

## OUR MISSION.

Support economic prosperity in Iowa by advocating for broad-based employee ownership to expand local economies, create employee wealth, build strong workforce, strengthen business and promote vibrant communities.

MANAGED BY ADVANCE IOWA

# Employee Ownership

## WHO WE ARE.

The Iowa Center for Employee Ownership (IA-CEO) is the state's premier resource hub dedicated to promoting and expanding employee ownership across Iowa. As a central point of connection, we provide education, resources, and support for businesses interested in exploring employee ownership models, particularly Employee Stock Ownership Plans (ESOP), Worker Cooperatives, and Employee Ownership Trusts (EOT). Our goal is to empower Iowa businesses, employees, and communities with the knowledge and tools to transition to, or strengthen, broad-based employee ownership.

## 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 reducing the financial disparity frequently felt in these situations.

## WHAT IS 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, the shared interest in the company performance increases efficiencies to elevate financial success.

Employee ownership is a tool that assists with sustained business prosperity regardless of the company size. It works because employees directly correlate their vested interest into the company's profitability.

## IMPACTS

Assisted **91** Iowa companies and conducted **23** seminars or presentations related to succession planning and employee ownership throughout Iowa.

The **IA-CEO** hosts our annual **Employee Ownership Conference** in October.

We are proud to be the **21st** state center in the Employee Ownership Expansion Network (EOX).

## IMPORTANCE OF EMPLOYEE OWNERSHIP

There is a small business closure crisis. Over 75% of owners are planning to exit their companies in the next decade, according to the 2023 National Exit Planning Institute report. A problem arises as four in five business owners are unable to sell their business and close 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 state – particularly in the rural and undeserved localities.

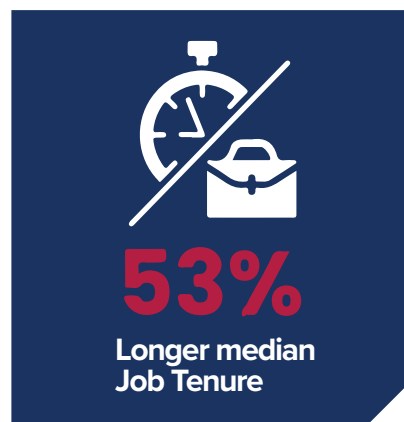
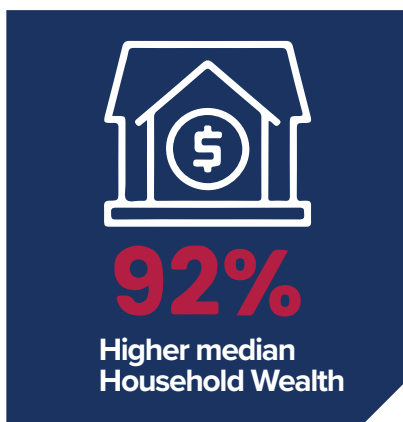
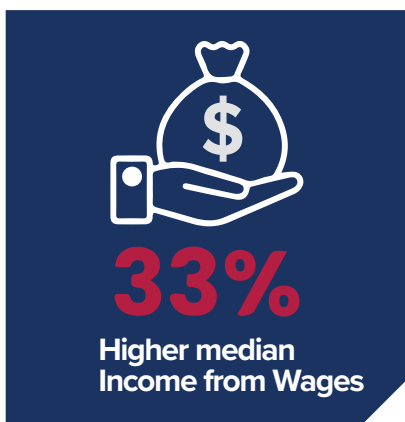
Employee ownership also helps mitigate one of the biggest challenges to large and small companies: persistent workforce shortage. Top talent is more readily attracted and retained as workers are drawn to its benefits.

## EMPLOYEE OWNERSHIP MODELS

Worker Cooperatives, Employee Stock Ownership Plans (ESOP) and Employee Ownership Trusts (EOT) 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 goals of the business owner and needs of the business.

**ACHIEVING  
MORE TOGETHER!**

## EMPLOYEE OWNERSHIP STUDIES SHOW



CREDIT: NATIONAL CENTER FOR EMPLOYEE OWNERSHIP (NCEO)

## OUR TEAM

We believe that by expanding employee ownership, we can help secure the future of Iowa businesses, preserve jobs, and create wealth-building opportunities for workers, all while keeping local economies vibrant and competitive. IA-CEO educational programming, expert guidance, and available resources will assist businesses as they explore and implement employee ownership solutions.



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## LET'S TALK



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