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There is an urgency to shoring up the financial security and resilience of the American worker. Amidst rising inflation and global instability, an increasing number of U.S. employees struggle to meet their everyday financial needs. Sixty percent of Americans live paycheck to paycheck and over forty percent of those in their prime working years (age 27-58) have more credit card debt than short-term savings.

With so much at stake for workers and their families, Ownership Works’ founding partners recognize that now is the time to invest in a more economically secure future.

Seventy six corporate leaders—an unprecedented consortium of institutions and individuals—have joined Ownership Works. Together, our mission is to increase prosperity through shared ownership at work. In broad-based employee ownership, we recognize an opportunity to unlock superior financial outcomes for both businesses and workers, and to fortify the social contract between corporate America and workers.

We’re already seeing results. In just one year since our public launch, Ownership Works has made tremendous progress towards our 10-year goal of creating at least $20 billion in wealth for hundreds of thousands of workers. In collaboration with our partners, 95,000 employees across 66 companies are now part of shared ownership programs. Over $350 million has been paid out to workers from investments that proved incredibly successful for investors, management teams, and employees alike.

These outcomes would not be possible without the leadership, vision, and commitment of our founding partners, team, and supporters. With our first impact report, we are delighted to share more of our work with you and hope to inspire you to join us on this journey, which has only just begun.

What’s good for business can also be a force for good.
Ownership Works is a nonprofit organization on a mission to increase prosperity through shared ownership at work.

To achieve this goal, we are fueling a movement and providing hands-on guidance to help businesses implement broad-based employee ownership programs that provide every employee with the opportunity to become an owner who shares in the value they help create.
By advancing shared ownership, we are creating a timely and powerful opportunity to:

**Expand economic opportunity**
Shared ownership respects the contributions of workers and gives all employees the opportunity to create a secure financial future.

**Create the company of the future**
Shared ownership aligns the incentives of workers, management, and investors to drive improved business performance, long-term value creation, and company resilience.

By 2030, Ownership Works aims to generate at least $20 billion of wealth for workers and create hundreds of thousands of new employee-owners.
Since our founding in 2021, we have made significant progress.

66
Companies with board-approved shared ownership plans

95,174
Employees impacted by shared ownership

$359,262,397
Actual wealth shared to date

76 institutional partners, including 22 investor partners that have committed to implementing shared ownership programs within their portfolios.

Shared ownership is reaching workers across the U.S. and around the globe.¹

$359,262,397
Impact for broad-based workers²

$127,426,290
Impact for low and moderate income workers³

$101,710
Average payout to low and moderate income workers⁴

$49,358
Average salary of low and moderate income workers⁵

¹ Companies in forty-four U.S. states and thirty-two countries globally, including the U.S., have shared ownership programs.
² Sum of total payouts (dividends and exits) to all employees excluding the top five highest payout recipients at companies where data has been provided
³ Sum of total payouts (dividends and exits) to all employees with incomes less than or equal to $113,675 (i.e., 250% of 2021 U.S. median individual earnings, as based on U.S. Census data: “Earnings Summary Measures by Selected Characteristics: 2020 and 2021.”
⁴ Based on available employee-level data for U.S. workers for exit payouts, and assuming employee-level income data shared with O.W is total annual compensation.
⁵ Based on available employee-level data for U.S. workers for exit payouts, and assuming employee-level income data shared with O.W is total annual compensation.
Thanks to our growing consortium of Founding Partners, the shared ownership movement is strong and thriving. We appreciate each of our cornerstone partners for their early endorsement and ongoing support.

To be transformative, shared ownership programs must do more than share equity.

Our model encourages companies to invest in corporate cultures, management processes, and workplace improvements that help employees feel, think, and act like owners.

We emphasize several key elements to maximize impact for workers and businesses:

**Equity-Based Plan Structuring and Implementation**
We provide companies with tools, templates, and hands-on support to structure and implement equity-based plans that provide ownership opportunities to all workers.

**Ownership Culture and Employee Engagement**
We help companies develop a culture of ownership that improves employee engagement, and fosters ownership mindsets and behaviors.

**Financial Inclusion and Resilience**
We help companies support workers’ financial wellbeing through financial education, coaching, and services.

**Data and Research**
We partner with companies to evaluate the impact of shared ownership programs on employee wellbeing and corporate performance.
Ownership Works is uniting over 70 partners across the private, public, and nonprofit sectors in a movement to expand shared ownership across the business community. Each of our investor partners has committed to implementing shared ownership programs in at least three portfolio companies.*

Ownership Works is 100% funded by charitable contributions. We are deeply grateful to the corporations, foundations, and generous individuals who are championing shared ownership and supporting our mission and programs. To date, our support spans each of these areas:

67% Corporate  
30% Individual  
3% Foundation

*With an emphasis on control investments
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<tr>
<th>Month</th>
<th>Event</th>
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<td>February 2021</td>
<td>Ownership Works is founded as a 501c3</td>
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<td>November 2021</td>
<td>Shared ownership is featured at the Department of Commerce Interagency Convening on Equitable Economic Growth</td>
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<td>April 2022</td>
<td>Ownership Works launches publicly with 60+ partners across the private, public, and nonprofit sectors</td>
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<td>May 2022</td>
<td>Ownership Works' founding partners featured on an employee ownership panel at the Milken Institute Global Conference</td>
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<td>May 2022</td>
<td>In an early win for the shared ownership movement, C.H.I. Overhead Doors is acquired for 10x its original investment with all 800 employees receiving an average payout of $175,000</td>
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<td>July 2022</td>
<td>Ownership Works launches hands-on guidance program to support investor partners with implementing shared ownership programs</td>
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<td>August 2022</td>
<td>Ownership Works hosts first Labor Advocates Leadership Council and Pension Fund Leadership Council meetings</td>
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<td>December 2022</td>
<td>The Ownership Works team expands to 15, with plans to double in size in 2023</td>
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The Ownership Works Board of Directors includes leaders from across the public, private, and nonprofit sectors who are deeply passionate about catalyzing the shared ownership movement. Over the coming year, we are committed to growing our board to reflect the diversity of the workers we are advocating for.

