



For immediate release

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101 Celebrate at Maine Drilling & Blasting

(Gardiner, ME • 1 October, 2011) This October, Maine Drilling & Blasting, along with The ESOP Association and the employee ownership community, will be celebrating Employee Ownership Month, which is a tribute to the incredible spirit of employee ownership.

Employee Ownership Month is an opportunity for ESOP or employee stock ownership plan companies to educate both their employee owners and the public about the tremendous benefits of ESOPs. It is also a time to celebrate. This October, Maine Drilling & Blasting Division Managers will be holding local award ceremonies throughout the Northeast to honor employee owners who have become 100% vested. “It’s very exciting. Given when the ESOP was started in 2004 and the plan’s vesting schedule, these are the first employee owners to become 100% vested in their ESOP accounts,” notes Director of Human Resources, Don Embrey. “The magic number is 101. 101 employee owners are 100% vested. It’s a great morale booster to know that you own all the money in the account that’s been growing for you these past seven years.”

Based on 2010 Company performance, the Company invested nearly 9.9% of eligible payroll, and 30.5% of Maine Drilling & Blasting is now owned by qualified employees.

Ownership focuses employees on increased professionalism and proficiency, handling business situations with the respect, responsiveness and responsibility of business owners. Maine Drilling & Blasting has found that it is successfully serving as an incentive for reaching a new level of performance, in turn driving the success of the Company.

“An ESOP cannot turn your company into a great company,” explains Maine Drilling & Blasting President & CEO, Bill Purington. It is becoming an ESOP company with a culture of ownership that can turn a company into a great company. And we’ve worked very hard at building that culture. Working like an owner is a mind-set and includes fully embracing both how you DO your job and how you THINK about your job. Both your head and your heart need to be “in the game.” I’m happy to say we have many who have stepped up to the plate, from drivers to administrators, from laborers to blasters. Today, we are proud to see our people eager to learn new technology. Operational and professional development goals are being set and met. And from the job site to the shop and the office, a focus on the results is helping save resources. Continuing to actively engage in our culture of ownership, we are successfully building an Organization of Choice and leading through operational excellence.”

Maine Drilling & Blasting currently employs approximately 400 employees, all of which, during the month of October, will be receiving an ESOP Employee Handbook. The handbook is meant to serve as a quick reference and overview of the ESOP plan for employee owners and new hires, and to highlight what it means to be an employee-owner at MD&B.

Maine Drilling & Blasting, recognized as a leader in the industry and a long-term contributor to the local community, offers drilling and blasting services to the construction and quarry markets, along with a variety of specialty services throughout the Northeastern United States, including rock bolting, hoe ramming, engineering, public relations, preblast surveys and packaged and bulk distribution. In addition to the corporate office in Gardiner, Maine, Maine Drilling & Blasting has offices in New Hampshire, Vermont, New York, Massachusetts, Connecticut and Pennsylvania.

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