



What is our ESOP?

Our Employee Stock Ownership Plan (ESOP) is a long-term, wealth-building benefit. It's similar to our 401(k) plan, but different in some significant ways.

You earn ownership in the Melton Companies

By design, our ESOP holds stock in the Melton companies. Through it, you will build an equity (ownership) stake in the company.

Provided at no cost to you

Our ESOP plan is provided to you as an additional employee benefit. You receive it because you work hard and help our business succeed every day. It costs you nothing out-of-pocket to participate in our ESOP.

In fact, you cannot contribute your own money to it. Melton Companies make all the ESOP contributions, funding the plan for the benefit of all eligible employees.

Designed as a long-term benefit

Our ESOP pays out benefits when you retire or otherwise leave the company. It's a long-term benefit that enables you to build wealth during your career with us. Expect the value of your account to start small and grow over time. The longer you stay with our company, the more contributions your account can receive and the more it can be worth.

A unique opportunity

The National Center for Employee Ownership, a not-for-profit research organization, estimates that there are only about 6,500 ESOPs in the U.S. covering over 10 million employees. Only one in ten workers in the U.S. have the chance to be an employee owner. You have a unique opportunity at Melton companies.

Take advantage of it!



You Benefit Directly From Your Efforts

Your daily efforts serving customers, working efficiently and managing expenses all impact our company's success. Because ESOP stock value is based on our company's success, the things you do directly impact Melton Companies performance and the value of your ESOP account. Let's make the most of our ownership opportunity.



Why We Have An ESOP

Melton Companies Employee Stock Ownership Plan (ESOP) provides you with a unique opportunity. We implemented our ESOP because it:

Supports our culture

We want a company where employees treat each other like family and work together to continue and build on our reputation of excellence in the transportation industry. Our goal is to create an environment where everyone, no matter their job, strives to have a positive impact and thinks and acts like an owner. Our ESOP impacts our most valuable asset as a company: our employees.

Shares the rewards

Everyone's dedication to serving our customers makes our business successful. While you already receive competitive pay, great benefits, and bonuses for your hard work, we want you to share in the long-term benefits of your efforts too. Our additional ESOP benefit helps Melton Companies remain ahead of the competition.

Provides a business transition strategy

The ESOP enables Melton Companies to transition ownership of the company to all employees without selling it to another person or entity. If someone else had purchased our company, they most likely would have changed it, sold off parts of it or discontinued services. Employee ownership enables us to continue operating the business without any changes to our company values and to sustain our company for the long haul.

Makes long-term wealth building possible

Our ESOP provides you with an additional retirement benefit that can be substantial. Its value is based on our company's performance. So, the better Melton Companies do, the more all ESOP participants will benefit.

Decades of research shows that when people understand the ESOP, contribute their ideas and work together to serve customers, ESOP companies outperform other businesses. That's the ownership advantage.

Let's make the most of our opportunity.



We Succeed Together As Employee Owners

America is the land of economic freedom. The highest title someone can achieve in our country is to be an owner. Our ESOP enables all of us to be employee owners of Melton Companies where we take pride in our hard work and respect our customers.