

◆ **What is ESOP?**

- ✓ *ESOP is a Retirement Plan*
- ✓ *ESOP stands for “Employee Stock Ownership Plan”*

◆ **How do I enroll in the Plan? What is the cost for the employee?**

- ✓ *Employees are enrolled automatically (no paperwork is necessary)*
- ✓ *Mission automatically enrolls you in the Plan on Jan-1<sup>st</sup> or July 1<sup>st</sup> (after 1 year of employment and 1000 hrs worked.)*
- ✓ *No cost from employees at all. Everyone that qualifies will get stocks.*

◆ **How does ESOP work?**

- ✓ *Employees are part owners of the company*
- ✓ *Mission is 60% ESOP means that 60% of the company is owned by Mission employees*
- ✓ *Employees receive a Certificate of Ownership every year in June*
- ✓ *The certificate states the number of company stocks and the value of those stocks*

◆ **How is the number of stocks I receive determined?**

- ✓ *The number of stocks depends on each employee’s salary*
- ✓ *The higher the salary the more stocks the employee receives a year*

◆ **How is the value of the stocks determined?**

- ✓ *The value is the price of each stock*
- ✓ *The value of the stocks varies every year and it depends on how well the company did the year before*
- ✓ *The value of the stocks determines the worth of the company and it is determined by an independent company*
- ✓ *The value of the stocks will increase when company income increases and/or expenses decrease*

◆ **What can we do to make the stocks increase in value?**

- ✓ *PEOPLE make companies succeed and prosper*
- ✓ *Abide by our company values: Quality - Teamwork - Integrity - Service*
- ✓ *Reduce waste at all levels in the organization*
- ✓ *Attract the best qualified new hires employees that fit with our Company values and stay with Mission long term*
- ✓ *All of the above will attract new customers.*

**ALWAYS REMEMBER AND SAY IT TO YOURSELF:**

*“Own a Part of Mission.”*