

ISSUE HIGHLIGHTS

- Behind the scenes, lawmakers at the federal, state, and municipal levels have been working on employee ownership. Highlights from around the country are on [page 3](#).
- The NCEO is releasing its report on preferred-status companies and ESOPs. If your company is thinking about minority-, women-, or veteran-owned status, go to [page 6](#) to learn more about the challenges.
- Not much information exists about executive compensation in ESOP companies. Expanding on the results in the last newsletter, [page 7](#) focuses on incentive compensation.
- How can a U.S. company effectively provide an ownership stake to its non-U.S. employees? DAI created a unique corporate structure to facilitate global broad-based ownership, as the case study on [page 8](#) shows.
- Does your communications committee need a boost? See [page 9](#) for ideas.
- Recent court cases resulted in a large judgment against an institutional trustee and in a trust company employee potentially being deemed personally liable for his actions as a trustee. See [page 10](#).
- Trustees need to be prepared to protect plan participants when the company underperforms. Tips for negotiating those protections ahead of time are on [page 11](#).

EMPLOYEE OWNERSHIP REPORT

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NEW RESEARCH ON ECONOMIC WELL-BEING

Employee-Owners Have Greater Economic Security

The following comments, from a review by Rutgers professor Joseph Blasi of the NCEO's new research, appeared on June 9 in the *Huffington Post*.

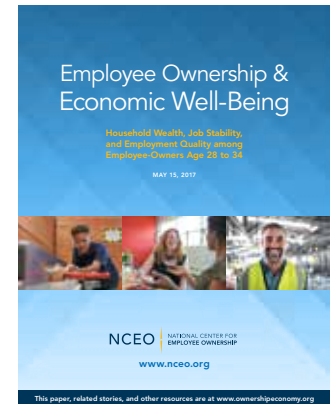
"As the nation is in the midst of a rapid rethink of the fortunes of the middle class that is affecting both political parties, a new study suggests what kinds of companies might improve their wages and wealth. The study, *Employee Ownership and Economic Well-Being*, shows that employee stock ownership is linked with better wages, wealth, and benefits for young workers as they move through their first two decades in the workforce...

"Dr. Nancy Wiefek of the National Center for Employee Ownership (ownershipeconomy.org) ingeniously used information from the National Longitudinal Surveys of the U.S. Department of Labor's Bureau of Labor Statistics to get into the weeds about what happened to a nationally representative group of... young people as they began their journey through the workforce...

"The young people in ESOP companies had higher median wages and household wealth whether their income was above or below \$50,000, whether they were male or female, whether they were people of color or not, whether they were married or single, college-educated or without college, with or without children. This seems to cross over some of the usual fault lines of wealth in American society." ■

More Resources

- An infographic with key results is on [page 4](#).
- The full report, stories, and highlights are at www.ownershipeconomy.org.
- PowerPoint slides are in the members area of the NCEO website.
- A [press kit](#) is available in the NCEO public site.



October 3-4, 2017 | Tampa, Florida
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See special insert inside...

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.
www.nceo.org