



Introduction to Employee Ownership

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Employee Stock Ownership Plans (ESOPs)



orker Co-ops

REAL PICKLES
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Ewing Controls

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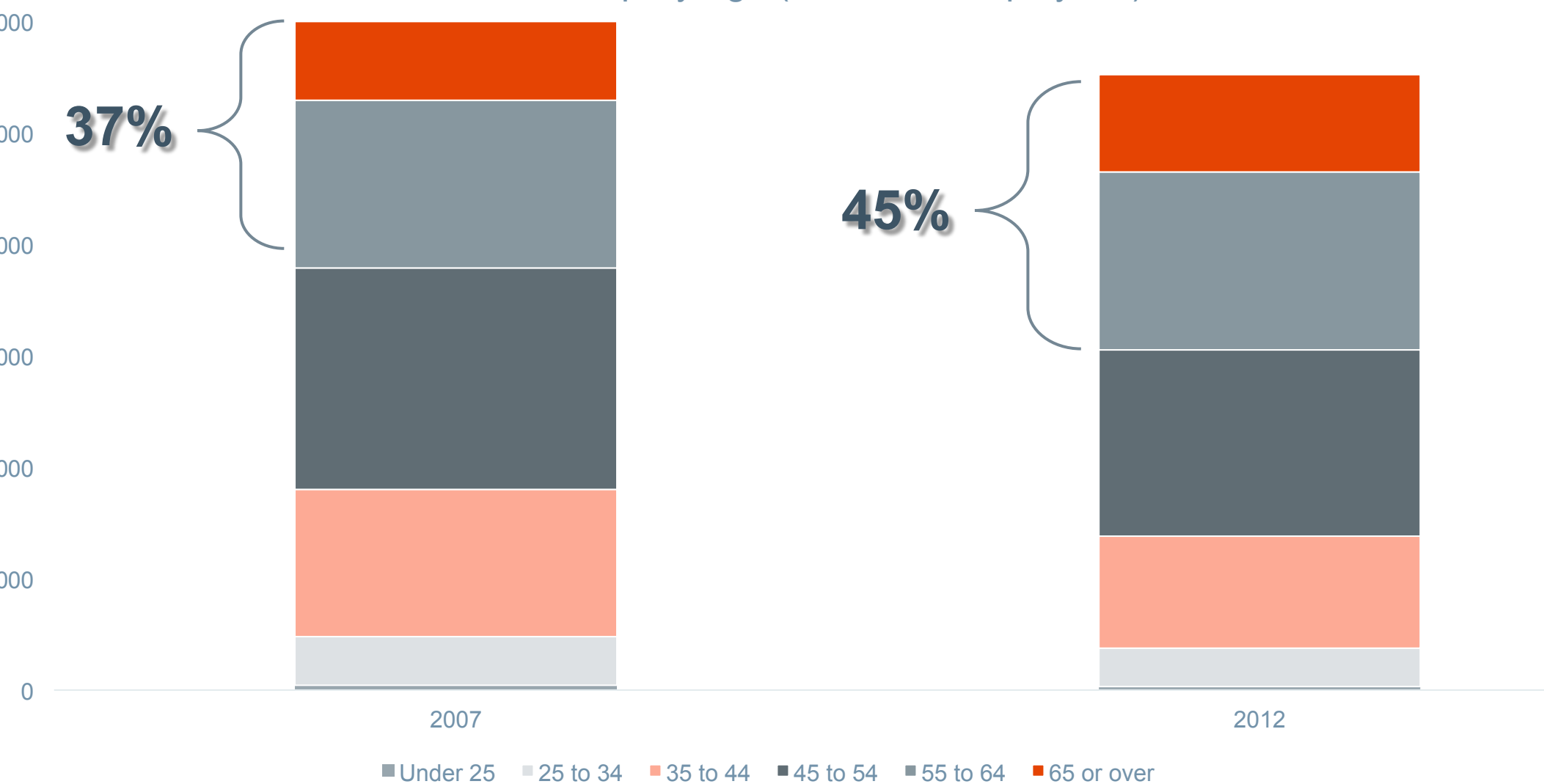
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The Problem

