



- ★ **Employee-owners at ESCA Companies in Pennsylvania: 8,000+**
- ★ **Companies Headquartered in Pennsylvania (4):** Bradford White Water Heaters (HQ: Ambler) • Dansko (HQ: West Grove) • NewAge Industries (HQ: Southampton) • Wawa, Inc. (HQ: Wawa)
- ★ **Companies with locations in Pennsylvania (32):** Amsted Industries • Applied Research Associates • Black & Veatch • Burns & McDonnell Engineering • CCMSI • Central States Manufacturing • Consigli • EA Engineering, Inc. • Essential Ingredients • Ferrellgas • FORCE America • Garland Industries • HDR, Inc. • HNTB • Holden Industries, Inc. • Houchens • Integration Innovation, Inc. • Jasper Engines & Transmissions • Lewis Tree Service • Morton Buildings, Inc. • Precision, Inc. • Radiance Technologies • S&C Electric Company • Schweitzer Engineering Laboratories • SCS Engineers • Sentry Equipment Corp. • Urschel Laboratories, Inc. • Volkert & Associates • Web Industries, Inc. • West Monroe Partners • Wright Service Corp. • Xtek, Inc.
- ★ ESCA companies located in Pennsylvania cover a broad range of industries from apparel and fashion to health care and insurance to transportation and construction to civil engineering and manufacturing.
- ★ ESCA is the only organization that speaks exclusively for the interests of over 170 S Corporation ESOP Companies with approximately 205,000 employee-owners across the nation.

Facts about S ESOPs...

- ✓ While nearly 46% of working Americans do not have access to an employer-sponsored retirement savings plan, **all S corporation ESOP participants do have a plan**, and that plan is **wholly funded by their companies**.
- ✓ More than 55% of Americans over the age of 55 have no retirement savings. Meanwhile, S ESOPs are powerful savings vehicles:
 - Retirement **account balances are meaningfully higher** than the average 401(k).
 - **Distributions to participants totaled nearly \$38 billion** from 2002-2014.
 - Today, workers are seeing **\$14 billion in new savings** each year.
- ✓ By increasing capital ownership, **ESOPs reduce wealth inequality** and do not have the effect of trading employee ownership for wages.
- ✓ S ESOPs in particular lead to **greater firm longevity and higher wages, wage growth, job stability, retirement plan contributions, employment, and sales**.
- ✓ From 2002-2012, **S ESOPs outperformed the S&P 500 by 62% percent** in terms of total return per participant and **net assets in S ESOP accounts increased over 300%**.
- ✓ S ESOPs have strikingly fewer loan defaults than other businesses: **on average, an unusually low 0.2 percent annually**.
- ✓ On net, **employment among S ESOP firms increased over 60%** from 2001-2011 as compared to zero job growth in the private sector, and S ESOP companies weathered the economic storms better than their non-ESOP counterparts in **job creation and preservation**.
- ✓ Every year S ESOPs' higher productivity, profitability, job stability and job growth generate a collective **\$19 billion in economic value that otherwise would not exist**.