

ESOP Sustainability Study

Prairie Capital Advisors' ESOP Sustainability Study provides an integrated tool to effectively manage ESOP policy decisions. While repurchase obligation studies provide trustees with an understanding of potential share repurchases, too often these studies fail to integrate an accurate value trajectory and do not provide management actionable data for planning purposes.

Mature ESOP Planning

ESOP policy decisions are generally established at the inception of the plan when there is not a clear understanding of how such decisions will influence the business as it matures. Though an ESOP is simply a retirement benefit plan, policy decisions can have a significant impact on business operations.

Handling the complexities that may arise with mature ESOP companies requires extensive experience across multiple disciplines. Our proprietary ESOP Sustainability Study offers clients an integrated tool that will help them effectively manage the ESOP policy decisions that impact business operations.

Our sustainability study will address:

- Current and future employee benefit levels
- Scenario tests of different ESOP policy decisions
- Future share price trajectories under different scenarios
- ESOP policy effects on synthetic equity programs

- Alignment of policies with corporate strategic goals
- Impact on capital spending
- The distribution of value within the ESOP
- The company's ability to sustain a severe downturn
- The company's ability to handle rapid growth

Why Prairie Capital Advisors?

Prairie understands the complex regulatory, tax and financial issues that must be considered across the full spectrum of ESOP advisory engagements. Whether we are engaged by the board of directors, management or an ESOP trustee, the result-oriented services we provide are tailored to meet our client's strategic objectives.

LONG-TERM VISION: We help trustees, board of directors and management teams understand the long-term impacts of ESOP policy decisions, providing a decision making tool to promote organizational sustainability.
