



# Ownership Transfer and Management Succession for Your Business

GO FORWARD CONFIDENTLY



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[fmicorp.com/OTMS](http://fmicorp.com/OTMS)



## ABOUT THE PROGRAM

For engineering and construction (E&C) company owners, succession planning is always top of mind. In this course, we'll talk about the options available for transferring ownership internally to employees or family members or selling externally to a third party. We'll help you understand the available options and how to choose what's best to meet your long-term objectives.

In a people-based industry like E&C, it's not enough to think about just a sale. This three-day executive conference will help you define your legacy, provide an opportunity for the next generation and maximize your financial proceeds. We'll also discuss management succession planning, evaluating and developing future leaders, creating business continuity, estate planning and valuation. You'll leave with an understanding of how to build an action plan that's tailored to your needs and knowledge of taxes, stock transfer techniques and ownership transfer methodologies.



## DEVELOPED FOR

- Business Owners
- Presidents
- Board Chairs
- CEOs
- CFOs
- COOs
- Targeted next-generation owners

*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.



## BENEFITS

FMI has unique expertise in ownership transfer and leadership succession from working in the built environment for more than 65 years. In this course you'll:

- Understand practical matters impacting stock transfer techniques.
- Examine ownership transfer methodologies and the relative benefits and drawbacks of each.
- Learn the keys to evaluating and developing successful future leaders.
- Gain a full understanding of the business continuity planning process and your role in making the plan a reality.
- Receive guidance during a one-on-one meeting with FMI professionals.

## WORK WITH THE BEST



**Jake Appelman** leads FMI's management succession practice, partnering with architecture, engineering and construction firms to build enduring organizations through exceptional leadership. His approach involves a rigorous, assessment-based process to identify, select and develop the next generation of leaders



**Alex Miller** focuses on mergers and acquisitions, growth strategy and ownership transfer planning for engineering and construction firms. He is a managing director with FMI Capital Advisors Contractor and Construction Services Group.



**Matt Godwin** leads FMI's Financial Advisory Services practice, which is focused on ownership transfer planning, business continuity and valuation work, primarily for engineering and construction firms. He brings more than 20 years of experience in the financial services and capital markets industry, with a breadth of transition and valuation experience.



## AGENDA OVERVIEW

### Day 1

- Overview of succession management
- Evaluating your leadership pipeline

### Day 2

- Incentive compensation and ownership transition
- Valuation
- Mergers and acquisitions overview
- One-on-one sessions

### Day 3

- Buy-sell agreements
- Techniques for transferring ownership
- Action planning and conclusion

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