

MetroWest Symposium on Employee Ownership – July 30, 2025

9:00 AM – 9:30 AM | Registration, Networking, and Refreshments

Overview: Please arrive early to pick up your nametag and information packet, enjoy some breakfast pastries, and network with other attendees.

9:30 AM – 9:35 AM | Welcoming Remarks

Speaker: Jason Palitsch, Executive Director, 495/MetroWest Partnership

Overview: Opening remarks and welcome from 495/MetroWest Partnership

9:35 AM – 9:50 AM | Introduction to MassCEO & Employee Ownership Models

Speaker: Kevin Kuros, Interim Director, MassCEO

Overview: Introduction to MassCEO, an overview of employee ownership (EO) models, and an introduction to the featured Employee Stock Ownership Plan (ESOP) and cooperative businesses.

9:50 AM – 10:00 AM | Featured ESOP: Hallam-ICS

Speaker: Vin Calio, Chief Operating Officer, Hallam-ICS

Overview: Brief overview of Hallam-ICS and their experience as an ESOP company.

10:00 AM – 10:10 AM | Featured Co-op: DMA Health Strategies

Speaker: Deborah Strod, Principal, DMA Health Strategies

Overview: Brief overview of DMA, and their experience as a worker-owned cooperative.

10:10 AM – 10:30 AM | Funding Employee Ownership: Small Business Administration (SBA)



Speaker: Ili Spahiu, Deputy District Director, SBA

Overview: Discussion on financial resources and support available for businesses transitioning to employee ownership through SBA programs.

10:30 AM – 11:30 AM | Facilitated Roundtable Discussion

Facilitator: Kevin Kuros, Interim Director, MassCEO

Panelists:

Vin Calio, Hallam-ICS, Chief Operating Officer

Deborah Strod, DMA Health Strategies, Principal

Ili Spahiu, SBA, Deputy District Director

Darnell Adams, Chair, Employee Ownership Advisory Board

Mary McCooe, Member, Employee Ownership Advisory Board

Overview: A dynamic and lively discussion on the practical aspects of transitioning to employee ownership, challenges, success stories, and strategies for sustainable EO businesses.

11:30 AM – 11:35 AM | Concluding Remarks

Speaker: Kevin Kuros, Interim Director, MassCEO

Overview: Summary of key takeaways, appreciation for participants, and a call to action for business leaders and policymakers.

11:35 AM – 12:00 PM | Networking & Refreshments

Overview: Informal networking session with light refreshments, providing an opportunity for attendees to connect and explore collaboration opportunities.