2020 IMPACT SNAPSHOT

{ Project Equity }
Employee ownership transitions benefit workers, families and communities

**BENEFITS OF EMPLOYEE OWNERSHIP**

**EMPLOYEES**
- Enjoy better pay & benefits
- Build assets & equity
- Have a voice in key decisions
- Grow leadership skills

**COMMUNITIES**
- Retain good businesses & jobs
- Greater civic engagement
- Sustain local economy

**BUSINESSES**
- Higher productivity & growth
- Lower employee turnover
- Improve company lifespan
- Provide market value to owner

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PATHWAY TO EMPLOYEE OWNERSHIP

Project Equity enabled more businesses and workers than ever to explore and experience employee ownership as a path to economic resiliency.*

**STEP 1**
EDUCATION
Learning about the benefits of employee ownership

**STEP 2**
EXPLORATION
Considering how employee ownership could meet your business goals

**STEP 3**
FEASIBILITY
Determining if employee ownership is feasible for your business

**STEP 4**
TRANSITION
Designing the new employee-owned entity and closing the sale

**STEP 5**
THRIVE
Helping the business and its employee-owners flourish

1861 stakeholders educated on employee ownership transitions

179 businesses advised on becoming employee-owned

38 businesses provided with hands-on transition and employee ownership technical assistance

899 workers at these businesses

*2020 vs. 2019

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Cal Solar credits being employee-owned for its ability to thrive during the pandemic. Their story is not the exception. It is the rule when it comes to employee ownership.

A 2020 study by The Employee Ownership Foundation/Rutgers shows that employee-owned businesses across the nation are outperforming non-employee-owned companies during the pandemic — in the areas of job retention, pay, benefits and workplace health and safety.

"Working for Cal Solar during the COVID pandemic has been such an incredible blessing for me. It’s made us all a lot stronger as a team and we’ve all been taking care of each other. Just knowing that this is our company makes my personal investment in Cal Solar a lot stronger. It also proved Cal Solar is concerned about the well being of the employee-owners."

Laura Parkes, an employee-owner at Cal Solar
We also expanded our reach, government partnerships and media footprint.

**Project Equity Expansion**

- Advised business owners in **30** states on becoming employee-owned
- Partnered with **8** local governments
- Achieved **15.9 M** media impressions

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We’re so grateful to those who supported our work in 2020. In 2021, Project Equity is laser focused on expanding the benefits of employee ownership to more low-wage workers, families of color and communities nationwide.

There has never been a better time to support employee ownership and Project Equity.

“I treat every single day as if it were my own business. I come into work determined to make sure that we’re successful.”

Ren Boguiren, an employee-owner at A Slice of New York

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