



# Speedrack

Proudly 100% Employee-Owned.

# EMPLOYEE OWNERSHIP

## EMPLOYEE STOCK OWNERSHIP PLAN (ESOP) AT SPEEDRACK PRODUCTS GROUP

### WHAT IS AN ESOP?

An ESOP is an Employee Stock Ownership Plan. It is a type of retirement plan. An ESOP account is funded by annual contributions made by the company. The value of employees' accounts tracks closely with company success. Employees pay *nothing* for their shares and do not have to contribute to their ESOP account to reap the benefits.

*In short, an ESOP is a long-term wealth building tool that costs you nothing.*

### WHAT ARE THE ELIGIBILITY REQUIREMENTS?

- **YOU MUST BE AN EMPLOYEE FOR 12 MONTHS**
- **YOU MUST WORK AT LEAST 1,000 HOURS IN THE CURRENT YEAR**
- **YOU MUST BE AT LEAST 18 YEARS OLD**

### ESOP VS 401(K)

#### SIMILARITIES

- ESOP's and 401(K)'s are types of retirement accounts
- Have tax advantages
- Speedrack contributes money to the plan each year

#### DIFFERENCES

- Employees get their ESOP contributions for FREE, without contributing any of their own money
- ESOP's give employees the ability to impact their retirement
- ESOP invests in company stock - making you an OWNER - not just an employee.

### WHAT IS VESTING?

Vesting tells you when the shares you've been allocated become yours. You will be 100% vested after 6 years of service. **The longer you stay, the more shares you accumulate. This helps you build long-term wealth and the life you want!**

Years of Service	<2	2	3	4	5	6+
Percent Vested	0%	20%	40%	60%	80%	100%





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*Building a better future for ourselves one rack at a time.*

## WHAT DOES THIS MEAN FOR ME?

- **Extra Retirement Security:** Employees receive FREE shares of company stock each year, *on top of the 401(k) match.*
- **No Out-of-Pocket Cost:** Shares are contributed automatically—employees don't need to invest their own money.
- **Compounding Growth:** The value of the account grows not only from yearly allocations, but also from increases in the company's share price when we do well.
- **Shared Success:** Since Speedrack is employee-owned, everyone benefits when the company performs well.
- **Long-Term Impact:** Working at an employee-owned company can significantly increase retirement savings and financial security, building long-term wealth for you and your family.

## HOW DO I THINK LIKE AN OWNER?

Being an employee-owner isn't just a title; it's a mindset. Ownership means making decisions with the greater good in mind. ***When we win, you win.***

Here are ways to think and act like an owner every day:

- Work Safely – Safety is everyone's responsibility.
- Do Things Right the First Time – Quality saves time, money, and reputation.
- Go the Extra Mile – Even if it's not "your job," step in to help. Owners don't pass the buck.
- Maintain a Positive Attitude – Positivity fuels collaboration and progress.
- Work as a TEAM – We succeed together, not alone.

***Ownership mindset = protecting, improving, and strengthening what we share.***

## MORE INFORMATION :



[SPEEDRACK.NET/EMPLOYEE-OWNED](https://SPEEDRACK.NET/EMPLOYEE-OWNED)



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