



# Ownership Transfer and Management Succession for Your Business

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For program dates and registration information, visit us at  
[www.fminet.com/programs](http://www.fminet.com/programs)



# About the Program

Whether your primary goal is to define your legacy, provide an opportunity for the next generation, or maximize your financial proceeds, this comprehensive, three-day, executive program is a must-attend. Limited to just 25 attendees, participants have the undivided attention and focus of FMI's professional team. This program addresses in-depth issues surrounding management succession planning, evaluating the readiness of the next generation, developing stronger leaders, ownership transfer methods and valuation, including sessions on the current M&A environment and Employee Stock Ownership Plans (ESOPs). It assists owners in understanding the available alternatives and choosing a path best-suited to meet the company's long term objectives. At the end of the conference, you will leave with the basis for a personal action plan to solve ownership transfer and succession problems with confidence and success.

## Who Should Attend?

- Business Owners
- Presidents
- Chairmen
- CEOs
- CFOs
- COOs
- Targeted next-generation owners

## Benefits

- Understanding practical matters impacting stock transfer techniques
- Examining ownership transfer methodologies and the relative benefits and drawbacks of specific transfer methodologies
- Learning the keys to evaluating and developing successful future leaders for the company
- Gaining a full understanding of the business continuity planning process and your role in making the plan a reality
- Receiving guidance in a one-on-one meeting from an FMI professional relative to your company's ownership transfer and succession challenges

## Why FMI?

FMI has unique expertise in ownership transfer and leadership succession from working in the built environment for over 65 years.

## Work With the Best:

**Jake Appelman** is a principal with FMI's leadership and organizational development business. Jake leads FMI's management succession practice and has extensive experience guiding the succession process across a range of company sizes and structures, from closely held family firms to large, employee-owned firms.



**Matthew Drake** is a director with FMI Capital Advisors. FMI Corporation's registered investment banking subsidiary. Matt works exclusively in the Built Environment with privately held businesses and their shareholders on mergers and acquisitions (M&A), ESOP advisory and internal stock transfers. Matt leads FMI's ESOP and ownership transfer practices.



If you have any questions about this program or the topics discussed, please contact Matt at 312.882.7649, [mdrake@fminet.com](mailto:mdrake@fminet.com) or Jake at 720.883.6418, [jappelman@fminet.com](mailto:jappelman@fminet.com).

“ This is a great program that makes you think about time and understand the sense of urgency to this matter. The content is very updated. I would highly recommend it. ”

— **Jeffrey Fuerst**  
**Illinois Civil Contractors, Inc.**

“ Useful information. Very good staff. I thought for the first time in the life cycle of our family business, we are ready to finish the transfer of assets, and FMI was helpful. ”

— **Andy Steinberg**  
**Chief Executive Officer**  
**Mr. Crane, Inc.**

# AGENDA

## DAY 1

Registration

8:00 a.m. – 2:30 p.m.

## DAY 2

8:00 a.m. – 2:30 p.m.

## DAY 3

8:00 a.m. – 12:30 p.m.

### DAY 1

#### Overview of Succession Management

- Define components and steps to the business succession process
- Identify key facts and assumptions common to the industry
- Understand the effects of inadequate planning and develop appropriate strategies

#### Evaluating Your Leadership Pipeline (Continued in Day 2)

- Understand how to evaluate the best potential leaders and successor candidates
- Identify gaps in current leadership positions and planning
- Review ways to tie leadership development to organizational needs and strategy

#### One-on-One Sessions

### DAY 2

#### Incentive Compensation and Ownership Transition

- Hear about pitfalls and best practices when designing and implementing short-term incentive compensation plans
- Explore different methods for retaining key talent through long-term incentive plans like phantom stock and stock appreciation rights
- Learn how long-term incentive compensation plans can facilitate ownership transfer

#### Valuation

- Learn why you need to determine the value of your company
- Use qualitative and quantitative analysis to examine valuation methods
- Discuss the realities of the buying and selling process based on current market conditions

#### Mergers and Acquisitions Overview

- Third-party vs. internal sale
- Current mergers and acquisitions activity
- International and private equity interest in the E&C market

#### One-on-One Sessions

### DAY 3

#### Buy/Sell Agreements

- Understand common mistakes owners make
- Learn how to protect your company's net worth through a creative agreement

#### Techniques for Transferring Ownership

- Review ways corporate structures could impact your situation
- Learn about different approaches to transferring ownership
- Overview of Employee Stock Ownership Plans (ESOPs)
- Identify advantages and disadvantages of each method

#### Action Planning and Conclusion

- Reflect and identify specific, actionable items to complete relative to ownership transfer and management succession
- Map out detailed follow-up for when you return to your company
- Share action items with facilitators and other participants to strengthen depth of goals

### Registration Information:

The pricing includes a confidential, one-on-one consultation with an FMI investment banker and/or Center for Strategic Leadership consultant, all program instruction, materials and certificate of completion for continuing education credit. **Lodging is not included. Please see the website for covered meals and other logistics.**

### Hotel Information:

FMI has reserved a block of rooms at the host hotel. We urge you to make your reservations as soon as you register for the program, as the room block does fill quickly. Please check our website for details.

### Pricing:

\$2,800 for the first attendee

\$2,000 for each additional attendee from the same company

A Spouses fee of \$800 is for participation in the program and includes all session, meals and evening reception

For registration and more information:

[www.fminet.com/programs](http://www.fminet.com/programs)  
or call 800.669.1364



## for the Built Environment

**Cancellation** — If you need to cancel your registration, please note that you will be subject to a \$400 administrative cancellation fee per registrant. We need to receive your written cancellation at least five business days before the program in order to refund your remaining tuition. Otherwise, your tuition will be converted to a nonrefundable credit you may apply toward any FMI program for a full year. Please email us at [fmiregistrations@fminet.com](mailto:fmiregistrations@fminet.com) to submit your cancellation request.

Please note: If FMI cancels the event, your registration fee will be refunded. However, FMI cannot be held accountable for nonrefundable airline tickets or other expenses related to your travel to the event.

For questions regarding FMI's cancellation policy, please call 800.669.1364.

FMI reserves the right to change, add or cancel programs according to the needs of the industry.

**Substitutions** — If you would like to make any name changes or substitute participants, please email us at [fmiregistrations@fminet.com](mailto:fmiregistrations@fminet.com). Substitutions can be made up to five business days prior to the start of the program.

**FMI Guarantee** — If for any reason you are not satisfied with the program, please inform us by calling 800.669.1364. We will refund your tuition or give you a credit to use for another FMI program.



You can earn up to 18 hours of continuing education credits by completing the program. A certificate of completion will be awarded to you at the conclusion of the program. You may use this certificate for self-reporting purposes to many state and local continuing education entities.

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Website: [www.nasba.org](http://www.nasba.org)

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