



*Sprinklermatic Teams Celebrate the Announcement at End-of-Year Meeting*

## SPRINKLERMATIC FIRE PROTECTION SYSTEMS, INC. ANNOUNCES TRANSITION TO 100% ESOP

*"We want our team members to act and think like owners and directly benefit from Sprinklermatic's continued success as participants in the ESOP" - Robin Collier*

DAVIE, FLORIDA, December 22, 2021 - Sprinklermatic is proud to announce they are now a 100% employee-owned company. This announcement of the sale to the Employee Stock Ownership Plan & Trust (ESOP) was made to Sprinklermatic employees at a special meeting held at the company's headquarters in Davie, Florida. "The transition to an ESOP seemed like a natural fit for Sprinklermatic and I'm very happy that this has finally become a reality," said Robin Collier. "I believe that becoming a 100% employee-owned company is a move that my father, Gene Collier who started this business would have wholeheartedly supported". Timothy J. O'Brien added "As a leader in the Fire

Protection industry, our hard-working, dedicated employees are the lifeblood of Sprinklermatic. Transitioning to an ESOP allows us to reward our employees for their dedication and commitment, many of whom have been with the company for more than 10 years. I believe it creates a more sustainable business model, here in South Florida, for our employees and our clients. We expect that providing ownership to employees will lead to greater employee satisfaction, reduced turnover, and a more rewarding work experience. As a 100% employee-owned company, we are able to create a more meaningful companywide culture of employee empowerment and responsibility."



*Field & Office Teams at Davie Office for Surprise Announcement of ESOP*

### What is an ESOP?

An ESOP is an employee benefit plan, facilitated through a trust, which provides company stock to employees as part of their retirement benefits. Congress created these plans to make it possible to transfer ownership to employees in a tax-favored way. The plan, which allows employees to earn stock in the firm, is designed as a long-term retirement benefit for all employees as owners. There are close to 7,000 ESOPs in the U.S. with about 14 million participants. As a 100% ESOP owned company, all of Sprinklermatic stock is now held in trust by the ESOP exclusively for the benefit of Sprinklermatic employees.

### ESOP By The Numbers



*Timothy J. O'Brien & Robin Collier  
Announce the Transition*

According to the nonprofit National Center for Employee Ownership (NCEO), extensive research has shown that employee ownership companies outperform non-employee ownership companies by a wide margin. They have been found to grow about 2.5% per year faster in sales, employment, and productivity than would otherwise have been expected, provide 2.2 times the total retirement assets as non-ESOP companies, and provide dramatically greater job stability.