



## ESOP Candidate Profile Checklist

Is an ESOP for you? If most of the following describes your company, the answer may be “yes”.

- | Yes                      | No  |
|--------------------------|---|
| <input type="checkbox"/> | <input type="checkbox"/> Company has unused debt capacity (not heavily leveraged).  |
| <input type="checkbox"/> | <input type="checkbox"/> Company is profitable and can easily cash flow additional ESOP acquisition debt.   |
| <input type="checkbox"/> | <input type="checkbox"/> Company and/or its owners pay taxes at or near the top marginal bracket.   |
| <input type="checkbox"/> | <input type="checkbox"/> Company has been doing business successfully for at least five years.  |
| <input type="checkbox"/> | <input type="checkbox"/> Company has payroll of at least \$1,000,000, excluding seller.   |
| <input type="checkbox"/> | <input type="checkbox"/> Company producing sales of at least \$10,000,000 annually.   |
| <input type="checkbox"/> | <input type="checkbox"/> Company doing business in solid industry.  |
| <input type="checkbox"/> | <input type="checkbox"/> Company with strong secondary management capable of taking over and desiring to do so.   |
| <input type="checkbox"/> | <input type="checkbox"/> Company or majority shareholders desirous of buying out minority shareholders on tax-deductible basis.                         |
| <input type="checkbox"/> | <input type="checkbox"/> Management interested in making acquisitions or purchasing capital goods on tax-deductible basis.                              |
| <input type="checkbox"/> | <input type="checkbox"/> Company wanting to refinance existing debt, resulting in the tax-deductibility of both principal and interest on the new debt. |

### For more information contact:

Kelly O. Finnell, J.D., CLU, AIF®  
Executive Financial Services, Inc.  
7660 Poplar Pike, 2<sup>nd</sup> Floor  
Germantown, TN 38138  
Phone: 901.259.7979  
Email: [kfin@execfin.com](mailto:kfin@execfin.com)  
[www.esopcoach.com](http://www.esopcoach.com)