
it's our business

newspad of the Employee Share Ownership Centre



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From the life president

Welcome to the fresh-minted Eso Centre.

Some readers will notice that the familiar 'Esop Centre' logotype is quietly giving way to Eso Centre to signify our full name - The Employee Share Ownership Centre.

The redundant 'p' has been left in the debris of the past, not because employee share ownership plans are any less important, but because they are no longer the whole story.

When the Centre was founded, the Employee Share Ownership Plan (Esop) was itself an exciting innovation. Today, employee share ownership is realised through many different mechanisms: SIPs, SAYE, CSOPs, EMI, EOTs and others. These vehicles continue to evolve, but they all serve a common purpose, enabling employees to share in the success of the enterprises they help to build. Our full name expresses that wider mission. The Centre exists not to champion specific vehicles, but to promote the broader concept and reality of employee share ownership in all its forms.

Successful enterprise creates wealth. A healthy society is one in which more people can share in that wealth through ownership as well as work. That has been the Centre's purpose since its foundation, and it remains our purpose today.

Malcolm Hurlston CBE



Nineteenth *newspad* share plan awards launch

The *newspad* employee share plan awards recognise organisations that have demonstrated outstanding achievement in employee share ownership and hold up best practice models for other companies to follow.

If your company or client made a notable contribution to employee share ownership, issued an inspirational share plan, or showed excellence in its communication and presentation; been creative in using share plans to overcome significant changes or challenging situations, or maybe its chairman, ceo, or share plan team leader has upped the game with enthusiasm for employee share ownership; then why not tell the world about it?

Companies can nominate themselves or advisers can make submissions on behalf of clients. Entrants can apply for awards in more than one category. Submitting nominations is free and simple. Required information kept to a minimum. Clarity matters more than length. The deadline for nominations is **17:00 on Wednesday December 16 2026**.

The awards present a great opportunity to celebrate your company or clients' achievements.

The award categories this year are:

1. **Best all-employee share plan**
2. **Best equity scheme in a start-up or scaling company**
3. **Best share plan communications**
4. **Best share plan response to significant changes or challenging situations**

Guidance for entrants including category descriptions, judging criteria and rules of entry can be viewed on the [awards webpage](#).





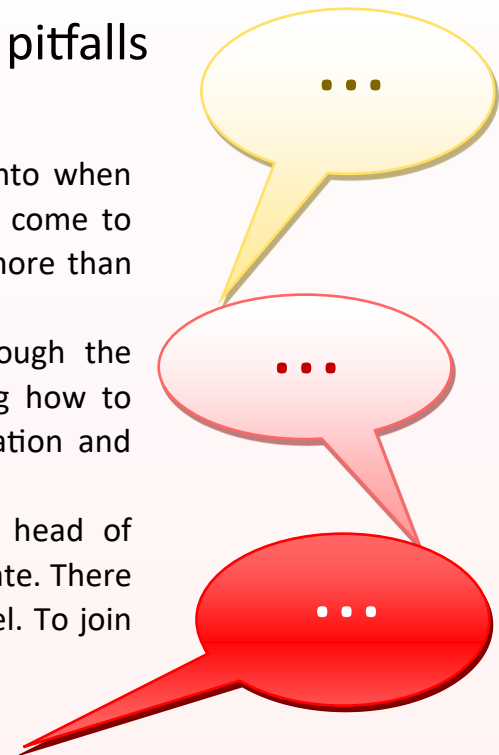
Webinar – EMI schemes: How to avoid the pitfalls

Wednesday **October 7** 2026 11:00 - 11:45 BST

There are many pitfalls that unsuspecting companies can fall into when setting up and operating an EMI option plan, which often only come to light on a corporate event when it is generally too late to do more than mitigate the damage or accept the consequences.

In this Centre webinar our expert panel will guide you through the processes of setting up and running an EMI scheme, including how to address obstacles, and the impact of recent changes in legislation and regulation.

Speakers include Bird & Bird's Sarah Ferguson, partner and head of employee incentives & benefits; and David Walder, senior associate. There will be plenty of opportunities to put your questions to the panel. To join the debate, [register now](#).



Hold the day:

Jersey share plans and trustees conference – March 18 2027



The Centre is set to return to Jersey next year for its employee share plans and trustees conference on Thursday March 18 2027, at the Royal Yacht hotel in St Helier.

