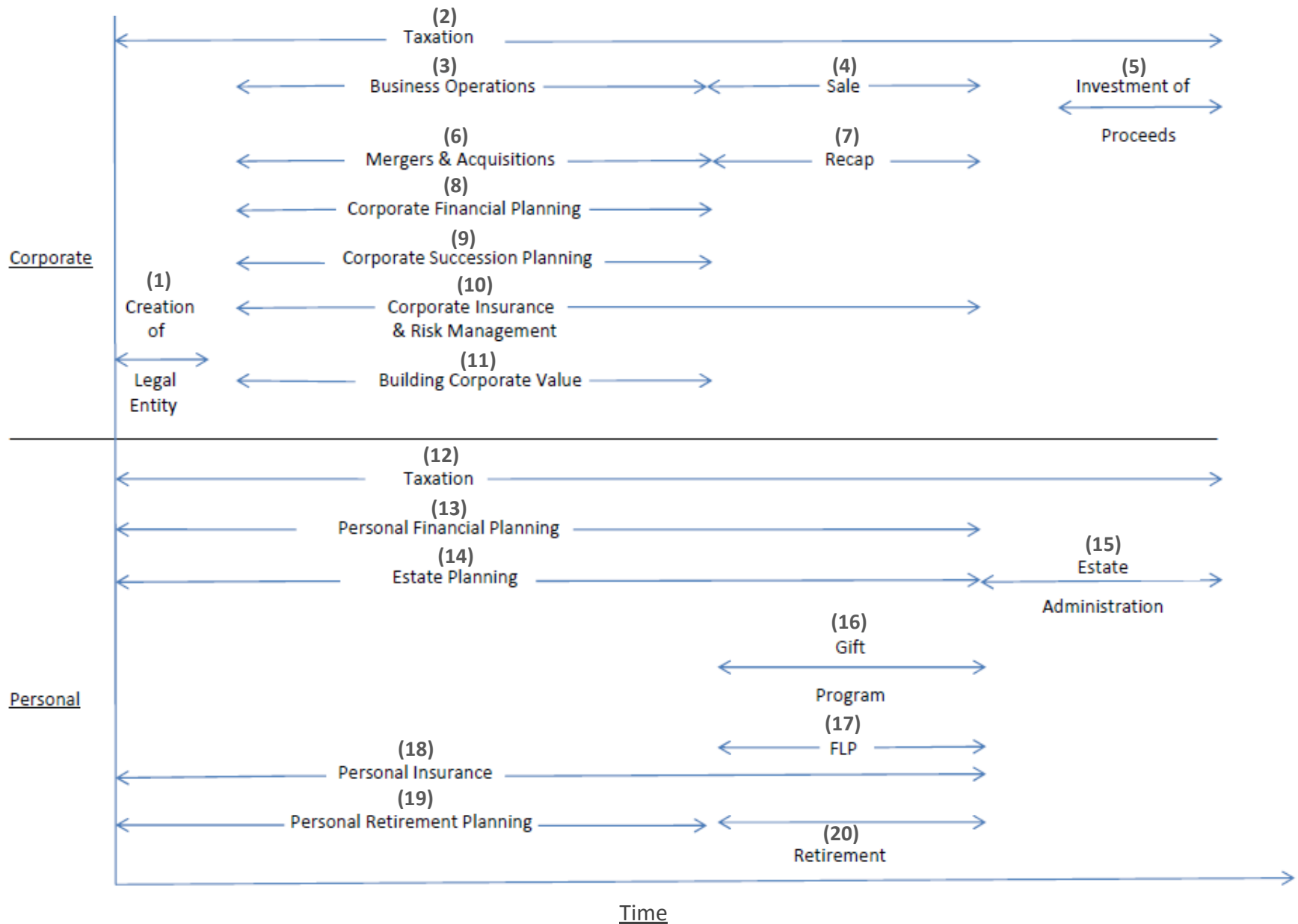


THE SUCCESSION PLANNING CONTINUUM



STEPS ON SUCCESSION PLANNING CONTINUUM

WHERE EACH PROFESSIONAL SERVICES PROVIDER

IS PRIMARILY INVOLVED

AT = Attorneys. **AC** = Accountants. **B** = Bankers. **C** = CFO Advisory Services. **FB** = Family Business Consultants. **FP** = Financial Planners. **IB** = Investment Bankers. **IP** = Insurance Professionals. **M** = M & A Advisors. **P** = Psychologists. **T** = Trust Officers. **V** = Business Valuation Experts.

<u>Steps on Succession Planning Continuum</u> <u>(See numbers on Continuum Chart)</u>	<u>Professional Services Providers Primarily Involved At</u> <u>Each Step</u>
1. Creation of Legal Entity	AT, AC, IP
2. Taxation of the business	AT, AC
3. Business operations	B, AC, C, FP, IP
4. Sale of the business	AT, AC, FB, FP, IB, V
5. Investment of sale proceeds	AC, B, FP
6. Mergers and acquisitions	AT, AC, IB, M, V
7. Recapitalization of the business	AT, AC, B, C, Fb, FP, IB, M
8. Business financial planning	AC, B, C, IB, V
9. Business succession planning	AT, AC, C, FP, IB ,M, P, T, V
10. Business insurance and risk management	AT, AC, B, C, FP, IP, V
11. Building business value	B, C, Fb, FP, IB, M, C
12. Personal taxation	AT, AC, FP
13. Personal financial planning	AC, FP
14. Personal estate planning	AT, AC, Fb, FP, IP, P, T, V
15. Estate administration	AT, AC, FP, TO, V
16. Gifting program	AT, AC, FB, FP, P, T, V
17. Creation of family limited partnership	AT, AC, FB, FP, P, V
18. Personal insurance	AT, AC, FP, IP
19. Personal retirement planning	AT, AC, FB, FP
20. Retirement	AC, B, FP, FP, P