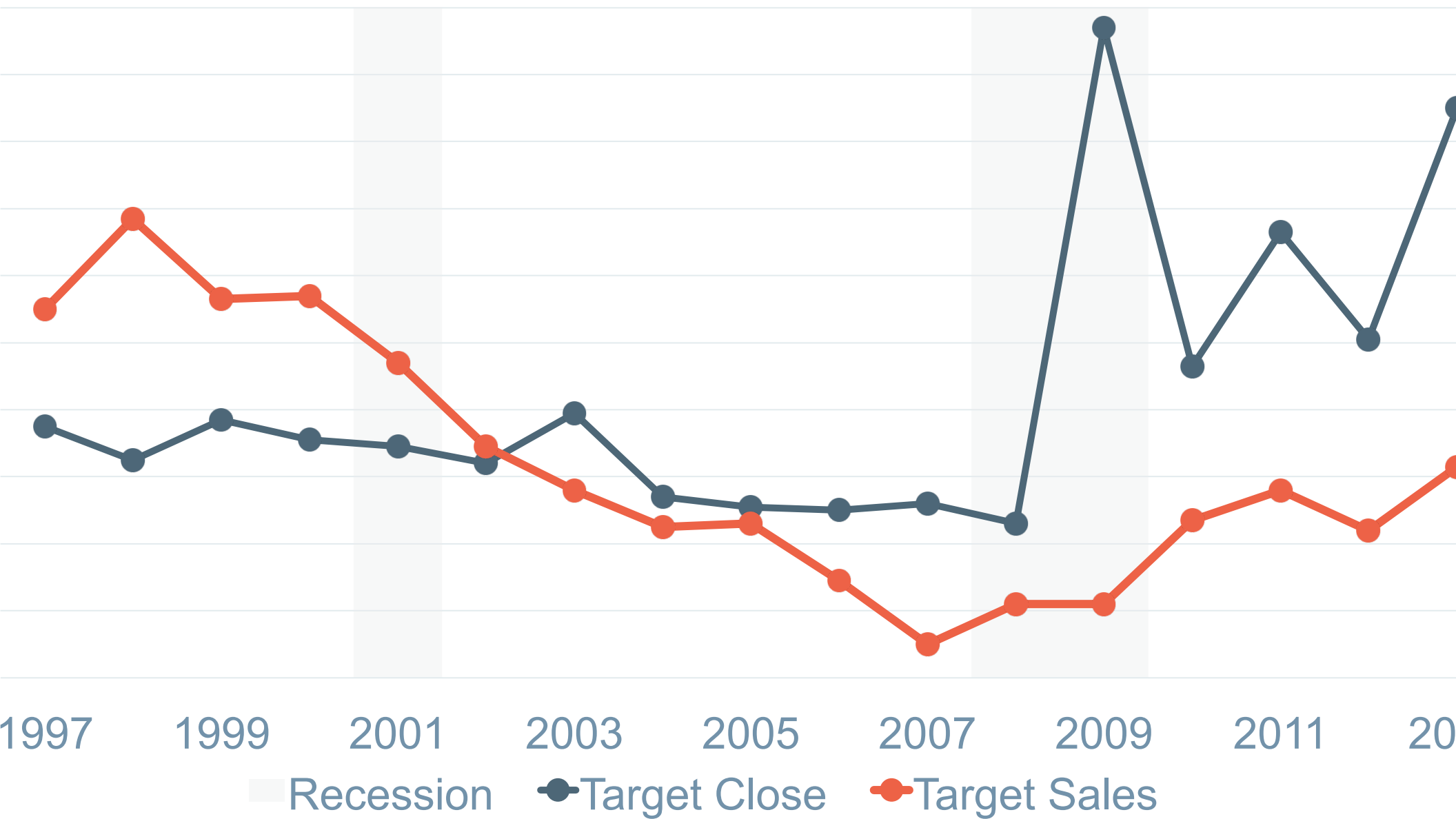
January 1, 2021

The Problem: The Business Succession Crisis

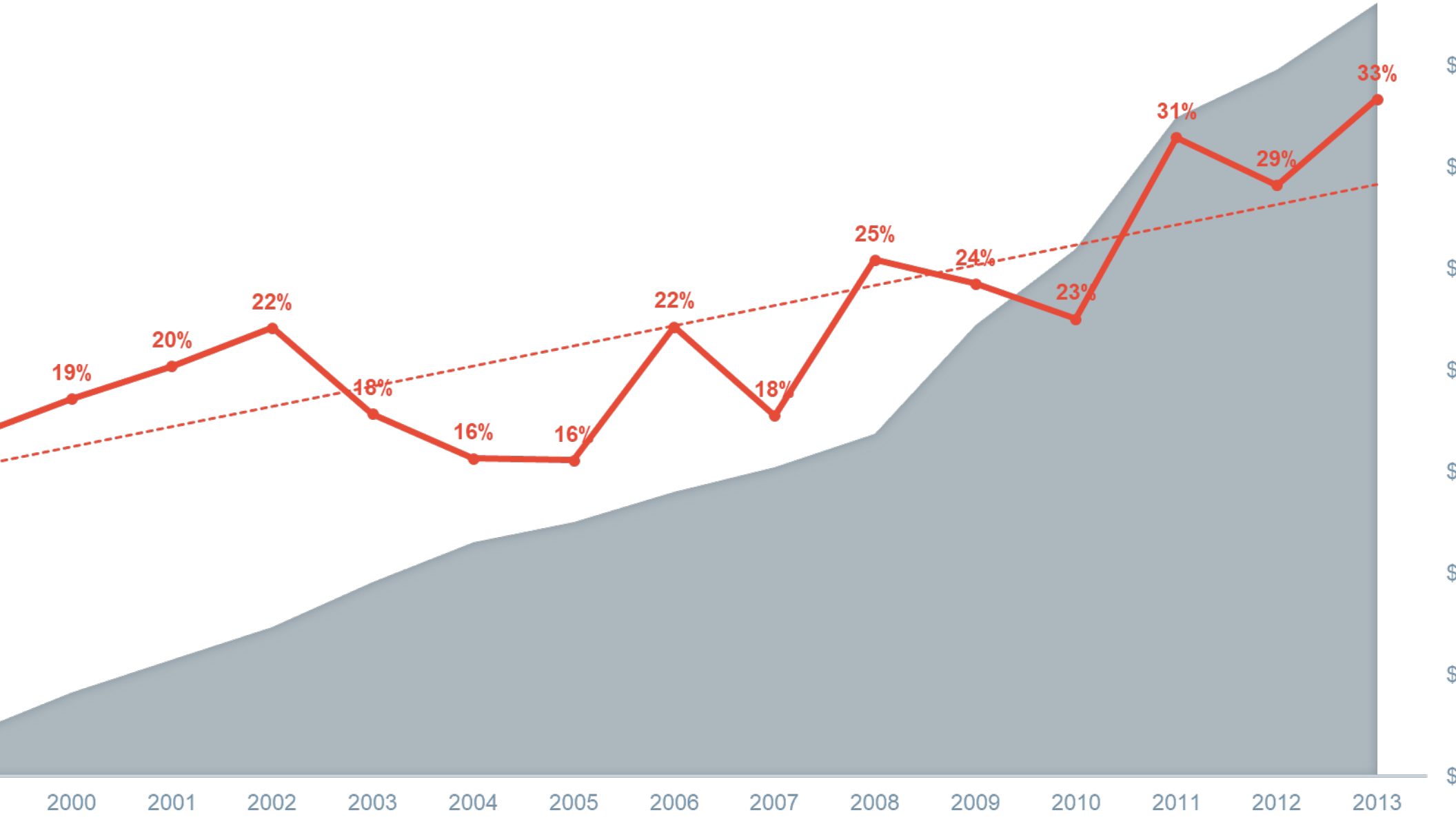
Firm Ownership By Age (10 to 100 Employees)



Firm Sales and Closures (Selected Industries & Regions) 1997 to 2013



PERCENT OF CLOSED FIRMS THAT OPERATED FOR MORE THAN 25 YEARS & CUMULATIVE VALUE OF ASSETS LOST



The Problem with the Problem

“Unless I can sell my business, there’s not enough money for my spouse and I to live on.”

“My business partner is looking to retire, but I can’t afford to buy them out.”

My business makes me ‘wealthy’ but where will the cash for my child’s college come from?”

re the Wealth, Leave a Legacy



Financially secure business owners nearing retirement, who see employee-ownership as their preferred succession option. They want to give back to the employees and are willing to balance their financial needs with the benefits of worker ownership.

*'t Want to Be
e Only Boss*

MÉTIS
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Owners that are not looking at retirement but wish to share the responsibility and rewards of ownership with a larger group of employees. These owners have a long-term mission but are driven by the realization that the best partners for stability and growth are their employees.

The Partner Trap



owners where one partner is looking at retirement or reducing their role in the business. These owners see their employees as the best partner to engage in the next phase of the business.

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Finances First



ers that are primarily driven by the finances of the transaction. They tend to be the most skeptical that employees have the financial and operational capacity to succeed and need assurances that the financing structure of a transaction is secured before seriously engaging employees.

