



Massachusetts Center for Employee Ownership (MassCEO)

Western MA Regional Symposium – March 26, 2025

Round Table Panelists:



Delcie Bean – Paragus IT

Since founding the company at the age of thirteen, Delcie Bean has transformed Paragus I.T. into one of the most successful, fastest-growing IT firms in the region. The company's unique corporate culture and strategic approach to providing outsourced I.T. services to small-to-medium sized businesses have earned many accolades, including Inc. Magazine's list of 5,000 fastest-growing businesses and Forbes Magazine's 25 Small Giants.

As the company has grown, so has Delcie's commitment to equity and inclusion. In 2014, he created Tech Foundry, an educational nonprofit designed to address the need for a skilled I.T. workforce by providing in-depth training for promising individuals from marginalized or underrepresented communities. In 2016, Delcie began the process of transitioning Paragus to a 100% employee-owned company which he completed in 2024.

Today, Delcie is on a mission to grow Paragus into a \$250 million firm with offices all throughout the country. In doing so, Delcie aims to create more than 100 employee-owner millionaires. Most recently, Paragus expanded into Central Massachusetts by acquiring Comportz Technologies and opening an office in downtown Worcester.

When he isn't at the helm of Paragus, Delcie is living the quiet life with his wife of 15 years and their three boys in southern NH, serving as a trustee of Bay Path University, and fulfilling his commitment to lifelong learning through his service to YPO.



Seth Nash – Blue Q

Co-founder of 37-year-old Blue Q, a gift manufacturer that designs, manufactures and distributes quirky products such as socks, gum, lavatory mists, recycled bags, oven mitts and catnip to retailers worldwide. Mostly involved with operations, technology, corporate culture and future planning but also weighs in on how many cat related items the company designs each year. Seth Started his career pushing a broom and disliking cats, it's quite likely his career will end the same way.



Lloyd Miller – Old Creamery Co-op

After forty years living away from his childhood home of New England, Lloyd has recently returned to apply his hard-earned skills to the operations of The Old Creamery Cooperative of Cummington, Massachusetts. With twenty years' experience managing small businesses in the challenging commercial landscape of New Orleans, Lloyd's approach to operational management might best be described as holistic. From historic music venues like Preservation Hall, to iconic family-run taverns like Molly's at The Market, to the interactive musical cabaret gameshow of The New Orleans Bingo! Show, Miller's track record of successfully helping organically grown enterprises achieve success through good sense and better organization led to the execution of his own successful business from 2014 through 2020. Today, Lloyd resides with his family on the side of a steep hill in North Adams where his wife, two daughters, and assorted pets are greatly enjoying life above sea level.



Ili Spahiu – Small Business Administration



Ili Spahiu, Deputy District Director, joined the SBA Massachusetts District Office in June 2015. He is a seasoned and highly skilled financial professional with extensive experience in commercial lending. Ili started his professional career in retail lending, as a residential mortgage originator and transitioned to commercial lending and later financial planning. He brings a wealth of knowledge from the private sector having worked for various banks, credit unions and alternative lenders. Ili is charged with the task of expanding the network of SBA lending institutions and strengthening the SBA strategic partner network. He earned his BA in Public Administration from Clark University and a Master of Science in Finance degree from the Graduate School of Management at Clark University.



John Biagioni – Member, Employee Ownership Advisory Board

John is currently president of Lampin Corporation after serving as president of Dynisco/Viatran/DJ Instruments for almost a decade. He began his career as a machinist, and he has held numerous positions in the manufacturing sector with significant expertise in procurement and management. Coming from a public corporation, John has embraced the employee ownership culture at Lampin, saying "I always believed in equity, but the fact is that equity isn't given to everyone. I would rather be in an ESOP, where all employees get to benefit. Employees create wealth in their own retirement account by helping the company grow and succeed."

John is a Governor's appointee to the Employee Ownership Advisory Board, which helps set strategy and direction for MassCEO.

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