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Helical Drilling transitions to employee-owned company

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Braintree, MA Helical Drilling, a geotechnical design-build contractor, has officially transitioned to an employee-owned company through an Employee Stock Ownership Plan (ESOP). This milestone represents a strategic investment in long-term stability, workforce engagement, and the continued delivery of high-quality geotechnical construction services throughout New England.

Founded in 1989, Helical Drilling has earned a reputation for engineering innovation, technical precision, and reliable project execution across infrastructure, commercial, multi-family residential, and industrial markets. The transition to employee ownership underscores the company's commitment to rewarding its team and preserving its core values.

"This company was built by hard-working people who show up every day, put in the effort, and take pride in what they do," said Chad Graybill, president of Helical Drilling.

"Becoming employee-owned is our way of saying 'this is your company too'. We have always believed in working together. Now we succeed together."

The ESOP structure provides a thoughtful succession plan while allowing key leadership to remain active in guiding the company. With many team members having tenures exceeding a decade, this model ensures the knowledge and dedication of Helical's workforce remain central to its future direction. By offering staff a meaningful ownership stake in addition to existing benefits, the ESOP aligns individual efforts with shared success.

Employee-owned companies have consistently demonstrated improved productivity, stronger morale, and greater resilience in competitive industries. In geotechnical construction, where safety and expertise are paramount, this alignment of interests supports higher standards and better outcomes for clients.

"Employee ownership strengthens the long-term sustainability of the company," Graybill added. "It allows us to plan and grow with confidence while continuing to lead New England in driving innovation through geotechnical design-build services to our clients."

The transition was made possible with funding support from Rockland Trust, reflecting their commitment to fostering long-term growth and employee ownership for local businesses like Helical Drilling. Clients and partners will see no change in leadership, contracts, or project delivery. Helical Drilling's experienced team remain in place, committed to the same high standards and collaborative

approach that have defined the company for more than 30 years.

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