



Day-to-Day Management of an ESOP Company

The officers and managers run the company day to day. When your employer becomes employee owned, there are surprisingly few changes for most employees in their daily responsibilities. Their boss and salary remain the same. Employees do not add any duties to their daily jobs, even though the company is now employee owned. This is the same as if you were an employee of Apple and bought Apple stock. The role of the employee and the shareholder does not overlap.

Even though your job remains the same, and your role as an employee remains the same, you now have the opportunity to directly benefit from the success of the company. You are the shareholder. Your interests are protected by both the Trustee and the Board of Directors, and those two roles oversee one another, for the benefit of the employee participants.

