

**EMPLOYEE OWNERSHIP TRAINING & EDUCATION PROGRAMMES
LIST OF TARGET PUBLICS**

1	<u>COMPANIES</u>
2	• Companies getting started.
3	• Companies with concerns about employee cynicism.
4	• Companies considering ESOPs
5	• Company thinking about implementing an ESOP
6	• Companies in the process of implementing an ESOP
7	• New employee-ownership companies seeking to build a strong foundation for ownership behavior
8	• Successful companies who want to take ownership to the "next level"
9	• Companies with an established plan who just need a refresher.
10	• Companies wanting to rekindle the initial enthusiasm about employee ownership
11	<u>EMPLOYEES</u>
12	• All employees.
13	• All employees of SMEs and individuals
14	• Employees
15	• Informal nonmanagerial leaders.
16	• Active front line employees
17	• Employees involved with employee's participation
18	• Employees at companies that have stock plans and equity compensation.
19	• Employees of employee-owned companies (sociedades laborales)
20	• Employees of co-operatives
21	• Employees of workers' co-operatives
22	• Employees of Italian co-operatives
23	• Employees of Mondragon Group
24	• Employees at ESOP companies.
25	<u>EMPLOYEE OWNERS</u>
26	• Employee-owners, non managerial
27	• ESOP
28	• People from mature ESOPs
29	• Employee-owners of employee-owned companies
30	• Employee-owners, non managerial, typically coming from outstanding ESOP companies where developing a culture of ownership is considered an important aspect of corporate success.
31	• All Members of workers co-operatives, Tous les coopérateurs des SCOP, qu'ils soient dirigeants, élus, associés et autres salariés
32	• Employee-owners of Italian co-operatives
33	• Employee-owners of TULLIS RUSSELL GROUP
34	<u>MANAGEMENT</u>
35	• Managers
36	• SMEs managers
37	• SMEs leaders and managers
38	• SMEs leaders
39	• Managers of workers' co-operatives
40	• Managers of employee-owned companies (sociedades laborales)
41	• Managers of Italian co-operatives
42	• Managers of Mondragon Group
43	<u>MIDDLE MANAGEMENT</u>
44	• Team leaders

45	• Supervisors
46	• Middle managers
47	• Middle-managers of Italian co-operatives
48	• Middle-managers of Mondragon Group
49	<u>SPECIFIC MANAGEMENT</u>
50	• Operating officers, Responsables Opérationnels
51	• Human Resources managers
52	• Managers in charge of Social Affairs, Law Departments, Training Departments, Responsables Affaires Sociales, Juridique, Formation.
53	• Managers in Social Affairs
54	• Managers of law departments
55	• Company trainers
56	• Managers of training departments
57	• Problemsolving teams
58	• Financial managers, financial officers, Responsables Financiers
59	• Managers in charge of Human Resources, Employee Financial Participation, Compensation & Benefits, Responsables Ressources Humaines, Epargne salariale, Rémunérations & Avantages.
60	• Anyone involved with building an ownership culture, including (but not limited to) those involved with ESOP communications, human resource development, training or organizational change
61	• Compensation & benefits managers
62	• Financial planners who need to understand the basic terminology and instruments of equity compensation.
63	<u>SENIOR MANAGEMENT</u>
64	• Senior managers
65	• Senior management team members
66	• High managers of medium-sized enterprises from Staff departments
67	• High managers of medium-size enterprises from Financial departments
68	• ESOP company senior executives
69	• Senior managers of Mondragon Group
70	<u>EXECUTIVES</u>
71	• Directors and senior managers
72	• Executives
73	• Executives from private companies
74	• Executives from private companies and ESOPs
75	• Executives and decisions-makers of large enterprises (CEO, HRD, financial directors)
76	• Managing Directors
77	• Executive Directors, members of Executive Committees
78	• Chief Executive Officers of companies with an employee stock ownership plan (ESOP)
79	• Members of Executive Boards, Membres des Comités de Direction,
80	• Directors of Italian co-operatives
81	<u>ENTERPRISE GOVERNANCE</u>
82	<u>BOARDS AND OWNERSHIP</u>
83	• Members of the Board of Directors
84	• Members of Supervisory Boards
85	• Board Betriebsräte.
86	• Steering committee members
87	• Employee-owners being members of their company's Board of Directors
88	• Share Councillors of TULLIS RUSSELL GROUP
89	• Members of Italian co-operatives
90	• ESOP Company Associates
91	<u>TRADE UNIONS AND EMPLOYEES DELEGATES</u>
92	• Employees delegates

93	• Trade unionists
94	• Shopfloor leaders
95	• Trade-Union delegates
96	• Trade-Union delegates and people in charge of collective bargainings
97	• Members of Work Councils, Membres des Comités d'Entreprises
98	<u>EMPLOYEE OWNERSHIP</u>
99	• Employee owners, especially those employee owners who are members of their company's ESOP Committees
100	• Members of ESOP Committees (Membres des Conseils de Surveillance des FCPE)
101	• ESOP Managers
102	• ESOP Executives
103	• ESOP Communication Committee members
104	• Employee-owners' associations (C3 - Associations d'actionnaires salariés)
105	• Directors of employee-owners' associations
106	• Presidents of employee-owners' associations
107	• Directors representing employee owners
108	• Committees members of workers co-operatives
109	<u>OTHER STAKEHOLDERS</u>
110	• All
111	• Owners preparing to share equity with their employee
112	• Retiree of an ESOP Company
113	• Unemployed
114	• Unemployed graduates who could become workers of employee-owned companies (sociedades laborales)
115	<u>CONSULTANTS AND PROFESSIONALS</u>
116	• Advisors and consultants
117	• Professional advisors and service providers
118	• Professionals who work with ESOP companies or who have clients thinking of establishing an ESOP
119	• Attorneys who need to understand the basic terminology and instruments of equity compensation.
120	• Accountants who need to understand the basic terminology and instruments of equity compensation.
121	• Labor-Management Cooperation Professionals
122	• Equity Compensation Professionals, Professionals in the field of equity compensation
123	• ESOP professionals who help ESOP companies deal with the issue of repurchase obligation
124	• Careers in employee ownership: Valuers, Plan Administrators, Trustees, Trainers, Lawyers, Actuaries, Organizational Development Specialists
125	• Service provider interested in governance, ESOP committees, and communication issues
126	• CEP (Certified Equity Professional) designees seeking continuing education credit.
127	• Analysts at brokerages that want to learn more about equity compensation
128	<u>STUDENTS</u>
129	• Graduate students
130	• Masters and graduates
131	• MBA students
132	• Regular students of Mondragon Region