

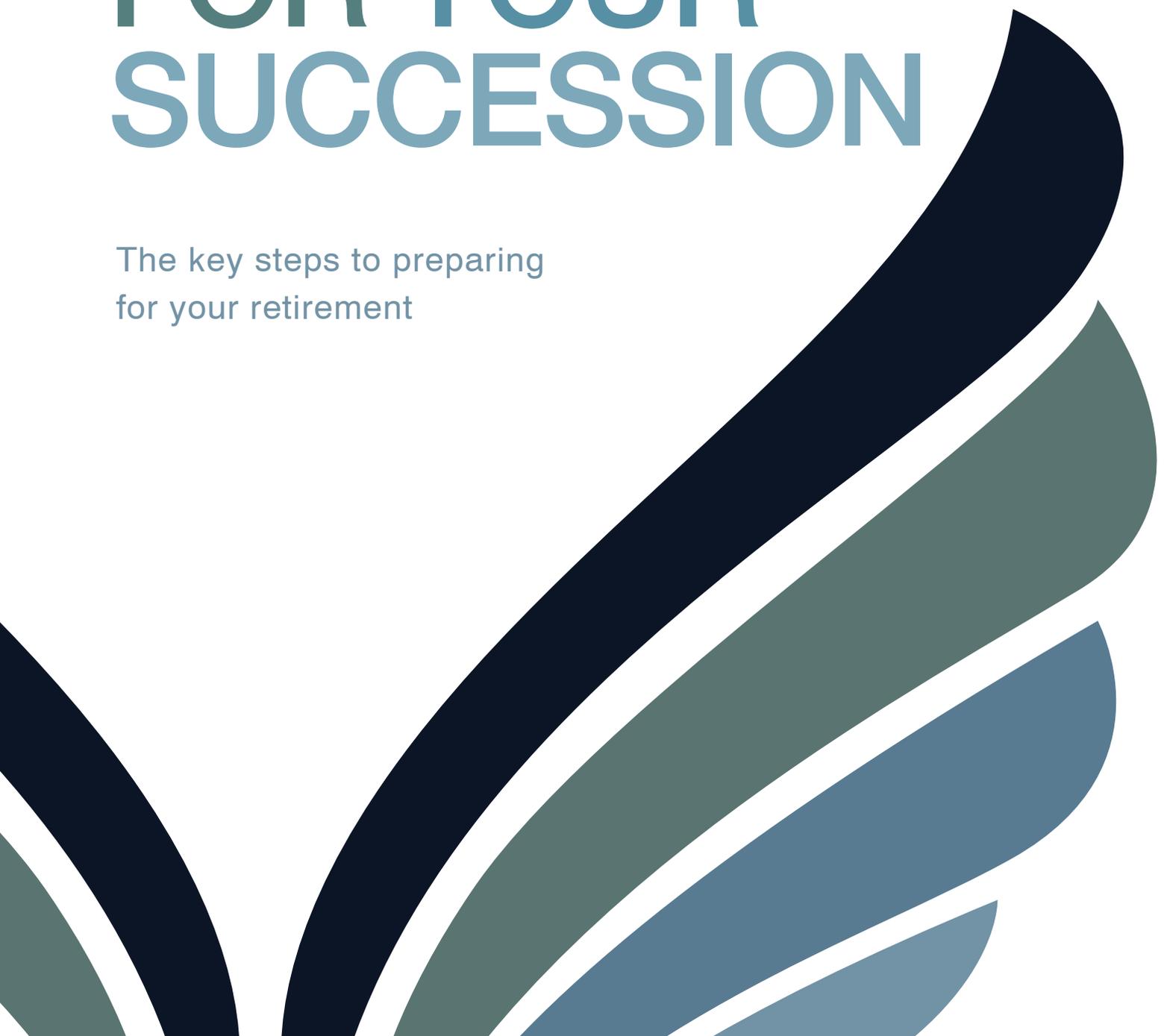


TRULY
INDEPENDENT

Financial Advice for Everyone

PLANNING FOR YOUR SUCCESSION

The key steps to preparing
for your retirement



Succession Planning

Identify your buyer well in advance; don't rely on others to sell your business for you. Succession planning is not just for the seller, but more importantly, vital to the success of the buyer's business. Your business model must match that of the purchaser's. With this in mind, it is wise for all sellers to communicate and connect with younger advisers and to keep up with new thinking, new ways, new strategies, after all, your successor may be somebody you already know. Failing to identify a suitable buyer early, is failing to plan for both you and your buyer and could slow down retirement plans.

