

Employee Ownership Report

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2015 Employee Ownership 100

The NCEO's 2015 Employee Ownership 100 list includes the nation's largest companies that are at least 50% owned by an employee stock ownership plan (ESOP) or other broad-based employee ownership plan. Many are 100% employee-owned.

The great majority (93%) of the companies on this list have ESOPs, and several of them have more than one plan. Other vehicles for employee ownership on this list include profit sharing plans invested

TOP 100 in company stock, stock purchase plans, 401(k) plans, and a worker cooperative. The companies on the list, seven of which are new to the list this year, employ nearly 668,000 people worldwide. This year the smallest company on the list has 1,200 employees. Five companies from last year's list have been removed as a result of acquisition, changing ownership structure, or bankruptcy.

In an analysis of ESOP companies on the list, an average of approximately two-thirds of employees participated in the plans. At approximately 70% of ESOP companies on the list, at least 50% of employees were participants. However, at a handful of ESOP companies, less than 10% of employees participated in the plan. Certain categories of employees, such as non-U.S. employees and those covered by collective bargaining agreements, do not necessarily participate in ESOPs. We include ESOP companies on the list regardless of the percentage of employees participating in the plan because ESOPs are legally required to be broad based and nondiscriminatory.

If your company should be on the list, please let us know. There are no readily available data sources for such figures, so we compile information from the companies themselves, news stories, company websites, and if none of these are available, online data resources. We encourage companies on the list to contact their local and trade media to tell their stories. We have sample press material available (please contact Dallan Guzinski at dguzinski@nceo.org). ■

See "Employee Ownership 100" on pages 8–9

Thanks to ROOF Donors



As planned, the Rosen Ownership Opportunities Fund (ROOF) made its final disbursement in March 2015. Thanks to the fund's generous donors, ROOF has funded academic fellowships, developed state-level policies and outreach, placed articles, encouraged employee ownership overseas, and more. ROOF was established in 2011 to acknowledge the contributions to employee ownership by Corey Rosen, cofounder of the NCEO.

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NEW DATA

ESOP Contributions

New analysis by the NCEO using data from the Department of Labor shows that, unlike the average defined contribution (DC) retirement plan, the average stand-alone ESOP is almost entirely funded by its sponsoring company. By contrast, the average DC retirement plan has about one-third of contributions (37%) coming from companies.

A "stand-alone" ESOP is one that does not have a 401(k) component. Plans that have both ESOP and 401(k) features, called "KSOPs," are found in both public and private companies, although public companies tend to have KSOPs while private companies tend to have stand-alone ESOPs. As a result, KSOPs represent 19% of all ESOPs but 88% of ESOP participants.

See "ESOP Contributions" page 3