

**The Rady School of Management Presents
An Executive Development Open Enrollment Program**

**Employee Stock Plans:
What Every Business Advisor Should Know**

Designed for: accountants; attorneys; financial advisors; estate planners;
bankers; management consultants; human resource consultants - anyone
who advises business owners and managers!

Agenda

- 7:30 – 8:00** Breakfast and networking
- 8:00 – 8:15** Welcome and Introduction
Review of Agenda
- 8:15 – 9:15** Why your clients are (or will soon be) interested employee ownership
- a. Employee Ownership and business performance – the research
 - b. How it helps – the operating mechanisms
 - c. An attractive source of liquidity for privately held stock
- 9:15 – 10:00** An owner's perspective (speaker is business owner w/ EO experience).
- a. What an owner sees in employee ownership
 - b. What an owner wants from professional advisors
- 10:00 – 10:15** Break
- 10:15 – 11:30** Equity ownership tools to spur commitment, innovation, teamwork, results
- a. Equity appreciation tools: stock options and SARs
 - b. Direct stock ownership: employee purchases; restricted stock awards; restricted stock units.
 - c. Simple (non-leveraged) ESOP
- 11:30 – 12:00** Pulling it all together: keys to getting great results
- a. Tips for effective plan design
 - b. Building a high-performance culture: participation and information
- Lunch** (provided)
- 1:15 – 1:30** Recap and afternoon intro: where we've been; where we're going
- 1:30 – 2:45** The leveraged ESOP: what it is; how it works; the tax-deferred roll-over
- 2:45 – 3:00** Break
- 3:00 – 4:30** Strategic Applications:
- a. ESOPs in financing and M&A
 - b. ESOPs in tax and estate planning
 - c. The ESOP-owned S corporation
- 4:30 – 5:00** Wrap-up; final questions; conclusion