We are putting together a programme of talks from expert speakers, to update trustees and employee share scheme professionals. Presentations will run from 09:00 to 13:15, followed by a networking lunch. The seminar will be held in conjunction with STEP Jersey.

To reserve your place, email us at events@esopcentre.com.



Canada

Employee ownership trusts get key boost in Canada

In the spring of 2026 Canada made permanent a C\$10m (£5.4m) capital gains tax exemption for qualifying business sales to employee ownership trusts. Though 76 percent of Canadian small business owners expect to exit their businesses within the next decade, only 10 percent had succession plans. This raised concerns that businesses could close or be sold to foreign buyers. Evidence from the UK and US suggests employee ownership can improve productivity, engagement and employee wealth. The UK has more than 350,000 workers in employee-owned businesses, while US Esops hold more than US\$2trn (£1.5trn) in retirement assets for 15 million employee-owners. Canadian companies are now following suit.

One example is waste and recycling solutions provider Busch Systems, whose ceo and co-founder Craig Busch believes that employee-led innovation is key to the company's future success. Though there has been relatively few EOT transitions since the framework was introduced, with estimates putting the number at about 10 companies, advisers have reported increased interest since the tax break became permanent. The government expects the annual cost of the exemption to reach C\$80m (£43m) within five years, compared with an earlier **estimate of C\$25m (£13.5m).**



Kenya

Solar irrigation firm embraces employee ownership

According to *ImpactAlpha*, solar irrigation provider SunCulture is rolling out an employee ownership and profit sharing scheme. The initiative, called RainDrops, will give every full-time employee a stake in the company.

The employee ownership programme “ensures every full-time employee, from sales managers and credit officers to installation engineers, cooks and cleaners, has the opportunity to **share in the value created at the company,**” the company said.





China

The “millionaire” workers who got on board at one yuan/share

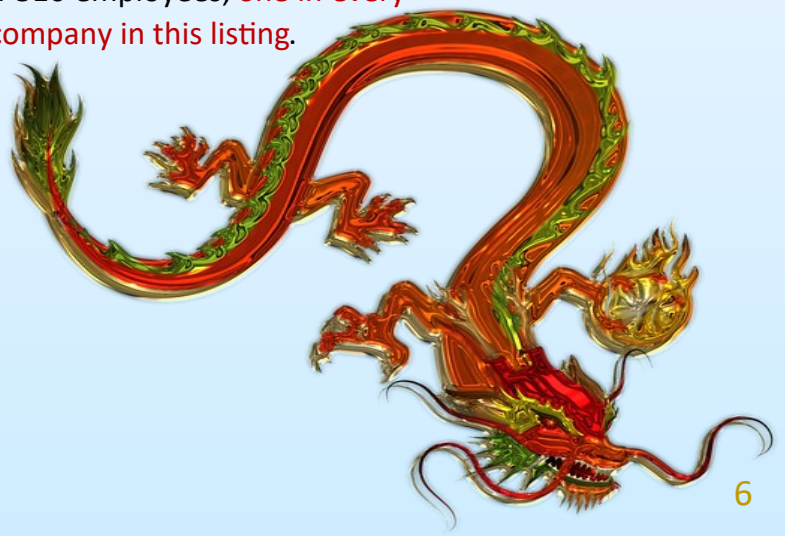
On August 19, Unitree Robotics listed on the Shanghai Stock Exchange STAR Market. The entire internet was keen to watch the wealth creation effect after the stock listing. Founder Wang Xingxing's wealth reached 133.5 billion Yuan (£14.6bn), making him the richest person born since 1990.

But these numbers have little to do with the vast majority of workers. The story truly closer to the wealth creation ceiling for workers is actually hidden in “Shanghai Yuyi” in Unitree Robotics’ prospectus. It is Unitree’s employee equity incentive platform, holding 10.94 percent of Unitree Robotics’ shares. The batch of one yuan per share options signed with employees when Unitree could not pay wages in 2017 are contained within it.

Among the owners of this batch of options today, the one with the highest wealth calculated at current prices has reached 1.58 billion Yuan. Shanghai Yuyi is a limited partnership. Employees do not directly hold Unitree stock, but hold shares of this partnership, achieving through it indirect shareholding. Nestled within the partner list are several layers of shareholding platforms, as well as dozens of natural person employees. Because a limited partnership allows at most 50 partners, Unitree company built two equity “share containers” named Yixin and Yiyi, forming a three-layer structure of “Shanghai Yuyi, Yixin Yiyi, Employees”. Therefore, more of the company’s incentives aimed at ordinary workers are stored in the two secondary platforms.

