

When Do I Become an Owner?

While every employee at Inline Electric Supply Company has the opportunity to become an owner, it doesn't happen on Day 1. Our eligibility requirements lay out the criteria that employees must meet to qualify for ownership.

Why do we have eligibility requirements?

Ownership is a big commitment. Our eligibility requirements are intended to be broadly inclusive while also ensuring that ownership is held by employees who are committed to our company. Not everyone is the right fit for our ownership culture. A short waiting period helps us gauge this fit.

What are our eligibility requirements?



You must be an employee for 12 months.



You must work at least 1,000 hours in a plan year.

When are our entry periods?

You will automatically enter the plan on January 1st or July 1st after you meet the eligibility requirements above.

How long after I enter the plan will I receive my first shares?

Each year, our board of directors will decide how much to contribute to the plan. This amount comes directly from company profits and will be allocated at the end of the plan year (December 31). You will receive your annual allocation as long as you meet the eligibility requirements (above), and are employed on the last day of the plan year.

When does my vesting start?

All ESOP participants have the same 6-year vesting schedule based on your work anniversaries (or years of service). Our vesting schedule begins on your hire date. Every year that you work at least 1,000 hours in that 12-month period counts as one year of service. After six years of service, you will be 100% fully vested.

Years of Service	< 2	2	3	4	5	6+
Percent Vested	0%	20%	40%	60%	80%	100%

