

EMPLOYEE OWNERSHIP TRUSTS:
A PRACTICAL GUIDE

Preserving Legacy, Empowering Workers, and Sustaining Local Business

Laura Anderson, selling owner,
Local Ocean Seafoods

{ Project Equity }

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What is an Employee Ownership Trust?

With the current Silver Tsunami of retiring baby boomer business owners, many companies are looking for an optimal exit strategy that meets the needs of both the owner and the company. At the same time, some business owners want to more deeply engage their employees to drive culture and business performance. For business owners who prioritize legacy and employee reward, or who are looking to share ownership to drive the business, some form of employee ownership could be the best option.

Although Employee Ownership Trusts (EOTs) are a relatively new structure to achieve broad-based employee ownership in the United States, they represent a highly customizable and low-cost form of employee ownership. EOTs enable companies to transfer ownership into a trust that will benefit all current and future employees, serving as a compelling third option for achieving meaningful, broad-based employee ownership alongside Employee Stock Ownership Plans (ESOPs) and worker cooperatives.

In practice, EOTs are often chosen by values-oriented owners seeking to preserve company purpose and culture, protect founder or family legacies, and enable full or partial ownership transitions that keep the business rooted in its employees and community and value chain.

This guide explores the emerging field of EOTs, focusing on the fundamentals of how they work and how these transactions can take place.



Employee-owners at Local Ocean Seafoods, whose company transitioned to an Employee Ownership Trust in 2022 with financing and feasibility support from Project Equity.

EOT overview

ESOPs and worker-owned cooperatives have historically been the primary structures for achieving broad-based employee ownership in the United States. At a basic level, worker cooperatives provide members with direct ownership of their companies via shares held in bulk by the pool of members. ESOPs benefit employees through company share ownership within a qualified retirement plan, similar to a 401(k). EOTs differ in that they do not offer employees directly held ownership interests. Rather, they utilize a trust structure to hold the company's interests on behalf of company employees.







FEATURES	EMPLOYEE STOCK OWNERSHIP PLANS (ESOPS)	WORKER-OWNED COOPERATIVES	EMPLOYEE OWNERSHIP TRUSTS (EOTS)
SUITABLE COMPANY SIZE	40+ employees, $750K+ EBITDA	Any size	Any size
TAX BENEFITS TO SELLING OWNER	Can opt for §1042 deferral of gains	Can opt for §1042 deferral of gains	No
TAX BENEFITS TO EO BUSINESS	S Corp tax avoidance	Tax deduction for patronage	Tax deduction for profit sharing
SETUP AND ONGOING COSTS	High	Low	Low
FLEXIBILITY OF MODEL	Within ESOP parameters	Within coop parameters	Highly flexible
PARTIAL EO TRANSITION	Yes	Yes	Yes

In practice, once an EOT has been designed and the sale agreement finalized, company shares are either granted or sold to the trust, which holds the shares on behalf of employees. A company may place all or only a portion of its shares, resulting in either full or partial trust ownership. To compensate the selling owner, the company typically assumes debt that is repaid over time using future operating profits. Income generally remains at the company level rather than being allocated to the trust, which helps avoid the higher tax rates often associated with trusts.

Financing can be entirely seller-financed or a combination of seller and senior debt financing. Increasingly, Community Development Financial Institutions (CDFIs) and specialty EO impact funds are offering EOT-friendly financing options that do not require personal guarantees. One such fund is Project Equity's Employee Ownership Catalyst Fund (EOCF). In these blended financing structures, the selling owner receives a portion of the sale price upfront from the lender and the remaining balance over time from seller-financed payments. This approach can provide both liquidity and flexibility, though each business can determine the mix of financing that best meets its goals.

There are several reasons why a company might seek outside, or senior, financing when transitioning to an EOT. For the selling owner, outside financing provides some cash at the time of sale, which can be important personally and make employee ownership a more attractive option compared to waiting years for full payment through seller financing.



Charlie Tilt, selling owner, and Stacy Kraker, CEO at Hummingbird Wholesale, meet with Courtney Kemp, Associate Director at Project Equity.

