

Gladstone Associates, LLC

Gladstone Associates LLC, a nationally recognized firm, is a specialized M&A Advisory Firm with a singular focus: guiding independent financial services firms through transformative events.

OVERVIEW

Gladstone's services are designed for **Independent Investment Advisors** with \$350 million to \$5+ billion in assets under management who are either seeking to retire, sell, or transition their business, or who want to grow their business via acquisition and/or merger. Our clients include Asset Managers, Wealth Managers, Family Offices, Financial Advisors, and Money Managers, along with Regional and Community Banks, Broker Dealers, FinTech Platforms, and Private Equity funds.

Established in 2006, Gladstone's home office is based just outside of Philadelphia, in Plymouth Meeting, PA, from which we provide services to clients nationwide.

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To learn more about our services please visit our website: www.gstoneinc.com

TRANSACTION ADVISORY SERVICES

Gladstone will assist your firm in the analysis and execution of your **sale, divestiture, merger, or inorganic growth alternatives**; we are committed to assisting your firm in the exploration of all possible options while understanding your personal and corporate objectives. Our process, fine-tuned with over a decade of successful deal experience, is fully comprehensive – after careful analysis of your desired goal, Gladstone establishes go-to-market strategy; prepares the offering memorandum and pitch material; researches, identifies, evaluates, and contacts targets; performs financial modeling and valuation benchmarks; provides Legal and Tax advisory; and negotiates the consideration, structure, and terms and conditions of the business transaction, all while maintaining deal momentum from inception through conclusion.

CORPORATE PLANNING

Succession Planning

Ownership succession can require one part investment banker mixed with two parts family counselor. Should the business owner merge, partner, keep, or sell the company? How do the shareholder and employee dynamics influence the succession decision? Is there adequate capital available to compete in the current marketplace, or is there a place for an external financial partner?

We understand the emotional and financial issues of succession, and craft solutions as unique as your business. Gladstone's extensive history provides our clients with the ease of mind that your company's legacy and succession needs are in good hands.

Executive Compensation

Executive compensation has several components with different approaches:

- Bonus Approach with Retirement Income
- Model Approach
- Rolling Vest Type Plans
- Sample Approach concentrating on Administration
- Synthetic Stock Plans (sometimes referred to as Phantom Stock)

Gladstone works closely with business owners to design a customized plan that meets your needs and protects your interests from a business, tax, and legal perspective. We make sure to do it right the first time, and provide a runway for further executive team growth in the future.

Valuation

As experts in financial services businesses, we always arrive at a fair, comprehensive, and accurate valuation. Whether you are a buyer or seller, industry-specific knowledge is essential to calculating the true market value of a business; simply multiplying revenue by an archaic formula is not good enough for Gladstone clients. Gladstone's proprietary valuation model, the **Gladstone eValuation Index™**, factors in complex details and drivers, resulting in a valuation highly specific to the world of the financial intermediary. While our model was purchased by Truelytics in Q4 2016, we retained all of the expertise and capability required to bring the highest level of valuation specificity to every client.

Gladstone's proven track record in using highly specialized valuation metrics will be sure to help you buy right, sell profitably, and transfer wisely.

Legal & Tax

Gladstone provides an intimate service designed with the needs of the closely-held private business owner in mind. Our staff will work with you and your Counsel, if appropriate, to customize:

- Letters of Intent/ Purchase Agreements
- Buy/Sell Agreements
- Employment Agreements
- Operating Agreements
- Shareholder Agreements

Executive Search

The key to unlocking growth potential is not always in acquisition, capital raises, or corporate restructuring; sometimes, the best answer to the growth equation is a key personnel hiring. Through our affiliated company, D.A.Kreuter Associates Inc. ("DAK"), we can assist in recruiting key personnel, both experienced "C-suite" hires, and next generation hires. DAK, established in 1979, has successfully completed thousands of searches on behalf of financial services firms with a comprehensive 16- step process. Financial services firms utilize DAK to design comprehensive search strategies resulting in the hiring of:

- President / CEO
- CCO / CFO / CIO / COO / CTO
- Senior Wealth Managers
- Senior Sales Managers
- Business Development Directors
- "Successor" Advisors
- Back Office & Advisory Platform Staff
- Team "Lift- outs"

Note: Gladstone is a fee- for- service advisor and does not sell, recommend or endorse any Investment or Insurance products. We may refer other service professionals if requested by our clients.