More than 60 front-line R&D technical supervisors and core technical employees received shares ranging from 0.01 percent to 0.05 percent through the platform; a calculation based on the first-day closing market cap of 358 billion, puts their book wealth at between 35 million and 170 million yuan.

As of the end of 2025, Unitree had a total of 516 employees, **one in every three employees participating in their own company in this listing.**





Hong Kong

Mobile data company's \$2m share repurchase programme

U-CLOUDLINK Group has authorised a share repurchase programme of up to US\$2m (£1.48m), running till December 31 2027, with the shares intended either for the company's employee ownership and equity incentive pool or for cancellation. The Nasdaq-listed mobile data connectivity company said purchases may be made through open-market transactions, block trades or other legally permitted methods, subject to US securities regulations and the company's insider trading policy. The timing and value of individual purchases will depend on market conditions and will be conducted under Securities and Exchange Commission rules governing share repurchases. U-CLOUDLINK expects to fund the programme from its existing cash balance, while its board will periodically review the scheme and may adjust its size or terms. The use of repurchased shares for the employee incentive pool would allow the company to support equity-based remuneration without necessarily issuing new shares, which could limit dilution for existing investors. Alternatively, shares may be cancelled, reducing the company's issued share capital. The programme combines capital management with the company's employee incentive strategy, providing flexibility over how the repurchased stock is ultimately deployed.



Mexico

Grocer files large Esop shelf registration

BBB Foods has filed a shelf registration statement to support a potentially significant employee stock ownership plan. It creates the capacity to issue shares over time as part of its employee incentive strategy. The move could strengthen alignment between employees, management and shareholders as the Mexico-based grocery retailer continues to expand, but investors will also be watching the potential impact on dilution and the company's overall capital structure.

Analysts already expect the share count to increase, making the scale and timing of any future Esop related issuance particularly important. The effectiveness of the scheme will ultimately depend on whether increased employee ownership leads to stronger operational performance, including store productivity, own-label growth and improved profitability.





Norway

Oil company increases treasury stock through share plan

Aker BP has continued the share buyback programme linked to its employee share saving plan, buying 499,666 of its own shares between August 10 and 14 2026 at an average price of NOK341.16 (£24.90) a share. The transactions increased the company's treasury stock to 783,604 shares, equivalent to 0.12 percent of its issued share capital.

The purchases form part of Aker BP's broader employee equity programme, allowing staff to participate in the company's ownership and aligning their interests more closely with those of shareholders. The company said the continued use of share-based incentives supports employee engagement and retention, while the buyback structure avoids issuing additional shares and therefore limits dilution for existing investors. Although the number of shares involved remains small relative to Aker BP's overall capital base, the transactions highlight the Norwegian oil and gas producer's continued commitment to employee participation.

Aker BP focuses on exploration, development and production on the Norwegian continental shelf and is one of **Europe's largest independent oil producers**.



Image by David from Pixabay

USA

The Stakehold

newspad was recently contacted by **The Stakehold**, a US publication that provides a weekly newsletter on employee ownership and the 'ownership economy' – representing the shift to thinking about the **stakeholders** of a business, in addition to its **shareholders**.

The publication includes news and events in employee ownership and other parts of the ownership economy, including purpose trust ownership, steward ownership, member-owned finance, consumer ownership and workplace democracy.

Its focus is on North America, but keeps its "head on a global swivel".

The Stakehold began as the newsletter of EO+WD, the research cluster on Employee Ownership + Workplace Democracy, to learn about and track developments in employee

ownership, workplace democracy, and the ownership economy. It has since grown into an exploration of ownership, power, and governance across sectors, models and movements; it is sponsored by the Rutgers Institute for the Study of Employee Ownership and Profit Sharing and the National Center for Employee Ownership.