An EOT typically utilizes a Perpetual Purpose Trust (PPT) structure - an irrevocable trust established to uphold a specific purpose, such as employee ownership, rather than to benefit an individual. In an EOT, the purpose of the trust is explicitly defined to include the benefit of current and future employees. In some states, PPTs can exist indefinitely, offering an option to preserve a company's mission, purpose, and values over the long term. To achieve EOT ownership, the selling owner grants or sells some or all of their ownership to the trust, either in a single transaction or gradually over time, using a combination of senior debt and seller financing. The company continues to be managed by its leadership team and employees, while the trust serves as the legal owner of the shares. Employees do not invest personal funds to gain ownership, allowing them to benefit from the model without any financial contribution. EOTs are particularly well-suited for partial sales, where only a portion of the company's equity is placed in the trust, while the selling owner retains the remainder. In a partial or progressive sale, an owner might initially place a smaller portion of equity into the trust to gain liquidity, then sell the remaining equity when ready to exit fully.

An EOT can preserve a company's mission, purpose, and values over the long term.

Although employees of EOTs do not hold shares directly, Project Equity and others consider these companies to be employee-owned when they satisfy three key tenets of ownership: influence, benefit, and responsibility.



Influence refers to the ability of employees to meaningfully participate in company governance and shape their experience in the workplace, such as broad-based representation on boards or committees, input into decision-making, transparency, and involvement in setting company priorities.



Benefit encompasses the wealth-building opportunities provided to employees through their ownership stake, which might include competitive compensation, profit sharing tied to ownership, retirement savings accounts, health insurance, and financial education or counseling.



Responsibility captures employees' roles in sustaining and stewarding the business, such as adhering to operational standards, contributing to performance goals, and helping maintain the company's culture and mission. Additionally, it can refer to employees' understanding of how their hard work contributes to the financial success of the business, and indeed their own individual profit sharing, which is typically tied to the cash flows of the company.

Governance

There is a wide range of ways in which governance can be structured within an EOT. For the most part, the nuances of how the trust works come down to decisions developed during a design phase. Each company should work with a technical assistance provider as well as a trust attorney to identify the pathway that best suits the unique needs of each company.

Generally, an EOT has three key roles in its governance ecosystem:

1. An employee committee, sometimes known as a trust stewardship committee (TSC)
2. A corporate board
3. A trust enforcer (also known as a trust protector)

In an EOT, all three roles should share the common purpose of operating for the benefit of the current and future employees of the business and any other stated purpose of the trust, and the people embodying these roles should work together toward that goal.

More specifically, the Employee Committee is responsible for representing employees and reviewing business activity in accordance with the terms defined in the trust agreement. TSC members, if present, have a fiduciary duty to put the trust agreement and its stated purpose first in all decisions, and they hold and can exercise the full power to manage the trust property in accordance with the purposes outlined in the trust agreement.

To oversee corporate strategy and performance, companies usually establish a board of directors. The board is responsible for overseeing the company in accordance with the terms defined in its corporate bylaws, and board members have a fiduciary duty to enhance the prosperity and viability of the company.

A trust enforcer primarily provides an avenue for escalation, serving as an independent arbitrator for grievances brought by various stakeholders. In such situations, the trust enforcer would be responsible for deciding whether or not the terms of the trust agreement have been violated. In a worst-case scenario, trust enforcers are empowered to take legal or other actions to enforce the purpose of the Trust.



Wondering if an EOT is the right fit? Schedule a complimentary introductory consultation.

One final requirement of the PPT legal structure is the involvement of a directed corporate trustee. Generally, EOT trustees act in accordance with direction from the TSC, and they have little to no decision-making authority within the EOT governance ecosystem.

One common misconception about employee ownership is that decision-making authority shifts broadly to all employee owners following the transition. In practice, EOTs typically maintain a clear distinction between management and governance. Managers continue to operate the company through substantially the same reporting structures and operational processes that existed prior to the transition.

Employee participation generally occurs through representative structures rather than direct management of day-to-day operations. This may include voting for and electing members of the TSC, nominating candidates to the board, serving on committees, or participating in a limited number of key governance decisions on behalf of employees and the company.

Decisions regarding how an EOT is designed, including information around trust purpose, trust stewardship committee, trust enforcer, employee participation, and distribution of any proceeds in the case of trust termination, are enshrined into a document called a trust agreement. Decisions regarding a board, officers, and other company-related matters are placed into an updated set of bylaws or operating agreement.



