

TEAM SOFTWARE, INC.:

EMPLOYEE OWNERSHIP IN ACTION

TEAM Software, Inc., located in Omaha, Nebraska, serves the contract building service and security industries through our software solutions. We provide integrated financial, operations and workforce management solutions using technology, software and associated services to assist our clients in increasing profit from efficiency.

Here's a brief background of our company:

- Established in 1988, Incorporated in 1989
- Became employee owned in 2007
- We are 96% employee owned
- We have 111 employees
- 27 employee owners are fully vested
- We've had 20.42% combined annual growth rate of revenue for the last five years
- Our ESOP share price has increased 7.43% per year since 2008

At TEAM, it's not just about being an employee – it's about being an owner.

Ownership and Education at TEAM

TEAM is committed to providing the best possible ESOP and employee ownership experience to its employees. Because of this, there are two committees responsible for all things ESOP-related.

We have an ESOP Administration Committee made up of TEAM executives who work with our trustees and third-party administrators to make smart decisions about our ESOP. These members assist another group, the ESOP Education Committee which executes our commitment to ongoing education. New members of the ESOP Education Committee are elected by their fellow employee owners every other year. Right now our committee is made up four members from various departments. They usually meet twice a month to plan events and discuss ways to increase employee understanding and engagement with our ESOP. The committee provides ESOP information including share price trends, ESOP history, newsletters and other educational materials in a central location for our employee owners' reference.

The ESOP Education Committee's mission is to increase trust, motivation and understanding through education. The committee's goals are to



“It's the culture that it [employee-ownership] brings along with it. It brings a sense of employee engagement and excitement about what we do on a daily basis. It's not just about being an employee, it's about being an owner of the company.”

-Ryan Lenagh, Sr. Software Architect at TEAM

TEAM SOFTWARE, INC. COMPANY OF THE YEAR SUBMISSION

“ I think that everyone can come to TEAM and be their unique person, but also be a part of this kind of collective culture that’s energetic, that’s fun, that’s part of a team environment. ”

-Pasha Ostby, Human Resources Manager



The 2nd Quarter Recipient of the CEO Award

increase the understanding of ESOP through communication, to engage employees in ESOP through events and team-building activities, and to develop a foundation for future ESOP Education Committee members.

Each quarter we send out a newsletter that’s meant to be both fun and educational. Information in the newsletter includes articles from the ESOP Association, pictures from company events and ESOP-related happenings. We also created a video outlining our ESOP plan and how it relates to each employee owner, which you can view [here](#).

Together, these two committees ensure that every employee owner is well informed about our ESOP and understands how they fit in to the employee ownership culture.

Celebrating Employee Ownership in 2015

As an employee-owned company, we enjoy the benefits of a fun and relaxed work environment. We have a casual dress code, and we take advantage of it by proudly wearing the latest TEAM attire. In 2014, we launched the TEAM Store, a website where employee owners can purchase the latest TEAM swag like jackets, t-shirts, water bottles, coffee mugs and more – all with our logo which includes the words “employee owned.” We also use the store to provide rewards to employees for a job well done.

In March, we celebrated TEAM’s birthday by holding a special “Founders’ Week.” During the week, employee owners not only learned about how the company was started, but also learned about how the ESOP came about.

This year we started the quarterly tradition of presenting the “Certificate of Excellence in Ownership” (CEO) award to an employee owner who goes above and beyond what’s expected of them. The characteristics of ownership – dedication, hard work and motivation – are those we want to foster, and this award honors those who exhibit these traits in a special way.

During the summer, we announced our 2014 ESOP share price by playing “Who Wants to be an ESOPionaire?” Each question was ESOP-related and the final question revealed the 2014 price, which had increased by 8.3% over the previous year. In conjunction with the share-price reveal, we recognized our new fully vested employees with an engraved clock. In the evening, we hosted a special ESOP celebration at a local restaurant overlooking the Missouri River.

TEAM SOFTWARE, INC. COMPANY OF THE YEAR SUBMISSION

Every October, we enjoy celebrating employee ownership month along with the other members of the ESOP Association. Highlights from this year included:

- TEAM ESOP facts trivia game (Legends of the Hidden Temple-themed)
- A “lunch and learn” featuring our financial advisor who talked about our ESOP
- A poster contest and vote to select TEAM’s submission for the ESOP Association’s national poster contest
- A food drive which raised 2,956 pounds of food for a local foodbank
- We also held a costume contest, and one employee owner, who also happens to be on the ESOP Education Committee, proudly came “fully vested.”



The fully vested costume

TEAM’s ESOP Association Involvement

We enjoy being an active member of the ESOP Association because of the educational opportunities and the chance to meet fellow ESOP companies. We have enjoyed attending various events and networking with other ESOP Association members this year.

This year we went to several events:

- The Iowa-Nebraska Chapter Winter Conference in Cedar Rapids
- Got in some golf as sponsors and participants at the Iowa-Nebraska Chapter’s Annual Golf Outing
- The Minneapolis Midwest Regional Conference
- The Denver Conference – Jill Davie from TEAM spoke in a panel discussion
- The Mini-Conference in Grand Island, where TEAM’s VP of Finance, Heidi Carlson, teamed up with another expert to discuss the differences between an ESOP and Employee Ownership culture

This year has been full of celebration, education and networking. We’re looking forward to being a part of the ESOP Association in 2016.



Some of TEAM’s ESOP Education Committee Members at the Iowa-Nebraska Chapter Winter Conference



Some of TEAM’s ESOP Education and Administrative Committee Members at the Mini-Conference in Grand Island