

A stylized logo consisting of two overlapping triangles, one purple and one yellow, pointing upwards and to the right.

ADVANCE IOWA



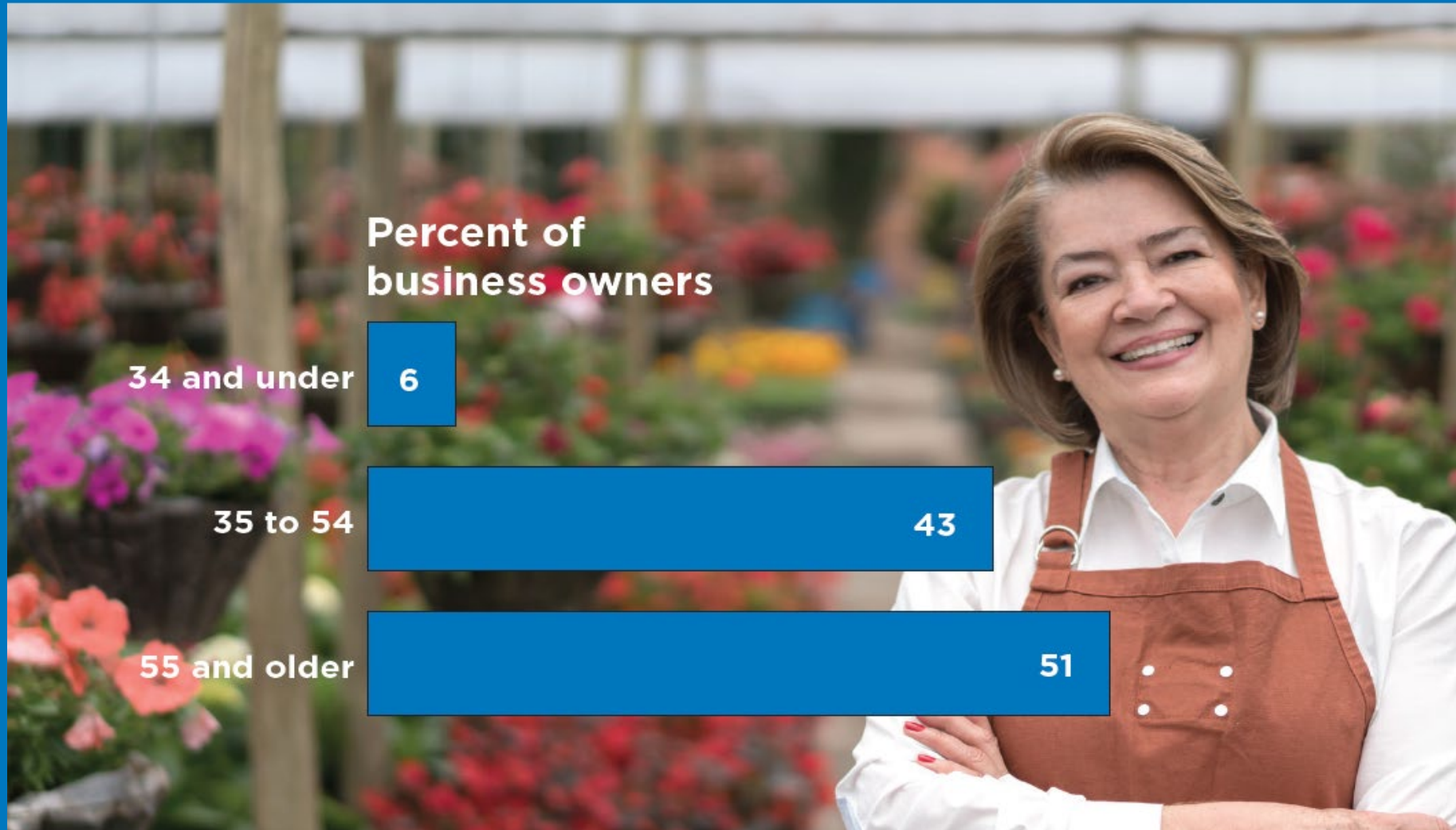
Business Succession for a Strong Rural Community



