



PV Squared is a solar company that was founded as a worker-owned cooperative in 2002, with the goal of creating sustainable, living wage jobs to strengthen the local economy. Today, they serve as an example of how worker-ownership creates a culture of investment which benefits the company's performance.

The cooperative, which is also a B-Corporation, designs and installs solar and energy storage systems for residential, commercial, agricultural, and industrial properties throughout Western Massachusetts, Southern Vermont, and the outer Capitol region of New York. From 2015 - 2019, PV Squared was highlighted as one of the "Best Companies in the World for Workers" by the B-Corporation Network.

In 2002, the four founders launched PV Squared in an effort to create good renewable energy jobs in the Pioneer Valley. They chose a worker ownership model to ensure that the well-being of workers was a central value of the business. Employees have to work for the company for two years before they can become worker-owners. Today, PV Squared has almost fifty employees and worker-owners who are paid a competitive wage and enjoy an impressive benefits package including healthcare, paid vacation, and flexible family leave. PV Squared is also a member owner of Amicus Solar Co-op and Amicus Operations and Maintenance Co-op.

The ownership and governance structure at PV Squared incentivizes a dynamic, open, and collaborative culture. A few years ago, after a period of substantial growth, worker-owners voted to adopt a more traditional governance/management structure to allow the company to act nimbly in this growing industry. The Board of Directors, however, continues to be comprised of worker-owners who are elected annually by the members. The Board oversees the general management team, and is responsible for governance and long-term visioning.



“There is a belief that your voice can be heard and your ideas can be considered,” shared worker-owner Chris Krezmien. “Your input is taken seriously. It’s a non-tangible benefit, but people feel valued.”

As a result of employee satisfaction with the company benefits and culture, PV Squared, unlike many other contracting companies, boasts a higher rate of employee retention.

Worker-owners are, quite literally, invested in the success of the business, which has benefited the performance of the company. For example, the entire company agreed to go through a strenuous process to become certified by the North American Board of Certified Energy Practitioners (NABCEP.) Though difficult to complete, the certification demonstrates the employee-owners’ commitment to providing a high-quality, competitive service.

As a B-Corp, PV Squared has donated 12 solar installations in collaboration with Habitat for Humanity. This contribution is just another reason that employee-owners take pride in their work. Chris Krezmien remarked, “At all times, we are trying to be an ambassador for the co-op.”

The Massachusetts Center for Employee Ownership advocates employee ownership through education and outreach to business owners across the Commonwealth. MassCEO is administered by the ICA Group, the oldest national nonprofit organization dedicated to the development of worker cooperatives with a mission to center worker voice, grow worker wealth, and build worker power.

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