

119TH CONGRESS
1ST SESSION

H. R. 6492

To change the percentage of outstanding stock that must be held through an employee stock ownership plan for the purposes of the pilot program to incentivize contracting with employee-owned businesses of the Department of Defense, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

DECEMBER 5, 2025

Mr. MILLS introduced the following bill; which was referred to the Committee on Armed Services

A BILL

To change the percentage of outstanding stock that must be held through an employee stock ownership plan for the purposes of the pilot program to incentivize contracting with employee-owned businesses of the Department of Defense, and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Empowering Small-
5 business Ownership Participation Act” or the “ESOP
6 Act”.

1 **SEC. 2. CHANGE TO ESOP PERCENTAGE REQUIREMENT**
2 **FOR PILOT PROGRAM TO INCENTIVIZE CON-**
3 **TRACTING WITH EMPLOYEE-OWNED BUSI-**
4 **NESSES.**

5 Section 874 of the National Defense Authorization
6 Act for Fiscal Year 2022 (10 U.S.C. 3204 note) is amend-
7 ed—

8 (1) by striking “wholly-owned” each place it ap-
9 pears and inserting “owned”;

10 (2) in subsection (a)—

11 (A) in the heading, by striking “WHOLLY-
12 OWNED” and inserting “OWNED”; and

13 (B) by striking “100 percent” and insert-
14 ing “not less than 30 percent”;

15 (3) in subsection (b), in the heading, by strik-
16 ing “WHOLLY-OWNED” and inserting “OWNED”;
17 and

18 (4) in subsection (c), in the heading, by striking
19 “WHOLLY-OWNED” and inserting “OWNED”.

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