



# Become an Owner

Waste Gas Fabricating





# Own Your Job

Waste Gas Fabricating Company, Inc. has been proudly employee-owned since 2013. 100% of our stock is held by employees, and everyone who works here has the opportunity to become an owner. That sets us apart — only 1 in 200 American companies are employee-owned!



Long-Term Wealth Building



Better Relationships



Job Stability



Having a Voice

## The Ownership Advantage

Employee ownership closes the loop between our company's success and your financial success. Our broad-based ownership aligns incentives, strengthens relationships, and improves teamwork. Our culture of ownership provides a better environment the first day you walk through the door.

## Long-Term Wealth Building

Ownership also provides you with a tremendous wealth building opportunity. Our owners receive annual allocations of company stock at no cost to them and benefit from compound growth through increases in our company share price.

## Who Do You Want to Work For?

Like all companies, we make the decisions that are best for our owners. It just happens that our owners are also our employees. That might seem like a small detail, but it makes a world of difference when our leadership team is making major decisions about our company's future.





# The Benefits of Employee Ownership

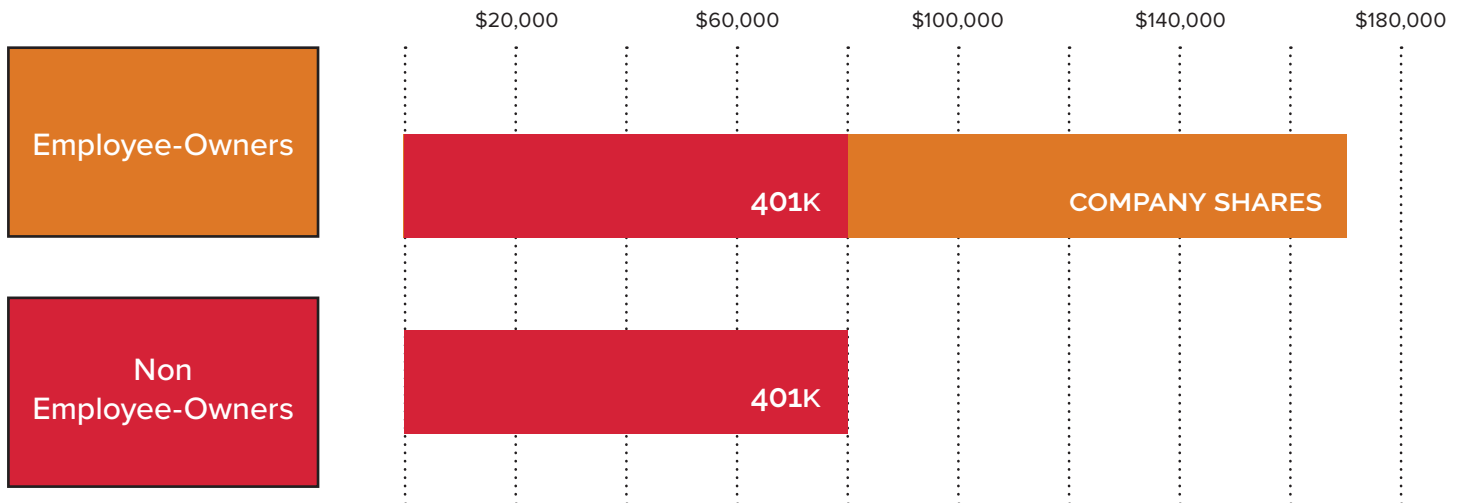
Our employees are the owners of Waste Gas Fabricating. Every full-time employee and many part-time employees have a direct path to ownership of company stock at no cost to them.

*Why do we do it?*

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## Wealth Building

Nationally, employee-owners have more than twice the average total retirement balance of Americans: **\$170,326** compared to **\$80,339**.<sup>1</sup>



<sup>1</sup> Wiefek, Nancy, Nicholson, Nathan.(December, 2018). ESOPs and Retirement Security.

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## Culture of Ownership

Employee-owners are more likely to contribute ideas, work harder, and be better team members. This drives company success and increases the value of our business, which flows back to all of us through an increase in our share price.

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## Job Stability

Being owned by our employees means that we're rooted in our community. In 2020, employee-owned businesses were four times more likely to hold onto employees at all levels. In addition, only about a quarter (26.9%) of ESOPs cut pay for any employee, compared to more than half (57.3%) of other firms.





# Common Questions

**Q: What does this cost me?**

**A:** You pay nothing for your shares. Shares are paid for with company profits and allocated to you as an employee-owner at no cost.

**Q: How do I participate?**

**A:** All employees automatically become employee-owners when they have been with us for roughly one year (depending on start date) and have worked 1,000 hours in a plan year. You must be at least 21 years old to qualify.

**Q: When do I receive my shares?**

**A:** Shares are allocated to employee-owners once a year. Your shares are held in your Employee Stock Ownership Plan (ESOP) account. Every year new shares are added to your old shares, increasing your ownership stake over time.

**Q: When will I be paid out?**

**A:** Waste Gas Fabricating is a private business, which means you can't just sell your shares whenever you want. Instead, we will buy your shares back from you according to the ESOP rules when you leave the company or retire.

**Q: Are there tax implications?**

**A:** Taxes on distributions from the ESOP Account can be complicated, and tax treatment may vary depending on a variety of factors. Once you become eligible for a distribution from your ESOP account, consult with a tax advisor before making any decisions.

