

WE'RE NOW EMPLOYEE- OWNED!

NICK KOSTECKI EXCAVATING

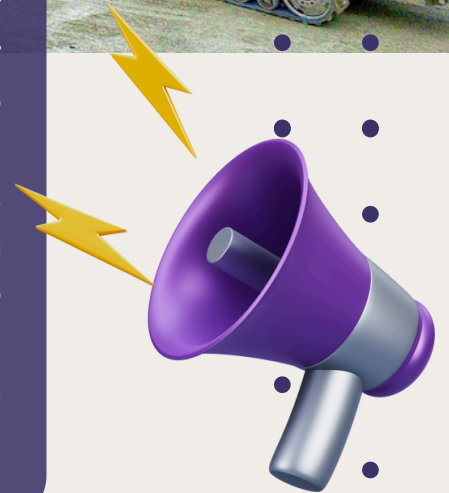


NDK
Scrapers



In 2024, Nick KostECKi Excavating and NDK Scrapers transitioned to an Employee Stock Ownership Plan (ESOP). This shift gives our employees an ownership stake in the company, strengthening our commitment to delivering the same high-quality service you've always trusted.

With nearly 100 K-Tec Scraper and CAT Challenger combinations in our active rental fleet, an operator for every machine, and a team of highly skilled mechanics, we knew this was the best move to secure the future of our companies. We remain privately held with the same leadership, teams, and dedication to our customers and vendors. This change simply allows our employees to share in the success we've built together.




Why We Chose an ESOP:

- To reward and retain our incredible employees
- To ensure both of our companies stay privately held
- To strengthen long-term stability for our customers and vendors
- To invest in our futures without changing who we are

Our Promise Moving Forward:

This ESOP transition ensures that Nick KostECKi Excavating and NDK Scrapers will continue delivering the same high-quality service you know and trust. We're here for you now and for decades to come.

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