

Joseph V. Rafferty

Director, Ownership Strategies

Simply put, Joe Rafferty is an ESOP expert. He has coordinated the installation of ESOPs and management equity-based incentive plans in 22 states, and has helped many privately held companies address and resolve critical planning challenges affecting their continued success.

As a specialist in employee motivation and productivity for much of his career, Joe has assisted numerous organizations develop employee programs to enhance productivity and competitiveness. He is a frequent speaker and author on the subject. His most recent publications are: "Corporate Governance in ESOP Companies" and "Do You Really Need an ESOP Feasibility Study?"

Prior to joining Private Capital and the world of employee ownership in 1991, he was CEO of a large service company with fifteen operating locations on the West Coast.

Joe's army career contributed to his management training. As director of Force Planning for the Joint Chiefs, Colonel Rafferty and his group planned the creation of the Central Command of Desert Storm fame. He was also Commander of the Presidio of San Francisco where his programs received national recognition.

A member of the ESOP Association Legislative and Regulatory Advisory Committee, Joe earned his MBA at the University of Alabama and AB at St. Peter's College.