



FOR IMMEDIATE RELEASE
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Contact: Tommy Silva, CEO/President
Phone: (808) 695-4461
Email: tommy@tntinting.com

Owners of T&T Tinting Specialists Turning Company Over to Employees Through an Employee Stock Ownership Plan (ESOP)

After 39 years of significant expansion and growth, T&T Tinting Specialists begins its 40th year as an ESOP...

Honolulu, Hawaii: T&T Tinting Specialists, Inc. has completed a transaction to become 100% employee-owned through its newly created Employee Stock Ownership Plan (ESOP). The Company was founded in Honolulu in 1982 and is a national industry leader in the professional installation of window films, paint protection films for vehicles, and solar, security, graffiti protection films along with custom glass graphics for residential and commercial buildings in Hawaii.

Heading into its 40th year, T&T Tinting's CEO Tommy Silva has transitioned 100% of the Company's total ownership to all the employees of the Company through a qualified retirement plan known as an Employee Stock Ownership Plan (or ESOP). All eligible employees will be granted shares of Company stock each year, at no cost, allowing them to earn ownership over time through their continued service to the Company and accumulate additional tax-deferred retirement wealth on top of their current 401k program. T&T Tinting Specialists joins a group of elite 100% employee-owned companies across the United States of America.

Silva says, "Each employee of T&T Tinting is a highly valued and trusted team member. We want our employees to feel that they 'own and operate' their *own* business which fosters tremendous pride and aloha resulting from owning actual stakes in the Company. We also want our employees to benefit far beyond their wages and 401k plan as they continue to help build and grow T&T Tinting. Together we strive to be more innovative, creative and responsive to our customers' needs."

Silva implemented this plan because he felt it was the most sustainable path forward for the employees of T&T while protecting the legacy he has built with them. Silva said "Legacy was a critical factor in selecting this ESOP transaction, but equally as important was ensuring that anything we did as owners would directly motivate and help the employees continue to succeed."

Michael Harden of Ambrose Advisors, an investment banking firm that advised Silva with the ESOP transition stated "Tommy Silva's goal was to secure a sustainable future for T&T Tinting Specialists in a manner that would be highly beneficial to its employees, customers, supplier partners, vendors, and the local community".

T&T Tinting installs window films supplied by Eastman Performance Films. A quote from Darrell Reed, Commercial Director of Eastman Performance Films; "On behalf of Eastman, we would like to congratulate Tommy, Teri and their team on 40 years of business excellence. The success of the T&T is based on their relentless focus on providing an outstanding customer experience, disciplined business practices while still being able to cultivate a family culture with their employees. The decision by Tommy and Teri to move forward with an ESOP for their employees embodies the family culture they have created. We are very proud to be T&T's supplier for the last 40 years and excited to continue working with the T&T team going forward as they continue the amazing legacy they all helped build."

T&T Tinting Specialists has twice been named Llumar/Select Pro National Dealer of the Year, Window Film Magazine's #1 Tinting Company in the U.S.A as well as annual recognition for excellence by Hawaii Business Magazine, The Honolulu Star Advertiser, KITV4 and Pacific Business News.

For more information about T&T Tinting Specialists, visit <http://www.TNTTinting.com>.

About: **T&T Tinting** provides the latest window film technology for vehicle, residential and commercial applications. <http://www.tnttinting.com>

About: **Ambrose Advisors** is a national middle-market investment bank and financial advisory firm focused on guiding and assisting business owners with ownership succession planning, primarily through employee ownership. <http://www.AmbroseAdvisors.com>

About: Sullivan Meheula Lee acted as legal counsel in connection with the ESOP transaction. Sullivan Meheula Lee is a Hawaii based law firm specialized in commercial, business and real estate transactions and litigation. <http://www.smlhawaii.com>

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