



## STRATEGIC INCENTIVES

LEADERSHIP. OWNERSHIP. STEWARDSHIP



### We Are Proud to Share Two of our **High-Impact Assignments** for 2019

#### Comprehensive Owner Planning

Founders of a \$50M GovCon services firm sought three different succession paths: immediate cash out, grow & sell, and a perpetual entity. We mitigated many related conflicts via a dual-track succession planning.

- Foundationally, we assessed and confirmed each family's very different succession readiness
- We modified a "fair" entity structure via a internal redemption plan, stock options and a purchase price adjustment thereby right-sizing payouts to each owner across different scenarios including future sale.
- We program-managed the entire 9-month project across valuation, estate planning, tax-reduction, leadership succession and third-party sale evaluation.

**RESULT** | Succession roadmap resolved deep owner conflicts

#### Talent Retention to Drive Maximum Value

Institutional Investors of a \$300M financial technology (FinTech) firm sought a resilient incentive design to attract and retain top industry talent through an eventual sale at maximum company value.

- Amid a complicated and nuanced ownership structure, we offered a welcome visibility to execs and owners via rigorous scenario analysis around payout triggers.
- We facilitated decision-making process in designing a unique value share structure with gradually rising pool allocation with min/max, based on level of sales proceeds.
- The unit-based synthetic equity plan with fully committed grant provisions fit the company culture and harmonized stakeholders, hailed by senior leadership as a life saver.

**RESULT** | A "Life Saver" retention plan helped enable a \$2+ Billion exit

Harmonizing the Capital of Business and Life® **Bring Us Your Questions.**

MARK C. BRONFMAN, MBA, CPA\*  
703-749-5064  
Mark.Bronfman@LFG.com

JOEL KIM  
703-287-1585  
Joel.Kim@LFG.com

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www.BOLDValue.com

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Consulting™  
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8219 Leesburg Pike #200, Vienna, VA 22182

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