Employee-owners at Hummingbird Wholesale, whose company transitioned to an Employee Ownership Trust in 2023 with the support of Project Equity.

Profit sharing

In traditional businesses, post-tax profits are typically distributed in proportion to ownership stakes. In an EOT, profit sharing is a benefit extended to employees as part of the ownership structure. The funds available for profit sharing are determined by the company's financial performance and overall profitability, and the design of the plan is guided by a clear company policy to ensure consistency and fairness.

Annual decisions about profit sharing are generally made by the board of directors–often with substantial input from the employee committee or trust stewardship committee, and always within the constraints of what current cash flow allows. EOTs allow for flexible profit-sharing models tailored to the company's cash flow, culture, and workforce needs.

Companies commonly use a "cashflow waterfall" to define the sequence of financial priorities—covering operating expenses, debt service, and reserves—before allocating funds to the employee profit-sharing pool. This approach provides transparency, giving employees clear insight into how the company's performance translates into their wealth-building benefits.

Profit-sharing allocations can also be directed into retirement accounts, such as a 401(k), allowing employees to build long-term wealth over the course of their employment. As with governance, there is a wide range of ways profit sharing can be structured within an EOT; the specific approach is typically developed during the design phase of the employee-owned company, with companies working alongside a technical assistance provider to ensure the model aligns with their financial capacity, culture, and long-term objectives.



Miren Oca speaking at the 2026 Purpose Trust Ownership Network Conference

Termination

While an EOT can be designed for perpetuity, especially using a PPT structure, there may come a time when the company decides or is forced to terminate or dissolve the trust. The trust agreement will clearly outline how any net proceeds from a dissolution or sale will be handled.

In the case of a desire to disincentivize a dissolution or sale in the future, there are two common approaches in employee-owned companies. The first, often referred to as a "poison pill" approach, is the most common in an EOT context. It is designed to diminish or eliminate any incentive for personal gain from dissolving the Trust. Under this approach, net proceeds may be donated to a purpose-aligned nonprofit or other entity, ensuring alignment with the trust's original mission. The second approach allows for sharing the net proceeds with individuals who have contributed to the company's growth, typically current and / or former employees, sometimes in combination with purpose-aligned recipients. By clearly specifying these options in the trust agreement, companies can ensure that the dissolution process upholds the values of employee ownership and the intended long-term benefit to employees.

Assembling an EOT deal team

Converting to an EOT is a complex, multi-disciplinary process that touches nearly every aspect of a business, including the legal structure, tax planning, financing, governance, management, employee benefits, and organizational culture. As a result, successful EOT transitions typically require a coordinated team of experienced advisors, assembled early in the process and aligned around a shared understanding of the company's goals.

Starting with a well-coordinated team and a clear project plan can reduce risk, control costs, and ensure that the EOT is designed intentionally from the outset, rather than retrofitted after key decisions have already been made.

Successful EOT transitions typically require a coordinated team of experienced advisors, assembled early in the process.

While the specific composition of the team will vary based on deal structure and company circumstances, most EOT transitions involve the following roles:

1. **Technical assistance provider:** Acts as the integrator of the process, supporting deal structuring, transaction design, governance structuring, employee engagement, and coordination across advisors.
2. **Trust attorney:** Responsible for drafting and advising on the trust agreement, including the trust's purpose, fiduciary duties, termination provisions, and enforcement mechanisms. This role is central to ensuring the trust is legally sound and aligned with the company's long-term intent.
3. **Corporate attorney:** Advises on the transaction mechanics, corporate governance documents, securities considerations, and updates to bylaws or operating agreements.
4. **Personal attorney** (for the selling owner): In some cases, owners benefit from independent counsel to advise on estate planning, asset protection, or personal legal considerations related to the sale.
5. **Business CPA / tax advisor:** Analyzes the tax implications of the transaction for the company, supports financial diligence, and advises on ongoing tax compliance post-transaction.
6. **Personal CPA / tax advisor** (for the selling owner): Helps the owner understand the personal tax consequences of the sale and plan accordingly.
7. **Trustee** (directed corporate trustee): Serves as the legal holder of the trust assets and carries out fiduciary responsibilities in accordance with direction from the trust stewardship committee.

