



CONSULTING GROUP

THE FUTURE IS **NOW.**

SUCCESSFUL OWNERSHIP TRANSITION PLANNING

Seminar for Architecture &
Engineering Firms

**Secure Your Legacy.
Maximize Your Firm's Value.**

Owners who fail to plan properly risk **significant loss of firm value, brand equity deterioration and a loss of market position.** Join the most comprehensive, one-day seminar developed specifically for A/E firm partners, shareholders and associates involved in succession planning.

- **MAXIMIZE FIRM VALUE**
- **FLEXIBLE FORMATS**
- **6.5 PDHs / 7 LUs**
- **20% GROUP DISCOUNTS**

Register Now | www.dmconsulting.com



WHAT TO EXPECT.

What You'll Achieve

Ownership transition is often one of the least considered aspects of managing a firm. Yet, it is the **most critical** factor in realizing your personal retirement goals and preserving your business for the next generation. Architectural, engineering and other design firm owners who fail to plan properly for ownership transition expose their firm to the potential for undesirable outcomes, including **significant loss of firm value, brand equity deterioration and loss of market position.**

A smooth and effective transition plan requires advance planning and regular reviews. This nationally recognized seminar is designed to provide **objective guidance** for A/E professionals involved in succession planning. To accommodate your schedule, choose between our **full-day or two half-day formats.** We will move beyond theory to provide a comprehensive, actionable blueprint for controlling your firm's destiny.

You will learn the precise strategies used in the transition of ownership, including a detailed exploration of the proper methodologies for valuing your firm, and an in-depth coverage of Employee Stock Ownership Plans (ESOPs), recapitalizations, leveraged buy-outs and non-statutory deferred compensation plans to fund your transition.

WHAT YOU'LL LEARN:

- » 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

TAKEAWAYS & TOOLS:

- » **In-Depth Case Study:** Review an actual case study to see strategies in action.
- » **Financial Toolkit:** Receive a glossary of financial terms and ratios essential for valuing a firm.
- » **Gain True Perspective:** Analyze factual examples that bring the techniques of valuation, funding and ownership transfer into true perspective.
- » **Negotiation Insight:** Study the differing viewpoints of a purchasing associate versus the selling owner to prepare for internal negotiations.
- » **Comprehensive Reference:** Receive additional written material that elaborates on the presentation, serving as a comprehensive post-seminar reference.

REGISTER ONLINE & VIEW UPCOMING DATES | www.dmconsulting.com



Registration:
\$795 per person



Group Discount:
20% OFF
each additional registrant
from the same firm.



Limited Attendance:
Small-group size
guarantees
personalized Q&A.
Register Early!



Refund Policy:
Full refund granted
up to 20 days prior
(in-person) or
7 days prior (virtual).



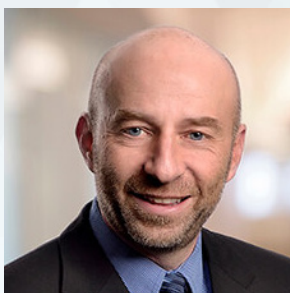
MEET THE EXPERTS.



MICHAEL J. REILLY, CPA/ABV, CVA, CFF, Principal, DM Consulting Group

With more than **46 years of experience** in corporate tax consulting, business valuation and mergers and acquisitions, Mike Reilly has earned national recognition for developing comprehensive ownership transition plans for professional design firms.

- » **Focus:** Maximizing firm value and securing ownership transfers through advanced strategies such as employee benefit plans, incentive compensation programs and life insurance.
- » **Credentials:** Certified Valuation Analyst (CVA), Certified in Financial Forensics (CFF) and Accredited in Business Valuation (ABV) by the AICPA.
- » **Additional Expertise:** Providing litigation support in valuation matters.



VICTOR W. VACCARO, Jr., CPA/ABV, CFF, Principal, DM Consulting Group

Victor Vaccaro brings more than **35 years of experience** in valuation, accounting and consulting services for A/E firms, offering deep expertise in helping firm owners strengthen financial performance and execute smooth ownership transitions.

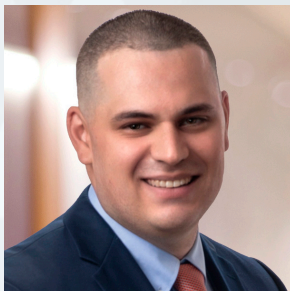
- » **Focus:** Performing valuations and providing consulting for mergers and acquisitions, internal ownership transfers, Employee Stock Ownership Plan (ESOP) transactions and financial reporting purposes.
- » **Credentials:** Certified in Financial Forensics and Accredited in Business Valuation by the AICPA.
- » **Additional Expertise:** Advising on benchmarking, profitability enhancement, budgeting and strategic planning, as well as overhead rate analysis in accordance with Federal Acquisition Regulations (FAR).



DEBORAH E. FINCH, CPA/ABV, CVA, Principal, DM Consulting Group

Drawing on over **30 years of public and private practice experience**, Deborah Finch plays a key role in the firm's business valuation and ownership transition consulting services. She provides practical, results-driven guidance for navigating complex transition issues.

- » **Focus:** Advising on strategic matters, including designing effective incentive compensation plans and the structuring of comprehensive buy/sell agreements.
- » **Credentials:** Certified Valuation Analyst and Accredited in Business Valuation by the AICPA.



SAMUAEL M. LYON, CPA, Principal, DM Consulting Group

With over **nine years of specialized experience** serving A/E firms nationwide, Sam Lyon helps firm leaders make informed decisions that strengthen firm value and support long-term succession goals.

- » **Focus:** Providing business valuation and ownership transition consulting services, as well as delivering tailored tax planning strategies for design firms and their owners, including maximizing research and development (R&D) credits and other industry-specific tax incentives.
- » **Credentials:** Certified Public Accountant (CPA).



DM Consulting Group has met the standards and requirements of the Registered Continuing Education Program and the American Institute of Architects Continuing Education System. This course is registered and qualifies for 6.5 PDHs for Engineers (except in NY and FL) and 7 LUs for Architects.





CONSULTING GROUP

SECURE YOUR FIRM'S **FUTURE.**

**YOUR FUTURE. YOUR FORMAT.
YOUR CHOICE.**

We understand that A/E firm leaders require flexibility. This comprehensive seminar is now offered in a comprehensive one-day or two half-day formats to fit your schedule.

**PERSONALIZED GUIDANCE FOR
MAXIMUM BENEFIT**

Our sessions are carefully crafted to provide participants with maximum benefit from the content. Attendance is kept deliberately small, offering a full, interactive experience with our expert presenters. This format ensures you have the opportunity to ask personalized questions about your firm's unique situation.



SECURE YOUR SPOT TODAY.

Visit our site for all upcoming dates and registration options.

QUESTIONS?

Call our office at
(315) 472-9127.

THE A/E INDUSTRY'S TRUSTED AUTHORITY

DM Consulting Group (formerly Dannible/McKee and Associates, Ltd., now operating as a DBA of Dannible/McKee Consulting Group, Inc.) is one of the leading consulting firms in the A/E industry. For over 4 decades, we have gained national recognition working with A/E firms across the country to determine fair market value, develop creative ownership transfer strategies and establish buy/sell agreements.

Our Services:

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