

Business Owner Advisory Services



Guiding transition. Preserving continuity.

Transitioning ownership of a business is a daunting prospect. And after six generations of family ownership, no one knows the importance of proactive transition planning better than FNBO. We're here to help you navigate predictable decisions and help set up new leadership for success, whether they're family, key employees, or outside buyers. It's never too early to start mapping out your exit goals and implementing a plan to preserve the continuity of your business.

Prepare

We'll stay proactive and ensure a successful transition of leadership for you and your business.

Protect

We'll preserve continuity for your business and family in the event of the unexpected.

Prosper

We'll work together to build your values and purpose into effective governing systems.



How we design "The Prepared Exit"

- · Assess the financial outlook
- · Evaluate family needs
- · Determine a succession timeline
- · Identify risks and opportunities
- · Coordinate trusted advisors and experts
- · Execute your transition



Guide



Navigate



Advocate

In our approach to transition planning, we start by understanding your ownership, business and family goals, and the values that are important to you. Then, we proactively **guide** you through the decisions that are unique to you and provide you with the information and resources to make those decisions. We're **advocates** for your progress, helping **navigate** the critical conversations along the way.

The Prepared Exit Approach

Proactive guidance for business owners in pursuit of their unique ownership, business and family goals.

Define Goals and Values

What does transition or exit mean to me?

When do I want to transition or exit?

Who is my ideal buyer or successor?

How much income do I need to exit for life after the business?

Address the Gaps

How will I structure the sale of my ownership to meet my goals for life after the business?

Will the company, its employees and my family be protected if something unexpected happens before my transition is complete?

Am I ready to implement the Exit Plan recommendations?

Prepare the Company

How can I improve the value of my company to meet my "after the business" goals?

Have I defined all of my roles in the company and identified successors, timeline and needed skills to transition my responsibilities?

Will my key employees stay through a transition?

Prepare the Owner

Have I updated my estate plan to incorporate my transition plan?

Have I taken time away from the company to test what life after the business would be like?

Prepare the Family

Has the family articulated their values in a family vision statement?

Are the family owners and family employees clear as to how and by whom decisions are made?

Would regular family meetings improve communication and education outside of the business? The Prepared

FAST **FACTS**

160+ years and counting

\$26 billion

in assets

Uncommon Understanding

Let's start a conversation **fnbo.com/businessadvisory**

