



**Employee  
Ownership**  
everyone counts





## Rothmans, your Employee Ownership partner

For a business going through ownership of management change, the option of Employee Ownership is a serious consideration.

The 2014 changes to legislation mean that there are significant tax advantages for owners selling to an Ownership Trust, as well as ongoing savings for staff receiving bonuses.

For some founders, Employee Ownership offers the ideal way to pass on their legacy to the staff who have helped build the company.



## More than accountants – business advisors

Our role here at Rothmans is to work with our clients to help them build their business and put forward financial strategies to help with their success. We take a comprehensive and personal approach, often looking after a business' financial and tax affairs, while also looking after the tax affairs of the owner and shareholders. Ongoing relationships with our clients mean we are also involved in helping to plan for the long-term, including overall ownership and senior management exit strategies. We understand and can work through all the options available for your business.

## Looking after your needs

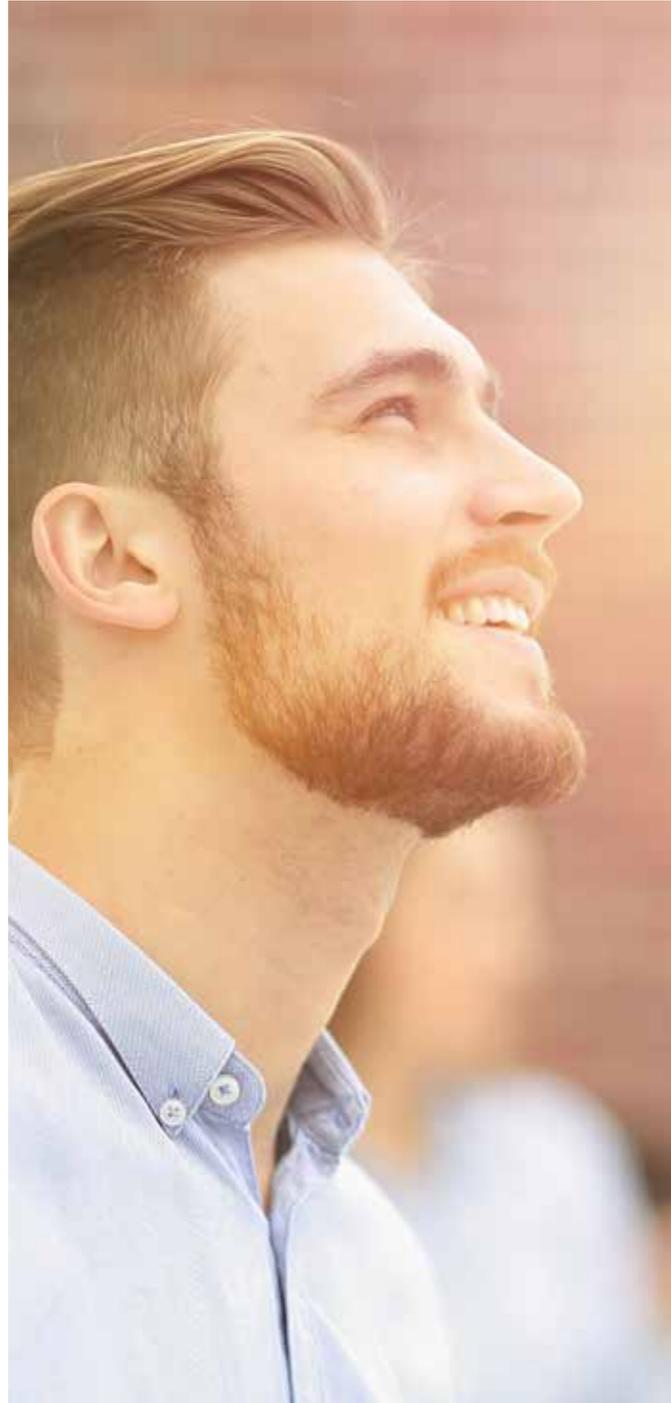
For a business considering its future ownership, there are a number of options, including a trade sale, management buyout, Employee Ownership Trust (EOT) or a combination. Rothmans can assist with all options, particularly the increasingly popular EOT route, where the owner, founder and board of directors may want to consider the following:

### **Ownership and management**

We view management as a separate issue to the 'sale' of the company and the change of ownership and can help with consideration of the options and financial impact. We have experience of assisting businesses transition to employee ownership.

### **Succession planning**

In many cases, the founder and owner is involved in the day-to-day running of the business and needs to organise and plan a phased handover of management and control to their team.



### **Exit strategies**

For owners and founders, planning their exit from the company can be an emotional undertaking and one that can take many years to crystallise. We can help look at the personal financial implications and most tax-efficient options.

### **Financial**

A starting point with many transitions of ownership is the company valuation. We can work with you to ensure a realistic and HMRC-acceptable value.

### **Legal**

We work with your chosen legal team to set up appropriate agreements and company structures. If you choose a hybrid buyout, there can be an Employee Ownership Trust and Trust Deed to set up and a shareholder agreement to put in place. We can advise and assist on all of these issues.

Recognition for the work and commitment shown by staff in building a company is elegantly delivered via Employee Ownership. It is becoming an increasingly popular way to ensure that the legacy of a business continues after the exit of the founder.



## Working with us

Rothmans is one of the largest independent firms of chartered accountants and business advisors in our region. We work hard to recruit and retain the best staff and continually invest in training and technology to bring you the very best service. It is vitally important to feel confident with your accountant and advisor. We therefore suggest initial meetings with us, which are free and without obligation. The first could be with your managing director or founder. We would like it to be the first meeting of many in a lasting relationship. As you transition, and if you consider it to be appropriate, we would be delighted to present to the full staff.

We offer a fixed fee service level agreement, which will be tailored to your requirements.

For more information, please contact  
Daren Laidlaw ACA  
Partner  
Fareham  
[darenlaidlaw@rothmansllp.com](mailto:darenlaidlaw@rothmansllp.com)  
01329 280221

**Rothmans Chandlers Ford**

T +44 (0) 23 8026 5550  
E chandlers-ford@rothmansllp.com

**Rothmans Fareham**

T +44 (0) 1329 280221  
E fareham@rothmansllp.com

**Rothmans Havant**

T +44 (0) 23 9248 2683  
E havant@rothmansllp.com

**Rothmans London**

T +44 (0) 20 7871 9711  
E london@rothmansllp.com

**Rothmans Petersfield**

T +44 (0) 17 3026 6816  
E petersfield@rothmansllp.com

**Rothmans Ringwood**

T +44 (0) 1425 479977  
E ringwood@rothmansllp.com

**Rothmans Salisbury**

T +44 (0) 1722 413413  
E salisbury@rothmansllp.com

**Rothmans Southampton**

T +44 (0) 23 8021 1088  
E southampton@rothmansllp.com

**Rothmans Sutton**

T +44 (0) 20 8642 1048  
E sutton@rothmansllp.com

**Rothmans Winchester**

T +44 (0) 1962 842345  
E winchester@rothmansllp.com



[www.rothmansllp.com](http://www.rothmansllp.com)

Rothmans is a trading name of Rothmans LLP and Rothman Pantall LLP.