

MassCEO Success Stories

ESOP Business Profile

PCA



PCA is a Cambridge-based design firm, offering award-winning architectural, interior design and planning services. Founded in 1982 by David Chilinski and Wendy Prellwitz, the firm's goal has remained rooted in bringing a balance of creativity and expertise to each project, along with cultivating strong relationships with clients to best understand and serve their needs. The firm has since grown from a four-person office to an employer of over 50 individuals, transitioning into an Employee Stock Ownership Plan (ESOP) business model in 2010 and now holds 84% employee stock ownership.

Regionally recognized as one of Greater Boston's most renowned design firms, PCA has serviced clients from a wide range of sectors including housing, retail, hospitality and higher education. From converting a historic YWCA dormitory building into a boutique hotel, to refreshing the dining room of a popular Back Bay restaurant through thoughtful renovation, the firm's work is a testament to its capability of pushing the boundaries of creativity and design. The firm often sees clients return more than once with different project needs and services, and prides itself on building longstanding partnerships rooted in collaboration and trust.

The transition to an ESOP model was motivated by the desire to ensure PCA's longevity beyond its founders, with the firm continuously encouraging staff involvement in stock ownership plans, "We want employees to get involved... when the firm makes money, they make money." Co-Founder and President, David Chilinski, remarked. Considerable emphasis has been placed on establishing a workplace culture focused on professional



growth and collaboration, with mentorship programs and in-house wellness services being offered. The firm views employee satisfaction as integral to the firm's overall success, and these focused efforts have ultimately resulted in high employee retention rates. PCA recognizes that the firm's innovative work is made possible by the dedication of its employees and works hard to ensure that their talent is nurtured and celebrated.

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