

# EMPLOYEE STOCK OWNERSHIP PLANS

## ESOP AWARENESS

An Employee Stock Ownership Plan (ESOP) is a defined contribution plan that **provides a company's workers with an ownership interest in the company**, typically at no cost to the employees.



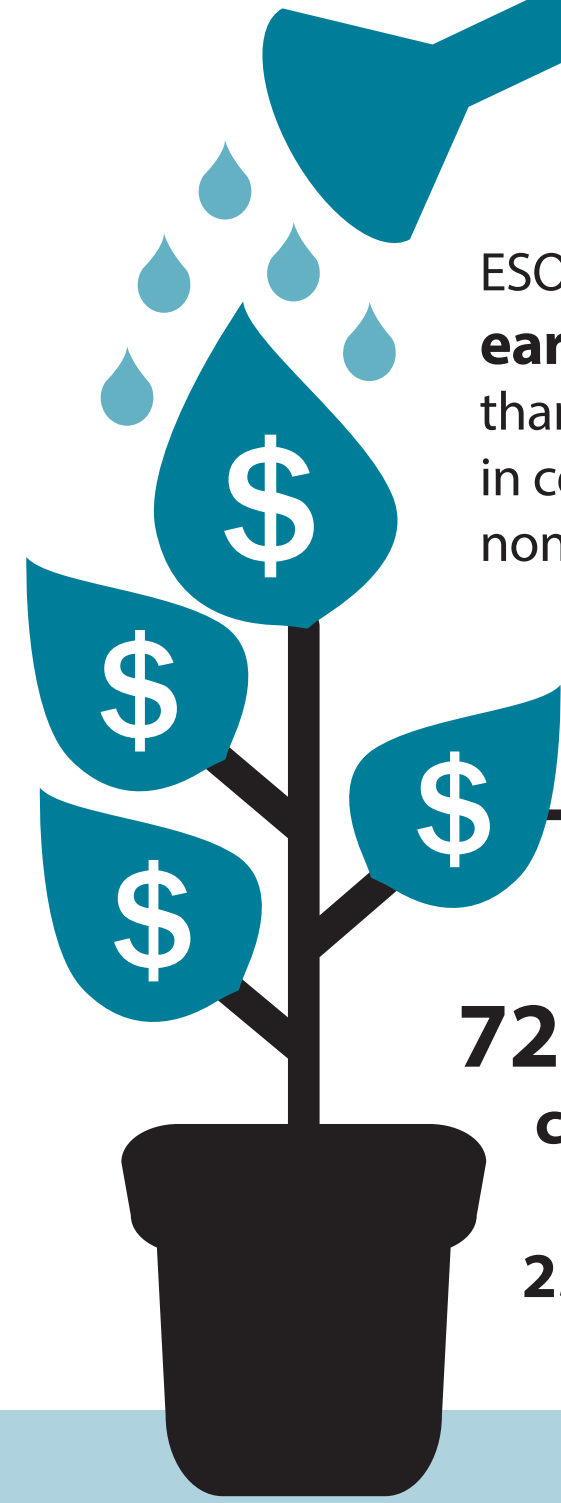
Companies with ESOPs and other broad-based employee ownership plans account for well **over 50% of Fortune Magazine's "100 Best Companies to Work for in America"** list.<sup>1</sup>

**82%** of ESOP Association members reported that motivation and productivity increased as a result of the ESOP.<sup>2</sup>

ESOPs cover about **13.5 million employees**.<sup>3</sup>

ESOP participants **earned 5 - 12% more** than employees in comparable non-ESOP companies.<sup>4</sup>

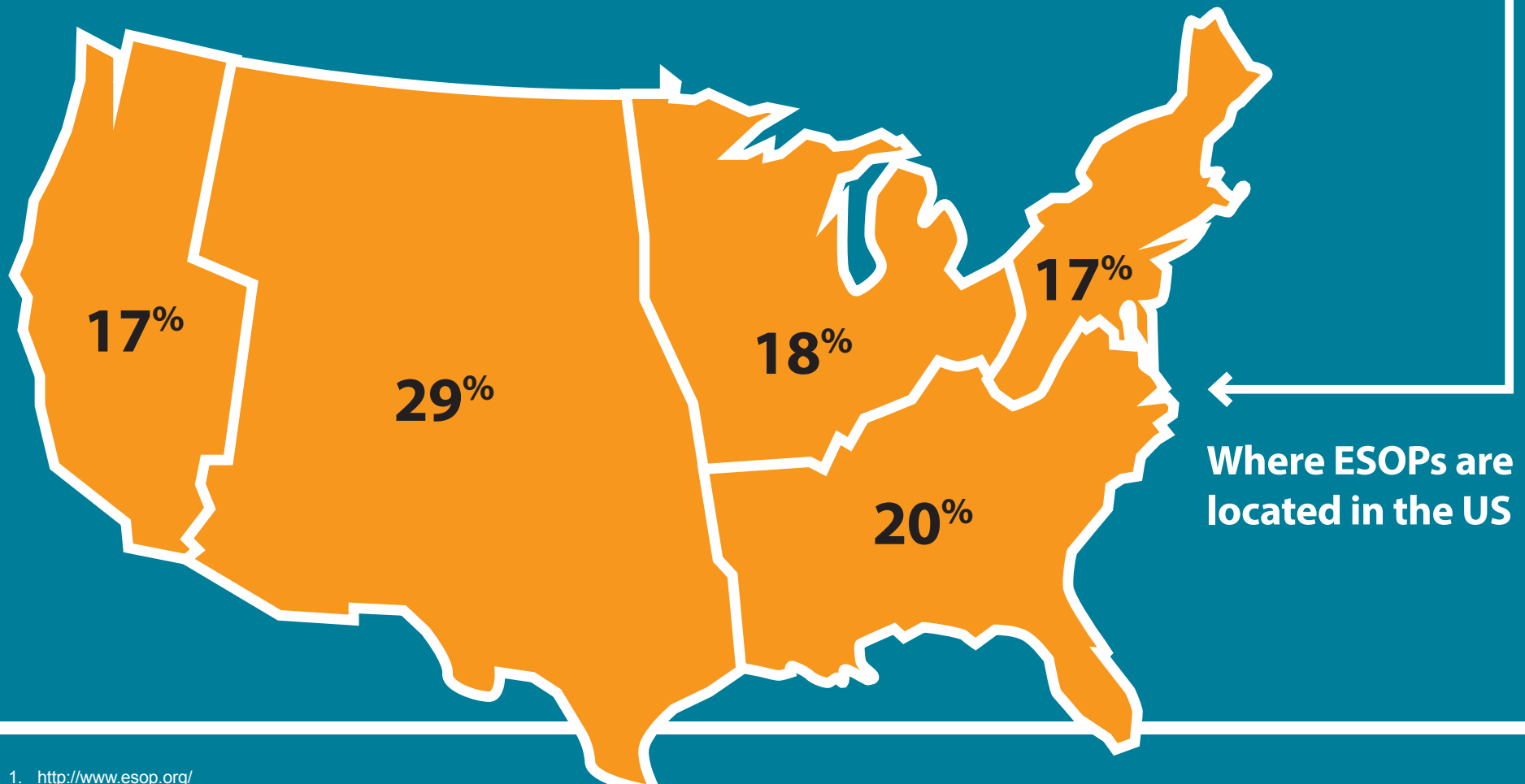
**72%** of ESOPs are in companies with fewer than **250 employees**.<sup>5</sup>