Given the interdependence of these roles, experience matters. Advisors who are familiar with EOTs and other employee ownership structures can anticipate common challenges, understand how decisions in one domain (i.e., tax or financing) affect others (i.e., governance or profit sharing), and help the company avoid costly redesigns later.

Because EOT transitions integrate legal, financial, governance, and cultural considerations, many companies engage a technical assistance provider to help coordinate the process and align advisors across workstreams. Technical assistance providers may support transaction structuring, financial modeling, governance design, employee participation planning, and overall project management to help ensure the transition remains aligned with the owner's goals.

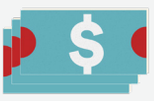
Project Equity and the Employee Ownership Catalyst Fund

Project Equity is a nonprofit organization that specializes in employee ownership transitions, including Employee Ownership Trusts and worker cooperatives. Its work spans feasibility analysis, transaction planning, financial modeling, governance design, and employee engagement, with an emphasis on aligning ownership structures with company values and long-term sustainability. Project Equity regularly collaborates with a broad network of legal, tax, valuation, and financing professionals and participates in field-building efforts through partnerships such as the Purpose Trust Ownership Network.

In addition to supporting transactions, Project Equity offers post-transition support through its Thrive program, which is available to employee-owned companies seeking to build the systems and capabilities needed for long-term success. Thrive focuses on strengthening governance, clarifying roles and responsibilities across stakeholder groups, and fostering an ownership culture through ongoing education and practical tools. The program is designed to help companies translate ownership into sustained performance, resilience, and meaningful employee participation over time.

Project Equity's Employee Ownership Catalyst Fund (EOCF) provides mission-aligned capital to support employee ownership transitions. The Fund offers flexible financing to help owners achieve liquidity while supporting resilient jobs and long-term employee ownership. EOCF helps address a common barrier in EOT transactions: access to patient, values-aligned capital that complements sound transaction design.

Companies interested in exploring whether an EOT or another form of employee ownership may be a good fit are encouraged to begin with a conversation. Project Equity offers introductory consultations to help owners and leadership teams think through goals, timing, and potential pathways, and can also facilitate connections to experienced advisors as appropriate. These early conversations are often a useful first step in understanding whether and how employee ownership might align with a company's long-term vision.



Support your transition and explore financing options with the Employee Ownership Catalyst Fund

Resources

Explore these resources to learn more about employee ownership, connect with Project Equity, and access tools and funding to support your transition.

Project Equity website
Learn more about our work and impact

Schedule a free consultation
Connect with our team to discuss your goals

Employee Ownership Catalyst Fund
Explore financing options and resources for transitions

Purpose Trust Ownership Network
Explore purpose trust and EOT resources

NCEO EOT page
An Introduction to Employee Ownership Trusts

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Employee-owners at RDA Consulting, whose company transitioned to an Employee Ownership Trust in 2022 with the support of Project Equity.

Definitions



Broad-based employee ownership: A form of employee ownership in which the majority or all employees participate in ownership benefits, governance, or profit sharing. Broad-based EO differs from selective or equity-based incentive programs that are limited to executives or key personnel.

Community Development Financial Institution (CDFI): Private financial institutions that provide responsible, affordable lending to low-income, low-wealth, or disadvantaged communities. CDFIs often prioritize social impact alongside financial returns.

Corporate bylaws: The governing document for the company itself. Bylaws define how the company is structured, how decisions are made, the roles and powers of officers and directors, and the process for ownership and governance.

Corporate trustee: A corporate trustee serves as the legal holder of the trust's assets but generally has no substantial decision-making authority in a PPT / EOT. Corporate trustees act under direction from the TSC and provide formal oversight of trust compliance.

Earnout: A flexible financing structure where repayment is tied to a percentage of the company's revenue or EBITDA over time, rather than fixed payments, providing alignment with cash flow and business performance.

Employee Ownership Catalyst Fund (EOCF): A mission-aligned fund providing capital to businesses converting to broad-based EO, including transition financing, working capital, and pilot loans to small businesses led by marginalized owners. The EOCF promotes resilient jobs, worker voice, and sustainable employee ownership transitions.

