

# ESOP UPDATE

Information about your Employee Stock Ownership Plan (ESOP)

## Coworkers in an ESOP have an extra reason to care

*“When we do things right, help others succeed, work safely and serve our customers as a team, we all win!”*

— ESOP participant

If the long-term rewards of ownership go only to people outside your business, then reasonable people might be tempted to let others fail and keep essential knowledge to yourself. After all, letting others mess up might even provide advantages in a non-ESOP setting. But when employees share in ownership through an ESOP, this kind of thinking is turned upside down. ESOP participants get the financial benefits of ensuring that everyone succeeds.



### **Help newest employees learn best practices**

The faster your coworkers can learn the best way to perform a task, the faster they will contribute to meeting business goals and growing ESOP value.

### **Do your part to ensure others are successful at work**

If coworkers are struggling, it can damage your company’s ability to grow and serve customers. Wise ESOP participants know that this impacts everyone’s future ESOP rewards.

### **Care about each other and our community**

ESOP participants get advantages when they build a community of people who care. Keeping great people and sustaining your employer’s reputation has a positive impact on a company’s value. Sustaining a culture of caring is something everyone can influence and it pays off in long-term rewards.