



# Pathways to a Successful Exit

## Part 1: Explore Your Options

Friday, October 20, 2017 7:30 AM—12:00 PM

12:00PM VIP Luncheon (optional)

Your Questions Answered	Are you Prepared?
<ul style="list-style-type: none"><li>• Which exit method (s) might apply to <u>my business</u>?</li><li>• <u>Timing</u>—<ul style="list-style-type: none"><li>• How long will it take?</li><li>• When should I sell?</li><li>• How early should I start on an exit plan?</li></ul></li><li>• <u>Valuation</u>—how can I:<ul style="list-style-type: none"><li>• Determine the value?</li><li>• Maximize the value?</li></ul></li><li>• <u>Should I stay or should I go</u>? Can I stay?</li><li>• How can I be <u>fair to family</u> members AND ensure business survival?</li><li>• How can I best provide for my employees?</li><li>• What are the <u>financial / tax implications</u>?</li><li>• Would it be better to raise funds through <u>debt or equity</u>?</li></ul>	<p>Are you a business owner looking forward to an eventual exit? Start each of the above strategies from considering the possibilities now by joining our review of the most common ways to leave your business:</p> <ul style="list-style-type: none"><li>• Transitioning to family members</li><li>• Refinancing for flexibility</li><li>• Turning into an ESOP</li><li>• Selling on the open market</li><li>• Selling to a Private Equity firm</li></ul> <p>You'll gain valuable insights into experienced experts and leave with a clearer understanding of the requirements of each process and how to begin preparing once you have made an exit decision.</p> <p>If you're looking to transition in the next 10 years, it's not too early to begin assessing what you can do today to ensure you maximize your financial situation and your company continues to thrive tomorrow.</p>
Registration Details	

Co-presented by:



**Lancaster Chamber**  
People | Business | Community

Questions:

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## Meet the Experts...



### Moderator

John Dame  
Dame Management Strategies  
Harrisburg, PA

JD is a graduate of PSU and pursued a career in radio broadcasting for 32 years. He leveraged his time spent there as a rich learning platform for his evolution into a business strategist. JD's reputation for insightful evaluation, planning, and a passion for driving results have grown nationally as an executive coach and leadership development facilitator for senior teams. He has a fine-tuned understanding of the risks, challenges, and opportunities facing both seasoned and emerging CEOs, and guides local leaders as a Vistage Chair for executive peer groups. More recently his focus has turned toward the role of purpose in business and the new challenge of transitioning to a millennial-based workforce. In 2015, he introduced an annual business conference—EVOLUTION—focused on implementing purpose-driven leadership.



### Family Succession Panelist

Michael Mitchell  
The High Center, Elizabethtown College  
Elizabethtown, PA

Mike is the Executive Director of The High Center at Elizabethtown College. Prior to joining the High Center, he was an owner of Amelia's Grocery Outlets and served as President and CEO of the company from 1997- 2012. He oversaw all aspects of the grocery chain's \$50 million business and a 100,000 square foot warehouse in Leola Pennsylvania. Mike, his father, Melvin, and his brother-in-law Jeff, grew the business and expanded the concept from a couple of small Weaver Chicken Outlets into a full line grocery outlet chain. The business was sold to a private equity firm, Berkshire Partners and Grocery Outlet Inc., a 160-store chain based in Berkeley, California, in January 2012.

**Private Equity Panelist** - To Be Announced

### ESOP Panelist

Edward C. Renenger  
Stevens & Lee / Griffin  
Reading, PA



Ed is a Shareholder/Partner at Stevens & Lee, P.C.. He helps companies navigate the complexities of employee stock ownership plans (ESOPs), including determining the feasibility and impact of creating an ESOP, consulting on whether the ESOP accomplishes the goals of the relevant stakeholders, designing the appropriate structure to accomplish those goals, implementing the transaction and then assisting the company with the ongoing administration and compliance of the ESOP.

### SBIC Panelist

Colin Raws  
Boathouse Capital  
Wayne, PA



Colin is Director of Business Development for junior capital private equity fund focused on structured debt and equity investments in the lower middle market. Boathouse manages approximately \$350 million of committed capital across two funds and makes investments of \$5-\$25 million into small companies in support of management. Specialties: Capital Raises, Leveraged Recaps, Acquisition Financing and Management Buyouts.

### Business Broker Panelist

Orlando M. Rivera  
ASPIRA Business Brokers  
Cherry Hill, NJ



Orlando is the founder of ASPIRA Business Brokers & Advisors, a professional business brokerage helping entrepreneurs sell and buy privately-held businesses in the tri-state area with net income between \$100,000 and \$10 million. In addition, business owners can seek his consulting services to improve business value, get a current opinion of business valuation, or assistance with various business financing.