It is currently encouraging anyone with an interest in any form of employee ownership to subscribe as, for a limited time, every new subscriber to The Stakehold triggers a \$1 donation from Go ESOP LLC to **EOX**, the employee ownership expansion network, up to \$5,000. One signup subscribes you to the Stakehold's weekly coverage of employee ownership and the ownership economy, plus EOX's monthly newsletter. Subscribe at **eoxnetwork.org/stakehold**



USA

The experience behind Lady Lynn Forester de Rothschild's vision for an ownership economy

In its assessment of last month's opinion piece on AI and an ownership economy – featured in *August's newspad* - *CEO World* magazine endorses the argument, saying “when a prominent financier argues that artificial intelligence should hand workers a share of the wealth it creates, the credibility of the messenger matters as much as the message. Lady Lynn Forester de Rothschild has spent much of her career making that kind of case, and her latest contributing piece for *Time* magazine reads less like a sudden pronouncement than the next chapter of a long project. She contends that AI's productivity gains can seed an ownership economy, one where employees hold equity and build wealth alongside the companies they help run. “The proposal carries weight because the author has spent years convening the executives, investors, and institutions who would need to carry it out.

“Her essay closes on that constructive note, describing early financing pathways taking shape among states, pension funds, and philanthropic capital. The picture she paints is of momentum already underway, waiting for investors and policymakers to accelerate it. Coming from a newcomer, such optimism might read as wishful. Coming from Lady Lynn Forester de Rothschild, who has spent a career building the very coalitions she now calls on, it reads as informed confidence. The ownership economy remains a work in progress, yet in her hands it gains a *credible champion who has done the groundwork to make the idea plausible.*”

What is worker ownership?

The *opening panel from the Worker Ownership Conference* at Harvard Business School explains what it means for employees to own the companies where they work.

The panel brought together researchers, advocates, and practitioners to consider why worker ownership has become a moral and economic priority; how ownership structure shapes outcomes; and what philosophy tells us about who should have a say in the workplace.

The panel includes moderator Brian Trelstad, a senior lecturer at Harvard Business School; HBS Professor Nien-hê Hsieh, faculty co-chair of The Ownership Project; Chris Mackin, founder and president of Ownership Associates; Adria Scharf, a professor at Rutgers University and director of the Institute for the Study of Employee Ownership and Profit Sharing; and Evan Edwards, ceo of Project Equity.



USA

Opinion: California studied employee ownership - SB 1174 would put the evidence to work.

In an opinion piece for the *East Bay Times*, David I Levine argues in California there is credible evidence that broad-based employee ownership can improve job stability and worker wealth, along with evidence of better firm performance. A research team, in partnership with the Rutgers Institute for the Study of Employee Ownership and Profit Sharing reviewed decades of research, conducted original statistical analyses, and examined employee-owned companies across several industries, including California road construction.

The evidence was strong, and though not uniform, the California study concluded that Esops substantially increase employees' retirement wealth. In the California road-construction company studied, which is 100 percent employee-owned, longtime employee-owners, including equipment operators and other field employees, have retired with company-funded ownership accounts worth more than a million dollars.

But decades of research point to an important qualification: ownership works best as part of a system. The strongest gains tend to appear when a financial stake is paired with information sharing, training, and meaningful participation in workplace decisions.

Senate Bill 1174, authored by Republican state Sen Suzette Valladares of Santa Clarita, expands opportunities for workers to build wealth by encouraging employee ownership in the construction industry. The bill establishes a bid preference for companies competing on California Department of Transportation projects if they operate an Employee Stock Ownership Plan. The bill would give qualifying Esop contractors a modest preference when bidding on state-funded Caltrans construction work: two percent for firms that are 30 to 49 percent Esop-owned, three percent for 50 to 99 percent ownership, and four percent for 100 percent ownership. Contractors which are signatories to a qualifying collective bargaining or master labour agreement would receive an additional percentage point.

According to Levine, the state should use SB 1174 as an **opportunity to generate better evidence**.

David I Levine is the Eugene E and Catherine M Trefethen Professor of Business Administration at the Haas School of Business, University of California, Berkeley. He led the state's POWER Act study of worker ownership, submitted to the California Labor and Workforce Development Agency.



USA

A \$250m fund to turn employees into business owners

Five years on, *Shope Black* follows up its 2021 interview with financier Apis & Heritage Capital Partners, an investment fund that uses an “employee-led buyout” (ELBO©) structure to provide workers of colour and workers in essential industries with the most powerful wealth building tool in the USA: equity in a thriving business.

At the time, the founders said their ability to scale - their first fund had reached a \$30m at the first close - would depend largely on how much capital they could raise and how well they executed. Now, that strategy has grown considerably. Legacy Fund I ultimately closed at \$58m, and, according to A&H, Legacy Fund II has reached \$250m in assets under management.

The investment manager uses private credit to finance employee-led buyouts, able to reach 100 percent employee ownership through Employee Stock Ownership Plans.

