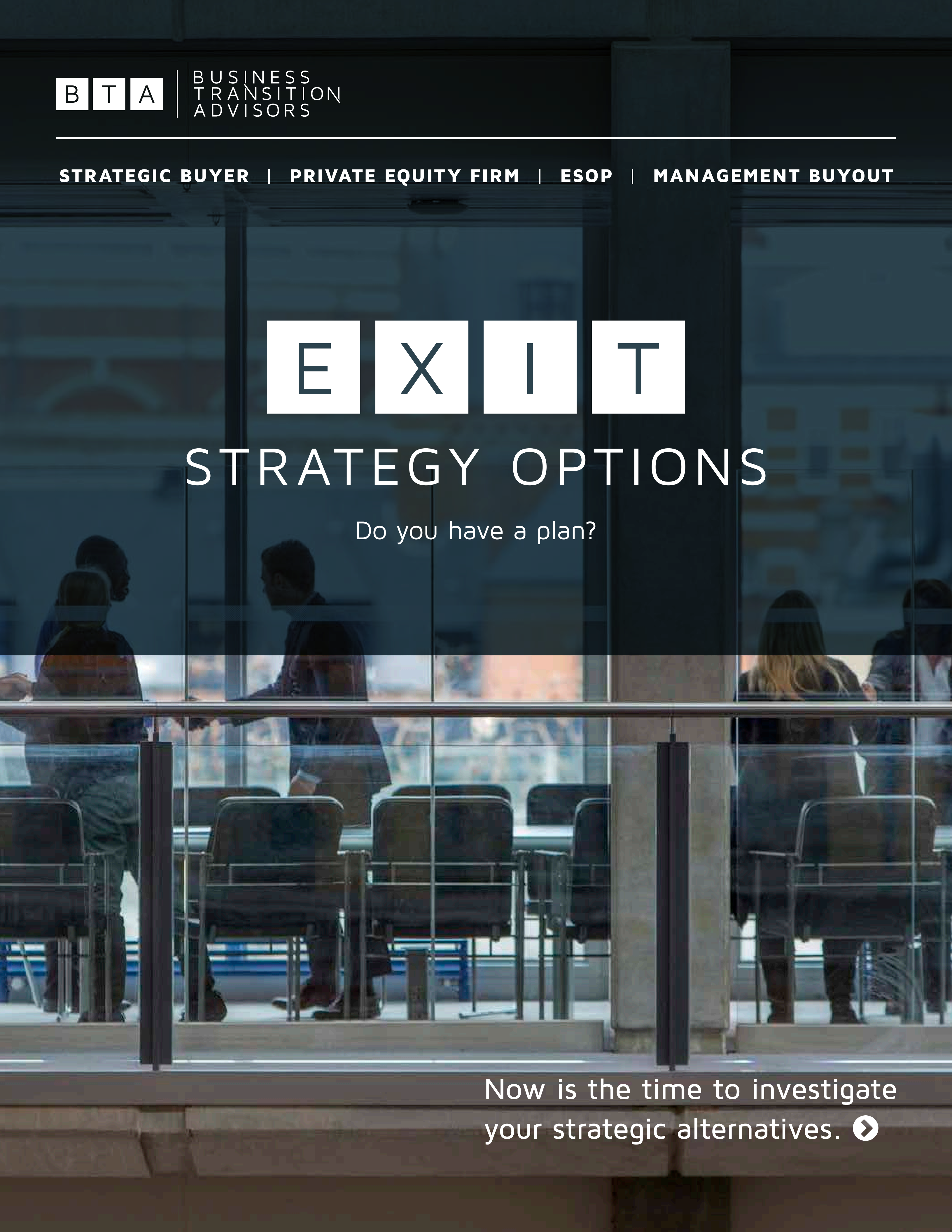
BTA | BUSINESS TRANSITION ADVISORS

STRATEGIC BUYER | PRIVATE EQUITY FIRM | ESOP | MANAGEMENT BUYOUT

EXIT
STRATEGY OPTIONS

Do you have a plan?



Now is the time to investigate your strategic alternatives.

BTA | BUSINESS TRANSITION ADVISORS

OUR EXPERIENCE **YOUR SUCCESS**

Specializing in business transition strategies to meet your objectives.

