

The Ohio Employee Ownership

Growing Wealth through Employee Ownership

A quick glance at the Ohio Top 50 lists shows giant Procter and Gamble overshadowing all the rest of employee-owned companies in Ohio. It holds assets of over \$14 billion, serves nearly 45,000 participants, and reports a value per participant of nearly \$288,000. Procter and Gamble is one of the oldest employee-owned companies in the nation, tracing its commitment to employee stock ownership to 1890.

However, there are other stories in the Top 50 lists as well. It's not only big companies that have created impressive benefits for their employee-owners. Among the five wealthiest plans are four small companies: RE Kramig has just 13 participants; Beverage Distributors, 12; Producers Service, 21 and JP Sand, 15.

Another big story is the growth of employee wealth. The value of assets in employee ownership plans grew from an inflation-adjusted \$5.8 billion in 1994 to over \$37 billion by 2004.

What is more, closely-held businesses are creating the largest account values for employee owners. Thirty-eight of the top 50 companies with the highest assets per participant are closely-held, even though only twelve of the companies with the most participants are closely-held. In what may be a record performance, closely-held Producers Service was to be closed in 1994, with its equipment moved to China. Now it is #4 in net assets per participant.

The number of firms, however, grew only about 14%. Employee-owned firms in Ohio grew from 297 in 1993 to about 340 (after removing duplicate entries). About 200 firms existed throughout the decade of 1993-1994 to 2004, and about 85 have been ongoing since the mid-90s.

Data for the Ohio Employee Ownership Top 50 were drawn from IRS Form 5500 filings, as compiled by Larkspur Data Resources. The filing dates covered years 2002-2004. Employee-owned firms were identified as those that reported either an ESOP or a stock bonus plan with four or more participants. The data revealed 341 plans holding employer stock in 322 companies. The total value of assets in the plans was over \$37 billion, with 487,000 total participants. The average plan owned almost \$110 million in assets, and the number of participants ranged from four to 45,000, with a mean of 1,428.

Other companies with significant employee-ownership exist in Ohio, but do not identify themselves as ESOPs or stock bonus plans. The growing popularity and use of ownership has been accompanied by an increase in the forms that ownership may take. For example award-winning Prentke Romich of Wooster reported only a general 401k profit-sharing plan with assets of over \$3 million and 96 participants, but after the filing dates covered by this report has begun a transition to an ESOP (see the Winter 04/05 issue of *Owners At Work*, available at www.kent.edu/oeoc/oeoclibrary/index.htm, for the story). Other forms include direct stock ownership, stock options and employee stock ownership as part of a general 401k plan. Some firms with employee ownership call their plans savings plans, and the plans hold employer stock among their assets. In addition, it is likely that there will be more employee-owned cooperatives in the future, now that Ohio law facilitates their use. For a previous incarnation of Ohio's top 50 see *Owners At Work* Summer 2004, also available online at the address above. oaw

Ohio's Top 50, by Number of Participants		
	Firm Name	Number of Participants
1	Procter & Gamble	44,912
2	Cardinal Health <small>(largest plan)</small>	43,543
3	National City	38,462
4	American Electric Power Service	29,388
5	Cintas	29,369
6	Parker Hannifin	29,211
7	Keycorp	28,662
8	Eaton	27,921
9	Sherwin-Williams	20,389
10	Goodyear Tire & Rubber <small>(largest plan)</small>	19,905
11	FirstEnergy	18,237
12	Polyone	10,985
13	Charter One Bank	10,049
14	Diebold	6,291
15	The Timken Company <small>(largest plan)</small>	5,231
16	Applied Industrial Technologies	4,281
17	Cardinal Health	3,793
18	Provident Financial Group	3,540
19	Davey Tree	3,443
20	Cinergy <small>(largest plan)</small>	3,231
21	Sky Financial Group	3,156
22	Lincoln Electric	3,149
23	The Ohio Casualty Insurance	3,143
24	Swagelok	3,106
25	Ferro	2,918
26	Roto Rooter	2,435
27	United Companies Financial	2,393
28	Great American Financial Resources	2,277
29	Nordson Corporation	2,166
30	Advanced Drainage Systems	2,029
31	Park National	1,664
32	DPL	1,586
33	The Antioch Company	1,383
34	Heidtman Steel Products	1,339
35	Great Lakes Cheese	1,313
36	Lancaster Colony	1,225
37	Zandex	1,204
38	J M Smucker	1,137
39	Liqui-Box	987
40	Stark Truss	942
41	Republic Storage Systems	881
42	Chiquita Brands	820
43	Omg Americas	790
44	Patio Enclosures	741
45	Cardinal Health	722
46	Riesbeck Food Markets	692
47	The Wornick Company	690
48	DLZ Corporation	675
49	Automated Packaging Systems	654
50	SE Johnson	632

