

## ISSUE HIGHLIGHTS

- Employee ownership companies are once again heavily represented on *Fortune* magazine's list of 100 best companies to work for. *Details are on page 13.*
- The Supreme Court's ruling on company stock in retirement plans has changed the outcomes of cases around the country. The NCEO's annual reviews of stock plan litigation and rulings examine the practical implications of judiciary and regulatory rulings, including the impact of *Dudenhoeffer v. Fifth Third*. *See page 3.*
- Employee surveys can take your company culture to a new level...or create new problems. Learn about best practices in harnessing the power of employee surveys *on page 9.*
- Innovative new structures allow nonprofit organizations to benefit from ESOPs, and the IRS announces steps to allow prototype and volume submitter plan documents. *See page 6.*
- This issue's case study looks at management succession, hiring in an employee ownership company, and "feedback with a high five." *See page 8.*
- Other stories inside include big developments in Pennsylvania, Employee Ownership Day in the United Kingdom, declining levels of employee stock ownership in Germany, and new NCEO publications.

# EMPLOYEE OWNERSHIP REPORT

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## NCEO OUTREACH

### Finding the Next Generation of Employee Ownership

As a self-sustaining nonprofit organization, all of the NCEO's core activities must pass a market test: our members tell us whether our events, publications, and other resources are valuable to them by deciding whether to pay for them. Although that is still true, the NCEO has been initiating a series of projects that are taking us into new realms.

The changes started when Bill Marshall proposed creating the Rosen Ownership Opportunities Fund (ROOF) in 2010. His purpose was to allow the NCEO to do things that we would not have been able to do without it, and we did. ROOF put the NCEO on a new path, solidified most recently with a grant award from the W.K. Kellogg Foundation (WKKF). —Continued on page 4.



APRIL 12–14, 2016 / MINNEAPOLIS, MN

### Call for Annual Conference Sponsors and Speaker Proposals

The NCEO began accepting speaking and sponsorship applications on August 27, 2015, for the 2016 Employee Ownership Conference. Sponsors and speakers can submit proposals online at [www.nceo.org/conference](http://www.nceo.org/conference). That page has links to information and applications for sponsorship and instructions and applications for speaking at the conference.



The Conference will be April 12–14, 2016, in Minneapolis with a preconference session on April 11. It has grown every year since 2009, and in 2015 more than 1,400 attended. We welcome your ideas and support for this industry-leading event!

Sponsorships and exhibit tables are awarded on a first-come, first-served basis, so early submissions are more likely to be

included. Speaking proposals are due by the hard deadline of October 2, 2015. Speaking proposals go through a selection process with an outside committee. Speakers will generally be notified of their acceptance by the end of December. ■



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