



Our Success is Your Success



See for Yourself

Your most recent annual statement might help you use the wealth calculator.

As employee-owners, we do well financially when our company is successful. But it can be hard to understand exactly what that might look like. To help you visualize your potential long-term wealth building as an employee-owner, we've prepared a few possible business scenarios that you can plug into our wealth calculator. Scan the QR code above to open the calculator.

Remember that nobody knows the future and these scenarios might not come to pass. But they do represent realistic outcomes that could happen if we come together as a team of owners to make our company successful. All values are expressed as averages and will likely change from year to year.

Rate of Return



When we achieve success together we will see the return on our efforts through the growth in share price.

Since inception, we have seen an average rate of return over 21%. We always encourage our employees to plan conservatively and have set the wealth calculator to an annual 5% rate of return. Try a few different values to get a sense for what performance levels mean to you.

Annual Salary Increase



One factor that impacts an owner's benefit level is their annual salary. Most owners should anticipate their salary to increase annually which will have a direct impact on their benefit level. The merit increase budget is expected to average 3.5% in 2024.

Benefit Level

This is the value of the annual allocation you receive for being an employee-owner. It is expressed as a percent of your salary.

Rate of Return

This is the change in our share price on an annualized basis. Remember that nobody knows for sure what this will be in the future!

The scenarios above and the wealth calculator linked are solely for illustrative purposes and should not be relied upon in any way, nor should they be construed as an appraisal, legal, financial, tax, or other professional advice. Your company and Certified EO do not guarantee the accuracy of the results, the hypothetical scenarios selected by any participant, or its relevance to your specific circumstances.

