



## Fact Sheet

## The Next Move For Business Owners

### Our Recent Transition and Exit Planning Activity

Nick Niemann, Esq.

The Next Move Program™

#### ■ Consumer Product Manufacturers

- Consumer marine product manufacturer – Corporate Reorganization and Management Transition Program.
- Fuel producer and distributor – Mediate ownership transition.
- Food Production company – State Incentive Growth Plan.

#### ■ Industrial Manufacturing

- Tool manufacturing – Transition Growth Plan.
- Industrial product manufacturer – Design Sale to ESOP with Stock Appreciation Rights Plan for key management.
- Commercial equipment manufacturer – Design and implement Inside Route Exit to partner.
- Injection molding company – Transition Growth Plan for transfer to family.
- Tool and die company – Transition Growth Plan for transfer to key employees.

#### ■ Agribusiness

- Cattle feedlot – Buy-Sell Agreement and Business Continuity Agreement.
- Cattle Ranch – Business Owner Estate Plan.
- Horse Ranch – Transition company from father to son.
- Family farming operation – Transfer of farm operations to son.
- Farm operation – Mediate ownership dispute.
- Farm operation – Business Owner Estate Plan.

#### ■ Real Estate

- Commercial building general contractor – Strategic Growth Plan.
- Residential developer – Transition Growth Plan.
- Commercial construction company – Partner Buy-Out.
- Residential real estate – Design Inside Route Exit to key employee.

#### ■ Personal Services

- Outdoor recreation services – Funded Buy-Sell Agreement between partners.
- Senior care services – Design Inside Route Exit to son.
- Tax preparation services – Transition Growth Plan with Inside Route Exit to founder's children.
- Personal hair care system – Company reorganization and Estate Tax Plan.
- CPA firm – Transition Buy-Out by new partners.
- Senior home care services – Design Inside Route Exit to key employee.

#### ■ Financial Services

- Bank holding company – ESOP Feasibility Study.
- Investment advisory firm – Federal Income Tax Plan.
- Financial management firm – Business Model Innovation Program.
- Life insurance advisors – Company Reorganization Plan, Buy-Sell Agreement and Non-Compete Agreement in transition from founder to key personnel.

#### ■ Retail

- Retail clothing chain – Design and Implement Outside Sale.
- Retail home furnishing company – Outside Route Exit Plan to supplier.
- Retail tractor franchisee – Transition Growth Plan to key employee.
- Retail jewelry store – Inside Route Exit from father to son.
- Retail store chain – Mediate ownership dispute.
- Retail office supplier – Implement sale of company.
- Consumer product retailer – State Income tax Plan.

## ■ **Food and Beverage**

- Supermarket chain – Design and implement sale of minority owner’s stock to majority owner.
- Discount Supermarket chain – Sale of company to key management.
- Sports restaurant – Transition Growth Plan to transfer to key employee.

## ■ **Construction and Engineering**

- Heavy equipment contractor – Business Asset Protection Plan.
- Construction engineering firm – House-In-Order Plan and Design sale to Private Equity Group.
- Storage facility contractor – Business Owner Estate Plan.
- Electrical contractor – Sale of company to key employees.
- Utility Contractor – Leadership Team Development Program.
- Construction Firm – Personal Asset Protection Plan and Insured Contingency Plan.
- General Contractor – Buy-Sell Agreement.

## ■ **Healthcare**

- Surgical hospital – Physician Joint Venture Agreement with future Exit Plan.
- Imaging Center – Investor and physician Joint Venture with Buy-Out Agreement.
- Ambulatory surgical center – Physician-hospital system joint venture with Buy-Sell and Business Continuity Agreements.

## ■ **Physicians**

- Family Practice – Sale of practice to employee physicians.
- Radiologists – Establish Professional Corporation with Buy-Sell Agreement.
- Orthopedic surgeon – Corporate Redemption and Employment Agreements.
- Ophthalmologist – Shareholder Agreement.
- Eye surgeon – New Physician Buy-In.

## ■ **Franchise**

- Restaurant franchisee – Sale by partner.
- Restaurant franchisee – Corporate Reorganization to achieve parents’ transition.
- Restaurant franchisee – Business Owner Estate Plan and Estate Tax Plan.

## ■ **Product Development and Technology Licensing**

- Product development company – Business Model Innovation Program.
- Bank institution software licensing – State Incentive Growth Plan.
- Technology licensing company – State Incentive Growth Plan.

## ■ **Human Resources**

- Human resource placement firm – Establish ESOP for transition by founder to employees.
- Executive recruiter – Design and implement Key Employee Incentive Agreement and Inside Route Exit.

## ■ **Consumer Services**

- Veterinary firm – Design Installment Sale to Key employee.
- Home remodeling firm – Corporate Structure Design.
- Airline service provider – State Incentive Growth Plan.

## ■ **Business Services**

- Business-to-business services – Monetize Intellectual Property for founders and license back to company.
- Telecommunication solution firm – Buy-Sell and Employment Agreements.
- Professional printer – Transition Growth Plan.

## ■ **Leasing and Management**

- Real Estate management firm – Design and implement Partner Buy-Out.
- Real estate leasing company – Buy-Sell Agreement.
- Restaurant management firm – Inside Route Exit Plan and Insurance Plan.

Nick Niemann  
McGrath North Law Firm  
1601 Dodge Street, Suite 3700  
Omaha, NE 68102  
(402) 633-1489  
NNiemann@McGrathNorth.com