

Employee Ownership at Rincon Technology



Origin Story

It was the original vision of Mike and Jason for Rincon to serve as a platform that enabled its employees to live the life they have imagined for themselves. Part of this was to make Rincon an employee-owned company.

Employee Ownership Values

Success

Every employee-owner at Rincon has an interest in the commercial and personal success of our customers and our partners. Because success for our customers and partners means success for the Company, and success for the Company means financial success for us as employee-owners.

Consistent Improvement

The employee-owners at Rincon continually work to improve our individual skills and Company processes. In an increasingly global, fast moving and competitive marketplace, the Company's success is determined by our commitment to consistent improvement in individual and corporate capabilities.

Team Mentality

We are all in this together! No one part of Rincon Technology can be successful without the support of the rest of the company. A culture of collaboration is not a nice to have, but a necessity for our business model. Employee ownership enables and re-enforces this mind set.

Being Bold

The employee-owners at Rincon take calculated risks and bravely respond to situations in new and creative ways. We are open to possibilities, ideas, and change in all areas of our business that fit with our company's mission and values. Because doing so leads to the innovation that is required in today and tomorrow's business climate.

Stewardship

We manage the financial resources of the company responsibly because as employee-owners, we see a direct benefit from efficient operations. Additionally, we align with the values of our customers on sustainability, because doing so is good for business and the right thing to do.



What it Means to Be an Employee-Owner

Acting like an employee-owner - When you show up to work at Rincon, you should think and act like an owner, because you are one.

- Manage expenses as if it were your own money.
- Great ideas come from those closest to the work. Be bold in communicating and implementing new ideas on how we can improve what we do.
- Always be thinking about how you can improve and act on it.
- Keep a long-term mentality for both the success of the company and yourself.

Benefiting like an employee-owner - Each year, every employee-owner receives shares in Rincon as a benefit. Shares are in addition to salary and are not paid for by employee-owners.

- Employee ownership at Rincon works through an “ESOP”. Every employee-owner has an ESOP account that holds their company stock.
- Between your 401k and ESOP, working at Rincon can help set you up for a secure retirement.

Leveraging professional management - As an employee-owner, it's in your best interest for the company to be well-run and efficient. We're still professionally managed and the normal rules of business still apply.

- You benefit from a differentiated brand, high performing culture, well designed business model all enabled by solid IT and financial infrastructure.
- However, you still have a defined role within the company. You can't set your own salary or your own hours. You can't vote to fire people. You might own shares of Coke, but you don't get to pick the next flavor.

Internal Resources

- **ESOP Summary Plan Document** - This document is a comprehensive source of information on our ESOP. You can get a copy of the Summary Plan Document on Paycor.
- **ESOP Statement** - Every year you get a financial statement posted on Paycor that has the details of your ESOP account.
- **EO Committee** - We are creating an Employee Ownership Committee to drive culture and understanding of EO at Rincon.
- **Point person** - Heidi Heidger is the point person for all things EO. Contact her with any questions, suggestions or if you are interested in participating on the EO Committee.

External Resources

- Certified Employee-Owned is a great resource for finding other employee-owned companies and learning more about employee ownership in America.
 - Just 1 in 200 American companies meet Certified EO's standards of significant and broad-based employee ownership.
 - Rincon is a member of Certified Employee-Owned.
- Ambrose Advisors is our ESOP plan administrator.

