BOLDVALUE®

Strategic Incentives for Growth and Succession

2024 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 Strategies
- Risk Management
- Investment Planning

*We Are Proud to Share Two of our **High-Impact Assignments** for 2024*

Recruiting Package for a New CEO

Upon reaching 70 years old, the majority owner of a well-known technology consulting firm decided it was time to sell the firm. This ownership pivot required a new approach to strategic incentives and a new transition CEO.

- We collaborated with the executive search firm on the sizing and structure for the incentive package for a candidate CEO.
- Via a proprietary synthetic equity program, we facilitated a balanced and dynamic incentive plan used to recruit and onboard the new CEO.
- On a parallel track, we assisted the legacy owners with pre-deal estate planning for multigenerational wealth anticipated from the intended sale.

RESULT | Advance pivot towards a strategic sale

Equity Alignment across Key Partners

Two high performing junior partners were ready to leave a rapidly growing consulting partnership due to the perceived lack of a fair and equitable ownership structure. This represented an ownership "crisis".

- We worked through a few competing priority objectives around tax-efficiency, cost of equity transfer, varying personal endowment targets, company balance sheet, etc.
- Our facilitation and education for all partners resulted in a tax-friendly equity model of company-sponsored equity grant and buyout, blessed by the firm's tax advisor.
- We also spearheaded an end-to-end equity transaction, orchestrating formulaic valuation, new buy-sell terms, and contingency planning, agreed upon by all parties.

RESULT | Crisis averted with a new equity model aligned for robust growth

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

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