

# Succession and Exit Plan Assessment

Would you benefit from the strategic implementation of a  
Succession and Exit Plan?

Goals / Alignment	Yes	No
Do you have a business plan that aligns with your personal goals now and through completion of a transition?		
Does this plan provide for your unavailability due to an emergency, thereby preserving your business value?		
Have you reviewed your retirement needs with a financial planner?		

Transferability / Key People / Systems	Yes	No
Do you have a management team that can run the business while you take an extended vacation?		
Do you have phantom stock, stay agreements, and/or non-competes with your management team ensuring they remain during the transition?		

Business Value / Financial	Yes	No
Do you know the value of your business based on likely market comparisons?		
Are your business' operational and financial benchmarks in the top 25% for your industry, thereby providing higher profits now and a higher sales value downstream?		



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<b>Taxes / Deal Structure</b>	<b>Yes</b>	<b>No</b>
Have you looked at the tax implications of a business transfer and strategies for lowering the tax bill?		
Do you want to keep the business in the family or with key employees? If so, does your plan for this transition address managerial capacity, ownership, and equity between working family members, nonworking family members, and key managers?		

<b>Buyer Types / Synergies</b>	<b>Yes</b>	<b>No</b>
Have you investigated the alternatives of an ESOP, sale to key employees, and market sale?		
Do you know what the different buyers for your business are looking for in order to generate synergies for them and a higher price for you?		

**If you answered NO to 3 or more questions Strategic Succession and Exit Planning will improve your current operations AND your exit value.**

- Align your personal and business goals allowing a vibrant implementation of the plan and ability to take advantage of surprise opportunities
- Focus on what is important to increase current profitability and market value
- Put systems and people in place that allow you to take time off now and increase the transferability of the business
- Identify your most likely buyer and transaction in order to boost synergies and reduce taxes. This will increase the top line AND more importantly the bottom line earnings from your sale.

**Yes, I'm interested in learning more.** Contact Greg Caruso, Esquire, CPA, CVA, for a free consultation about these results and the specifics of your situation. 410-507-5441 or [gcaruso@harvestbusiness.com](mailto:gcaruso@harvestbusiness.com)



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