SILVER TSUNAMI

Business Owners' Ages

Over Half of U.S. Business Owners Were Age 55 and Over





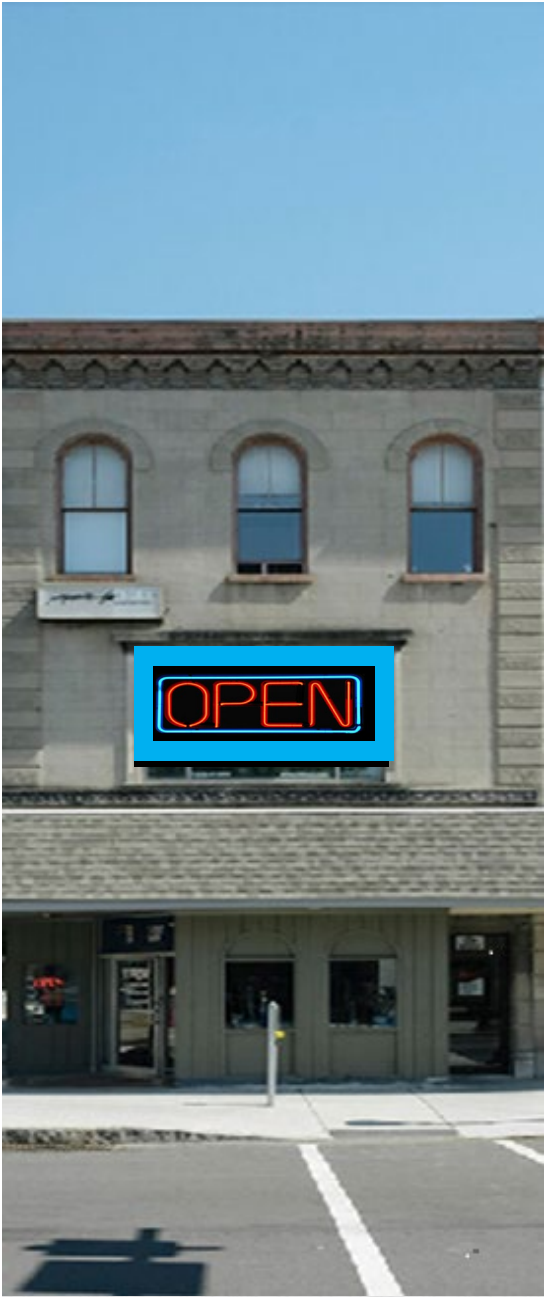
79% of Business Owners

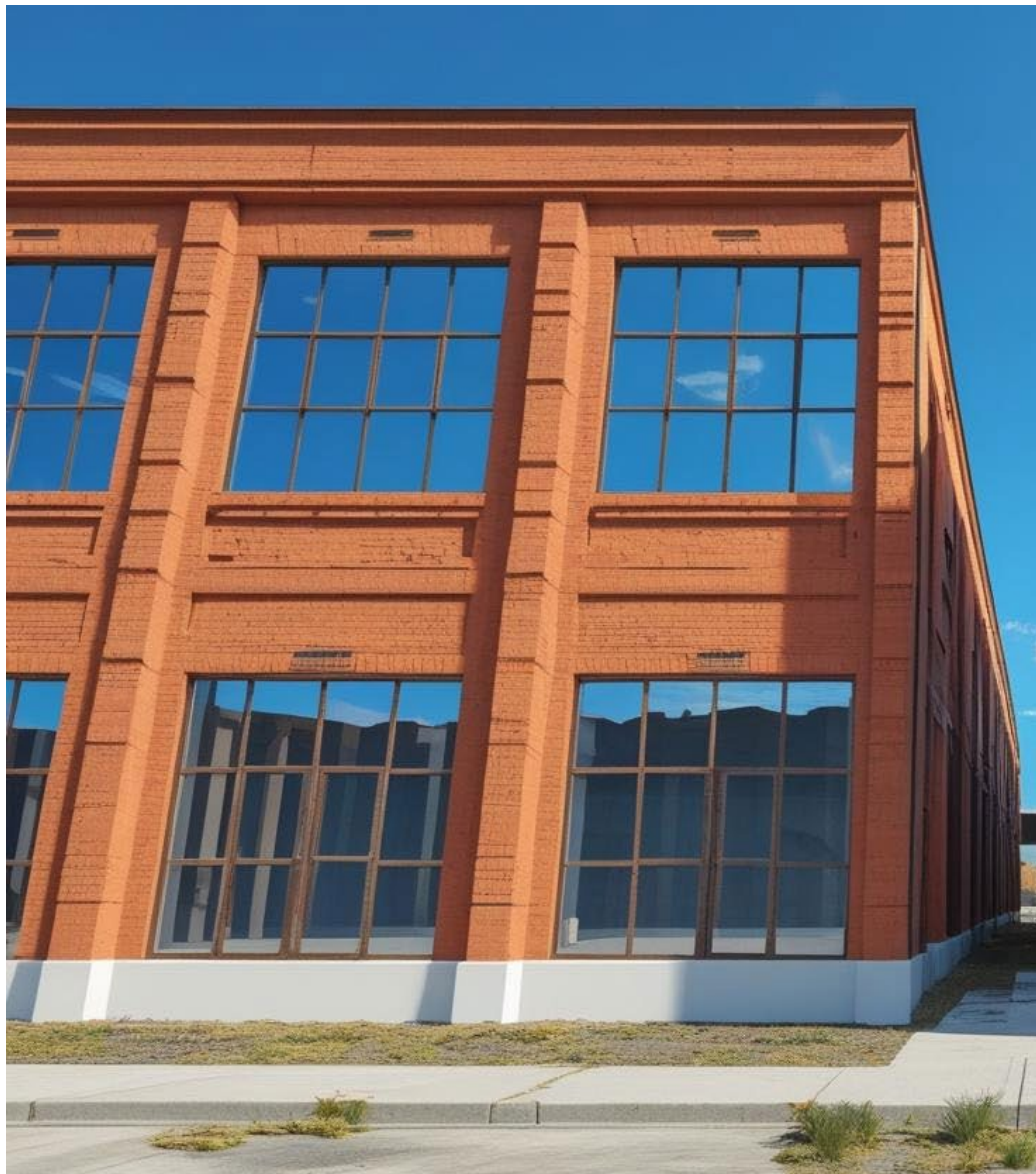
Plan to Exit their Business in the Next 10 Years

