

Jasper Holdings, Inc.: Flipping the Script on Acquisitions

FEATURING

Zach Bawel,
President, Jasper Holdings, Inc.

Zach Bawel started his professional career as a sales intern for Jasper Engines and Transmissions, where hard work and dedication led him to become the company's President. In between, Bawel experienced several roles in several cities: inside sales in St. Louis, Missouri, outside sales in St. Louis, Southern Indiana, and Baltimore, then back to Jasper, Indiana to serve as Regional Sales Manager, Vice President of Sales and eventually President. Today he is President of Jasper Holdings, Inc. (JHI), which seeks to acquire companies to build on their success and provide their employees advancement opportunities like those Bawel has experienced.

Not Your Traditional Acquisition

At JHI, an acquisition isn't a takeover. Rather, Bawel looks for brands that are frontrunners in their industries and have strong leadership teams that want to continue to run the business.

"Every company that gets acquired is afraid of what's going to change. But other than a few administrative items, not much will change providing the companies continue to perform well," Bawel said. "We don't want to get involved in the running of the business. We want to share best practices and leverage things like insurance to save costs. We want to see our companies grow, and we are willing to invest the capital to help them with their growth strategy."

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When JHI Companies Grow, Everyone Gains

A strong differentiator for JHI is its Employee Stock Ownership Plan (ESOP), which allows employees to earn a stake in the company, share in its growth, and build wealth for retirement.

"We are big believers in the ESOP model where all Associates win and build a meaningful retirement plan," Bawel said. "The ESOP has been a game changer for so many in the JHI family. Each year, the Associate-Owners receive shares of stock in the JHI family of companies. We have distributed more than \$447 million worth of stock to our Associate-Owners in their ESOP retirement plan. As the company performs well, the Associate-Owners are rewarded."

What Does a JHI Company Look Like?

JHI looks for companies that share similar cultural values like hard work, a growth mindset, and supporting employee advancement — many of the same attributes Bawel gained as he rose through the ranks of Jasper Engines and Transmissions.

"When you think of the companies we have acquired, the founders selling these businesses were looking for a way to reward their people on a go-forward basis by becoming part of our 100% Associate-Owned company," Bawel said. "These founders could have sold to someone else and received more money, but they chose to reward their employees and make them Associate-Owners."

Although JHI has traditionally acquired companies in the automotive and trucking parts industries, the company is diversifying, beginning with the acquisition of Jer-Den Plastics, Michigan's leader in plastic rotational molding. Bawel said the more important qualifier than a company's industry is the strength of their brand, the value they bring to the market, and a genuine interest in the growth of their company and Associates.

Jasper Holdings, Inc. is a 100% "Associate-Owned" and Top 50 ESOP company valued at more than \$1.25 billion. The 2022 JHI ESOP reached a record-setting price per share of \$873.48, a \$99.10 per share and 12.84% YOY increase. Jasper Holdings' growing list of affiliated companies includes Jasper Engines & Transmissions, Weller Truck Parts, D&W Diesel, Diesel USA Group, Jasper Innovative Solutions, Jasper Electric Motors, and Jer-Den Plastics.

Learn More

Visit www.jasperholdingsinc.com to learn more about the family of companies that make up Jasper Holdings, Inc.