Employee ownership (EO): EO refers to business structures that provide all employees with a meaningful path to ownership of a company. Models include Employee Stock Ownership Plans (ESOPs), Employee Ownership Trusts (EOTs), and worker-owned cooperatives (coops). EO aims to align employee and business interests, build wealth for employees, and foster long-term company sustainability.

Employee Ownership Trust (EOT): An EOT is a trust whose stated purpose includes benefitting employees. Employees gain influence through representative governance structures (e.g., board representation, committees, etc.) and benefit through profit sharing, retirement contributions, or other financial rewards. EOTs are often structured to allow partial or full ownership transfers from the selling owner while maintaining operational continuity.

Employee Stock Ownership Plan (ESOP): A tax-qualified retirement plan in which employees gain indirect ownership of a company via allocated shares. Employees receive benefits tied to company performance, often deposited into retirement accounts, without directly contributing personal funds.

Governance: The system of policies, processes, and structures that determine decision making in a company. In an employee-owned company, governance is distinct from management. Governance typically falls to the TSC and board, while management handles day-to-day operations.

Lender: Any individual, institution, or group providing capital to a business with an expectation of repayment, often including interest or fees. In EOT transitions, lenders may include traditional banks, Community Development Financial Institutions (CDFIs), or impact-focused investors.



Ownership culture: The set of attitudes, behaviors, and practices that enable employees to embrace their role as owners. Key elements include understanding governance structures, financial literacy, participation in decision making, and alignment with company mission and values.

Partial sale: A transaction in which the selling owner grants or sells a portion of their equity into an EOT or other employee ownership vehicle initially, with the possibility of selling the remaining equity over time. Partial sales allow owners to achieve liquidity while maintaining operational continuity and employee engagement.

Perpetual Purpose Trust (PPT): An irrevocable trust established to advance a specific purpose rather than benefit individual beneficiaries. PPTs can exist indefinitely, helping preserve a company's mission, culture, and values.

Profit sharing: A mechanism for distributing a company's net profits to employees, often based on factors such as hours worked, salary, tenure, or other predetermined formulas. Profit-sharing decisions follow company policy and may be allocated after covering operational expenses, debt service, and reserves.

Promissory note: A legal instrument outlining a borrower's promise to repay a debt under specific terms, including principal, interest, and repayment schedule. In EO transactions, promissory notes are frequently used for seller-financed components of a sale.

Seller financing: A financing arrangement in which the selling owner provides all or part of the capital needed for the transaction, often in the form of a promissory note. Seller financing allows employees to acquire ownership without requiring the full purchase price upfront from outside lenders.

Technical assistance provider (TA Provider): A professional advisor or organization that supports companies through the employee ownership transition process. TA providers offer expertise in deal structuring, governance, employee engagement, and training to ensure a successful transition.

Trust agreement: The governing document for a PPT or EOT. Examples of what it defines are the purpose of the trust, the roles, and responsibilities of governance bodies such as the trust stewardship committee (TSC) and trust enforcer, and the procedures for termination.

Trust enforcer / trust protector: An independent party responsible for resolving disputes or grievances concerning trust governance. The trust enforcer ensures that the TSC and other trust actors adhere to the trust agreement and may take corrective or legal action if the trust's purpose is threatened.



Trust stewardship committee (TSC): The TSC is responsible for ensuring that the trust's assets are governed according to the trust agreement. Members have fiduciary duties to act in alignment with the trust's stated purpose and are legally accountable for decisions affecting trust assets. The board oversees the company's strategy, monitors management performance, approves budgets, and votes on key business decisions. In an EOT, the board interacts with the TSC as designed by the company and is responsible for enhancing the company's prosperity and long-term viability.

Worker-owned cooperative: A business owned and governed by its worker-members, where each member has voting rights and a share in profits. Coops emphasize democratic decision-making, member participation, and alignment of ownership with workplace contribution.

FAQs



Q: How common are EOTs in the U.S., and what size companies use them?

A: There are currently around 100 trust-owned companies in the U.S., and this number is expected to increase as awareness of the model grows and state legislation is established to support it. EOTs are a subset of these companies, and they can be effective across a wide range of sizes and industries. In general, a company should have at least 10 employees and sufficient net income or EBITDA to cover the annual trustee cost (typically $10,000–$20,000) alongside retained earnings and employee distributions. Larger examples also exist, including a partial Patagonia Trust and a home healthcare EOT, Consumer Direct Care Network, with several thousand employees.

