

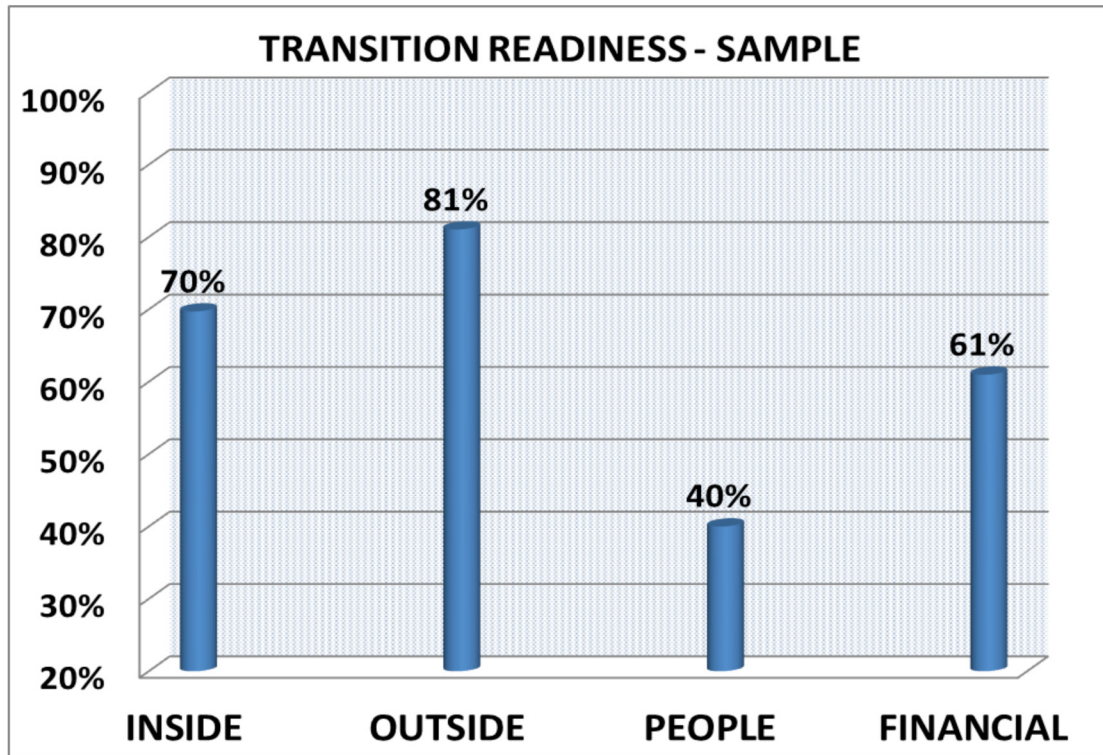
Transition Readiness Assessment™

Allen Business Enterprises' proprietary assessment helps owners determine where they are on the journey toward their end game. The assessment takes about 30 minutes and the analysis can be ready for discussion the next day.

The questions encompass a broad range of elements that affect a buyer's view of business value. For example:

- Does the breadth and depth of my human capital will make it possible for me to step aside?
- Do we have a set of key metrics that are tracked and acted upon?
- When something goes wrong, can we diagnose the cause and fix it?
- Has cash flow been increasing?
- Have we documented how we accomplish our jobs?
- Am I confident that the financial reporting for the company is ready for due diligence?

Each of the forty-some questions is weighted based on its relative importance. The analysis of the results indicates where priority should be placed. The following page shows a typical summary report.



The report indicates that, while each area needs some attention, the primary focus should be on the 'People' aspects of the business. We then dissected the details to determine what needed to be done, in what time frame and by whom.

For this client, we agreed to work on implementing an on-going training program for the team, establish a system of performance expectations and reviews and opened the door for informal and formal employee feedback. This was supplemented by identifying skill gaps that required hiring several key people.

Building a stronger organization positioned the business for a transition from entrepreneurial leadership by the owner to a management team that had the ability to move the business forward successfully.