100+ YEARS OF COMBINED TEAM EXPERIENCE

OVERALL TRANSACTION **EXPERIENCE**

28,800+ EMPLOYEES

976+ STOCKHOLDERS

MARKET VALUES OVER **$15.0 BILLION**

PROVIDING **SERVICE** IN ALL

50 STATES

INDUSTRIES SERVED

Agriculture	Energy	Manufacturing
Architectural	Engineering	Pharmaceutical
Construction	Financial	Retail
Contractors	Food & Beverage	Service Companies
Consumer/Industrial	Healthcare	Technology
Distributors	High-Tech & Biotech	Wholesaler/Distribution

STRATEGIC ALTERNATIVES

ESOP
STRATEGIC BUYER
PRIVATE EQUITY
MANAGEMENT BUYOUT

BTA takes a personalized and comprehensive approach to meet the unique goals and objectives of every client.

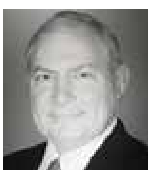
Let us guide you through investigating your liquidity options to determine the most sound strategy. You have worked hard to build the wealth of your business and we understand the sacrifices you have made. Our strategic consulting specialists are here to monetize your company value and protect what you have created through every step of your transition.

BTA
BUSINESS
TRANSITION
ADVISORS

YOUR ADVISORY **TEAM**

BUSINESS
TRANSITION
ADVISORY
SERVICES

Our collective business experience provides a unique perspective.







Pictured Left to Right: Fred Thomas, Roy Farmer, Kevin Hanson, Kayla Adams, Dan Zugell, Rick Jaye, Steven Deis.

FRED THOMAS
MANAGING DIRECTOR
562.457.9285 // fthomas@bta.us.com

Fred is principally responsible for business development, succession planning, ESOP formation, consulting, merger/acquisition and transaction design. He has been actively involved in the financial industry since the mid '70s. *Business Administration degree with Finance major from the University of Missouri. Member of The National Center of Employee Ownership (NCEO) and the ESOP Association.*

ROY FARMER
MANAGING DIRECTOR
208.761.3612 // rfarmer@bta.us.com

Roy's responsibilities include business development, corporate reorganization and finance, succession planning, consulting and ESOP implementation. He has also been actively involved in the financial industry since the mid '70s. *Business and Business Administration degrees from American River College and Brigham Young University, graduate studies at Pepperdine University. Member of the ESOP Association.*

KEVIN HANSON
DIRECTOR
262.365.1786 // khanson@bta.us.com

With over 15 years of experience, Kevin has been advising boards of directors, management teams and investors through mergers and acquisitions, fairness opinions, ESOP valuations, fundraising, due diligence efforts and strategic and succession planning. *Previously Principal with Marshall & Stevens, Vice President with Valuation Research Corporation and Research Associate with Robert W. Baird & Co.*

KAYLA ADAMS
ANALYST
208.628.3151 // kadams@bta.us.com

Kayla assists in every step of BTA's ESOP process. She is responsible for preliminary analysis, feasibility studies, due diligence, coordination of ESOP formations from initial analysis to implementation, repurchase liability studies, employee communications, and general business management. *Member of the National Center of Employee Ownership (NCEO) and the ESOP Association.*

DAN ZUGELL CLU, CHFC, LUTCF
SENIOR VICE PRESIDENT
724.766.3998 // dzugell@bta.us.com

Dan has a wealth of hands-on management experience spanning many financial service disciplines. His experience includes the formation of MetLife's ESOP program and as a Director of MetLife's Institutional Specialized Benefit Resources division. Since 1998, Dan has emerged as a national presence on ESOP matters as a frequently published author and featured speaker and has earned several advanced financial designations. *Bachelor of Arts degree from Grove City College. Member of The ESOP Association, National Center for Employee Ownership, The Estate Planning Council and the Society of Financial Service Professionals.*

RICK JAYE AIF
SENIOR VICE PRESIDENT
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With over 30 years of experience in the financial services industry, Rick has provided high level strategic business entity planning, business transition planning, tax mitigation consulting, risk management and benefit consulting services to institutional partners, banks, brokerage, CPA and laws firms. He is a well-known national speaker and instructor on topics of advanced tax, wealth, business entity planning, risk management strategies and retirement. *Bachelor degree in Economics from University of California, San Diego with additional studies at Dartmouth College. Member of the National Center of Employee Ownership (NCEO)and the ESOP Association.*

STEVEN DEIS
VICE PRESIDENT
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Steven has charted more than 20 years in the financial services industry, with an emphasis in project finance and the development of business relationships with closely held corporations. On their behalf, Steven's goal is to work tirelessly to educate all parties involved from the beginning of the transaction to successful completion. Steve's strong suit is in succession planning and corporate finance issues that confront closely held corporations. Merrill Lynch was Steve's training ground where he specialized in constructing complex financial designs for high net worth business owners and their families. He subsequently moved on to Wachovia/Prudential and Smith Barney/Citigroup. *Bachelor degree in Business Administration at Cal State/Fresno with an academic emphasis in Business Law and Finance.*