*ESOP company employees have a **2½X** greater retirement fund than non-ESOP employees.*<sup>6</sup>

## The geography of ESOPs<sup>7</sup>

There are about **6,941 ESOP companies** in the US<sup>8</sup>



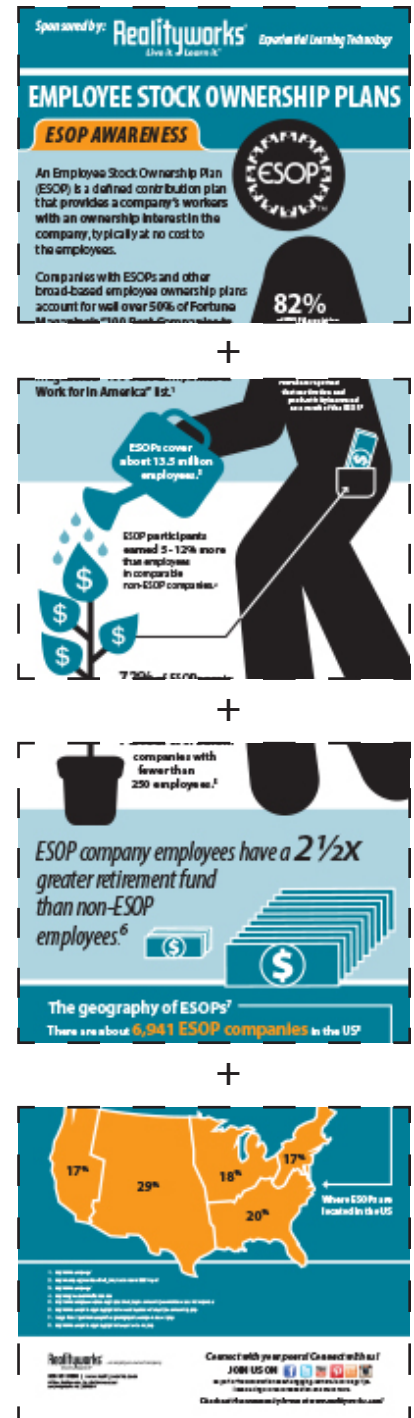
Where ESOPs are located in the US

1. <http://www.esop.org/>  
 2. [http://filesop.org/userfiles/file/9\\_Key\\_Facts\\_About\\_ESOPs.pdf](http://filesop.org/userfiles/file/9_Key_Facts_About_ESOPs.pdf)  
 3. <http://www.esop.org/>  
 4. <http://cog.kent.edu/lib/kardas.htm>  
 5. <http://www.esopinfo.org/infographics/economic-power-of-employee-ownership.php>  
 6. <http://www.esopinfo.org/infographics/esops-in-the-us.php>  
 7. image from <http://www.esopinfo.org/infographics/esops-in-the-us.php>  
 8. <http://www.esopinfo.org/infographics/esops-in-the-us.php>

# STEP-BY-STEP PRINTING INSTRUCTIONS:

All PDF documents require the use of Adobe Acrobat Reader, which can be downloaded for free at [www.adobe.com/products/acrobat/readstep2.html](http://www.adobe.com/products/acrobat/readstep2.html).

- 1) Open file in Adobe Acrobat
- 2) File -> Print
- 3) Under Page Size & Handling, highlight the Poster button
  - a. Select tile scale of 100%
  - b. Select an overlap of 0.005 in
  - c. Select poster orientation of Portrait
- 4) Click the Page Setup button at the bottom of the page
  - a. Select paper size to 11 x 17
- 5) Check your Printer Properties by clicking the Properties button after the printer name to ensure
  - a. Color printing is enabled
  - b. Single-sided printing is selected
  - c. Page size is selected as 11 x 17
- 6) Click the Print button at the bottom of the page
- 7) Cut out printed poster and tape 4 printed pages together



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