



More successful businesses.  
More successful employees.

# That's why **Ownership Works.**

Ownership Works is a nonprofit organization with a mission to increase prosperity through shared ownership at work.

We've seen broad-based employee ownership reinvigorate corporate cultures, create meaningful wealth-building opportunities for employees, uplift families, and improve business performance.

With the support of a broad coalition of over 60 founding partners, Ownership Works is leading a movement to establish shared ownership as the new norm at work and help create greater economic opportunity for all.



**Ownership  
Works**

# Shared Ownership:

– or *broad-based employee ownership* – means providing every employee with the opportunity to become an owner who shares in the value they help create.

## Our Vision

Shared ownership is part of the new future of work, unlocking new levels of success for companies and in turn generating meaningful wealth-building opportunities for workers.

By 2030, Ownership Works expects the shared ownership movement to create hundreds of thousands of new employee-owners and to generate at least \$20 billion of wealth for working families. At scale, this movement has the potential to extend company ownership to millions of lower-income workers and people of color who have been excluded from this wealth-building opportunity for generations.

# Why Ownership Works

## **Wealth Creation & Economic Resilience**

Employee ownership can increase working families' access to and participation in wealth creation, and help address the lack of stock ownership among low- and moderate-income households. ([Federal Reserve](#))

## **Racial Equity**

By extending ownership opportunities beyond senior management – which historically lacks diversity – to all employees of a company, shared ownership can increase racial equity.

## **Financial Literacy**

When paired with financial education and coaching, shared ownership programs can help employees improve their financial know-how, offering one avenue to enhance financial capability across America. ([FINRA](#))

## **Employee Engagement & Voice**

By reinvigorating corporate cultures, shared ownership can help improve employee engagement and voice, which can benefit both employee retention and company performance. (Gallup)

# What We Do

## **Movement Building**

Through partnerships, network-building, education, and storytelling, we're catalyzing a groundswell of interest in employee ownership across corporate America.

## **Hands-on Guidance**

We provide private and public companies with practical models, tools, and resources to implement shared ownership programs that improve corporate cultures, company performance, and employee financial wellbeing.

## **Data & Research**

We partner with companies to evaluate the impact of shared ownership programs on businesses and employees.

# Our Shared Ownership Model

Ownership Works helps companies and investors develop and implement innovative shared ownership programs that include four key components:

## **Structuring & Implementing**

### **Broad-Based Equity Plans**

that provide every employee with the opportunity to become an owner. These grants should be meaningful – equivalent to at least six months of an employee's annual earnings – and offered at no cost to employees earning under \$100,000.

## **Developing a Culture of Ownership**

that coalesces and aligns an entire workforce around a common purpose, values and goals to maximize shared wealth creation and foster work environments where employees feel respected, engaged and have a voice.

## **Creating a Financially Inclusive & Resilient Workforce**

through programs that provide employees with financial education and access to cost-effective financial services.

## **Sharing Data & Insight**

to evaluate the impact of shared ownership programs on employee wellbeing and corporate performance.



# Our Partners

Ownership Works' founding partners represent diverse stakeholders that are collaborating to create and fuel a movement to make shared ownership the new norm at work.

## **Financial Services Firms**

Offer Ownership Works charitable donations as well as programmatic support to enhance our impact

## **Foundations & Nonprofits**

Provide thought partnership and resources to help Ownership Works deliver on shared goals of creating greater financial opportunity for working families and increasing racial equity

## **Investors**

Commit to partnering with Ownership Works to advance, develop, implement, and evaluate new models of shared ownership within their portfolios

## **Labor Advocates**

Help Ownership Works and the companies it supports to develop innovative approaches to elevating worker voice, empowering employees and establishing shared ownership as one core pillar of a quality job

## **Pension Funds**

Provide time and expertise to help establish shared ownership as a leading ESG strategy that generates both strong investment returns and significant social benefit

## **Professional Services Providers**

Provide counsel on the technology, tax, financial, accounting, and legal implications of establishing the nonprofit, as well as tools and analyses to support its operations and the design of new models of shared ownership.

## **Public Companies with Broad-Based Employee Ownership**

Share knowledge and experience to help others adopt the model

# Join The Movement

To learn how you can join the shared ownership movement, please visit

[www.ownershipworks.org](http://www.ownershipworks.org).

