

Take the Right Steps to Secure Your **TRANSITION PLAN!**



Dannible/McKee and Associates, Ltd. presents

The Most Intensive, Comprehensive One-Day Seminar:

SUCCESSFUL OWNERSHIP TRANSITION PLANNING

For The Design Professional

A unique seminar developed for partners, shareholders and associates in architectural, engineering and planning firms who need to value their firms for sale, acquisition and/or merger.

Register online at www.dmconsultingseminars.com



This program is registered with the RCEP and AIA and qualifies for 6.5 PDHs for Engineers (except in NY & FL) and 7 LUs for Architects.



WHAT TO EXPECT

Seminar Overview

Ownership transition is often one of the least considered aspects of managing a firm, yet it is the most critical in terms of realizing one's personal retirement goals and preserving the business for the next generation. Architecture, engineering and design firm owners who fail to plan properly on ownership transition, are leaving their firm exposed to the potential for undesirable outcomes – including significant loss of firm value, brand equity deterioration and loss of market position.

A smooth and effective ownership transition plan requires advance planning and regular reviews. This seminar is designed to provide objective guidance for the design professional involved in ownership transition. We will comprehensively analyze and present the strategies used in ownership transition and will explore in detail the proper methodologies for valuing a design firm.

This seminar also offers in-depth coverage of the use of Employee Stock Ownership Plans, recapitalizations, leveraged buy-outs, non-statutory deferred compensation plans - and more, to achieve your goals in ownership transition planning.

At this seminar, you will learn about:

- » Understanding Your Firm's Financial Statements and Financial Ratios
- » Methods of Valuing Your Firm
- » Techniques for Transferring Ownership
- » Income and Estate Tax Considerations
- » Ownership Succession and Transfer of Control
- » Funding the Transition Plan
- » Choosing the Proper Buy-Sell Agreement
- » Mergers and Acquisitions

BONUS:

- » You will receive, in advance, an in-depth actual case study which will be reviewed in detail at the seminar.
- » You will receive a glossary of financial terms and ratios to be used in valuing a design firm.
- » You will be presented with factual examples which will draw the techniques of transfer, funding and valuation into true perspective.
- » You will study the differing viewpoints of a purchasing associate from the owner selling his or her interest.
- » You will be provided with additional written material that elaborates on the lecture presentation.

ABOUT DANNIBLE/MCKEE AND ASSOCIATES, LTD.

Dannible/McKee and Associates, Ltd. has gained national recognition as one of the leading consulting firms to the A/E industry. For over 40 years, our consultants have worked with A/E firms throughout the country in determining the fair market value of their firm, developing creative strategies for ownership transfer and establishing buy/sell agreements among the owners to ensure success in the ownership transition process.

- Our Services:
- Valuations of A/E Firms
 - Ownership Transition Plans
 - Mergers and Acquisitions
 - Incentive Compensation Plans
 - Buy/Sell Agreements
 - Benchmarking/Financial Analysis

MEET THE EXPERTS



MICHAEL J. REILLY, CPA/ABV, CVA, CFF, CDA, is the president of Dannible/McKee and Associates, Ltd. He is a Certified Valuation Analyst, Certified Design Accountant, Certified in Financial Forensics, and was awarded the AICPA's Accredited in Business Valuation designations. Combined with over thirty-five years of experience in corporate tax consulting, business valuation, acquisitions and mergers, Mike has earned a national reputation for valuing and developing ownership transition plans for professional design firms. He provides litigation support in valuation court cases and tax consulting services to design firms, and he has developed an expertise in utilizing employee benefit plans, incentive compensation plans and life insurance for ownership transition planning.



VICTOR W. VACCARO, Jr., CPA/ABV, CFF, CDA, is a principal of the firm and has over twenty-six years of experience providing valuation, accounting and consulting services for A/E firms. He is a Certified Design Accountant, Certified in Financial Forensics and was awarded the AICPA's Accredited in Business Valuation designations. Vic regularly performs valuations for mergers and acquisitions, internal ownership transfers and transactions with Employee Stock Ownership Plans. In addition, he specializes in performing business valuations for financial reporting purposes. Vic provides consulting services in the areas of ownership transition, industry benchmarking, profitability enhancement, improved budgeting and strategic planning initiatives. He also assists clients with matters related to their overhead rate in accordance with Federal Acquisition Regulations.