PREPARE

1

PLAN

Start with the end in mind; planning your retirement starts on day one of your business.

2

RECKONING

Calculate an estimated value of your business, considering everything without boundaries.

3

ESTABLISH

Identify and verify potential buyers early in the process; who and where are they?

4

PROPOSAL

Prepare a comprehensive document as a prospectus for a buyer to assess

5

AGREE

Discuss, agree and sign legally drafted practice buy out agreements.

6

RETREAT

Transfer your clients and steadily withdraw your service.

7

EXIT

Say your farewells and head for a happy retirement.



Our Approach

We are fully embraced with the 'PREPARE' approach towards Succession Planning and are here to help you throughout the process. It is the option we've developed here at Truly Independent Ltd. This involves matching a retiring adviser with a level 4 qualified Truly Independent adviser in a comprehensive acquisition process. There is a natural blend of experience and qualifications where all parties can benefit, even the client.

You have worked with your clients for many years and you probably want to be sure they will be looked after for many years to come. This sentiment is at the core of our succession proposition.

To ensure your clients experience a seamless transition it is essential for both successor and retiree to be advisers with Truly Independent. This does mean:

1. Your successor will support your clients as you retreat from the industry
2. Truly will support your successor as they take over from you

Our contracts, practice buy out agreements and Truly Independent Action Team will ensure smooth and uncontested relationships abide, which in turn will provide your client with unbroken continuity, ongoing certainty and minimal disruption. As a result, there will be no loss of clients all too familiar with typical third party external business sales.

You may already be nearing retirement and have a successor in mind. If you don't, we can even identify a suitable successor for you. Retirement does not 'just happen' without input. Planning well ahead and working together, as the successor, the retiree and supporting company, is essential; it's about ensuring all parties work together in harmony over a pre-agreed transition period.

This type of internal succession strategy ensures your clients receive continuity of available advice and ongoing support without any disruption.

It's the ideal scenario.

For a successful transition into retirement:

- Follow our PREPARE process
- Communicate regularly with all parties (including clients)
- Be fair to each other, as business partners, while you agree terms
- Set targets and make them joint ventures
- Identify and agree a transition strategy that suits
- Ensure the activities agreed are adhered to
- Identify and agree each other's role or roles
- Be happy and enjoy the process.

Please find attached our 2 formal agreements:

1. Practice Buy Out Agreement on Retirement
2. Practice Buy Out Agreement on Death

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One of the things we often miss in succession planning is that it should be gradual and thoughtful, with lots of sharing of information and knowledge and perspective, so that it's almost a non-event when it happens

Anne M. Mulcahy, Former Chairman, and CEO, Xerox Corporation

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Succession takes preparation, so take action now and contact us immediately if you:

- Are relying on others to sell your business for you
- Don't have a fully worked out retirement plan, knowing who will buy your business, when and how
- Have not yet produced a list of potential buyers for your business
- Don't possess a detailed prospectus of your business with a full breakdown, valuation and buying options
- Lack confidence in existing buy-out propositions available today
- Have a business strategy which does not include an exit strategy

Place a Value on Your Business

For too long financial advisers have valued their business as a multiple of their recurring income. This approach is no longer suitable and ignores the new business levels which could be more valuable. The value of any business would normally be based on annual and historic turnover and net profit and this should be projected at least 3 years ahead. It is not unreasonable to value your business at 1 or 2 times your turnover and 3 to 6 times your net profit; not just a multiple of renewal business.



Truly Independent Ltd™ is Authorised and Regulated by the Financial Conduct Authority.

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