



# BE UNSTOPPABLE!

## BE ESOPable™

A financeable, values-first exit for the company you built and the people who built it with you.

**ESOP 101 Fact Sheet**   
Owners and Advisors



ACQUISITION  
EXPERTS LLC

Services provided by Acquisition Experts LLC - William V West Jr PLLC,  
State of Florida Licensed Real Estate Broker-Associate



## How to Leave Without Losing What You Built

A Better Way to Step Back — Without Selling Out

You didn't build this company just to watch it get flipped, folded into a roll-up, or gutted by someone who doesn't know your people.

You built something that works. It supports families. It anchors your community. It means something to the people who show up every day.

But now it's time to start thinking differently. Not about walking away — but about handing it off the right way.

Most business owners think the only way out is to sell to a competitor, private equity group, or outsider with cash and a plan to change everything. That's why many stall — or worse, leave too late.

There's another path.





## **Sell It to a Trust.**

## **Keep the Trust in the Team**

An **Employee Stock Ownership Plan (ESOP)** is a financeable sale — not a giveaway — that transfers ownership to a trust benefiting your employees. It's structured, ERISA compliant, and SBA-backed. You get liquidity.

They get continuity. The business gets to keep doing what it does best.

## **Why Owners Are Saying Yes**

- Full fair market value — paid through real financing
- Owner sets terms, timing, and transition role
- Brand, culture, and location stay intact
- Employees earn ownership over time
- Potential tax deferral for the seller and deductions for the company





## Why It Matters Now

Private equity and consolidators are everywhere. They offer speed — but **often erase what made your company work** in the first place.

This option exists for the builders. The ones who care what happens next. The ones who want to protect people, place, and purpose — while still getting paid.

## If You're Wondering Whether You Qualify

Ask yourself:

- Would I consider selling if I know the team will carry it forward?
- Am I ready for liquidity — but not disruption?
- Do I care what happens to my name, my people, and my legacy?

If the answer is **yes**, you may be more than ready.





## Are you ESOPable?

### Who It's For

This is for business owners who built something worth preserving:

- EBITDA above \$700K
- 15 to 100+ employees
- Strong internal team with promotable leadership
- Long-term operations, often founder-led and debt-light
- Deep community ties and concern about continuity
- Thinking 1-3 years ahead about transition



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## Quiet. **Financeable.** Aligned With Your Values.

This is for owners who built something durable and care how they leave it.

It starts with a confidential conversation. We show what a structured internal sale could look like — using SBA financing, preserving your team, and **delivering real value** on your terms.

If it fits, we'll help you build it.

If it doesn't, you'll leave with clarity and control.

## YOUR NEXT CHAPTER STARTS WITH THE **RIGHT NUMBER**



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