

Friends,

I've long believed that solutions to educational challenges come from those who have been closest to the classroom or have direct experience with the education system. This knowledge of students and what they need and the ability to lead that derives from it has been the key to ARC's success. I am delighted to be able to announce that ARC is now a business that was not only founded by and run by educators but is now owned by educators as well. This week, ARC transferred stock into an Employee Stock Ownership Plan (ESOP), therefore becoming a 100 percent employee-owned business.

ARC produces a highly rated, state of the art curriculum that has delivered results for countless kids. The curriculum is designed to jump-start children's interest in reading while supporting their reading development. With ARC Core, kids get hundreds of curated libraries that include the best books on the market and a curriculum that dives deeply into content across disciplines, building knowledge that is essential to not just reading comprehension but success in college and/or career. Many of the over 300 ARC staff are former ARC Core users who have experienced first-hand the unprecedented progress and joy of both students and educators when their curriculum is systematic, rigorous, and aligned to the highest standards while maintaining flexibility and choice to meet the needs of students. This is a curriculum that seeks to give more to those who often receive less—more books, more writing, and more support.

What's more, ARC is a company that strives to go beyond commitment to education. ARC is a benefit corporation meaning the company meets the highest standards of social and environmental performance, transparency, and accountability to balance profit and purpose. All ARC Press titles are manufactured and made in America with vegetable ink. Our previous office and warehouse were 100 percent powered by solar panels. ARC's newly purchased office and warehouse are being renovated to comply with the highest environmental standards and will include expanded green space.

ARC is not your traditional business, and the main reason why is the people who work here. This is a business where a vice principal with skill in logistics became the senior executive in charge of supply chain and a receptionist grew into the role of chief operating officer. It's a place where teachers, principals, and other colleagues cultivate their talents in new ways to lead every department. With employees who act as stewards of the mission and enterprise in such dedicated ways, the transition to an ESOP is all the more worthwhile and necessary.

When I started on this journey 25 years ago, it was because my experience as a teacher led me to seek ways to support all kids—no matter where they come from or their circumstances—to be lifelong readers and learners. Every child deserves an education that not only supports reading development but cultivates a love of reading that can transcend circumstance. I look forward to seeing where our brilliant owners take this organization next.



Jane Hileman
Founder & CEO
American Reading Company