Peter Stavros  
Co-Head, Global Private Equity, KKR,  
Founder & Board Chairman, Ownership Works

John Danhakl  
Managing Partner, Leonard Green

Mario Giannini  
CEO, Hamilton Lane

Sarita Gupta  
Vice President of U.S. Programs, Ford Foundation

Naureen Hassan  
President Americas, UBS

Maryanne Hancock  
CEO, Y Analytics

Wilma Liebman  
Former Chair, National Labor Relations Board

Anna-Lisa Miller  
Executive Director, Ownership Works

Thomas Naratil  
Former Co-President Global Wealth Management & President Americas, UBS

James Neary  
Managing Director, Co-Head of U.S. Private Equity, Warburg Pincus

Leela Ramnath  
Senior Vice President / Head of ESG, Warburg Pincus

Vicente Reynal  
Chairman, President, and CEO, Ingersoll Rand

Todd Sisitsky  
President, TPG, Co-Managing Partner, TPG Capital

Nate Taylor  
Co-Head, Global Private Equity, KKR

“Shared ownership is the future of free enterprise.”

John Danhakl  
Managing Partner, Leonard Green

“The staggering rise in economic insecurity among working families is one of the deeply troubling issues of our time – and it’ll take a collective effort to solve it.”

Wilma Liebman  
Former Chair, National Labor Relations Board
Our Pension Fund Leadership Council helps us prioritize shared ownership as a strategy and identify strategic levers among investors and companies to scale our approach. We are proud to have the support of:

Jon Braeutigam  
Chief Investment Officer, State of Michigan Retirement System

Greg Durst  
Managing Director, Institutional Limited Partners Association

Scott Hart  
Partner & CEO, StepStone Group

Christian Hensley  
Senior Managing Director, Investment Management Corporation of Ontario

Alison Hirsh  
Chief Strategy Officer/Assistant Comptroller for Pensions, New York City Comptroller

Yup Kim  
Investment Director and Head of Investments, CalPERS Private Equity

Mike Krems  
Partner, Private Equity Portfolio Strategies, Aksia

Gianna McCarthy  
Director of Corporate Governance, New York State Office of the Comptroller

Elizabeth Traxler  
Managing Director, Neuberger Berman

Allyson Tucker  
CEO, Washington State Investment Board

Our Labor Advocates Leadership Council advises us on how to maximize impact for employees, especially lower-income, frontline, and Black and Brown workers, and how to elevate shared ownership as a new labor strategy for the future of work. We are proud to have the support of:

Andrea Dehlendorf  
Senior Advisor and Co-Founder, United for Respect

Wilma Liebman  
Former Chair, National Labor Relations Board

Keith Mestrich  
Retired President & CEO, Amalgamated Bank, Founding Member and Managing Director, Percapita
Everyone has a role to play

We need your support

- Ownership Works is expanding its consortium of institutional partners. To learn more about the role your firm can play, visit ownershipworks.org/partners

- As a nonprofit, we are 100% supported by charitable contributions. If you are ready to support our work with a donation, please visit ownershipworks.org/support-ownership-works or contact contribute@ownershipworks.org

How you can help

- If you’re a CEO, talk to your leadership team and board members about shared ownership

- If you’re an investor, socialize shared ownership as a strategy at your firm

- If you’re a worker, tell your managers about Ownership Works and the benefits of shared ownership
Thanks to the generous support of our funders, Ownership Works is positioned to expand its team and impact over the next two years.

<table>
<thead>
<tr>
<th>Net assets</th>
<th>2021</th>
<th>2022</th>
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<tr>
<td>$21,060,505</td>
<td>$33,949,395</td>
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<tr>
<th>4 years of expenditures (actual/projected)</th>
<th>2021</th>
<th>2022</th>
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<tbody>
<tr>
<td>$1,754,379</td>
<td>$5,080,785</td>
<td></td>
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<table>
<thead>
<tr>
<th>2022 expenditures</th>
<th>2022 expenditures</th>
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<tr>
<td>Personnel</td>
<td>$2,230,104 44%</td>
</tr>
<tr>
<td>Professional services</td>
<td>$2,471,995 49%</td>
</tr>
<tr>
<td>Occupancy</td>
<td>$210,223 4%</td>
</tr>
<tr>
<td>Travel &amp; meals</td>
<td>$67,009 1%</td>
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<tr>
<td>Insurance</td>
<td>$22,148 0.4%</td>
</tr>
<tr>
<td>Research and publications</td>
<td>$37,500 1%</td>
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<tr>
<td>Office, IT, compliance and regulatory</td>
<td>$41,806 1%</td>
</tr>
<tr>
<td>Total</td>
<td>$5,080,785 100%</td>
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Whether you are an executive, a shareholder, a legislator, an hourly employee, a board member or a member of the public, the shared ownership movement needs your voice.

Join the movement.

Share with us on  

LinkedIn  

YouTube
Ownership Works

Contact Us

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