

Tackle Succession Planning Using an ESOP



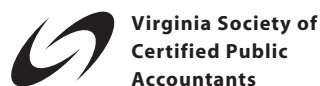
Meg Shrum is senior vice president of the Virginia office of SES Advisors, Inc. Her focus is on feasibility assessment, transaction structure and financing of ESOP transactions. Meg comes to SES Advisors with 18 years of experience in the commercial banking sector, spending the last seven years providing financing for ESOP transactions across the country.

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Succession Planning Using an Employee Stock Ownership Plan (ESOP)

- Sell, merge, go public, transfer to family, liquidate — or sell to an ESOP?
- Valuable benefits of an ESOP
- Tax benefits to company and shareholders
- Valuation considerations
- Role of the trustee
- Financing (senior debt and seller debt): typical structures, collateral, terms
- Possible warrants for sellers and synthetic equity for senior management
- Situations not befitting an ESOP
- The valued-added role of the CPA



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