bauguess. "The ESOP demonstrates our commitment to our team and allows them to take part in our future success."

There are no planned changes to Tri-M's management structure or day-to-day operations. "Tri-M will continue to provide fanatical customer service and find the best solutions for our customers," said Peirson.

The Tri-M Group specializes in the installation and service of high voltage, electrical construction, building automation, data and telecommunications networks, security, and energy analytics. For over 57 years Tri-M has been offering comprehensive solutions and services to help our clients grow their operations, solve their most difficult facility and energy related problems, and meet their toughest deadlines. Working with the latest technology and innovations, we design, engineer, install, automate, secure, analyze, test, and maintain the critical infrastructure businesses need. Headquartered in Kennett Square, PA, Tri-M has offices in Lock Haven and Quakertown, PA, Middletown, DE, and Baltimore, MD.