Good Workplace Practices Yield Tangible Results

**ECONOMIC OPPORTUNITY**

**BROAD-BASED PARTICIPATION**
Companies with Employee Stock Ownership plans are **25% more** likely to stay in business.

*Source: The National Center for Employee Ownership*

**OPPORTUNITIES FOR ADVANCEMENT**
Trader Joe’s promotes all managers from within. Sales per square foot are **3x more** than those at an average US supermarket.

*Source: Harvard Business Review*

**SUSTAINABLE LIVELIHOOD**
The case of Costco (average pay $17/hr) vs. Sam’s Club & Walmart (average pay $10/hr). Costco had **16% higher sales** with 38% fewer employees.

*Source: Harvard Business Review*

**HEALTH & WELLNESS**

**PAID SICK DAYS**

*Lower health care costs.* Workers without paid sick days are more than twice as likely as those with paid sick days to seek emergency room care.

*Source: National Opinion Research Center at the University of Chicago for the Public Welfare Foundation Publication*

**WELLNESS INITIATIVES**
Companies with highly effective wellness programs have achieved industry-adjusted average revenues that were up to **40% higher**.

*Source: Towers Watson*