A&H’s growth comes as private credit takes a larger role in US corporate finance and millions of business owners approach succession decisions. US private credit loans reached approximately \$1.4trn in the second half of 2025, according to the Federal Reserve, representing about 10 percent of nonfinancial corporate debt. Banks’ share of corporate lending declined from 48 percent in 2015 to 29 percent in 2025.

McKinsey’s 2026 *Great Ownership Transfer* report estimates that six million small and medium-size businesses will face ownership transitions by 2035. Around one million could be viable candidates for sale, **representing close to \$5trn in business value.**



Disney updates benefits and plans stock purchase scheme

According to *Business Insider*, Disney is shaking up its employee benefits by launching a new stock purchase programme.

Eric Chaisson, Disney’s evp of total rewards and employee services, told US-based employees about the changes in a memo: “We’re planning to introduce an Employee Stock Purchase Plan later in 2027, pending approvals, giving eligible employees the opportunity to build company ownership by purchasing Disney stock.”

The scheme is expected to form part of Disney’s broader employee benefits and total rewards strategy. Key details, including eligibility, contribution levels and any potential share discount, have yet to be confirmed. The announcement follows other changes to employee benefits, including a reported reduction in stock-based compensation for some technology employees. The new share purchase scheme could therefore broaden access to employee ownership and offer more workers the opportunity to build a financial stake in the company’s future.





USA

LCI Industries files \$100 million Esop registration

US auto components manufacturer LCI Industries has filed a shelf registration statement covering more than US\$100m (£74m) of potential common stock offerings connected to its Esop. The registration allows the company to issue shares over time to support the employee ownership plan. It could increase employee participation and provide flexibility over the timing of future equity issuance.

The move could affect LCI Industries' capital structure and create some dilution for existing shareholders if the shares are issued. The filing comes alongside the company's decision to maintain its regular quarterly dividend at US\$1.15 (£0.85) a share, suggesting the board intends to continue returning cash to shareholders while expanding employee ownership. LCI Industries supplies engineered components to recreational vehicle manufacturers and related markets and has a market capitalisation of about US\$2.6bn (£1.9bn). The company expects 2026 revenue of US\$3.9bn to US\$4.1bn (£2.9bn to £3bn), with an operating margin of 7.5 percent to eight percent. The Esop registration represents a further step towards aligning employees with the company's long-term performance: and its eventual effect on ownership and dilution will depend on how many **shares are ultimately issued**.

Air Force uses Esop legislation for \$992m sole-source contract

The US Air Force has awarded employee-owned contractor Torch Technologies a potential five-year contract worth up to \$992m under a defence department pilot programme designed to support employee ownership. The programme, established through the 2022 and 2024 '*National Defense Authorization Acts*', allows certain follow-on contracts to be awarded on a sole-source basis to fully employee-owned companies. Torch, which converted to a 100 percent S-Corp Esop structure in 2011, will continue providing engineering, technical and management support for Air Force research, development, testing and evaluation activities at Eglin Air Force Base. The award demonstrates how employee ownership legislation can provide a potential competitive advantage in government procurement, using Esop status not only as an employee benefit but also as a factor supporting business **continuity and contract retention**.



Ocado adds Esop stock to London listing

Ocado Group has admitted 871,451 new ordinary shares to trading on the London Stock Exchange under its Share Incentive Plan and Restricted Share Plan for employees. The shares, each with a nominal value of two pence, are fungible with existing stock and bring the company's total number of shares in issue and admitted to trading to 846,128,721 for the reporting period from July 8 to August 17 2026. The issuance modestly expands Ocado's equity base and creates some dilution for existing shareholders, although the impact is limited relative to the company's overall share count.

The move reflects Ocado's continued use of share-based remuneration to give employees a direct stake in the company's performance and align their interests with those of shareholders. Employee ownership in Ocado can support retention and engagement as the company develops its technology-led grocery and automated fulfilment operations.

Unlike an open-market share purchase, the new shares were issued directly under the company's employee incentive arrangements, increasing the overall number of shares in circulation. The latest issuance highlights the role of equity-based incentives within Ocado's broader approach to employee remuneration and its efforts to support long-term growth.