ONLY

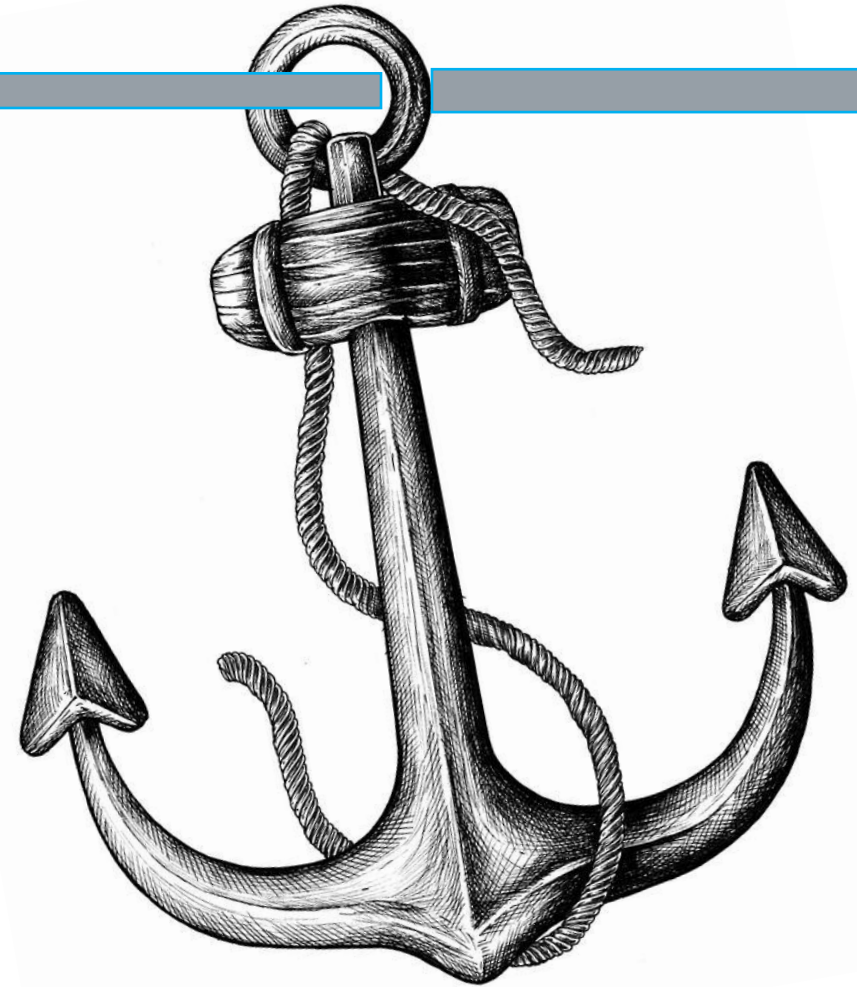
17%

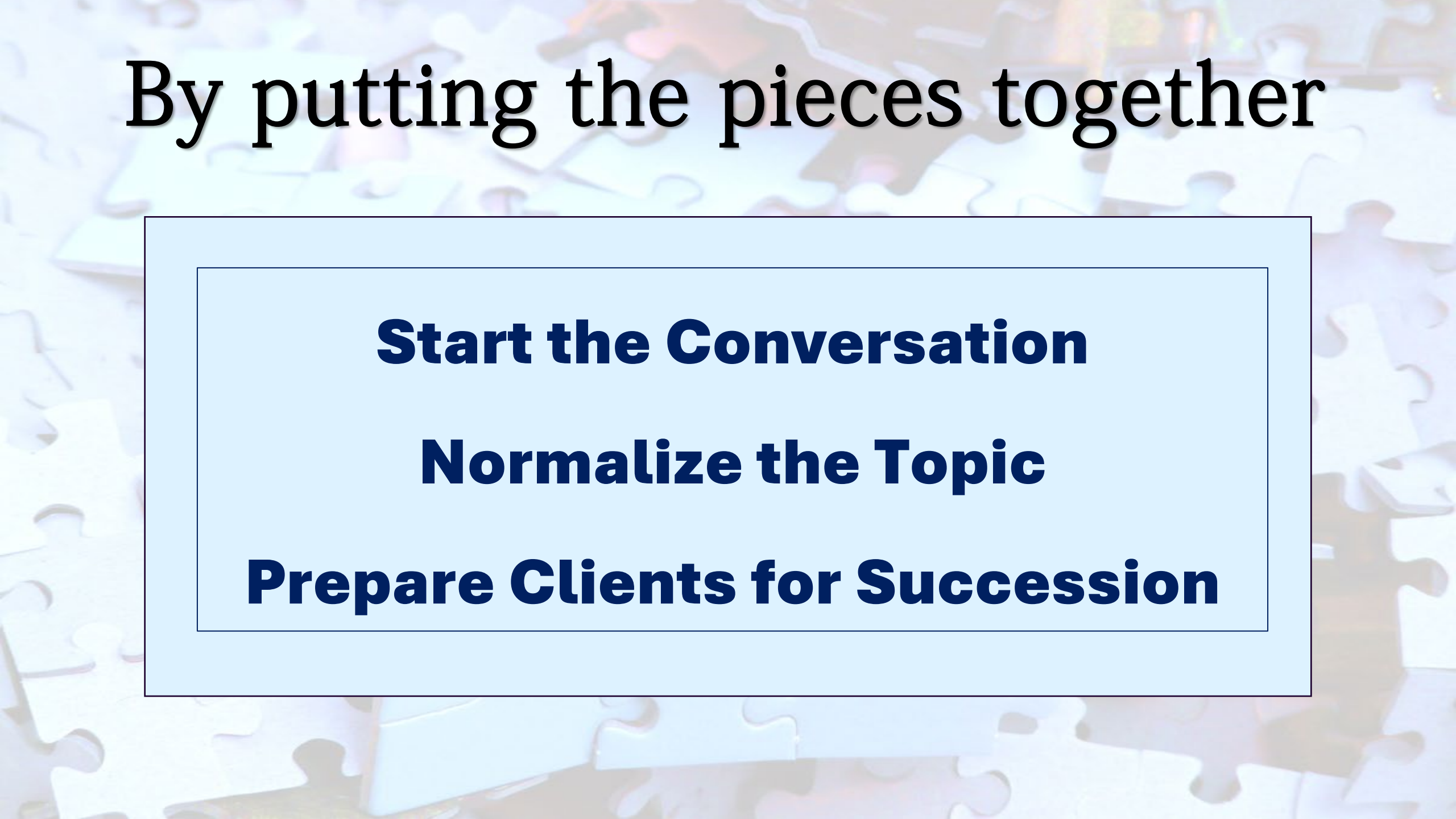
of owners
have a
written plan
for succession





You Can Be The





By putting the pieces together

Start the Conversation

Normalize the Topic

Prepare Clients for Succession

An aerial, slightly faded view of a small town street. On the left, a brick building has a sign that reads "Main Street Cafe". Further down the street, a white pickup truck is parked. On the right, a brick building has a sign that reads "JOHNSON'S HARDWARE". Several cars and trucks are parked along the street, and a few pedestrians are visible walking on the sidewalks. The background shows a field and more buildings under a bright sky.

