

Schneider Downs Employee Stock Ownership Plan (ESOP) Solutions

Making Ownership Accessible.

Every privately-owned business will eventually face the dilemma of succession planning; and a strategy often implemented in transferring ownership is the establishment of an employee stock ownership plan (ESOP). An ESOP can insure the legacy of a business and provide significant tax benefits, as well as improve employee attraction, retention, and productivity. With over forty years of experience, Schneider Downs can be your trusted partner in helping you determine whether an ESOP is right solution for your business, and assist with the ongoing responsibilities that come along with maintaining a successful ESOP.



Streamlining and simplifying your ESOP.

Our experts can also support mature ESOPs as they seek to better navigate the financial and legal responsibilities unique to ESOP-owned companies. We understand the rigorous requirements related to ESOP forecasting, budgeting and tax planning. Our capabilities include:

Governance and Oversight Consulting – Participation in annual meetings with internal administrators to ensure administrative best practices and plan design options consistent with the company's goals and objectives.

Compliance and Reporting – Preparation of an annual ESOP report detailing individual account balances and activity, compliance testing results, individual participant statements, and Form 5500.

Distribution Obligation Analysis – Assisting with managing the ESOP repurchase obligation, including forecasting distributions and diversification requirements, illustration of funding strategies, and consulting with individual participants eligible for withdrawals.

Structuring ESOPs that work for everyone.

Our team of professionals is well-versed in every facet of the ESOP lifecycle. From guiding you through the feasibility analysis to comprehensive administration and compliance services, we deliver a full-service approach to the ESOP implementation process, including:

- Identifying tax implications for the seller and the company
- Feasibility analysis, including cash flow and debt service
- Implementing proper governance and oversight
- Illustrating financing options and considerations for leveraged ESOPs
- Coordinating with various service providers

Since 1978, Schneider Downs has helped our clients mitigate risk with expert advice, guidance and experience. The decisions you make about your ESOP can have wide-ranging implications for your company and your employees, so we are with you to guide you every step of the way.

A full-service ESOP partner.



Feasibility



Consulting



Compliance



Reporting

If you're ready to learn about all the ways we can support your ESOP, please contact Jason Lumpkin, Shareholder, at 412-697-5472, or jlumpkin@schneiderdowns.com.



Schneider Downs & Co. Inc. (Schneider Downs) is one of the largest accounting and business advisory firms in Western Pennsylvania and Central Ohio. Since 1956, Schneider Downs has provided a full complement of accounting, tax, business advisory, wealth management and corporate finance services to private and public companies, nonprofit organizations and individuals throughout the world. Learn more at www.schneiderdowns.com.

*Investment advisory services provided by Schneider Downs Wealth Management Advisors, LP

** Recordkeeping, Consulting, and Compliance services provided by SDAdvantage Retirement Solutions, LP