Practice transition.

A powerful growth, entry and exit strategy.

MERCER ADVISORS™

Transition Services

Achieve success with a strong team by your side... every step of the way.

Are you ready to create additional opportunities for practice growth throughout your career or an exit strategy for retirement? Our Transition service will guide the way with expert advice, comprehensive planning and the deliverables[1] you will need from start to finish.

Complete and Personalized

To set the proper foundation for success, our expert advisors will help you to clarify your vision for a practice transition. This will include a complete analysis of your personal financial situation, and eventually that of your associate, to ensure the transition is aligned with the life goals you both have established.

To provide transparency for the transition, we perform in-depth financial modeling to illustrate the overall feasibility of the transition and the impact to net cash flow for both owner and associate throughout the process. We conduct a complete practice valuation[2], guide the negotiation of partnership terms and draft complete transition documents for your legal counsel to review.

Further, we coach you and your associate through each step of the transition process, ensuring that your goals are balanced and accomplished, the value of your practice is enhanced and both you and your associate benefit mutually from the transaction.

The final result is a well-planned and executed transition involving accelerated growth, an entry strategy for your associate and an exit strategy for you — the best in the dental marketplace today.

With a well-planned practice transition, you can:

- Reduce your hours and generate the same, or even more, income
- Achieve financial freedom years earlier than planned
- Build additional wealth to retire in comfort
- Perform the dentistry you love
- Create continuity for your team and your patients

The "value" practice transition — pioneered and perfected by Mercer Advisors.

Move forward with confidence

A practice transition is complex and dynamic, involving the personal financial status of both owner and associate, the wants and needs of both doctors and the economics of the practice. Mercer Advisors has over 20 years of experience in transition consulting and we have advised over 1,500 clients on practice transitions. Working with our experts, you benefit from our deep knowledge and vast experience, helping to ensure the best outcome for you, your associate and your practice.

For the greater good

Our collaborative approach represents your best interests, as well as those of your associate and your practice — allowing us to facilitate enduring financial and working arrangements for both doctors.

Not just for retirement

Many dentists consider a practice transition to be only a retirement strategy… yet a transition can represent so much more. A well-executed value transition allows you to bring on an associate to help grow your practice and accelerate the profits now, while extracting the value of your practice over the course of many years.

Where do you begin?

Contact us today. We will examine your practice economics and personal finances to determine your level of transition-readiness and the ideal starting point for your transition.

MERCER ADVISORS™

800.898.4642

Matching — analyzing — planning — documenting — coaching

Transition service deliverables

Associate Recruitment Service (if applicable): Assistance with your search for and initial screening of a suitable associate candidate.

Economic Freedom Planning/Economic Analysis Planning: Comprehensive personal financial planning to ensure the transition fits within the life plan for both doctors.

Vision Statement: An associate recruitment tool describing the transition opportunity, your practice and your community.

Employment Agreement: An agreement governing the time period prior to beginning the formal transition.

Practice Valuation[2]: A comprehensive valuation of your practice which is used to establish a purchase price.

Practice Financial Analysis and Transition Plan: Different transition scenarios that determine the best way to structure the transition from the viewpoint of both doctors.

Letter of Intent: A 'plain English' roadmap of the transition that summarizes the agreed-upon business, financial, tax and legal terms of the transition.

Closing Documents[1]: Drafts of legal agreements that provide an Equity Associate Agreement, Purchase Agreement and/or Partnership Agreement for your legal counsel to review.

Mercer Advisors is here to ensure your transition is successful.

Transition Service Packages:

With an Associate
- Transition Service[1]
- Personal Financial Planning, *for owner and associate*
- Investment Services[3]

Without an Associate
- Associate Placement Service, *basic*
- Associate Placement Document and Coaching
- Transition Service[1]
- Personal Financial Planning, *for owner and associate*
- Investment Services[4]

Popular Add-on Service
- Associate Integration Consulting Module

Meet your transition team

The **Transition Strategic Advisor** leads your transition team, serving as architect of the transition, quality control manager and your touch point for each step in the process.

The **Personal Financial Strategic Advisor** conducts a thorough assessment of your personal finances, life goals and retirement preparedness to ensure that the transition plan is consistent with each.

The **Transition Consultant** works closely with you, your Personal Financial Strategic Advisor, CPAs and attorneys to structure your deal, oversee documentation of your agreements and collaborate with your local legal counsel to facilitate closing.

The **Senior Financial Analyst** prepares the transition's complex financial modeling, gains alignment with both doctors regarding the status of the practice economics and creates transition scenarios.

The **Valuation Specialist** prepares the practice valuation report[2] in compliance with the standards of the American Society of Appraisers (ASA) and the Uniform Standards of Professional Appraisal Practice (USPAP) and ensures that the selected transition scenario can be successful given the valuation results.

MERCER ADVISORS BRANCH LOCATIONS

Atlanta | Boulder | Chicago | Columbus | Detroit | Houston
Philadelphia | Santa Barbara | Sarasota | Scottsdale | Seattle

About Mercer Advisors

Established in 1985, Mercer Advisors is a total wealth management firm that provides comprehensive financial planning and investment management, as well as other financial services such as proactive tax planning, insurance, retirement plan design and administration.

Kendrick Mercer, the founder of Mercer Advisors, was dedicated to improving the lives of his clients both professionally and personally. This dedication continues today as Mercer Advisors currently helps more than 3,300 clients to fund their life goals and support their lifestyle throughout retirement.

Quick Facts[3]:

- More than $3.9 billion in assets under management
- Over 40 Certified Financial Planners™, CPAs, attorneys and retirement plan specialists
- National presence with branch offices located in 11 major cities
- Ranked by Investment News[4] as one of the top five financial planning firms in the U.S.
- Ranked by Investment News[4] and Forbes[4] as one of the largest Registered Investment Advisors in the U.S.

[1]Select deliverables require a local attorney to customize and execute at the client's expense.
[2]Valuation is not intended for use in litigation.
[3]Data as of May 2011.
[4]Mercer Global Advisors Inc. is registered with the Securities and Exchange Commission and delivers all investment-related services. Mercer Advisors Inc. is the parent company of Mercer Global Advisors Inc. and is not involved with investment services. Forbes and Investment News rankings are for Mercer Global Advisors Inc. Rankings are based on assets under management.

7221 East Princess Boulevard | Scottsdale, Arizona 85255 | 800.898.4642 | merceradvisors.com

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