



**Dannible/McKee**  
and Associates, Ltd.



## Take Control of Your Firm's Destiny

# SUCCESSFUL SUCCESSION PLANNING

## Seminar for Architecture & Engineering Firms

**Presented in an interactive, virtual format.**

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.

Ensuring a successful transition requires an understanding of all the options available, careful preparation and long-term planning. Join the most comprehensive, one-day seminar developed specifically for partners, shareholders and associates in architecture, engineering and other design professional firms who are involved in succession planning.

[www.dmconsultingseminars.com](http://www.dmconsultingseminars.com)

# 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 other design professional firm owners who fail to plan properly on transition of ownership, 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 transition plan requires advance planning and regular reviews. This seminar is designed to provide objective guidance for A/E professionals involved in succession planning. We will comprehensively analyze and present the strategies used in the transition of ownership and will explore in detail the proper methodologies for valuing a firm.

This nationally recognized 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 take control of your firm's destiny and achieve your goals in succession planning.

## At this seminar, you will 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

## BONUS:

- » You will receive an in-depth actual case study which will be reviewed in detail during 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 42 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 more than 40 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 more than 30 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 more than 20 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 principal with the firm and has more than 13 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](http://www.dmconsultingseminars.com)  
(315) 472-9127

- Due to COVID-19, we are offering our seminars in a virtual format to help slow the pandemic's spread.
- Registration fee for the virtual seminar is \$595 per person. We offer a 20% discount for each additional registrant from the same design firm.
- Attendance is limited to allow for a more personalized experience, so 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 7 calendar days before the seminar.

# SUCCESSFUL SUCCESSION PLANNING

## Seminar for A/E Firms

## Upcoming Seminar Dates

Due to ongoing concerns with COVID-19, we are offering our seminars in a virtual format. The virtual seminars are designed to ensure attendees can still receive the full benefit of the content without the travel and group setting. Attendance is kept small and sessions offer full interaction with the presenters through the meeting platform—allowing attendees to ask specific questions about their situation.

**SEPTEMBER 24, 2020**  
10:30 AM - 6:30 PM EST

**NOVEMBER 18, 2020**  
10:30 AM - 6:30 PM EST

**FEBRUARY 24, 2021**  
10:30 AM - 6:30 PM EST

**OCTOBER 6, 2020**  
8:30 AM - 4:30 PM EST

**DECEMBER 8, 2020**  
8:30 AM - 4:30 PM EST

**MARCH 9, 2021**  
8:30 AM - 4:30 PM EST

**OCTOBER 21, 2020**  
10:30 AM - 6:30 PM EST

**JANUARY 28, 2021**  
8:30 AM - 4:30 PM EST

**APRIL 28, 2021**  
10:30 AM - 6:30 PM EST

**NOVEMBER 10, 2020**  
8:30 AM - 4:30 PM EST

**FEBRUARY 10, 2021**  
8:30 AM - 4:30 PM EST

**MAY 4, 2021**  
10:30 AM - 6:30 PM EST



**Register at:**  
**[dmconsultingseminars.com](http://dmconsultingseminars.com)**



**315-472-9127**