

Employee Ownership in an Alternate Universe

1. Verb - Past Tense _____
2. Verb - Past Tense _____
3. Noun _____
4. Noun _____
5. Noun _____
6. Noun _____
7. Verb - Past Tense _____
8. Verb - Past Tense _____
9. Adjective _____
10. Noun _____
11. Noun - Plural _____
12. Noun - Plural _____
13. Noun _____
14. Noun _____

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WHAT IS AN ESOP?

An ESOP is an acronym that stands for Employee Stock Ownership Plan.

Technically, the Plan is _____ Verb - Past Tense or _____ Verb - Past Tense pursuant to a tax-exempt Trust, referred to as ESOT, Employee Stock Ownership Trust. Accordingly, the Plan is alternatively referred to as the _____ Noun.

The purpose of the ESOP is to enable you, as an _____ Noun, to acquire beneficial _____ Noun in your Company without having to invest your own money.

The ESOP also provides the current owners with a powerful financial _____ Noun to strengthen the Company.

The term "Employee Stock Ownership Plan" was first _____ Verb - Past Tense by Federal legislation in the Employee Retirement Income Security Act of 1974.

From 1974 to date, it has been estimated that 20,000 companies have _____ Verb - Past Tense Employee Stock Ownership

Plans.

The Plan is a _____ Adjective entity for Federal and state corporate income tax purposes.

This enables the Company to make cash and/or Company stock contributions to the _____ Noun, which are used to

acquire _____ Noun - Plural of the Company on your behalf.

The advantage of the ESOP to you is that you are able to acquire this stock without paying current income tax on the stock and without any diminution of your take-home _____ Noun - Plural.

Again, this results from the fact that the _____ Noun is made entirely by the Company and is not taxed to you personally as it is allocated.

The advantage to the Company and the current owners is that the ESOP makes pre-tax dollars available to finance Company growth and/or to create ownership liquidity at the time of _____ Noun.

WHY YOUR COMPANY HAS ADOPTED AN ESOP

Although

the specific reasons for adopting an ESOP will be discussed in meetings held to explain ESOP details, the following advantages were material to the adoption of the Plan.

1. The success of the Company has been the result of the efforts of all employees and the ESOP will enable them to share in the economic rewards of ownership.

2. The Company has examined and analyzed other forms of qualified plans, and feels that an ESOP provides greater benefit to the Company and its employees than other alternatives.

3. The ESOP makes dollars available to finance Company growth and to buy stock of retiring owners. Without an ESOP, the dollars would not be available for these purposes, and an internal ownership transition plan would be difficult to accomplish.

WHAT ARE THE OBJECTIVES OF THE ESOP?

A. Create Financial Security

B. Create Better Incentives and Encourage Greater Employee Productivity.