Ohio's Top 50, by Net Assets per Participant		
	Firm Name	Net Assets/Participant
1	R E Kramig	\$712,118
2	Beverage Distributors	\$438,953
3	Procter & Gamble	\$287,971
4	Producers Service	\$259,196
5	J P Sand & Gravel	\$246,894
6	First Niles Financial	\$233,427
7	Garland Industries	\$207,899
8	Allied Mineral Products	\$201,575
9	Buckeye Rubber and Packing	\$193,251
10	The Antioch Company	\$182,526
11	Marfo	\$181,184
12	SG Morris	\$180,669
13	Floturn Inc	\$175,524
14	Perry Corporation	\$172,074
15	Fastener Industries	\$164,780
16	Ohio Valley Supply	\$164,266
17	Roush Equipment	\$162,924
18	Richard Goettle	\$161,149
19	The Wornick	\$153,390
20	Home Loan Financial	\$132,465
21	Deco Tools	\$131,775
22	Swagelok	\$128,706
23	Great Lakes Construction	\$123,483
24	Akron Hardware Consultants	\$116,406
25	Messer Construction	\$115,774
26	Asb Financial Corporation	\$115,261
27	South Texas & Lone Star Dry Wall	\$112,546
28	The Philpott Rubber	\$111,661
29	Vi-Cas Manufacturing	\$108,561
30	Sea-Land Chemical	\$105,235
31	FirstEnergy	\$94,153
32	Carter Machine	\$93,802
33	Webb Insurance Agency	\$92,423
34	Wallingford Coffee Mills	\$89,332
35	American Electric Power	\$84,896
36	Timken	\$81,439
37	Nordson	\$81,409
38	Cinergy <small>(highest value plan)</small>	\$80,326
39	WMOG	\$80,275
40	Cyril Scott	\$78,750
41	J M Sealts	\$76,397
42	Power Transmission Technology	\$76,121
43	Koenig Equipment	\$75,771
44	Cedar Bay Construction	\$74,112
45	Leonard Insurance Services Agency Inc	\$74,091
46	American Light Company	\$71,960
47	Edward Howard & Company	\$71,300
48	NB&T Financial Group	\$71,240
49	Peoples-Sidney Financial Corporation	\$70,752
50	Star Bronze Company Inc	\$69,902

Ohio's Top 50, by Total Assets		
	Firm Name	Total Assets
1	Procter & Gamble	\$14,289,812,759
2	American Electric Power	\$2,494,912,946
3	National City	\$1,975,749,037
4	Eaton Corporation	\$1,944,245,706
5	Goodyear Tire & Rubber <small>(2 combined plans)</small>	\$1,849,027,000
6	Parker Hannifin Corporation	\$1,823,870,428
7	FirstEnergy	\$1,717,074,284
8	Keycorp	\$1,704,217,813
9	Cardinal Health <small>(3 combined plans)</small>	\$1,481,405,170
10	Sherwin-Williams	\$1,237,026,383
11	Timken <small>(4 combined plans)</small>	\$609,849,716
12	Swagelok	\$492,084,275
13	Charter One Bank	\$425,439,817
14	Cintas	\$402,457,057
15	Cinergy <small>(2 combined plans)</small>	\$386,895,467
16	Diebold	\$326,685,414
17	PolyOne <small>(3 combined plans)</small>	\$319,188,431
18	The Antioch Company	\$252,433,490
19	Applied Industrial Technologies	\$219,762,673
20	Nordson <small>(2 combined plans)</small>	\$193,289,112
21	Ferro	\$189,676,705
22	The Wornick Company	\$147,699,559
23	Provident Financial Group	\$140,324,000
24	Ohio Casualty Insurance	\$135,326,440
25	Lincoln Electric	\$132,470,883
26	DPL	\$127,405,694
27	Advanced Drainage Systems	\$116,620,193
28	Park National	\$68,238,678
29	Garland Industries	\$64,592,854
30	Allied Mineral Products	\$60,069,345
31	Floturn	\$57,873,458
32	The J.M. Smucker Company	\$55,109,714
33	Sky Financial Group	\$52,639,687
34	Davey Tree	\$49,073,648
35	United Community Financial	\$48,260,119
36	Lancaster Colony	\$47,817,231
37	Great Lakes Cheese	\$45,247,623
38	Messer Construction	\$44,923,805
39	OMG Americas	\$42,329,492
40	Chiquita Brands International	\$40,277,394
41	Price Brothers	\$39,245,427
42	Marfo	\$39,137,715
43	Fastener Industries	\$38,888,158
44	Great American Financial Resources	\$35,817,018
45	Perry Corporation	\$31,852,002
46	Automated Packaging Systems	\$31,496,491
47	DLZ	\$31,479,794
48	S.E. Johnson	\$26,811,460
49	Heidtman Steel Products	\$23,765,171
50	Cyril Scott Company	\$21,647,882