Q: What is driving the growing interest in EOTs?

A: Several factors are contributing to the increased adoption of EOTs:

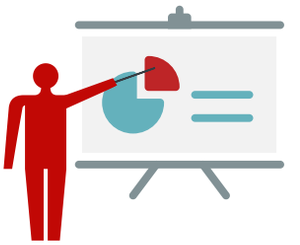
- **Demographic and succession pressures:** Many baby boomer business owners are retiring, creating a pressing need for succession solutions that preserve company culture and ensure long-term continuity.
- **Legacy and mission preservation:** EOTs offer a structure that can help "lock in" a company's purpose, values, and independence over time, providing founders with confidence that their mission will be stewarded beyond their ownership.
- **Rising awareness of employee ownership models:** Broader understanding of EOTs, ESOPs, and worker cooperatives makes these options more accessible to founders seeking values-aligned exits.
- **Market dynamics and private equity activity:** Increased private equity activity in some industries encourages owners to consider alternatives that safeguard their mission, employees, and community impact.
- **Evolving trust legislation:** States such as Oregon and Illinois have introduced enabling legislation that provides greater clarity and flexibility for forming employee and purpose trusts.
- **Growing body of precedent and peer examples:** As more EOTs are established, shared learnings and emerging best practices reduce uncertainty and accelerate adoption.

Q: How do EOTs compare to other employee ownership models?

A: EOTs are often evaluated alongside ESOPs and worker cooperatives, and the right fit depends on each company's circumstances, particularly the owner's goals and the future structure desired for the company.

- **ESOPs:** Typically suited for companies with more than 40 employees and over $1M in EBITDA or net income. They involve ongoing compliance, annual valuations, and trustee oversight, which can cost $250,000+ annually. ESOPs maintain traditional hierarchical structures, reward long-term growth, and provide notable tax benefits to selling owners.
- **Worker cooperatives:** Suitable for companies of any size with steady profitability and a focus on democratic governance. Employees have one-member, one-vote rights and receive patronage dividends based on their contribution. Cooperatives also provide tax benefits depending on the transaction structure.
- **EOTs:** Appropriate for companies with 10+ employees and consistent profitability. Recurring costs are modest, mostly trustee fees ($10,000–$20,000 annually). EOTs appeal to owners who want to preserve the company's purpose and mission, maintain flexible governance, and transition ownership gradually. Partial or progressive sales are possible, and EOTs accommodate distributed, seasonal, or younger workforces. Tax incentives for sellers are limited compared to ESOPs or cooperatives.

Q: What are the costs of establishing and maintaining an EOT?



A: Initial setup costs typically range from $40,000–$80,000, with ongoing trustee fees generally in the range of $10,000–$20,000 annually. Costs may include technical assistance providers, trust attorneys, corporate attorneys, valuation providers, and CPAs for both the company and the selling owner. In some cases, overall transaction costs may be partially offset relative to a traditional third-party sale, as an EOT transition does not typically require a business broker or investment banker. While professional advisory support is still essential, the absence of brokerage fees can result in meaningful cost savings depending on the size and structure of the transaction.

Q: Are there tax benefits for EOTs?

A: EOT sellers do not receive capital gains deferral or Section 1042 rollover benefits like ESOPs and cooperatives. Profit-sharing distributions to employees are typically tax-deductible for the company, but no other specific tax incentives for EOT transactions are widely recognized.

Q: How is profit sharing handled?

A: Profit sharing is typically determined by the board of directors, guided by company policy. The TSC typically plays an advisory role, ensuring distributions align with the trust's purpose. Companies often use a cash-flow waterfall prioritizing:

1. Preexisting obligations
2. Debt service
3. Retained earnings
4. Employee profit sharing



This approach balances financial stability with meaningful employee benefits. Retained earnings policies ensure funds are available for business growth while still delivering fair profit sharing to employees.

