

# What are the Challenges to your Business Assets?

Yes No ?

- |                          |                          |                          |   |
|--------------------------|--------------------------|--------------------------|---|
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Have you considered all these factors in order to quantify the impact of losing people who are key to your company's success? <ul style="list-style-type: none"><li>• Time and money to recruit and develop replacements</li><li>• Proprietary knowledge and systems?</li><li>• Sales revenues, market share, client goodwill?</li><li>• Production capacity, cash flow, profitability?</li><li>• Credit standing with lending sources and suppliers?</li></ul>   |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | As company founder and navigator, what would be the impact today of your retirement, disability, or death to the company and your family?   |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Do you have agreements and funding in place to assure the right scenario occurs for any of those events in the future?  |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Have you systematically reviewed your valuation and funding assumptions to support the agreements?  |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Are you certain the revenue base of the company will support the needs of broader family ownership if the company remains a family asset?   |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Are you certain your continuity plan will not create conflicts if some children remain active in the business while others do not?  |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Do your buy-sell agreements for other owners consider all these factors in dealing with their loss? <ul style="list-style-type: none"><li>• The survivors' cost basis?</li><li>• Creditors' rights?</li><li>• Ratio of ownership desired after buy-out?</li><li>• Tax brackets of owners and corporation?</li><li>• Number of shareholders, differences in ages and stockholdings?</li><li>• Certainty of performance or unreasonable accumulation of surplus?</li><li>• Constructive ownership?</li><li>• Corporate AMT?</li><li>• Policy maintenance and stockholders' right to acquire policies?</li></ul> |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Are you concerned that increasing salaries, bonuses, and perks will drain the company's cash flow?  |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Are you concerned about recruiting management team members in the future with-out long term incentives or equity?   |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Have you ever had to return qualified plan contribution checks to your levels do not meet regulatory benchmarks?  |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Does your company have good information resources for legislative changes that affect your retirement plan and your participants?   |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Do you feel the service you get for your qualified plan is accurate, timely, and comprehensive?   |

**Please print this test and fax it to us at 616-752-4567 or mail it to us for evaluation.**

