



ESOPs in Canada

How to Implement an Employee Share Ownership Plan
to Grow and Exit your Business with your Legacy Intact

Perry Phillips and Camille Jensen

Esops Canada Perry Phillips

Roy Cullen



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Employee Share Ownership Plans Perry Phillips, 2001-08-16 Employee Share Ownership Plans ESOPs are a powerful new tool in a world in which it is no longer business as usual Whether you want to attract and retain skilled workers create a succession plan for a family business combat the brain drain recognize the contributions your employees have made to your company s success or need a way to turn your company around through improvements in productivity and morale an ESOP could be the win win solution for your company An ESOP is a formal plan that allows employees to purchase shares in the company the work for Employees think and act like owners because they do actually hold a very real stake in the company Not only are ESOPs financially beneficial for employees companies that offer these plans also reap tangible rewards in improved motivation communication productivity and profitability

Employee Share Ownership Plans is a comprehensive and practical guide to every aspect of designing and implementing ESOPs Explains the various objectives of an ESOP and the types of plans that exist Outlines all the processes that are at the foundation of implementing an ESOP determining employee eligibility financing creating the implementation team communicating the plan to employees troubleshooting and more Covers the more technical aspects of setting up an ESOP such as business valuation tax implications legal requirements and creating cross border or international ESOPs Includes hands on tools such as sample letters shareholder agreements and a comprehensive resource guide to ESOP professionals web sites and associations Features case studies checklists questionnaires and frequently asked questions ESOPs are becoming an increasingly important component of compensation and incentive packages particularly in the high tech sector knowledge based industries and in any company that relies on a highly skilled workforce They are very flexible and may be used in many types of situations for a variety of purposes Because of their adaptability no two ESOPs are the same and each plan may be designed and custom fit to a particular culture and type of company This book will help business owners and managers as well as their professional advisors create a competitive advantage for any organization publicly traded or privately owned

The Business Transition Crisis Wayne Vanwyck, 2011-06-15 Wayne Vanwyck is on a mission A leading Business Transition Coach he is alarmed that literally millions of boomer business owners intend to retire in the next ten years but

only 7 percent of them have a written succession plan This means a tsunami of business selloffs is looming on the horizon Vanwyck points out that business owners who don't plan their business transition now may have to kiss all their creativity passion and hard work goodbye as they face a market glutted with businesses for sale and scant few buyers But he also says that those who do start planning their transition can increase the value of their business increase their profitability today and keep their options open In *The Business Transition Crisis* he offers practical advice for you including how you can Sort out your personal and professional transition options Prepare your business your employees and yourself for transition Build an A team of advisors who will make transition easier and more profitable Create a business plan that makes sense now and multiplies the valuation later Take a sabbatical as a test run for retirement Leave a legacy that you can be proud of

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