



PRESS RELEASE

IMPERIAL CONSTRUCTION CELEBRATES 25TH ANNIVERSARY AND ANNOUNCES TRANSITION TO 100% EMPLOYEE OWNERSHIP

Weatherford, TX – January 2025 – Imperial Construction, a leader in the commercial, educational, and industrial construction industry, is thrilled to announce its 25th anniversary and a transformative milestone in its history: transitioning to a 100% employee-owned company through an Employee Stock Ownership Plan (ESOP). This significant step underscores Imperial's commitment to its employees, clients, and the future of the company.

Founded in 2000 by President/CEO Jeff Jones and partners Jon Jones, Holger Kelley, Mark Tucker, and Amy Jones, Imperial Construction has evolved from a local contractor in Weatherford, Texas, into a trusted industry leader known for its professionalism, transparency, and exceptional customer service. Over the past 25 years, the company has built an impressive portfolio of projects, including state-of-the-art educational facilities, complex industrial expansions, and innovative commercial and institutional developments, earning prestigious awards and recognition along the way.

A New Chapter of Ownership and Opportunity

The decision to transition to an ESOP reflects the values that have driven Imperial's success for the past two and a half decades: fostering collaboration, valuing relationships, and prioritizing the success of its people. By transferring 100% of the company's ownership to its employees, Imperial aims to preserve its strong culture, empower its workforce, and position the company for sustained growth and success.

"After extensive research, prayer, and reflection, we knew that an ESOP was the best way to secure Imperial's future while honoring our legacy and values," said Jeff Jones, President/CEO of Imperial Construction. "This transition is not just about preserving what we've built but ensuring our employees have a direct stake in our future success. It's a way to prepare the next generation of leaders without disrupting the operations or values that have brought us to this point."

Commitment to Excellence Continues

As Imperial moves into its next chapter, the company's day-to-day operations, leadership structure, and commitment to excellence will remain unchanged. Jeff Jones will continue as President/CEO, alongside Holger Kelley as COO, Amy Jones as EVP of Finance, Mark Tucker as EVP of Pre-Construction, and Jon Jones as EVP of Business Development. Together, they will lead the newly employee-owned company, focusing on growth, talent development, and customer satisfaction.

The ESOP will ensure the company remains independent, flexible, and aligned with the values that have made it successful. This ownership model strengthens Imperial's culture and provides employees with a unique opportunity to directly share in the company's growth and achievements.

A Legacy of Gratitude and Growth

Imperial's success over the past 25 years is a testament to the dedication of its employees, the loyalty of its customers, and the support of its community. "Our achievements are the result of hard work, faith, and a loyal workforce," said Jones. "We are deeply grateful for the challenges, relationships, and successes that have shaped our journey. This transition to employee ownership is our way of ensuring that legacy continues for generations to come."

As Imperial Construction looks to the future, the company is not only celebrating its rich history but also embracing the opportunities that lie ahead with excitement, gratitude, and confidence.