DEBORAH E. FINCH, CPA/ABV, CVA, CDA, is a principal of the firm. She is a Certified Valuation Analyst, Certified Design Accountant and was awarded the AICPA's Accredited in Business Valuation designations. Debbie has over twenty-two years of experience in both private and public practice and is extensively involved in the firm's business valuation and ownership transition consulting practice, as well as implementing incentive compensation plans. She also provides tax planning services to design firms and their owners, including maximizing research & development credits and other tax incentives unique to the design industry.



ALEX NITKA, CPA, is a senior associate with the firm and has over eleven years of experience in taxation and planning, financial planning, business valuation and succession planning for clients in a variety of industries. He works closely with A/E firms and other closely held professional practices on the development of business valuation studies and structuring ownership transition plans, including mergers and acquisitions. Alex received his bachelor's degree in economics from Union College and his master's degree from Syracuse University. He is a member of the American Institute of Certified Public Accountants and the New York State Society of Certified Public Accountants.

REGISTER NOW

www.dmconsultingseminars.com
or call 1-315-472-9127

- Seminar hours are 8:30 AM to 4:30 PM. Registration at each seminar begins at 8:00 AM.
- Registration fee is \$695 per person. The fee includes the seminar, handout materials, continental breakfast and lunch. It does not include hotel accommodations or transportation. We offer a 20% discount for each additional registrant from the same design firm. Early bird registration discounts are available. Visit www.dmconsulting.com/seminars for details.
- Attendance is limited so please register early.
- Dannible/McKee and Associates, Ltd. has met the standards and requirements of the Registered Continuing Education Program and the American Institute of Architects Continuing Education System. This course qualifies for 6.5 PDHs for Engineers (except in NY and FL) and 7 LUs for Architects.
- A full refund will be allowed up to 20 calendar days before the seminar.

SUCCESSFUL OWNERSHIP TRANSITION PLANNING

For the Design Professional



UPCOMING DATES & LOCATIONS

Attendance is limited - register early!

NEWARK, NJ

OCTOBER 18, 2018

Newark Liberty Intl. Airport Marriott
1 Hotel Road
Newark, NJ 07114
(973) 623-0006

LAS VEGAS, NV

OCTOBER 19, 2018

Mandalay Bay Resort and Casino
3950 S Las Vegas Blvd
Las Vegas, NV 89119
(702) 632-7777

ST. LOUIS, MO

NOVEMBER 13, 2018

Holiday Inn St. Louis- Downtown Conv Ctr
811 North Ninth Street
St. Louis, MO 63101
(314) 421-4000

ATLANTA, GA

NOVEMBER 15, 2018

Holiday Inn & Suites Atlanta Airport N.
1380 Virginia Avenue
Atlanta, GA 30344
(404) 305-9990

ORLANDO, FL

JANUARY 22, 2019

DoubleTree by Hilton Orlando Airport
5555 Hazeltine National Drive
Orlando, FL 32822
(407) 856-0100

HOUSTON, TX

FEBRUARY 7, 2019

DoubleTree by Hilton Houston Intl. Airport
15747 John F Kennedy Blvd
Houston, TX 77032
(281) 848-4000

ANAHEIM, CA

FEBRUARY 8, 2019

Hyatt Regency Orange County
11999 Harbor Blvd
Garden Grove, CA 92840
(714) 750-1234

CHICAGO, IL

February 21, 2019

Hilton Rosemont/Chicago O'Hare
5550 N River Road
Rosemont, IL 60018
(847) 678-4488

WASHINGTON, DC

MARCH 7, 2019

Hilton Crystal City at Washington
Reagan National Airport
2399 Jefferson Davis Highway
Arlington, VA 22202
(703) 418-6800

BOSTON, MA

APRIL 11, 2019

Boston Marriott Copley Place
110 Huntington Avenue
Boston, MA 02116
(617) 236-5800

DENVER, CO

May 1, 2019

DoubleTree by Hilton Denver
3203 Quebec St
Denver, CO 80207
(303) 321-3333

NEW YORK, NY

MAY 10, 2019

Doubletree NY - Times Square South
341 W 36th Street
New York, NY 10018
(212) 542-8990

Register online at www.dmconsultingseminars.com

- » The registration fee does not include hotel accommodations or transportation.
- » Please make your own hotel reservations directly with the hotel.
- » For registration inquiries, contact (315) 472-9127 or DMAssociates@dmconsulting.com