

# ESOP AS AN EXIT STRATEGY

STRUCTURE FOR SUCCESS. TRANSITION WITH CONFIDENCE.

Whether you're just beginning the conversation around succession and ownership transition, or you're ready to formulate and execute a tailored strategy, Marshall & Stevens can help you navigate every aspect with clarity and confidence. Just like the business itself, no two ESOPs are identical, and we're here to provide you with the vision and understanding to reach the right result for your business, your family, and your employees – from kickoff to closing.

## Exploration

- Comprehensive value and feasibility analysis backed by insights from Acuity's nationwide ESOP appraisal practice.
- Visualize complex structural alternatives in tangible, actionable presentations.
- Leverage our extensive experience with leading ESOP trustees, attorneys and other advisors to inform confident decision making.

## Execution

- Vet, assemble, and manage a team of qualified and capable professionals to negotiate and implement the transaction.
- Maintain transaction momentum to minimize costs and avoid process delays.
- Develop and deliver a comprehensive employee rollout strategy to align with strategic direction and foster employee engagement.

## Evolution

- Assess strategic alternatives for ownership structure as the ESOP moves through its lifecycle.
- Navigate competing incentives to protect fiduciaries and create win-win solutions for the long term.
- Thoughtfully handle unsolicited offers, and when appropriate, maximize wealth and liquidity for employee-owners.

Valuation Consulting | Transaction Advisory | Litigation Support

# ESOP VALUATION & TRANSACTION OPINIONS

## STRATEGIC THINKING. LONG-TERM RESULTS.

Using experience and insights from over three decades of ESOP thought leadership, Marshall & Stevens helps ESOP clients sustain and grow the value of what they've built. We take a long-term view to short-term changes in the business, to help align company and employee performance with valuation outcomes.

### Fairness, Solvency, & Transaction Opinions

Annual Valuation

Appraisal Peer Review

Repurchasing & Re-Leveraging

Management Incentive Plans

Governance

Employee Engagement

### By The Numbers:

- Annual # of Engagements: Over **200**
- Client HQ Coverage: **25** States
- Client Employee-Owners: **30,000+**
- Full-Time ESOP Professional Staff: **15**
- Longest Current ESOP Client Relationship: Over **30** Consecutive Years
- Top **5** Industries Represented:
  - Construction & Engineering
  - Distribution
  - Professional Services
  - Transportation & Logistics
  - Manufacturing

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## EXPERTISE IN ACTION

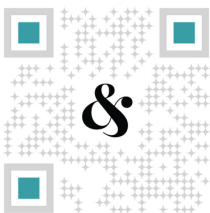
Founded in 1932, Marshall & Stevens provides valuation consulting, transaction advisory, and litigation support services. The firm's specialists are relied upon by businesses, investors, and advisors for analyses utilized in complex transaction and legal matters.

From the boardroom to the courtroom, Marshall & Stevens delivers clarity, independence, and results.

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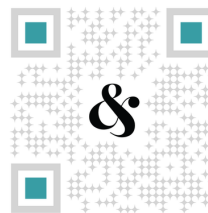
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### ESOP FORMATION & VALUATION WEBPAGE:



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