BOLDVALUE®

Strategic Incentives for Growth and Succession

2019 Year-end Summary to clients, partners and friends

STRATEGIC **INCENTIVES**

LEADERSHIP. OWNERSHIP. STEWARDSHIP

LEADERSHIP
HOW DO WE SCALE

- Long Term Incentive Plans
- Synthetic Equity
- Change in Control Bonus Plans
- Nonqualified Deferred Comp
- Qualified /401(k) Plans

OWNERSHIP
HOW TO BE RESILIENT

- Buy-Sell Agreements
- Entity/Ownership Structure
- Profits Interest
- Restricted Stock & Options
- Sales to Insiders/ESOP

STEWARDSHIP
HOW TO HARVEST

- Succession Planning
- Retirement Planning
- Estate & Charitable Planning
- Insurance Planning
- Investment Planning

*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.**

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