ESOP Repurchase Obligation Planning Candidate Checklist

Note: This is designed to serve simply as an initial guide. A company with several "Yes" answers may be a potentially strong ESOP repurchase obligation planning candidate. To further explore any of these questions, please call. We look forward to speaking with you.

	Yes	No
1. Is your company at least two years into the ESOP?	☐	☐
2. Is your average employee age over 45?	☐	☐
3. Is your seller's note paid down, or close to it?	☐	☐
4. Do you believe your company is worth $10 million or more?	☐	☐
5. Is your average employee within five years of diversification?	☐	☐
6. Does your company have strong earnings and/or cash flow over the previous five years?	☐	☐
7. Is your company experiencing steady and controlled growth?	☐	☐
8. Has your company been focused on capital expenditures?	☐	☐
9. Has your company experienced a turnover of long-term employees?	☐	☐
10. Has a Repurchase Obligation study been completed within the last two years?	☐	☐
11. As a trustee, are you concerned about cash that's been building up inside the ESOP trust?	☐	☐

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