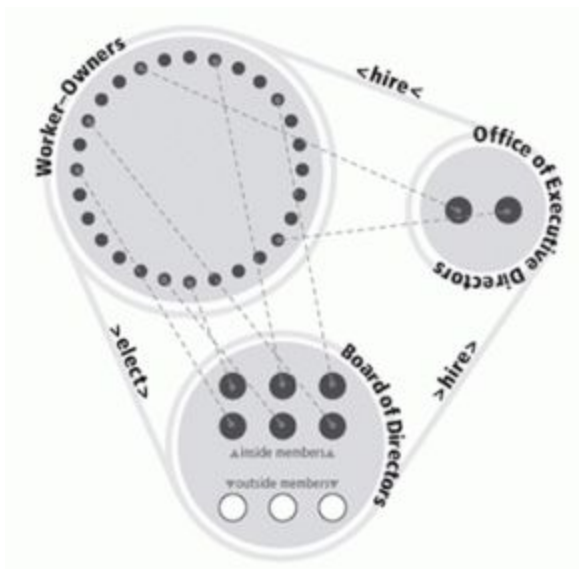




Equal Exchange is a fair-trade company based in West Bridgewater, Massachusetts that distributes coffee, tea, chocolate, and produce from farmer cooperatives in Latin America, Africa, and Asia. Equal Exchange also operates a few cafes in the Boston area. Equal Exchange is one of the largest worker-owned cooperatives in the U.S. They have a fairly traditional operating structure with a hierarchy, but the people at the “top” are accountable to the people at the “bottom”. Equal Exchange has established a Certificate Deposit to build capital for the business. Anyone can purchase an Equal Exchange CD. The money from CD purchases is used to back loans to Equal Exchange for their business ventures. People who purchase a CD get a return on their investment but do not get any ownership or control of the business. One member, one share, one vote.



1. Who owns Equal Exchange?
2. Who controls Equal Exchange?
3. Who benefits from Equal Exchange?



River Valley is a grocery cooperative located in Northampton, Massachusetts. It incorporated in 1999 and opened its doors in 2008. The co-op has used a combination of grants and loans to get the business off the ground, fund the construction, and make improvements over the years. As of 2014, the co-op was serving more than 10,000 customers each week and purchasing more than \$3 million in products from local farmers and vendors. Today, the co-op has over 8,000 members. To become a member, a consumer pays \$150 to purchase a share. Members receive special discounts, may receive rebates, can run for Board seats, and can vote in Board elections and other co-op decisions. The Board of Directors is made up of nine member-owners. Any member-owner may attend monthly Board meetings.

1. Who owns River Valley?
2. Who controls River Valley?
3. Who benefits from River Valley?



Cabot started in 1919 as a cooperative of 94 farmers. Today, 1,000 farm families throughout New York and New England own Cabot and provide an assortment of dairy products. The co-op is led by a Board of Directors made up of 14 dairy farmers from all the regions where Cabot farms are located. Cabot is the first dairy cooperative to become a certified B Corporation, validating its commitment to socially and environmentally responsible business practices. Cabot has also has special programs for partnering with other cooperatives.

1. Who owns Cabot?
2. Who controls Cabot?
3. Who benefits from Cabot?



Weaver Street Market is a food market in North Carolina. Weaver Street operates 3 different locations plus a Food House, which is a fresh food production facility. The co-op is owned by 18,000 consumers and 220 out of 250 employees. The goal is to meet individual and community needs through shared economics. Weaver Street strives to pick the best products for consumers and offer dignified jobs for workers. The Board of Directors has 7 seats, made up of: 2 directors elected by the workers, 2 directors elected by the consumers, 2 directors selected by the Board, and the general manager in the 7th seat.

1. Who owns Weaver Street?
2. Who controls Weaver Street?
3. Who benefits from Weaver Street?