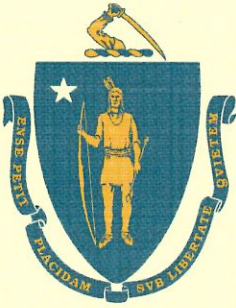


The Commonwealth of Massachusetts



A Proclamation

Whereas, October is widely celebrated across the United States as Employee Ownership Month to recognize the employees, companies, and communities strengthened by employee ownership models; and

Whereas, Employee ownership takes several forms, including, but not limited to, Employee Stock Ownership Plans (ESOPs) and Worker Cooperatives, which enable employees to build wealth and participate in company governance; and

Whereas, Research finds that Worker Cooperatives provide greater employment stability during economic downturns and report narrower wage disparities and higher job satisfaction; and

Whereas, Research finds that employee-owned businesses are resilient and equitable, with ESOP companies outperforming non-ESOP peers in job retention, pay, and productivity; and

Whereas, States and municipalities have recognized employee ownership as a tool for retaining local jobs, facilitating successful business succession, and broadening participation in economic growth; and

Whereas, Massachusetts is home to a significant number of employee-owned businesses, including ESOPs and Worker Cooperatives, that strengthen communities and contribute to a vibrant and inclusive state economy; and

Whereas, Massachusetts is committed to fostering resilient, inclusive economic development and supporting business models that enhance employee engagement, productivity, and long-term business performance,

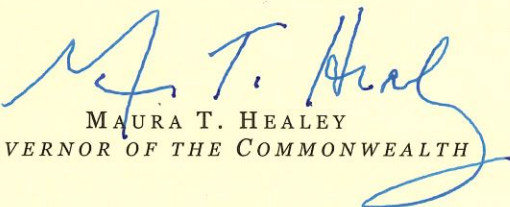
Now, Therefore, I, Maura T. Healey, Governor of the Commonwealth of Massachusetts, do hereby proclaim the month of October 2025 to be,

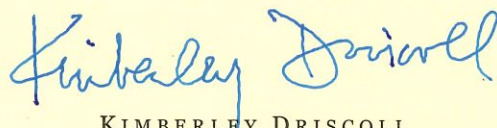
EMPLOYEE OWNERSHIP MONTH

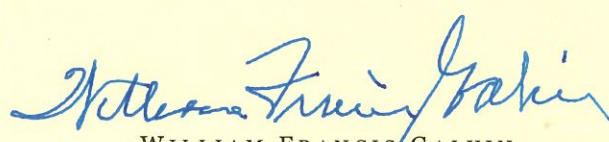
And urge all the residents of the Commonwealth to honor the contributions of employee-owned businesses and learn about, celebrate, and expand employee ownership.

Given at the Executive Chamber in Boston, this first day of October, in the year two thousand and twenty-five, and of the Independence of the United States of America, the two hundred and forty-ninth.

BY HER EXCELLENCY


MAURA T. HEALEY
GOVERNOR OF THE COMMONWEALTH


KIMBERLEY DRISCOLL
LT. GOVERNOR OF THE COMMONWEALTH


WILLIAM FRANCIS GALVIN
SECRETARY OF THE COMMONWEALTH

God Save the Commonwealth of Massachusetts