

PEOPLE FIRST, ALWAYS.

SIDE NOTE:

ADAM'S COMPANY IMPLEMENTED AN ESOP (EMPLOYEE STOCK OWNERSHIP PLAN) MANY YEARS BACK AND IS NOW OVER 90% EMPLOYEE OWNED. THIS IN AND OF ITSELF IS AN INNOVATIVE PATH FOR COMPANIES TO CONSIDER.

AN ESOP CAN PROVIDE UNIQUE REWARDS FOR TEAM MEMBERS AND IN TURN, FOR THE COMPANY. PARTICIPANTS IN THE PLAN CAN RECEIVE SIGNIFICANT RETIREMENT BENEFITS AT NO FINANCIAL COST TO THEM. ADDITIONALLY, AN ESOP IS A GREAT WAY TO ENHANCE THE COMPANY'S ABILITY TO RECRUIT AND RETAIN TOP TALENT.

WHEN TEAM MEMBERS HAVE A STAKE IN THEIR COMPANY, IT CAN IGNITE A MINDSET THAT CAN UNDERWRITE INNOVATION AND OVERALL ENHANCED PERFORMANCE. GIVEN ALL THE OBVIOUS BENEFITS OF INCLUDING PEOPLE IN THE OWNERSHIP STAKES, IT'S SURPRISING THAT LESS THAN 10% OF THOSE EMPLOYED IN THE U.S. ARE IN AN ESOP PROGRAM.