



# Early Career Advantages of Employee Ownership

Companies make decisions that benefit their owners. As an employee-owned company, that means we put our people first. Starting your career at an employee-owned company benefits you in multiple ways.



1

## Ownership Culture

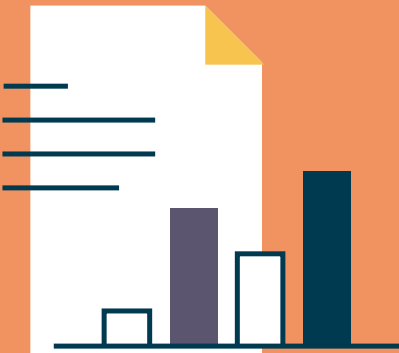
Employee ownership creates a unique work environment that benefits you the first day you walk in the door. We call it our ownership culture. Broad-based ownership creates alignment which leads to increased commitment and stronger relationships.



2

## A Company That Invests In You

At many companies, early career can also mean expendable. We are making daily and yearly investments in your growth because shared ownership fosters long-term relationships. Your job is more stable and we're looking to promote candidates internally because we need leaders who understand our unique model.



3

## Long-term Wealth Building

Very few people have the opportunity to own a piece of a privately-held company. As an early career employee-owner, you have time for annual allocations of company stock and share price growth to compound and build your wealth.



You're part of something bigger. Learn more about the employee ownership movement here.

