

ESOP Committees

PRESENTERS

Mady Chambers, EO since 2021

Shane Cochran, EO since 2016

Justin Whitlock, EO since 2007





ABOUT US

Established in 1988, Systems Engineering is 100% employee-owned organization serving more than 400 clients nationwide. We provide our clients with IT leadership, innovative solutions, and deep expertise that moves their businesses forward securely.

Office locations in Maine &
New Hampshire

-  Managed Services Provider
Est. 1988
-  Security Centric | Risk Management
Focused
SOC 2 Type 2
-  Cloud Forward
Microsoft 365, SharePoint, Azure, EMS
-  180+ Employee-Owners
Consulting and technical resources with a broad range of expertise
-  ESOP Since 2007
90% retention (industry avg. 30%)



Distinct Committees at Systems Engineering

ESOP Administration
Committee

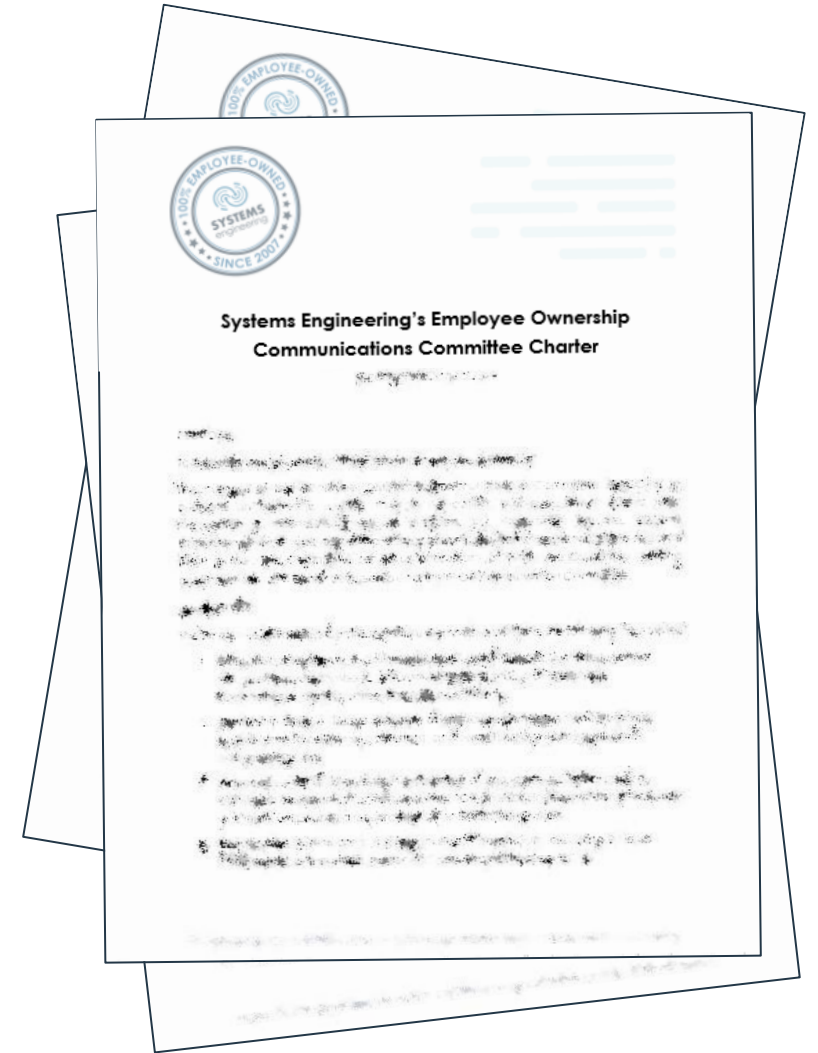
AND

ESOP Communications
Committee



Committee Reboot 2022


- Reimagined and reinvigorated committee to accommodate increase in EO.
- Renamed: Employee Ownership Communications Committee (EOCC)
 - New mission
 - To educate and generate enthusiasm for employee ownership at Systems Engineering.
 - Modernized charter
 - Outlined committee objectives
 - Defined roles and created new



Outlined EOCC Objectives




Nurture an ownership culture



Enhance the employee-owner journey



Be employee-owner champions



Get involved in the ESOP community

EOCC ROLES

- Chair
- Vice Chair
- Communications & Education Lead *
- Events Lead *
- Treasurer
- Secretary
- Committee Members
- Senior Leadership Advisor *

* = NEW ROLE



EOCC Call for Members

1. Obtained senior leadership support for reimagined committee and mission
 2. Brought message to broader management team
 3. Presented to EO's
 - Company wide meeting invite
 - Invited to team meetings by managers / team leads
- Communication tool: Yammer



MEMBER QUALIFICATIONS

- Is this you?!
 - Employee at Systems Engineering
 - Enthusiastic about employee ownership





EO Education

- Frameworks
 - Technical education
 - Cultural education
- Education must serve different EO profiles:
 - Recruitment
 - New hire / early career
 - Vested
 - Tenured

Culture, Culture, Culture!

- ESOP education starts at recruitment, continue through the EOs journey
- EO events & celebrations
 - Share Price Reveal event
 - Quarterly Employee-Owners meetings
 - ESOP entry certificates
 - Vesting ceremonies
- EO committees
 - Community Impact Committee
 - Health & Wellness
- Branding on EO related items





Questions?

Thank you!

*Learn more about our ESOP at
systemsengineering.com/ESOP*