



# Communications breakdown, solved

## The Capital ESOP Group

### The client:

- Five siblings who owned a cable, internet, and telecom services provider in the Northeast.

### The background:

- The siblings could not agree on how to manage or transition the business. They tried to sell the company with the help of an investment bank over the previous five years, but had not found a deal that all of the siblings would agree to.

### The approach:

- Anticipating the challenge of getting all of the siblings to agree, the family's trusted advisor thought the flexibility of an ESOP may be worth exploring. Keith Apton and Nick Francia were brought in to discuss business succession planning, specifically ESOPs.
- The owners were intrigued and wanted to learn more about how an ESOP would work for their specific circumstances. The Capital ESOP Group provided models comparing various transaction assumptions to help them understand the flexibility of an ESOP.

### The solution and its benefits:

- The Capital ESOP Group helped the business owners sell 100% of their company to an ESOP, managing to make each of the siblings happy with the outcome.
- Five years prior, there was no indication that the five siblings would ever be able to sell their company without disagreement from at least one of them.
- The flexibility of an ESOP allowed the family to create a structure that accomplished each of the siblings' independent goals through a single transaction.

### Think you may have a potential ESOP deal?

1. Review our [website](#) to learn more about how we may be able to help you.
2. Review the "[Guide to ESOPs](#)"
3. To start a conversation, please reach out to:

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