



THE EMPLOYEE OWNERSHIP DIFFERENCE

An employee stock ownership plan (ESOP) is an employee benefit that allows employees to share in the earned successes of our company.



Only 56% of US employers offer a 401k. Of those who do, **49% offer no employer contribution.***



For those who do contribute, the average 401k matching is **3.5% of eligible compensation.***



In 2020, the Hoffman family of companies gave a whopping **18.55% of eligible compensation** in ESOP contributions and W2 bonuses

"You can smell the entrepreneurial spirit in every nook and cranny of this business, and it's got a real excitement to it."

Ryan Hudson, Hoffman Mechanical Solutions

*January 6, 2021, "Does your 401k Match Up Against the Averages?" 20SomethingFinance (sources: Bureau of Labor Statistics; National Compensation Survey)

BENEFITS OF JOINING AN ESOP COMPANY

Top Traits of the Greats

ESOP COMPANIES ARE OFTEN MORE PRODUCTIVE

It makes sense, doesn't it? If employees are essentially thinking and acting like owners, they probably work a little harder. According to the National Center for Employee Ownership (NCEO), productivity improves on average 4-5% in the year an ESOP is adopted.



ESOP COMPANIES GROW FASTER

According to the NCEO, ESOP companies increase sales by about 2.3% to 2.4% per year. Additionally, ESOP companies have a 25% higher job growth than comparable companies without an ESOP.



EMPLOYEES IN AN ESOP WIN IN EVERY WAY

The NCEO states that ESOP companies are 25% more likely to stay in business. Additionally, employees in ESOP companies have unique retirement benefits. For example, the Hoffman & Hoffman ESOP currently contributes 3-10% of eligible compensation to every employee's retirement account...without requiring any employee contribution!



ESOP COMPANIES RECRUIT AND RETAIN TOP TALENT

There is a reason why more than 58 of our 500+ employees have been here for more than 25 years. And a reason why some of the best and brightest in the workforce are looking for positions at the Hoffman family of companies. **Are you ready to think and act like an owner?**



YOUR TIME IS LIMITED, SO DON'T WASTE IT LIVING SOMEONE ELSE'S LIFE.

- STEVE JOBS



WHO ARE WE LOOKING FOR?

Our companies are not ordinary companies. We aren't looking for ordinary people.

We want people who are **passionate** about helping others.

We seek **curious professionals** who aren't afraid to do more, see more, and be more.

We're looking for **risk-takers and change-makers.**

We need **innovators and detail-driven project maven**s.

We might just be looking for you.

Are you ready to think and act like an owner?