

YOUR TEAM

INTERNAL SUCCESSORS (G2/G3)



Most succession plans involve a small team of internal, next generation successors who step in gradually. This successor team is the future of the business, but most teams are not fully in place at the time the planning process starts. In fact, most successor teams, and the founding owner(s) (G1), require a detailed plan to organize the process and the people to support it.

SPOUSE OR FAMILY



Creating a succession plan often means adding new partners to the business – significant steps that can affect family members of the ownership team. FP Transitions non-advocacy process is centered on transparency and often involves an opportunity for spouses and/or family members to attend planning sessions to ask questions and address concerns.

FINANCING



FP Transitions' plan designers and analysts carefully coordinate the use of seller or owner financing in the early stages of most plans with the use of bank financing (either SBA or conventional), or even private equity in the latter stages. Given the many design variations that are possible with different levels of third-party financing, and depending on the financial strength of the successor team, it is essential to carefully consider the impact of the debt-load on next generation buyers and the durability of the business' cash flow structure in the plan designs.

CPA / TAX COUNSEL



FP Transitions' plan designers collaborate with every advisor's local CPA or tax counsel to review plan specifics and to address local or state tax issues. Given the detail and intricacies of many plan designs, this is an important step to ensure the long-term success of the various planning stages and the accuracy of the cash flow and compensation projections within a given entity structure.

Working together, our team and your team will create a set of customized blueprints in the form of a written Plan Summary supported by detailed financial models that extend, in many cases, for a decade or more.

YOUR TEAM

PLAN DESIGNERS & CONSULTANTS



The FP Transitions consulting team works with advisors to design a customized succession and continuity plan, and in some cases a back-up exit planning strategy. To properly develop both a long-term and a short-term plan, plan designers will analyze and offer suggestions to significantly improve key elements of operations including organizational, entity, compensation, growth, and profit structures.

VALUATION



Working with FP Transitions certified and experienced appraisers means you are receiving an educated opinion of value that is custom tailored to your specific purpose and follows specific edicts in the valuation profession – which matters when or if the appraisal is reviewed by other professionals including next generation advisors or future merger partners. FP Transitions' appraisal team hold accreditations from the National Association of Certified Valuators and Analysts (NACVA), Institute of Business Appraisers (IBA) and the American Society of Appraisers (ASA).

ANALYTICS



FP Transitions team of analysts will model various transition and financing strategies necessary to empower next generation owners while simultaneously helping founders realize the value of what they've built. A detailed series of pro forma spreadsheets often reveal the future benefits of the plan on an after-tax basis and highlight strengths and weaknesses over time.

COMPENSATION SPECIALISTS

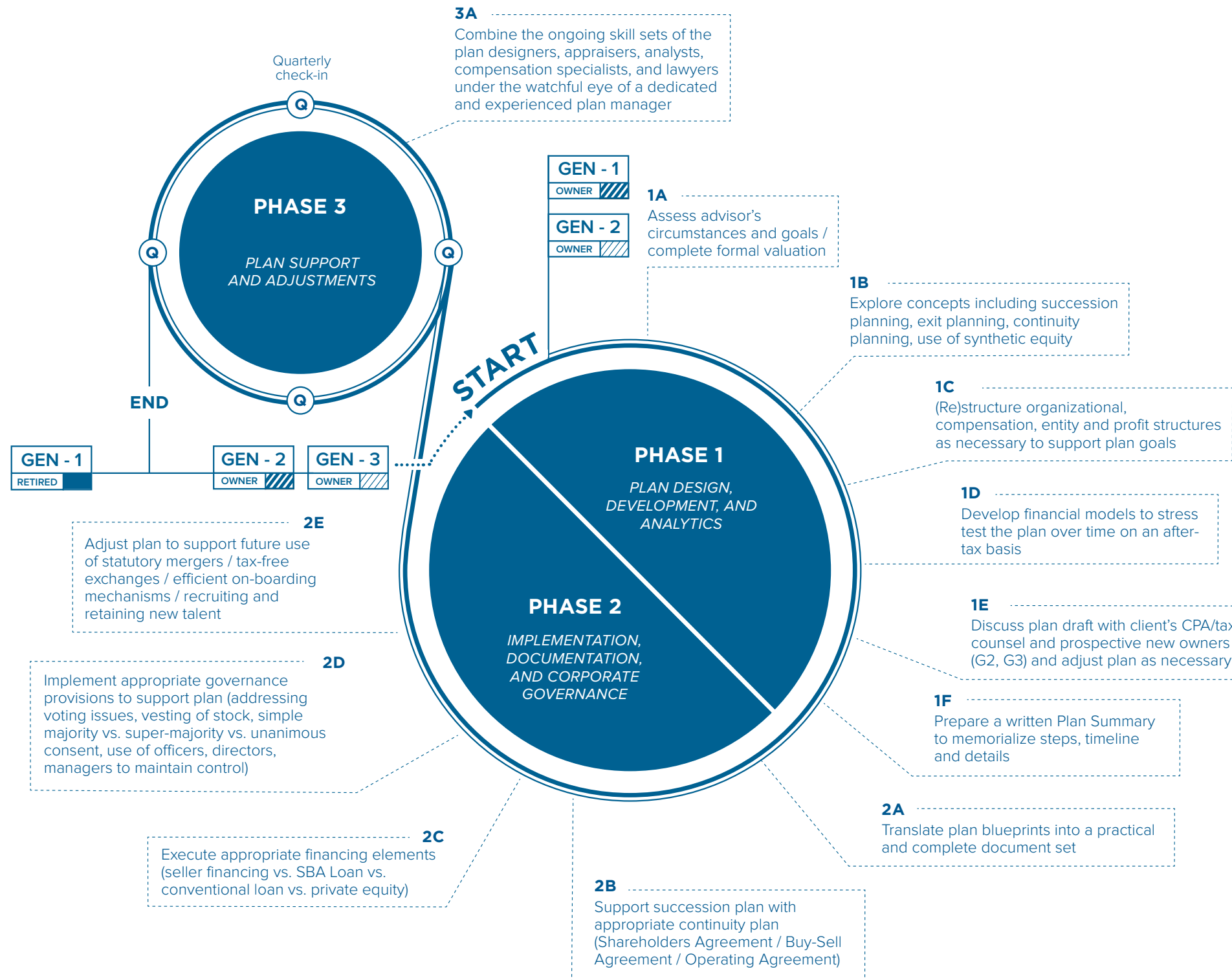


Begin by changing the question from "How much?" to "How?" and the path to a new and better solution is at hand. Ownership level compensation is often the lynch-pin between maintaining strong, top-line growth rates, yet generating sufficient bottom-line profitability to attract and reward next generation investment.

LEGAL & DOCUMENTATION



Multi-owner/multi-generational businesses in a highly regulated industry require a deft touch and a legal team that understands how to help all participants succeed. FP Transitions works in a non-advocacy fashion with all of the plan participants.



SUSTAINABILITY TOOLKIT OVERVIEW



FP TRANSITIONS

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