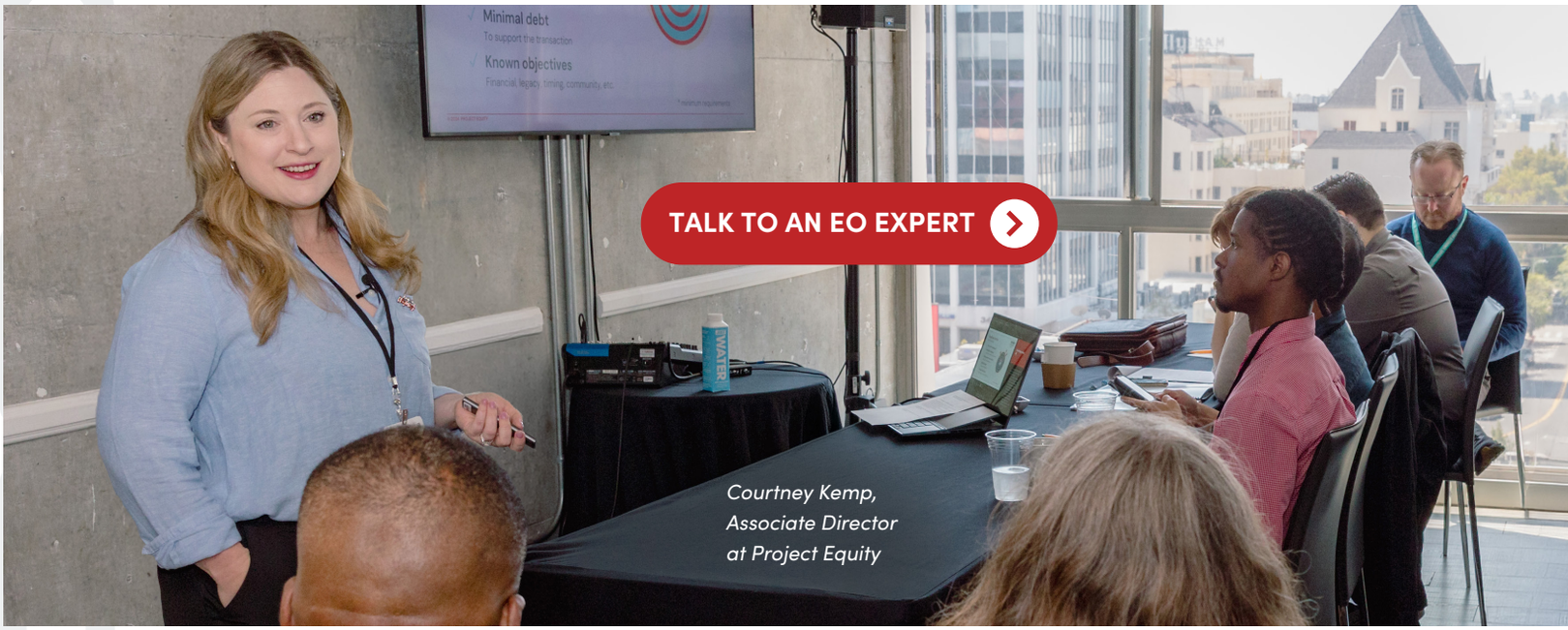
Q: How do employees participate in governance?

A: This is customized to each company. Employees can participate in governance in several meaningful ways, often including both representation and direct service in key roles. Employees commonly elect representatives to the TSC, which serves as a primary mechanism for employee voice in trust governance. In many EOTs, employees may also serve directly on the TSC and, in some cases, on the company's board of directors, depending on the governance design.

The TSC may have authority to appoint or influence board composition through processes designed to reflect employee interests. While employees do not typically hold all traditional shareholder rights directly, the overall governance framework, including the TSC, trustees, and trust enforcer, is structured to ensure that employee interests are represented, protected, and balanced with the long-term health of the company. The degree and form of employee participation can vary based on company size, culture, and ownership goals, allowing governance structures to be tailored to each organization.

Ready to explore employee ownership for your business?

Interested in learning more about employee ownership and what this exit strategy might look like for you and your business? Take the first step—sign up for a free consultation with one of our EO experts today.



More EO resources



10 reasons to go EO

Discover 10 reasons you should consider selling to your employees

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Events and webinars

Learn more about EO by meeting us in person or attending one of our webinars

Check out our events



Ownership Stories

Hear from other owners why they transitioned their businesses to EO.

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