





















### Conclusion

As we've seen, the knotty problem for John Ewing and thousands of other owners is providing for key employees generously while simultaneously advancing their own exit strategies. This problem is best solved by installing a long-term key-employee incentive plan with a conversion feature that changes the long-term plan to a short-term stay-bonus plan providing for accelerated vesting and payout as the sale is undertaken, finalized, and becomes yesterday's news. Providing a short-term key- employee incentive plan prior to a sale can help you capitalize on your key employees' talents, which gives the buyer peace of mind during the ownership transition and allows you to sell for top dollar. Without such a plan, your key employees are likely to cut and run, preventing you from selling the business for top dollar or, worse, at all. If you'd like to learn more about the best way to construct a short-term key- employee incentive plan, please contact us today.

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