

ISSUE HIGHLIGHTS

- ESOPs offer lots of flexibility in plan terms and financing. But are you pushing the limits too hard? [See page 7.](#)
- New employee ownership center funded in Massachusetts; legislation introduced in Wisconsin, New Jersey, and Maryland. [See page 12.](#)
- The long-time ESOP company Lifetouch has been sold to Shutterstock for \$825 million. Lifetouch employs about 16,000 employees. [See page 14.](#)
- Bob Fulton, founder of Web Industries, passed away recently. We recall all he did for Web and employee ownership. [See page 8.](#)
- Toni Martin of Kapco Global talks about what it means to her to be an owner. [See page 3.](#)
- Your business is growing—but is your culture keeping up? Learn how great companies do it. [See page 9.](#)
- More plaintiffs lose stock drop cases under *Dudenhoeffer* doctrine and a case involving account segregation is settled out of court. [See page 13.](#)
- The latest data from a large nationally representative survey continues to show strong evidence of the direct positive impact of employee ownership at the level of individual workers. [See story at right.](#)
- ESOPs help companies perform better and have lots of tax benefits, so why aren't there more? [See page 15.](#)
- ESOPs terminate at 3.9% per year, new NCEO analysis shows. [See page 10.](#)

EMPLOYEE OWNERSHIP REPORT

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New Data Shows Benefits of Being an Employee-Owner

The latest data from a large nationally representative survey continues to show strong evidence of the direct positive impact of employee ownership at the level of individual workers.

The NCEO is conducting a large ongoing project using data from the National Longitudinal Surveys (NLS), sponsored by the U.S. Bureau of Labor Statistics. The data follow the same sample of individuals over time. You can read more about the study at <https://www.ownershipeconomy.org/>. Our research report, “Employee Ownership and Economic Well-Being,” analyzed data from interviews conducted in 2013 when respondents were ages 28 to 34. We found that across demographic groups, employee ownership was associated with positive economic outcomes in terms of wages, benefits, household wealth, and job stability.

Data is now available from interviews with this same sample of respondents, conducted during October 2015 to August 2016, who are now between 30 and 36 years old.

We focus below on comparisons of workers with employee ownership at their workplace (employee-owners) to workers without such benefits (non-employee-owners) at the time of the interviews. Future analyses will zero in on how these two groups of workers have fared over time and include extensive demographic breakdowns. The data includes an oversample of African American and Latino workers.

Looking just at currently employed workers provides comparison groups of 3,602 non-employee-owners and 828 employee-owners. Among non-employee owners, 64% appear to be working for the same employer as when interviewed in 2013 compared to 73% of employee-owners.

The tables on page 3 highlight the ways in which employee ownership can translate into a real difference in the lives of workers. All tables include only currently employed workers.

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**EMPLOYEE
OWNERSHIP
CONFERENCE**

2018

**Conference
insert inside!**

Wed–Fri, April 18–20

Atlanta, Georgia

Preconference: Tue, April 17

Early rates apply until March 19

Register at www.nceo.org/register

THE NCEO is a self-sustaining nonprofit membership organization that provides practical resources and objective, reliable information on employee stock ownership plans (ESOPs), equity compensation plans, and ownership culture. Our publications, meetings, webinars, and research are designed with you in mind.

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