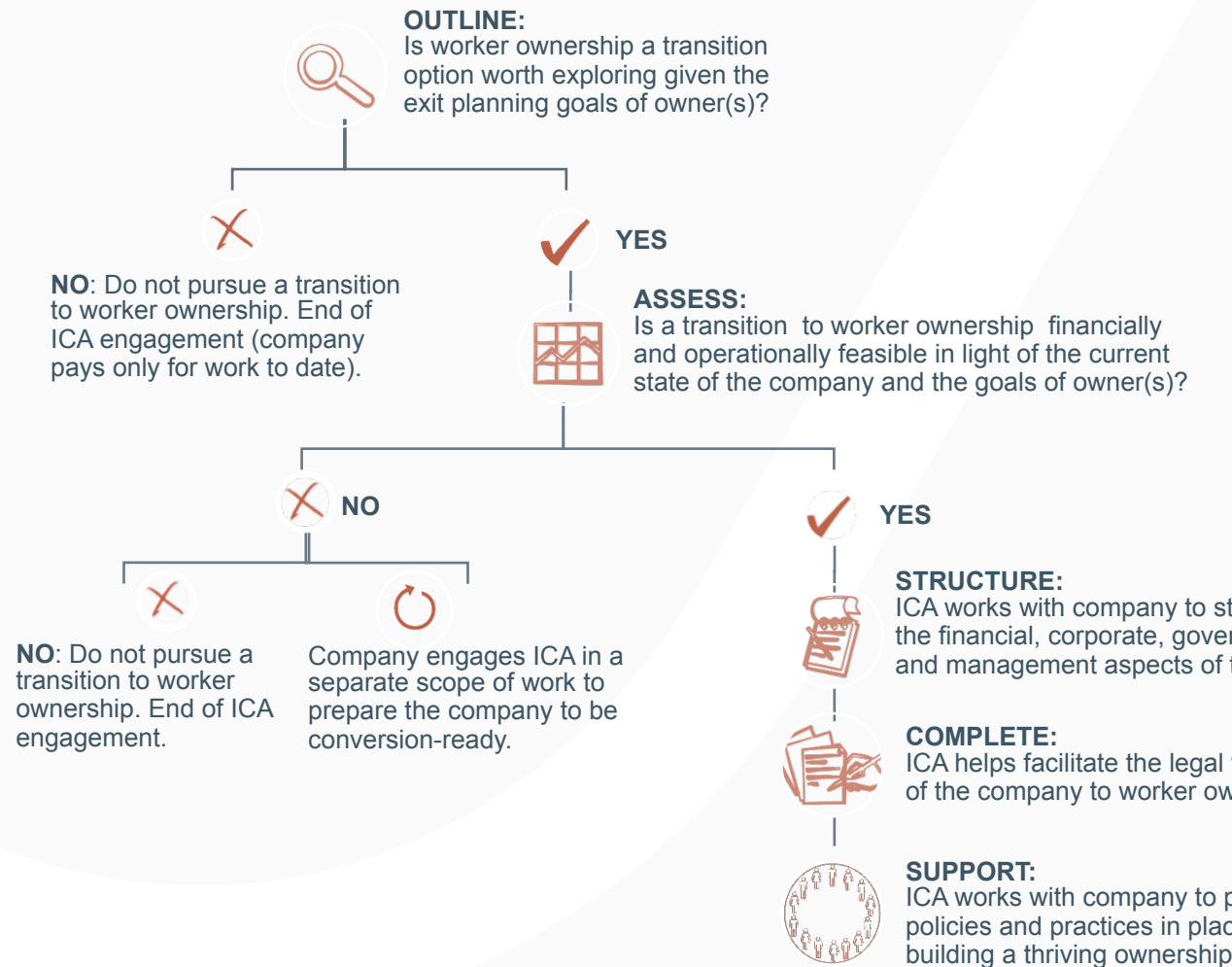
What do transactions look like when they get to lending stage?

Build Wealth, Leave a Legacy

Don't Want to Be the Only Boss

The Partner Transition

Succession Planning Focus
Provider Facilitates
Relationship between Selling
Owner & Employees
Financial oriented negotiations: How
do we make this work?
ICA as Business Analyst &
Coach



The Partner Trap, Ewing Controls



- ✓ Collaborative Analysis of Books
- ✓ Structure and Systems Complete
- ✓ Finance Staff Heavily Involved
- ✓ Close or Employee Buyout?
- ✓ Seller Financing Operations
- ✓ CFNE Financing Building
- ✓ 100% + Payback of Membership
in within first year

Ewing Controls

Questions & Discussion

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