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## FOR IMMEDIATE RELEASE

### Garden Design, Inc. Announces Employee Stock Ownership Plan (ESOP)

*Continuing the tradition of industry excellence and leadership*

**Farmers Branch, TX** - May 2, 2014 – Garden Design, Inc., one of the largest landscape and outdoor living design-build firms in headquartered in Texas, is pleased to announce the transition from being a privately-held business to a 100% employee-owned company.

The Garden Design Employee Stock Ownership Plan (ESOP) is an employee benefit which provides company stock exclusively to associates of the Garden Design. Each year, a certain number of shares are placed into an ESOP pool for distribution. Shares are allocated to Garden Design associates over several years and are held in an ESOP trust. Associates become vested after six years and can sell back their shares when they retire or leave the company. The associate then gets the cash while the trust retains control of the stock.

“Becoming an employee owned company has been a goal of ours for many years. Making each associate a partial owner is a substantial benefit to our team by rewarding their dedication to the company, improving work efforts and leading to higher associate satisfaction. As a 100% ESOP owned company, we are able to create a culture of associate empowerment,” says Andrew Haynes, partner of Garden Design.

With the current Garden Design team comprising about 40 associates, the company has experienced significant growth and profitability. For the past three years, Garden Design has grown more than 30 percent, year over year. Additionally, Garden Design has ranked in the top 100 landscape firms in the country for the past several years. With the implementation of the ESOP, Garden Design plans to continue and increase its success and growth.

There are only around 10,000 ESOP companies in the United States. Studies have shown that ESOP companies outperform their counterparts as employees have a vested interest in the products and services provided by their company. ESOPs provide an opportunity for employees to accumulate wealth through their ownership shares. In fact, ESOP employees earn more in wages and retirement income than their counterparts at traditional firms. More information on ESOPs can be found at: [www.esopassociation.org](http://www.esopassociation.org).

#### **About Garden Design**

Garden Design is headquartered in Farmers Branch, TX (a suburb of Dallas). It provides residential and commercial landscape and outdoor living services since 1993 throughout Dallas, Houston, Austin and San Antonio. Services include landscape and outdoor design, installation, irrigation, outdoor lighting, water features and outdoor construction including kitchens. For more information, visit [www.GardenDesignLandscaping.com](http://www.GardenDesignLandscaping.com).