

1976-2026

50 YEARS

# PENN FENCING

100% EMPLOYEE OWNED



“Employee ownership felt like a natural progression for our company,” Galbreath said. “We’re fortunate to have dedicated team members, and we want them to feel truly invested in their work.”

An ESOP allows employees to become owners through company-provided stock, giving those who serve customers every day a direct stake in the company’s success. Since becoming employee-owned, Penn Fencing has continued to look ahead.

“The ESOP transition has opened the door to new growth opportunities,” said Matt Nebel, general manager. “It allows us to pursue initiatives that simply weren’t possible before.” Galbreath and Nebel are guiding the company into its next chapter with a focus on responsible growth, continuous improvement, taking care of employees they consider family, and delivering quality products at fair prices.

As part of that evolution, Penn Fencing has adopted the iDrive Power System™, an advanced fence foundation method that replaces traditional concrete installations with driven steel and aluminum posts set deep into undisturbed soil. The system allows for clean, same-day installations while helping prevent frost heave, soil settlement, and leaning. When installed to specifications, it offers wind resistance up to 100 miles per hour and is backed by a Lifetime Triple Threat Guarantee™. By embracing this technology, Penn Fencing delivers faster installations and longer-lasting results while maintaining its commitment to quality and craftsmanship.

Penn Fencing’s longevity is rooted in core values that emphasize honesty, respect, quality workmanship, and a positive work environment. Those principles have earned the company industry recognition, including AFA Blue Ribbon Company status and an A+ rating from the Better Business Bureau. With offices in Butler, Indiana, and Seneca, PA, Penn Fencing serves customers across Western Pennsylvania while maintaining the feel of a local, family-run business.

As it marks its 50th anniversary, the company continues to invest in modern technology, including a new customer relationship management system to improve the customer experience, as well as a fully redesigned website—while staying true to the principles it was founded on in 1976. “For 50 years, we’ve focused on doing things the right way,” Galbreath said. “Employee ownership ensures that commitment will continue for decades to come.”

In an era when many businesses are absorbed by national chains or private equity firms, Penn Fencing’s story stands as a testament to family leadership, employee ownership, and community-focused values—right here in Butler, Pennsylvania.



## Penn Fencing Marks 50 Years in Business with Employee Ownership and Deep Local Roots

BUTLER, PA — As Penn Fencing prepares to celebrate its 50th anniversary in 2026, the Butler-based company is reflecting on a legacy built on family values, craftsmanship, and a strong commitment to its employees and community. Founded in 1976, Penn Fencing has grown from a small local contractor into one of Western Pennsylvania’s most trusted fencing providers—and is now proudly 100% employee-owned.

The transition to an Employee Stock Ownership Plan (ESOP) marks a significant milestone in the company’s history, securing its long-term future while rewarding the employees who helped build it.

“A desire to protect and retain loyal employees and to create a succession plan were the two biggest reasons we chose employee ownership,” said Chad Galbreath, president of Penn Fencing. “Employee ownership was part of my dad’s dream years ago. We knew it would help with succession planning, retaining employees, and staying competitive in the market.” Penn Fencing was founded by Larry Galbreath in 1976 with just a few employees, focusing on wood, agricultural, and chain-link fencing. Over the decades, the company expanded steadily, adapting to industry changes while maintaining a personal, service-driven approach.

Larry’s son, Chad Galbreath, took over in 2000 and led the company through a second generation of steady growth while keeping it firmly rooted in Butler and the surrounding region. Many materials are sourced locally, helping keep dollars in the regional economy. Today, Penn Fencing employs nearly 60 people and offers fencing, railing, and decking services, along with nationwide product shipping through its online store, pennfence.com.

While many family-owned businesses struggled to compete as big-box retailers and online sellers increased their reach, Penn Fencing chose a different path. Rather than treating fencing as a commodity, the company invested in skilled installation crews, expanded product offerings, and prioritized customer service. Phones are answered by real people, customers receive expert guidance, and projects are completed with an emphasis on quality and professionalism.

Visit Penn Fencing online at pennfence.com, call 888-728-4695 or stop in person at our Butler or Indiana sales office. For privacy, security or to update your homes curb appeal, call the experts at Penn Fencing today!



CHECK OUT OUR WEBSITE!



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