Image by Dhareesh Damodaran from Pixabay

Dialight boosts employee trust stake

Dialight, the sustainable LED Lighting provider, has expanded the holdings of its **Employee Benefit Trust** with the purchase of 15,000 ordinary shares at £5.20 each, bringing the Trust's stake to 193,703 shares, or 0.48 percent of current voting rights. The shares are earmarked to satisfy awards under several employee incentive schemes, including the Restricted Share Plan, Annual Performance Bonus Plan and Value Creation Plan.

The move underscores Dialight's use of equity-based compensation to align staff interests with long-term shareholder value while minimally diluting existing investors, given the small proportion of voting rights involved. It also signals continued investment in employee engagement and retention at a time when competition in industrial LED lighting and related optoelectronics markets remains intense.

Dialight

Opinion: The UK's youth unemployment problem

Commenting on August's labour market statistics, editorial and research fellow at the Institute of Economic Affairs, Professor Len Shackleton expressed disappointment, with unemployment being stuck at 4.9 percent for April-June rather than falling as some pundits had hoped. Payrolled employment in this period was 86,000 down on a year ago, with early indications that it fell again in July. Job vacancies have fallen too.

"Unemployment is always the headline figure. It's worth bearing in mind that there are considerable variations between the rates in different parts of the UK, something politicians such as Andy Burnham are much concerned about. As with many labour market statistics, however, things aren't always quite what they appear. The lowest unemployment rate is for Northern Ireland at two percent, which looks great. But look more closely and this is largely explained by the very high inactivity rate (26.4 percent) in the province, an arguably more worrying statistic. The highest regional unemployment rate is London, on 6.5 percent. But this is misleading. There are plenty of jobs in London, but many are taken by commuters living in the South East, where unemployment is much lower at 4.1 percent. London has a much higher proportion of young people than the rest of the country, which helps explain the high figure.

"It is the UK's high youth unemployment rate – 16.2 percent, up from 14.3 percent in the same period last year, that is the biggest worry. Most commentators think that Labour's policies – big increases in the minimum wage, the increase in employer national insurance contributions and the extension of regulation in the Employment Rights Act – have a lot to do with this. The government is in denial about the results of its policies, but is instead seeking a sticking-plaster solution with a temporary offer to employers of a £3000 bonus for taking on young workers. No space to discuss this here, but such policies are not novel and are rarely effective. There is much 'deadweight', with those taken on being youngsters who would probably have got jobs anyway, while more difficult cases languish 'on the social'.

"Reform is offering its own proposal, tax rebates for small and medium employers who take on 16-18 year old apprentices. There could be some upskilling benefits, as well as job creation, from such a scheme - though it would need watching. Apprenticeships created with subsidies have in the past tended to be in low-level functions rather than the German-style high-skill roles. Again, there will probably be deadweight problems.





Mining company execs add shares through incentive plan

Anglo American executives have acquired small amounts of ordinary shares through the company's HMRC-approved all-employee Share Incentive Plan, which allows employees to purchase partnership shares through monthly salary deductions and receive matching shares from the company. The disclosed transactions, carried out on the London Stock Exchange at £38.34 a share, involved the ceo, cfo and several other members of the executive leadership team.

The purchases form part of Anglo American's broader employee ownership framework. The transactions are routine and were disclosed under UK Market Abuse Regulation requirements, with no indication of a change in the company's strategy, remuneration policy or capital structure. The use of an all-employee scheme means the incentive extends beyond senior management, providing a mechanism for a broader group of employees to acquire an interest in the company. For investors, the transactions primarily show continuity in share ownership arrangements and transparent **management dealings**.

Governance and shareholder rights dominate 2026 proposals

Governance Intelligence reported that the 2026 US proxy season saw overall shareholder proposal volume fall to a five-year low, but governance-related resolutions bucked the trend, according to ISS-Corporate. Glass Lewis identified shareholder rights and corporate governance as major themes in the US, alongside a sharp rise in corporate reincorporations.

Outside North America, Glass Lewis pointed to several regulatory-driven developments. In India, new requirements affecting secretarial auditors generated an influx of shareholder proposals. In South Korea, new binding rules on treasury shares prompted a wave of proposals seeking shareholder approval for companies to retain treasury shares under specified exceptions.

While it is too early to make predictions, the 2027 proxy season is likely to keep the spotlight on **shareholder rights, board accountability and governance structures**.



Northern Ireland:

New advisers join employee ownership feasibility panel

Business Eye reports that Employee Ownership Ireland has significantly boosted its advisory network with the addition of a number of well-known advisers to its Feasibility Study Panel. Businesses considering employee ownership as part of their succession planning can now access more specialist expertise thanks to feasibility studies fully funded by the Department for the Economy.

