



Synthetic Equity & Executive Incentive Plans

Qualified Plans & Corporate Benefits

Ownership & Capital Structure

Investment Planning

Tax Reduction Strategies & Value Continuation Planning

## BOLD Value Team Helps Our Clients Address Many of The Most Pressing Questions Related to Growth, Succession, and Preservation.

### How Do We Scale by attracting & retaining great talent?



- Synthetic Equity Plans
- Nonqualified Deferred Comp
- Qualified/401(k) Plans
- Corporate Benefits

### How Do We Manage entity structure across stages of corp growth?



- Entity/Ownership Structure
- Profits Interest
- Buy-Sell Agreements
- Sales to Insiders/ESOP

### How Do We Harvest wealth, preserve assets and retire in style?



- Estate & Charitable Planning
- Investment Planning
- Life Insurance Strategies
- Succession Planning

## We Are Proud to Share Two of our **High-Impact Assignments** for 2017

### Full Cycle Succession

An owner of a \$65M IT consultancy hired succession managers with the goal of going-passive, harvesting capital and eventually selling the company at a premium.

- We helped the owner concentrate ownership through a negotiated buyout of a minority owner.
- We designed and implemented a graduated "value-band" incentive plan for the leadership team with very attractive payouts in event of premium-priced change in control.
- We orchestrated the family's multi-generational financial plan with an emphasis on financial independence, asset protection and philanthropy.

**RESULT** | Owner Scaled, Managed and Harvested Value Over 6 Years

### Recapitalization for 10x Growth

The founder of a \$30M government contractor sought an equity model to attract & reward high-powered executives to scale the company to \$300M in revenue within 30 months.

- Working with an integrated team, we shaped a corporate recapitalization from S Corp to LLC to enable the use of Profits Interests and tax advantaged transfers.
- We crafted incentive arrangements with "catch-up" provisions to share value upon annual profit generation, separation and possible change in control.
- We orchestrated overall personal, estate and corporate planning by leveraging unique features of Profits Interests.

**RESULT** | New Leadership Team Executed 10X Top-line Growth

## Harmonizing the Capital of Business and Life<sup>®</sup> **Bring Us Your Questions.**

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