


WHAT IS AN Employee Stock Ownership Plan (ESOP)?

THE POWER
OF EMPLOYEE
OWNERSHIP

+ AN ESOP IS

An opportunity
to own a slice
of the company



A way for you to
share in the wealth
you create, no
matter what role
you hold

Funded by the
company, it provides
the workforce with
an ownership
interest **at no cost**
to the employees



Creates an
ownership culture
where everyone
can be proud of
the business they
are building

THE ESOP WIN-WIN



Fewer layoffs
Employee owners

4X
LESS LIKELY
to be laid off than
traditional workers



**More retirement
benefits**
ESOP employees have

2.5X
the retirement assets in
company-sponsored plans



**Higher
compensation**
Wages can be

5%-12%
HIGHER
than in non-
ESOP companies



Faster growth
Companies with
ESOPs grow

2.3%
FASTER
in sales, employment
and productivity

YOU'RE IN GREAT COMPANY!

7,000 EMPLOYEE STOCK
OWNERSHIP PLANS
covering **13.5** MILLION
EMPLOYEES

More than $\frac{1}{2}$ of Fortune Magazine's
**"100 Best Companies
to Work For"**
have employee ownership plans

Notable ESOP companies:

**Publix
Super Markets**
143,000
EMPLOYEES

**CH2M
Hill, Inc.**
19,000
EMPLOYEES

Lifetouch
18,000
EMPLOYEES

**New Belgium
Brewing**
500
EMPLOYEES