

Sustainability Services for Mature ESOP-Owned Businesses

HOW WE CAN HELP

ButcherJoseph is at the forefront of assisting clients with identifying opportunities to optimize the ESOP structure to ensure that it continues to support, rather than inhibit, the ability of the company to effectively compete in the marketplace and achieve corporate growth initiatives.

What We Do

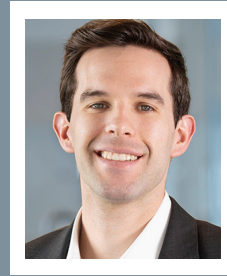
For many mature ESOP-owned companies, the increase in corporate value and employee wealth creation that occurs over time creates a set of circumstances unique to the ESOP structure. We find solutions to challenges unique to the ESOP structure to increase corporate value while sustaining the ESOP. This includes:

- ▣ **Capital Demands:** If the existing ESOP structure and its administrative policies impede the ability to access capital for responding to competitive forces or pursuing opportunities for dynamic growth, increasing access to available forms of capital becomes more important
- ▣ **Employee and Participant Evolution:** As the demographics of the employee base have evolved since the ESOP was first established, the timeline of demands for participant liquidity is constantly reset and may need to be reconsidered
- ▣ **Growth Profile:** Existing participants have benefited from a history of growth. Balancing the preservation of those benefits against the pursuit of growth opportunities becomes more important
- ▣ **Management Succession:** The ability to offer modern and meaningful incentives to attract and retain the next generation of leaders becomes essential, which may be difficult solely through the ESOP
- ▣ **Misalignment of Incentives:** The evolution of the employee base may result in a misalignment of account value relative to contribution to corporate value that needs attention

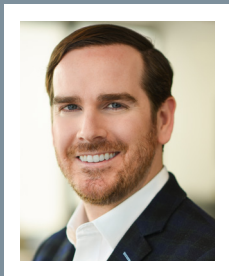
OUR TEAM



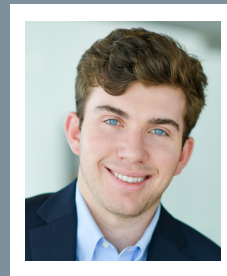
JEFFREY BUETTNER
Managing Director
Jeff.Buettner@ButcherJoseph.com
312.884.7371



PATRICK O'NEIL
Vice President
Patrick.ONeil@ButcherJoseph.com
314.549.8428



CARTER SMITH
Vice President
Carter.Smith@ButcherJoseph.com
314.282.2790



JAKE JOHNSTON
Analyst
Jake.Johnston@ButcherJoseph.com
314.354.5659

Services

- ▣ Leveraged Buyouts
- ▣ Recapitalizations
- ▣ Capital Raise
- ▣ Strategic Advice

Headquarters

St. Louis, MO

Presence in

Chicago
Washington D.C.
Miami
Palm Beach
Charlotte
Scottsdale

Advising Companies

**\$10 to \$500
million+**
OF REVENUE

**\$5 to \$50
million+**
OF EBITDA