



# BE UNSTOPPABLE!

## BE ESOPable

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

## What's an ESOP?

An **Employee Stock Ownership Plan (ESOP)** is a structured sale of a business to a trust — one that benefits the company's employees. It is not a stock giveaway. It's a financeable ownership transition that rewards the team, preserves the business, and pays the owner fair market value.



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

## Why Do Owners Choose ESOPs?

- Liquidity
- Continuity
- Control
- Loyalty Repaid
- Tax Advantages



**Learn More**

**Contact Us:**

[bwest@acquisitionexperts.net](mailto:bwest@acquisitionexperts.net)

(772) 812-5530

## Why Founders Say **Yes** to ESOPs?

- **Liquidity** — Get paid full fair market value
- **Continuity** — Keep the team, culture, and brand intact
- **Control** — Set your terms, timeline, and role
- **Loyalty Repaid** — Employees earn meaningful ownership
- **Tax Advantages** — Potential capital gains deferral for sellers, new deductions for the company

## Typical ESOP Sale Structure



**Buyer:** Newly formed ESOP trust



**Financing:** SBA 7(a) loan + Seller Note



**Valuation:** Fairmarket value from third-party appraiser



**Board:** Independent trustee with company continuity



**Payout:** Lump sum + structured seller note with interest



## Be ESOPable™

- 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

### Red Flags / Not Ideal

- Recently restructured or unstable earnings
- Single owner-operator with no middle management
- Lifestyle businesses or side ventures

### How ESOPs Are Financed

Component	Typical Range
SBA 7(a) Loan	70%–80% of value
Seller Note	20%–30% of value
Equity Injection	Often offset by seller note and continuity

## Benefits for the Company

- Enhances employee retention and morale
- Aligns performance with ownership
- Preserves brand, values, and local operations
- Can lead to tax advantages and improved cash flow

## Community Impact

- Anchors business in place
- Protects jobs and wages
- Builds long-term wealth for working families
- Reduces risk of outside buyer disruption



## The ESOP Solution: Structured, Financeable, Relationship-Preserving

You built something stable. Local. Profitable.

But when it's time to step back, most exit options feel like you're handing it to strangers.

An **Employee Stock Ownership Plan (ESOP)** offers a different path. It's a **real sale** — not a handoff or a hope.

**Structured. Bankable.** Designed to preserve what matters. Full fair market value for you.

Tax-advantaged seller note for income and upside. Brand, team, and location stay right where they are.

You **control** the timeline and your future role. Employees **earn real ownership** — not options or promises.

**It's not for everyone.** But if you care about continuity, your people, and your name — it may be the exit you've earned.

**Be unstoppable. Be ESOPable.™**

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

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



**Contact:**

**Bill West**

[bwest@acquisitionexperts.net](mailto:bwest@acquisitionexperts.net)

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