

- ✓ Increase Job Stability
- ✓ Financially Stronger Companies
- ✓ Preserve Small Businesses
- ✓ Revitalize Rural Economies
- ✓ Generate Employee Prosperity



Understanding Employee Ownership

Employee ownership is a shared equity model where employees have an ownership stake in the company. These employees may or may not be involved in key management decisions. However, they participate in the financial performances of the company.

A closer look at the model...

Worker Cooperatives and Employee Stock Ownership Plans (ESOP) are the primary employee-owned business structures that build employee equity. However, other shared ownership types exist such as Stock Options/Grants, Phantom Stock, and Profit Sharing. All the options available make this model adaptable to fit the unique needs and goals of each business.

What advantages does employee ownership have?

Employee ownership is a tool that assists with business growth and success regardless of the company size. It works because the employees directly correlate their vested interest to the company's financial success.

Why it matters.

- Employee ownership fosters economic resiliency with higher productivity, growth, and improved longevity for the business.
- Workers realize better pay, benefits, increased wealth, and job satisfaction.
- Positive impacts to communities with anchored businesses, increased local spending, enhanced civic engagement, stable jobs, and community wealth building.
- Owners ready to transition have a feasible buyer, value goals reached, and a lasting legacy.
- Economic opportunities are created for working families, rural areas, and underserved populations. This is a step toward reducing the financial disparity frequently felt in these situations.



Why aren't more companies **CHOOSING** this model?

Business owners and their advisors frequently don't realize the benefit that employee ownership can provide to the owners and their employees. This is often because of the various approaches to shared ownership that make it difficult to articulate, let alone quantify. The Center for Business Growth and Innovation recognizes these challenges and has education, training and technical assistance available to assist in the assessments and adoption of employee ownership regardless of which pathway is pursued.

EMPLOYEE OWNERSHIP
BOOSTS COMPANY profits by
14% according to
a Rutgers University Study.

Why is it **NECESSARY**?

There is a small business closure crisis. Over 80% of owners are planning to exit their companies in the next decade, according to a 2022 Business Enterprise Institute (BEI) study. A problem arises as four in five business owners close the business versus selling it. The employees and community lose jobs, local dollars, and organizational support as well as owners being negatively impacted. **Employee ownership is a secure option to keep the local business doors open across our nation – particularly in the rural and underserved localities.**

We maintain a strong working relationship with private-sector service partners to build an eco-system providing business sustainability for all stakeholders.

OUR BUSINESS SERVICES

Business **GROWTH** & Innovation

Our team has years of experience using proven systems and is here to serve and guide company leadership to assess internal business operations and external environments to reach set goals and progress.

Business **OWNERSHIP** Transition

We believe in teamwork. Our goal is to work with you, providing the strategic assistance and know-how needed to master transitions and reach your goals. Clarity and solid decision-making with effective workflow and less paperwork.

Seminars, **TRAINING** & Workshops

Our workshops, seminars, and training programs introduce critical skills that deepen the understanding of business principles. Educate yourself for better decision-making, problem-solving, and future planning.

Network, **CONNECTING**, Events & Activities

No matter what industry you work in or your level of experience, professional networking is an essential means of sharing and exchanging best practice knowledge. Experience personal and professional development while discovering new perspectives and crafting ideas and reaching set goals through increased accountability.

WHY CHOOSE US?

- ✓ Purpose-driven long-term impacts: ideation, to build, to scale
- ✓ Intersecting business strategies, effective operations & innovation
- ✓ Close collaboration & proven METHODS that work.
- ✓ Create transformation pathways resulting in meaningful growth and **ADVANCEMENT**
- ✓ Continuous innovating and exceeded expectations
- ✓ Your new **PARTNER** for the new rules of modern business
- ✓ Accelerating outcomes, focus on cost & time efficiencies

MAKING A DIFFERENCE.



TOGETHER let's find your solution!
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