

# EO-General

1. Noun
2. Noun - Plural
3. Noun
4. Adjective
5. Noun
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11. Noun - Plural
12. Noun - Plural
13. Noun - Plural
14. Noun
15. Adjective
16. Adjective
17. Noun - Plural
18. Verb
19. Noun
20. Noun

# EO-General

"Employee ownership" refers to the ownership of a \_\_\_\_\_<sup>Noun</sup>\_\_\_\_\_, directly or indirectly, in part or in whole by some or all of its \_\_\_\_\_<sup>Noun - Plural</sup>\_\_\_\_\_. Of course, a business owner can also be an \_\_\_\_\_<sup>Noun</sup>\_\_\_\_\_ (the CEO, etc.), but that's not what we mean by employee ownership. Rather, we refer to ownership by a broad cross-section of employees, including \_\_\_\_\_<sup>Adjective</sup>\_\_\_\_\_ employees, generally through a formal plan offered by the employer.

The main vehicle for broad-based ownership in the U.S. is the employee stock ownership plan (ESOP). An ESOP is a type of \_\_\_\_\_<sup>Noun</sup>\_\_\_\_\_ plan that invests primarily in company \_\_\_\_\_<sup>Noun</sup>\_\_\_\_\_ and holds its assets in a \_\_\_\_\_<sup>Noun</sup>\_\_\_\_\_, in accounts earmarked for employees. Plan participants do not directly own the stock and are, for the most part, paid out after they leave the company. Most ESOPs are in privately held \_\_\_\_\_<sup>Noun - Plural</sup>\_\_\_\_\_, not companies that trade on the stock markets.

The main benefit of employee ownership is that it gives employees the \_\_\_\_\_<sup>Noun</sup>\_\_\_\_\_ to benefit from the value of company stock and to benefit from increases in \_\_\_\_\_<sup>Noun</sup>\_\_\_\_\_. People sometimes ask whether making a company employee-owned means that workers no longer take \_\_\_\_\_<sup>Noun - Plural</sup>\_\_\_\_\_ from anyone, etc. This is untrue; a company with a stock plan still has \_\_\_\_\_<sup>Noun - Plural</sup>\_\_\_\_\_.

Companies that adopt employee ownership plans do not have to treat \_\_\_\_\_<sup>Noun - Plural</sup>\_\_\_\_\_ any differently than before, but it will be to their advantage if they do. Many employee ownership companies have found, and research

confirms, that a more participative approach to \_\_\_\_\_  
\_\_\_\_\_ but also more \_\_\_\_\_.

Employee ownership lifts more than just company \_\_\_\_\_. It boosts the bottom line, reduces turnover and increases competitiveness. Employee ownership can \_\_\_\_\_ a company, improving performance and accelerating growth. It can create a sustained competitive advantage, driving business \_\_\_\_\_ that builds \_\_\_\_\_ for founders, investors and employee-shareholders alike.