

I have had an effective and enjoyable business relationship with Wayne Bullis and Chuck Pearson for over 15 years, leading to the successful sale of my business in 2017. With their personal and professional support, I have worked my way through succession planning steps leading to the sale of my financial services company, Retirement Plan Administrative Service, Ltd. (RPAS) effective July 1, 2017. I have personally gained from the following activities guided by Wayne and Chuck:

- (1) grow the value of my company through the years to optimize the sale opportunity;
- (2) advise and support me regarding the buyout of minority shareholders when the time was right 10 years ago;
- (3) establish and steer a strategic management team to enable me to relieve myself of management duties gradually, while I planned to exit the business without our clients looking to me for personal guidance;
- (4) prepare the business for sale, including establishing an independent value of the business;
- (5) help to assess potential buyers by identifying the best fit with specific goals we developed together, securing the best financial outcome for me, and providing guidance and tactical feedback through personal correspondence and meetings with several prospective buyers; and
- (6) support me directly in the business sale process itself, including negotiation of the sale price, and delivering direct support regarding the many due diligence functions required both before and after the sale.

Due in no small part to Wayne's and Chuck's knowledge, professionalism and friendship, I am now beginning a financially secure retirement with the satisfaction which comes from doing it the right way every step of the way.

Burl Bachman