

CASE STUDY:
CREATING A NON-
OWNERSHIP EQUITY PLAN

OVERVIEW

An international money transfer firm, operating as an S-corp and owned primarily by its 58-year-old founder. Revenues currently at \$300M and very profitable.

CHALLENGES

Owner wants to increase the enterprise value of the company. A future liquidity event will be his exit strategy. To achieve the required growth, the executive team needs to be motivated and assured that they will participate in the liquidity event when it occurs.

S|A|K FINANCIAL SOLUTION

Upon completion of in-depth interviews of the CEO (owner), President and all senior employees, a phantom stock plan was designed to provide the senior employees with substantial economic rewards, based on their tenure and the enterprise value at the time of sale.

