

Succession Pathways:

STRATEGIC FINANCIAL PLANNING SERVICES TO BUSINESS OWNERS



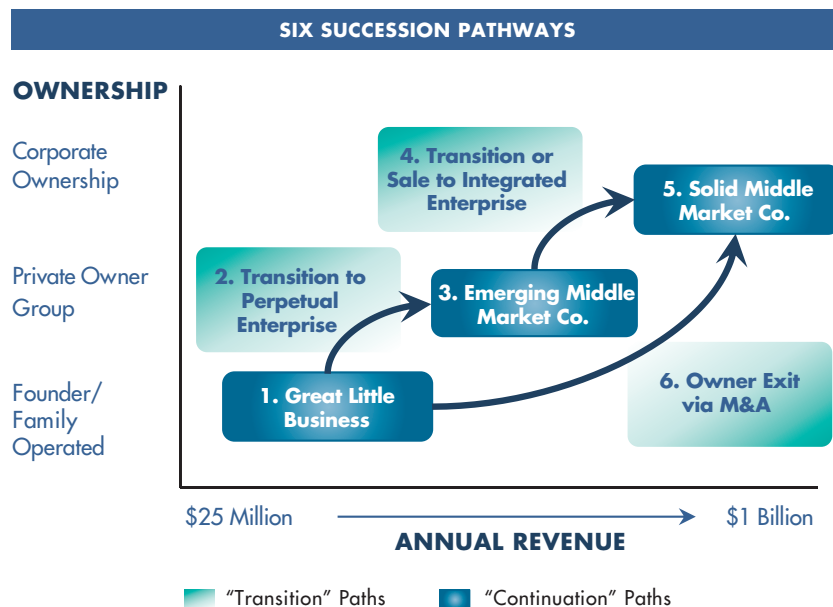
As businesses grow beyond \$25M, \$100M or even \$500M in sales, owners have a dramatic choice: employ a deliberate approach to leadership and capital succession or expose the company to the fierce scarcities of talent, cash and confidence that often jeopardize a company's future. We believe our Succession Pathways approach and dedication to rigorous business owner planning is truly unique. Our broad toolkit includes:

- Retaining key talent via incentive plans
- Building a healthy balance sheet for the long-term
- Instilling confidence with exit strategies for all owners and executives

Here is why it works.

In Succession Pathways Planning, we go up in a “financial helicopter” and work from the vantage point of both the business and the owners’ personal objectives. Specifically, we embrace the needs of founders, shareholders, the executive team and the corporate balance sheet.

Our perspective and skills enable us to work multi-functionally across executive compensation, capital structure and exit planning strategies. The result: owners are better positioned to break through systematic growth plateaus by selecting among and across the six most prominent succession pathway options (see chart below).



These are hypothetical numbers. Individual company's revenue growth may vary.

Succession Pathways is a rigorous, disciplined approach to business owner strategic planning, supported by a broad design toolkit that is truly unique:

- **Executive Compensation:** Grant and or sales of equity, restricted stock, synthetic equity, profit appreciation rights, value-band plans, change of control plans, sophisticated qualified and nonqualified plans, 401(k) profit sharing, fringe benefits and more.
- **Capital Structure:** Choice of entity (C, S, LLC, tiered LLC), ESOP, management buyouts, redemptions, asset sales, private equity infusions, tax advantaged conversion, profits interests, and more.
- **Exit Planning:** Shareholder & operating agreements, buy-sell agreements & associated life insurance, investment planning, fundamental & advanced estate planning, personal financial planning, philanthropy, multigenerational planning, asset protection, tax reduction strategies and more.

Our vantage point and skills enable us to work multi-functionally across executive compensation, capital structure and exit planning.



Propelling Leadership and Capital Succession

We have defined three “Continuation” Paths, where leadership and capital succession drive modest change to ownership structure or company size, and three “Transition” Paths, where leadership and capital succession planning results in a fundamental business shift. Whichever path your business is on, the BOLD Value team designs and integrates an executive compensation, capital structure and exit planning solution tailored to your specific needs.



Our team of recognized financial planners and professionals has helped over 100 local businesses with Succession Pathways planning. We are strategic in helping clients achieve long term objectives via Leadership, Capital and Business Succession. We are equally tactical and practical in helping clients overcome the everyday scarcities of cash, talent, & confidence that can jeopardize a company’s Succession Pathways journey.

Contact us for additional information or visit us online at www.BOLDValue.com.

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