



## Press Release

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### **JRMA Announces Transition to 100% Employee Ownership**

**Brea, CA (September 11, 2024)** J. R. Miller & Associates, Inc. (JRMA), a leading architecture, engineering, and planning firm, is proud to announce its transition to a 100% employee-owned company and joining an elite group of firms that have transitioned to an Employee Stock Ownership Plan (ESOP). This monumental shift reflects JRMA's commitment to its employees and ensures that the future success of the firm is directly tied to the individuals who contribute to its growth and innovation.

For over 40 years, JRMA has been dedicated to providing exceptional services to clients in a variety of industries, including solid waste, organics processing, industrial, aviation, and commercial sectors. The decision to become employee-owned reflects JRMA's core values of collaboration, innovation, and accountability. By empowering its workforce with ownership, JRMA is reinforcing its commitment to excellence, and further aligning the company's long-term success with the passion and expertise of its employees.

JRMA's employee ownership model gives each employee a direct stake in the company's performance. The transition ensures that the success of the firm is shared by all, fostering a culture of accountability, responsibility, and mutual support. When employees join JRMA, they become not only part of a team but owners of the company, with the ability to make a meaningful impact on its future.

"The decision to create the ESOP confirms our belief that every employee of JRMA is a valuable team member. The ESOP truly makes us a team as we continue to help JRMA grow and improve. We believe the ESOP is the best and most sustainable path forward for protecting the legacy and reputation we have built while helping our employees succeed."

— Jim Miller, JRMA Founder and CEO

"Each employee of JRMA is a trusted team member. We want our employees to feel that they 'own and operate' their own business which we believe fosters tremendous pride. Together we will continue to strive to be more efficient, innovative, and responsive and deliver the best possible services to our clients." — Dan Bianco, JRMA President

Employee ownership at JRMA isn't just a financial structure—it's a culture. It means that every action and decision an employee makes has a direct influence on the company's growth and prosperity. The collective ownership model encourages employees to take pride in their work and fosters a deeper connection to the company's mission and clients.

With offices across the United States and a strong reputation for quality and integrity, JRMA is positioned for continued growth and success. By becoming employee-owned, the company is ensuring that its workforce remains highly motivated and that JRMA continues to be a leader in the industry for decades to come.

### **About JRMA:**

JRMA Architects & Engineers (J. R. Miller & Associates) is an architectural, engineering, and planning firm headquartered in Brea, CA. With over 40 years of experience, JRMA offers comprehensive services for the planning and design of processing facilities, including solid waste, organics processing, food and beverage processing, aviation, industrial and commercial. With a commitment to sustainable design and technical excellence, JRMA serves clients throughout the United States and internationally the firm's projects prioritize cost-effectiveness, operational excellence, and sustainable design features. With offices in Brea, CA; Portland, OR; San Carlos, CA; Houston, TX; and Lexington, KY, JRMA comprises a team of 75 employees dedicated to delivering innovative and impactful solutions.

[www.jrma.com](http://www.jrma.com)

### **ESOP Transition Team:**

JRMA was supported in its employee-ownership transition by AmbroseAdvisors, a national investment banking firm specializing in employee-ownership transactions. Michael Harden, Senior Managing Director at AmbroseAdvisors, remarked, "When implemented effectively, employee ownership benefits all stakeholders and is truly something to celebrate. It's a win-win for everyone involved, and we were honored to contribute to this process. We sincerely congratulate JRMA and appreciate their trust in AmbroseAdvisors to guide them through this transition." Legal counsel for the transaction was provided by HolzmanHorner PLLC.