Business ~~Succession~~ for a Strong Rural Community

Continuity



Business Assessments
Business Valuations
Succession Planning

Free Resources



Behind the
Scenes



Together

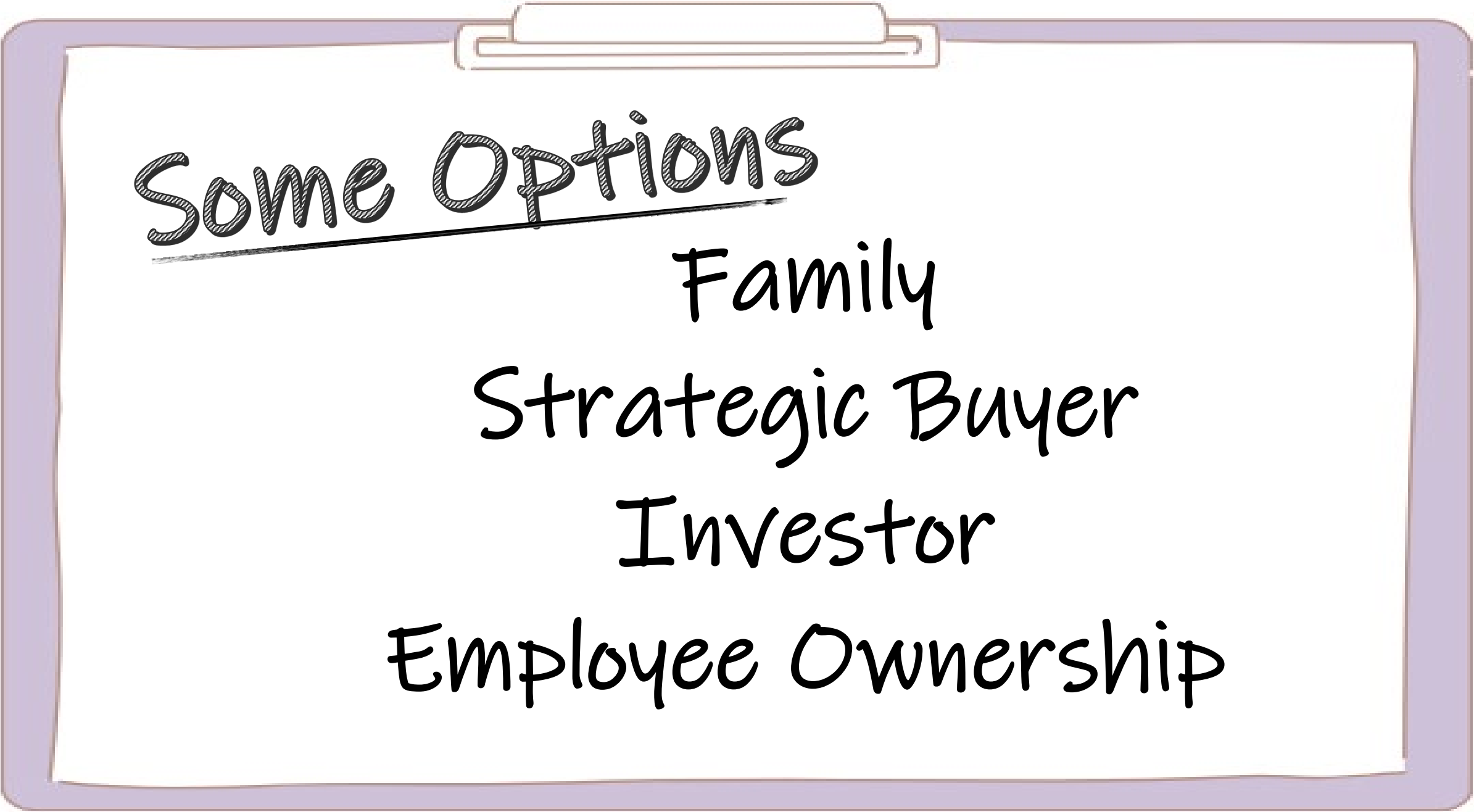


Hand it Off



Who's Going to Buy It?





Some Options

Family

Strategic Buyer

Investor

Employee Ownership

ESOP
Employee Stock Ownership Plan

20+ Employees

\$1M EBITDA

**Manufacturing, Professional,
Construction, Finance/Ins/Real Est.**

No Organizational Structure Change

Worker Cooperative

Typically Smaller Business

**Quality Life Svc, Home Care,
Retail, Fabrication**

No Organizational Structure Change

EOT
Employee Ownership Trust

Any Company Size

Any Company Type

Seller Maintains Control

No Organizational Structure Change

Sounds good but
the employees ...

~~Can't afford to buy the business~~

~~Not cut out to be business owners~~

~~Will not be able to make any money~~

~~Won't agree on how to run the business~~

~~Don't want to own the business~~

And it sounds
Expensive & Complex



*Take the
JOURNEY
With Us!*

Thank You!

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