

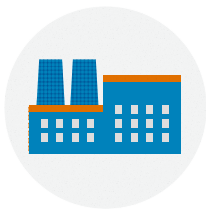
The small business **CLOSURE CRISIS**



**SMALL
BUSINESSES**
are the lifeblood
of our economy

Baby boomers own half of all privately held firms in **NORTH DAKOTA**

As most of these owners retire, our local business landscape is shifting dramatically. In North Dakota, this Silver Tsunami affects:



8,300
firms

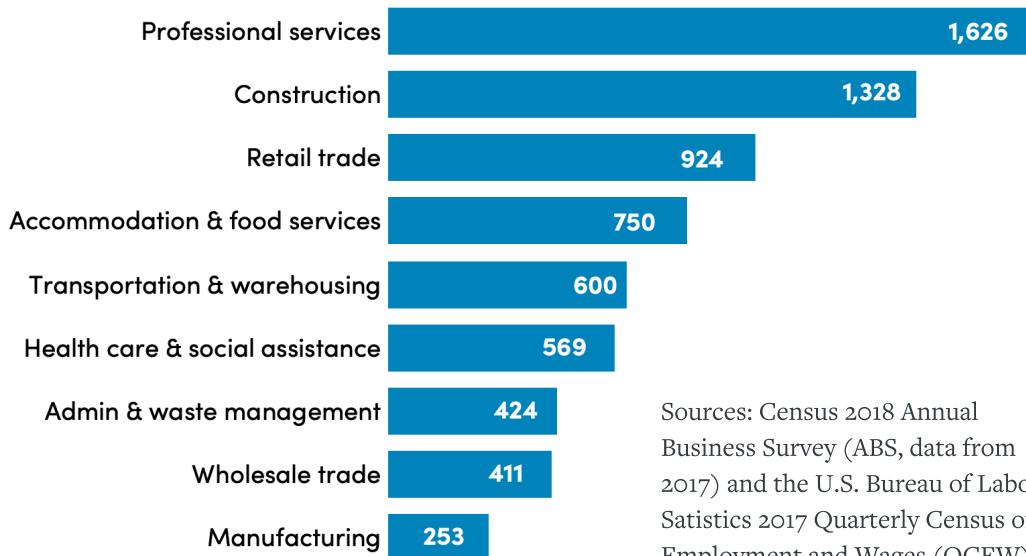


83,400
employees



\$18.7B
in revenue

The industries in North Dakota with the most businesses owned by baby boomers are:



Sources: Census 2018 Annual Business Survey (ABS, data from 2017) and the U.S. Bureau of Labor Statistics 2017 Quarterly Census of Employment and Wages (QCEW)

They make up 98.8% of all firms and provide 57.4% of all jobs in North Dakota. In addition, they circulate 3x more money back into local communities than absentee-owned businesses and corporate chains.

By selling to their employees, business owners make a more enduring impact on their communities and help stabilize local economies through job preservation.




The ESOP Association

{ Project Equity }

project-equity.org

The Employee Ownership solution

Employee ownership, including ESOPs and worker cooperatives, addresses the Silver Tsunami by providing viable succession plans that lead to job retention and dollars staying local.



Over the last 12 years, ESOP companies were 235% better at keeping jobs rooted when compared to conventionally owned companies.

<https://esopassociation.org/articles/eo-firms-dramatically-better-retention>



Benefits to communities

- Jobs retained
- Increased local spending
- Heightened civic engagement
- Community wealth building

Benefits to workers

- Better pay and benefits
- Assets and business ownership
- Voice in key decisions

Benefits to businesses

- Higher productivity and growth
- Lower employee turnover
- Improved longevity, lasting legacy

Learn how government leaders, business advisors and others can advance employee ownership.

Visit esopassociation.org/advocacy/issues



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