



Do You Know the Value of Your Firm?

Have You Considered Acquisition, Exit Strategy, or Succession Planning?

Is Your Firm Management Adding to that Value?



*We Are Now Offering an Analysis, Assessing Both
The Value of Your Firm
and
Its Operational Performance*

In One Report - For One Fee



ACUITY SERVES THE DESIGN PROFESSIONS AND RELATED INDUSTRIES

Merger & Acquisition Advisory Services

Business Valuations

Management Consulting Services



***Value And Management Expertise Are Not Mutually Exclusive.
This Report Covers The Two Key Topics Concerning Every Firm Owner:***

■ **What is My Firm Worth / How can I increase its value?**

Whether you are buying or selling a firm, a partial ownership interest in a company, putting in place an exit and/or transition plan or considering an ESOP, it is important to understand the value of your firm. Acuity's Principals have experience providing firms with insight into the worth of their business or investment entity. In this section of the report, Acuity examines the key characteristics that determine the value of your business. We not only examine the numbers, but also incorporate into our valuation analysis the strengths and weaknesses of your firm's operations as determined in our operational review of your firm. In the valuation component of this report, your firm can be analyzed within the context of:

- ✓ Internal Transitions
- ✓ External Transitions
- ✓ Principals' Buy-Sell Agreements
- ✓ ESOP Feasibility Studies
- ✓ Gift or Estate Tax Planning

■ **How Well Is My Firm Run and How Can I Improve It?**

This section of the report provides design firms with an analysis of management practices and operational procedures. Interviews are conducted with key firm management assessing, at a minimum, the following practice areas:

- ✓ Business Development
- ✓ Financial Management
- ✓ Quality Management
- ✓ Human Resources and Professional Development
- ✓ Project Management
- ✓ General Management
- ✓ Corporate Governance

This review is tailored to your firm, and will give you insight as to strengths and weaknesses in your operations. The information is especially valuable for strategic planning, or simply to pinpoint areas needing management emphasis. Unlike peer reviews as provided by other organizations which merely offer observations about your firm, Acuity will provide specific suggestions and recommendations to help you improve your Company's operations. By working "on your business" (not just "in your business"), you will increase profitability, and unlock significant potential value in your firm.



Acuity's Directors:

■ Timothy M. Vaughn:

Mr. Vaughn is our Managing Principal and Director of Merger & Acquisition Advisory Services. He is a graduate of Georgetown University. His career began in the Commercial Banking Industry during the 1980's and early 1990's. He later worked for a Southeastern U.S. based investment group, as its Chief Financial Officer. In this capacity, he was responsible for several startups in a wide array of industries, real estate development and leasing activities, several spin-off and divestiture transactional assignments and domestic and international franchising activities. Prior to forming Acuity, he started and managed the Mergers & Acquisitions Division of a successful Washington, DC area consulting firm, which specialized in serving the Architectural/Construction/Engineering Industries, Federal Government Contracting Community and the Private Sector Information Technology/Telecommunications Industries. Mr. Vaughn is Managing Director of our Washington, DC Regional/Headquarters Office.

■ Paul F. Sipe, CPA

Mr. Sipe is our Director of Business Valuation Services. He holds undergraduate degrees in Business Administration and Accounting from NC State University, an MBA from The University of North Carolina at Chapel Hill and is a licensed CPA. Additionally, he holds the ABV (Accredited in Business Valuation) designation from the American Institute of Certified Public Accountants. Mr. Sipe began his career in the early 1990's in the commercial banking industry, specializing in commercial lending. He later joined a North Carolina based operating company as its Chief Financial Officer in charge of strategic acquisitions. For the past ten years, he has operated an independent CPA practice specializing in tax, advisory services, and valuations. He currently manages Acuity's Business Valuation Practice and is the Managing Director of Acuity's Research Triangle Park, NC Regional Office.

■ Thomas S. Coughlin, P.E.

Mr. Coughlin is our Director of Management Consulting Services. He has extensive research and teaching experience in Engineering garnered while pursuing degrees at Loyola College, Yale, MIT, and the University of Pittsburgh. His years of consulting experience encompass all aspects of managing/leading full service engineering and construction companies. Most recently, Mr. Coughlin served as the President, CEO, Director and ESOP Trustee of McFarland-Johnson, Inc., a 150 person, multi-state, full service consulting engineering company that bought itself back from its previous UK owners via a fully-leveraged 100% ESOP. That company achieved its current size via a number of acquisitions, as well as divesting non-profitable offices/operations. Previously, he worked for E.D'Appolonia Consulting Engineers (Pittsburgh, PA) and Stone & Webster Engineering Corp. (Cherry Hill, NJ), in steadily increasing positions of responsibility. He is Past President of the Consulting Engineers Council of NY State, as well as having been the Past Chairman of the Broome County (Binghamton, NY) Chamber of Commerce, and been a member of several local economic development initiatives/groups. He has also served on the Advisory Committees of Broome Community College's Civil Engineering Technology program, as well as for Binghamton University's Watson School of Engineering. He currently serves on the Board of Directors of Excellus/Lifetime Healthcare Inc. Excellus is the primary Blue Cross/Blue Shield health insurer in Upstate NY. Mr. Coughlin is Managing Director of our Pennsylvania Office.



Acuity Financial Services Group

The Combined Report Is Available For The Following Single Fee:

Full Time Staff Count	1-5	6-15	16-25	26-50	51-70	71-110	110+
Estimated Fee Range	\$5,300	\$5,400 to \$6,600	\$6,700 to \$8,900	\$9,000 to \$12,300	\$12,400 to \$14,100	\$14,200 to \$16,400	\$16,500 plus \$85 per employee over 110
Out-of-pocket costs will be billed in addition to the fees listed above.							

Put Acuity To Work For You



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