

JOIN OUR TEAM OF OWNERS.

Working at Rifenburg is more than just a job.
It's an opportunity to become an owner of our company.

Ownership Culture

Alignment

We are all aligned in our goals because we all have a shared interest in making the company more successful.

Commitment

We invest in our owners. We put our people first because shared ownership increases commitment.



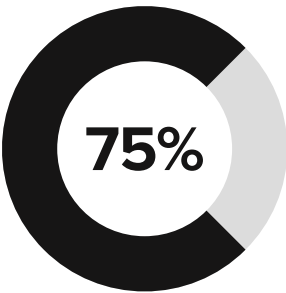
Relationships

Our people are in it for the long-term, which strengthens bonds, increases collaboration and fosters mentorship.

Accountability

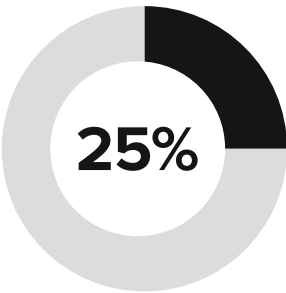
We only succeed as owners if everyone contributes as employees. We hold each other and ourselves to high standards.

Job Stability



Productivity

Over 75% of Employee-Owned companies improved productivity.



Stability

Employee-owned businesses were 25% less likely to cut jobs.

Retention

In the 2020 recession, ESOP companies were between 3 and 4 times more likely to retain staff, at all levels.

Job Stability

In 2020, about a third (35.5%) of majority ESOP companies cut hours for one or more employees; by comparison, nearly two thirds (62.9%) of other companies cut hours for one or more employees.

Pay

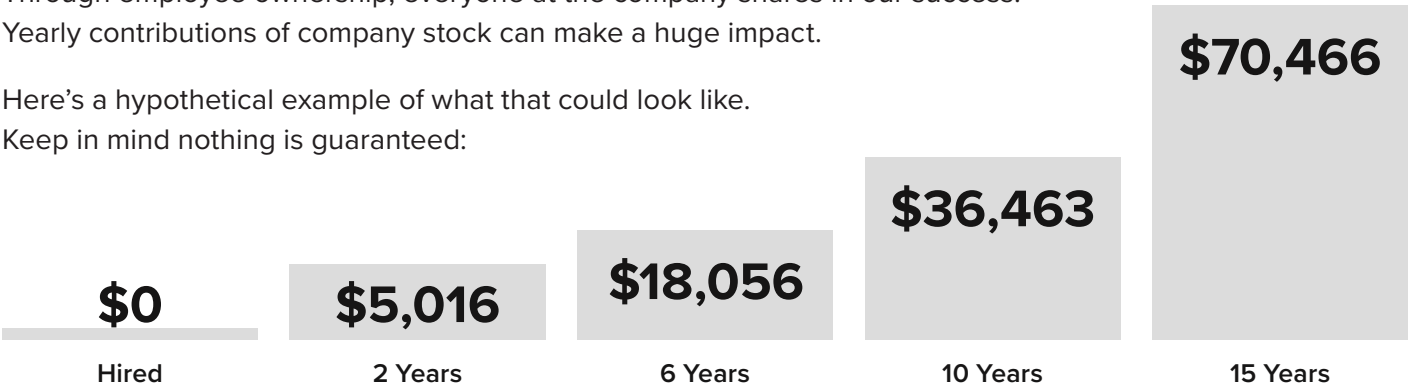
Throughout the last recession, only about a quarter (26.9%) of ESOPs cut pay for any employee, compared to more than half (57.3%) of other firms.

Source: Blasi, J., & Kruse, D. (n.d.). (rep.). Employee Ownership Foundation. Retrieved from https://employeeownershipfoundation.org/sites/eof-master/files/2020-10/EOF_COVID_2020.pdf.

Wealth Building

Through employee ownership, everyone at the company shares in our success.
Yearly contributions of company stock can make a huge impact.

Here's a hypothetical example of what that could look like.
Keep in mind nothing is guaranteed:



This infographic is solely for illustrative purposes. It should not be relied upon in any way and should not be confused as legal, financial, tax, or other professional advice.