



— State of —
North Dakota

Office of the Governor

Doug Burgum
Governor

PROCLAMATION
EMPLOYEE OWNERSHIP MONTH
OCTOBER 2018

WHEREAS, employee stock ownership plans are employer-funded retirement programs that allow workers to accumulate significant amounts of capital stock in the businesses where they work; and

WHEREAS, employee stock ownership plans are in place at approximately 10,000 companies in the United States, employing over 10 million working men and women; and

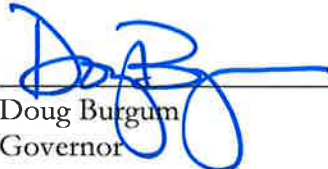
WHEREAS, employee ownership is a practice that is instrumental in helping Americans share in our nation's growth and prosperity while enjoying greater job security; and

WHEREAS, employee ownership provides a powerful incentive for thousands of North Dakotans to invest their talents and energies in their places of work, thus strengthening the competitive potential of our state's businesses; and

WHEREAS, employee ownership helps create and retain jobs in our state; and

WHEREAS, the impressive record of numerous employee-owned firms in benefiting their employees, their customers and their communities merits recognition.

NOW, THEREFORE, as Governor of the State of North Dakota, I do hereby proclaim October 2018, **EMPLOYEE OWNERSHIP MONTH** in the State of North Dakota.



Doug Burgum
Governor

ATTEST:



Alvin A. Jaeger
Secretary of State