

ESOP UPDATE

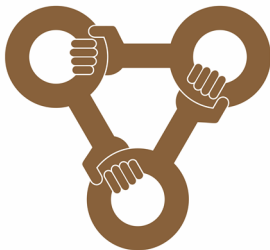
Information about your Employee Stock Ownership Plan (ESOP)

ESOPs tend to be better places to work

People spend an average of one third of their life at work. If you work for a company with an ESOP, research shows you enjoy big advantages that benefit all employees compared to non-ESOP companies.

You benefit from company growth.

National studies found that companies with ESOPs grew 2.3–2.4% faster in terms of sales and employment. ESOPs where employees are engaged in making improvements have even more impressive growth rates! Growth increases ESOP rewards.



ESOPs have more job stability.

ESOPs tend to be in very stable companies. ESOPs are a great way to sustain company culture and operations. This kind of stability is good for customers and good for your long-term job security.

ESOPs do better in times of crisis.

During the COVID-19 pandemic, Rutgers University found ESOPs were more likely to retain jobs, maintain hours and salaries, and provide protective measures for employees. These are similar findings to the performance of ESOPs during the 2008 economic recession.

