

# ESOP COMPANIES



## OUR SIGNATURE STORY

Since 1926, we have been a trusted business partner to our clients and have earned our reputation as one of the most respected and socially responsible accounting firms in southern California. Our professionals deliver high-value accounting and consulting services and are committed to our clients and their organizations. The strength of our practice and comprehensive expertise, coupled with our global network, enables us to provide our clients with business solutions focused on their continued success at fees that represent outstanding value. Windes covers a multitude of disciplines with more than 165 professionals within four southern California offices. Our firm serves over 2,800 businesses and more than 1,600 individuals.

## THE WINDES APPROACH

The majority of our clients are acquired through referrals from existing clients, friends, or business associates of the firm. Many of our client relationships have lasted for generations. Significant partner involvement and low personnel turnover are keys to our success. Given our local decision-making, we are able to deliver our engagement services to meet your needs without using a one-size-fits-all approach.

## THE WINDES DIFFERENCE

- ◆ Expertise with ESOP companies in a variety of industries
- ◆ Strengths focused on advising, audits, taxes, and the needs of our clients
- ◆ Established in 1926, we have been serving clients for more than nine decades
- ◆ Local technical and engagement decision-making is made with significant partner involvement
- ◆ Strong client relationships and exceptional service
- ◆ A combination of national firm technical expertise with the responsiveness, rate structure, and dedication to client satisfaction that makes our services an outstanding value
- ◆ A separate third-party administration practice with accredited retirement plan experts on staff
- ◆ Acknowledged by *Inside Public Accounting (IPA)* as one of the top “25 Best of the Best” accounting firms in the country and listed as one of *IPA’s* “All-Star Firms for Long-Range Planning.”
- ◆ Consistently ranked as one of the “Best Accounting Firms to Work For” in the country by *Accounting Today* and one of the “Best Places to Work” in Los Angeles and Orange Counties by the *Los Angeles Business Journal* and *Orange County Business Journal*, respectively.

## OUR GLOBAL REACH

- ◆ As an independent member of Baker Tilly International, Windes has access to the cultural understanding, knowledge, and expertise our clients need in order to succeed on a global level.
- ◆ Baker Tilly International is one of the largest network of accountancy and business services firms in the world, with revenues of \$3.4 billion.
- ◆ Represented by 125 independent member firms with 33,600 professionals in 147 territories worldwide

## ESOP EXPERTISE

ESOPs are a great tool to help business owners create liquidity, encourage employees to meet long-term goals and improve company cash flows.

The concept of an ESOP seems simple enough; however, they can be very complex. Windes has led a number of clients through the process and can help assemble a team of professionals to get an ESOP transaction completed efficiently and assist with annual maintenance - while making the process painless for the company.

### HIGHLIGHTS OF ESOP BENEFITS

- ◆ Keep control of business
- ◆ Create wealth for owners
- ◆ Reduce tax impact - the company's and the owner's
- ◆ Reward employees
- ◆ Succession planning

### AUDIT & ASSURANCE SERVICES

Windes offers a variety of personalized audit and assurance services designed to help you with your business opportunities and challenges, including:

- ◆ Audits, Reviews, and Compilations
- ◆ Audit Committee Advisory Services
- ◆ Business Advisory Services
  - Governance, Risk & Compliance
  - Information Technology
  - Financial & Operational Improvement
  - Strategic Services
- ◆ Due Diligence
- ◆ ERISA Audits
- ◆ Financial Consulting and Structure
- ◆ Mergers and Acquisitions Assistance

### INDUSTRY

- ◆ Manufacturing

### CLIENTS

- ◆ Transportation and Trade
- ◆ Construction and Real Estate

### HIGHLIGHTS OF WINDES ESOP ROLE

- ◆ ESOP transaction design assistance with other experts
- ◆ ESOP transactions, reporting, and taxation
- ◆ Extensive network with other ESOP professionals, attorneys, trustees, banks, administrators, and equity sources
- ◆ Expertise in a variety of ESOP transactions leveraged and unleveraged and "C" and "S" corporation strategies
- ◆ Communicating the impact on the company, owners, and employees to ensure we help the parties minimize surprises
- ◆ Audits of ESOP plans

### TAX & ACCOUNTING SERVICES

We offer a variety of services designed to help you minimize taxes and develop strategic plans to meet your goals, including:

- ◆ Accounting
- ◆ Estate, Gift, and Trust
- ◆ Individual Tax
- ◆ Representation before Federal and State Tax Authorities
- ◆ State, Local and International Tax Credits
- ◆ Succession Planning

- ◆ Healthcare

- ◆ Technology

- ◆ Retail

- ◆ Private Equity

- ◆ Professional Services

- ◆ Hospitality

- ◆ Education

- ◆ Wholesale

## THE WINDES TEAM



**RICHARD L. GREEN, CPC, ERPA, QPA, QKA, APA**  
Partner, Employee Benefit Services  
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- 35 years of experience
- Certified Pension Consultant (CPC), Enrolled Retirement Plan Agent (ERPA), Accredited Pension Administrator (APA), and Qualified 401(k) Administrator (QKA)
- Specializes in retirement plan consulting, design, and administration
- Enrolled to practice before the Internal Revenue Service



**MARILYN A. THOMPSON, CPA, MST**  
Partner, Audit & Assurance Services  
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- 35 years of experience
- Specializes in ERISA audits, audits and reviews of financial statements, internal control evaluation, business mergers and acquisitions, and ESOP companies
- Serves clients in the manufacturing and distribution, professional service, construction, investment advisory, and healthcare sectors.



**LISA D. CARRICK, CPA**  
Senior Manager, Audit & Assurance Services  
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- 13 years of experience
- Specializes in ERISA audits, audits of financial statements, and internal control evaluation
- Serves clients in the manufacturing and distribution, construction, and transportation sectors

### MEMBER OF

- ◆ American Institute of Certified Public Accountants (AICPA)
- ◆ California Society of Certified Public Accountants (CalCPA)
- ◆ Center for Public Company Audit Firms of the AICPA
- ◆ Public Company Accounting Oversight Board (PCAOB) Registered
- ◆ American Society of Pension Professionals and Actuaries (ASPPA)
- ◆ National Institute of Pension Administrators (NIPA)
- ◆ The National Center for Employee Ownership
- ◆ The ESOP Association

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