

## Employee Share Ownership Plans (ESOP)

### Scope:

- Advance Preparations
- Advisor for your complete process, from Objectives to Closing
- Oversee the process for Employee Buy-in and related documents
- Establishing & Training for in-house Administrator

### Full Range of Services:

- Strategic assistance with developing ESOP Objectives & Strategies
- Valuations, Tax Considerations, Corporate Restructuring
- Personnel Surveys
- Unanimous Shareholder Agreements (USA)
- Anticipating & Addressing Employee Concerns to the USA
- Evaluating Articles & Bylaws for changes appropriate for the USA
- Employee Presentations & Other Town Hall Meetings
- Structuring and Negotiating Deals with Key Leaders, as required
- Liaison and Direction of Audit, Tax and Legal representatives

### Our Experience with Employee Share Ownership Plans:

- Corplan was the advisor for establishing the ESOP for a Health Care company.
- Corplan led the entire process for the successful establishment of an ESOP for a mid-sized company in the Contracting Industry.
- Brian Hamilton established the employee share ownership plan for a mid-sized engineering & manufacturing company – with offices in Canada and the US.
- Madonna So was a member of the executive team handling the succession plans for a cross-Canada engineering firm, with 1000+ employees.

### The Corplan Advantage:

- **Operating Experience:** The track record of Brian Hamilton includes 8 years as the #2 leader for CSI Wireless, guiding them from a start-up to a \$150 million public company. CSI is an international engineering, manufacturing and distribution company with its #1 market brand product sold in over 50 countries.
- **People Skills:** The people skills of Corplan Advisors are a major advantage for assessing the fit of leaders, Board members and company cultures; communicating with employees regarding an ESOP; establishing relationships with prospective shareholders and helping get the transaction completed!
- **Creativity.** Finding effective and efficient solutions, as well as new ideas.
- **Concentrated Effort:** Allows the Owners to keep focused on the corporation, as Corplan puts themselves in the shoes of the Owners to get the Project(s) done.
- **Independent Advisor:** Complete Confidentiality, using a Discreet Process.
- Assist you with the Process to Maximize Value & Get it Done!