The growing adviser panel reflects increased interest in employee ownership as a succession option. Recent research commissioned by Employee Ownership Ireland found that nearly 60 percent of Northern Ireland business owners in a snapshot poll would like to find out more about employee ownership.

The **feasibility studies** provide businesses with more than three days of specialist consultancy support. There is no obligation to proceed with employee ownership following the study.



Image by Peggy und Marco Lachmann-Anke from Pixabay

Builders merchant talks EO, fair tax and a strategy to invest

In an interview for *Directors Talk*, Lawsons Merchant Group finance director Chris Harrison explains why **transferring majority ownership into an employee benefit trust** marks one of the most significant moments in the company's 105-year history, while preserving its independence and long-term culture. He discusses Lawsons' Fair Tax accreditation, investment in leadership and digital capability, and why the group sees opportunity in a challenging construction market where housing undersupply, infrastructure demand and changing customer expectations could favour well-invested independent merchants.

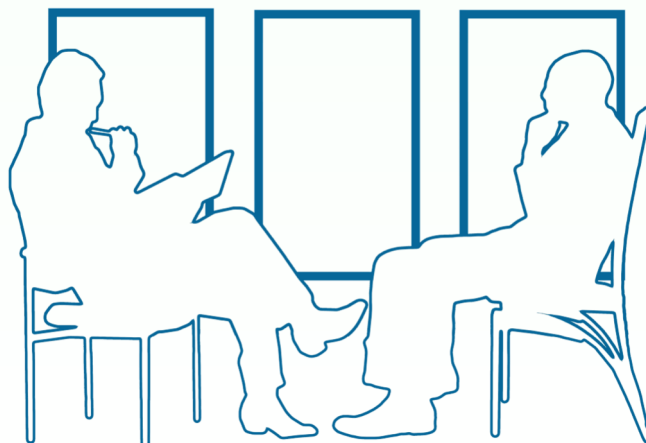


Image by Gerd Altmann from Pixabay



US EOT momentum

A small software company in Pennsylvania decided the best plan for its future was to give its 13 workers an ownership stake. To do that, LockData Technologies set up an employee-owned trust with support from *Common Trust* to manage employees' shares. The deal is the latest in a busy summer for the San Francisco-based employee ownership advisory firm.

The model, which collectively holds and manages a share of a company for its workers, is less common than Esops, where each employee gets individual shares. But the uptick in EOT deals by Common Trust suggests that business owners are increasingly interested in the EOT as an exit or value-sharing option.

LockData founder Chuck Lockwood chose an EOT to preserve the company's independence and to retain the knowledge and relationships its workers have built.

"Finding an exit strategy that could both protect workers from external business acquisition pressures and establish a foundation for sustained growth was vital," he said.

During past three months, Common Trust finalised the employee ownership transition of Southern Shade Tree, a landscaping company in the Carolinas, which later acquired Atlantic Coast Landscaping Services, adding its workers to the EOT, and supported an EOT for P Terry's Burger Stand, a fast-food chain employing 1,800 workers in Texas. The advisory firm expects four more EOTs to close in the coming weeks, and is on schedule to double the number of EOT transactions it supported last year. The total value of businesses the firm has **transitioned to employee ownership is approaching \$1bn.**

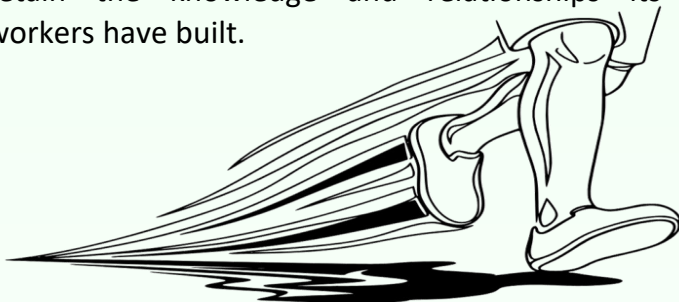


Image by DAVECTOR from Pixabay

EOT round-up

- ▶ Luxury tour operator **Black Tomato**
- ▶ Construction firm **Compass Building and Construction Services**
- ▶ Bed and mattress retailer **Time4Sleep**



The Employee Share Ownership Centre is a membership organisation which lobbies, informs and researches on behalf of employee share ownership.

