

Family Businesses

Family businesses make a potent and essential contribution to economies worldwide. They can present unique opportunities and challenges, including how to protect the underlying value of the business, as management and ownership shift between generations.

With an impressive track record in the field, the firm's Family Business group wins clients' respect, trust and confidence for our comprehensive experience in devising strategies for efficiently transferring ownership to the next generation, and in helping to resolve key legal and business issues associated with the successful transition of the business.

Clients also benefit from our holistic approach and immediate access to a wider team skilled in a variety of disciplines, including corporate, real estate, securities, tax, employment, and benefits. For example, we draft non-compete and non-solicitation agreements, employment agreements and shareholder agreements, and when necessary, separation agreements.

We also advise on income and transfer tax planning – increasing ownership through stock bonus programs, implementing deferred compensation arrangements, and guiding clients through the transfer of ownership using employee stock ownership plans (ESOPs) and other forms of equity compensation vehicles. We also routinely provide strategic counsel in relation to estate planning, wills, trusts, tax planning and compliance.

Our M&A and financing expertise also provides critical support for strategic acquisitions and dispositions, financing acquisitions, as well as ownership and management restructurings, bankruptcy and creditor issues.

For example, we advised a family-owned wholesaler of alcoholic beverages in Massachusetts on its acquisition of

a new headquarters, as well as related real estate and tax transactions, while another family-owned metals manufacturing business, through strategic acquisitions and succession planning, tapped into our depth and insight to secure the growth it had been striving for.

Representative Client Work

- Represented principals of a manufacturer that makes and distributes ink-based dyes for industrial applications around the world in a \$50 million sale of assets in the United States and the sale of the capital stock of affiliates operating in the Netherlands, China and Japan. We also assisted with the estate planning for the proceeds of the sale
- Advised a family-owned wholesaler of alcoholic beverages in Massachusetts in its acquisition of a new headquarters, as well as related real estate and tax transactions.
- Represented a family in an equity investment in a joint venture among the family, a public company in which the family is already a major investor and a new outside investor, as well as a term loan to the public company.
- Advised a family-owned metals manufacturing business regarding growth through strategic acquisitions and succession planning.
- Represented a family office in multiple early-stage financings for emerging businesses.
- Represented two families with Estate planning assistance, each with more than one billion dollars of net worth.

- Represented a founder and his wholly owned investment arm that invested in a large number of startup companies, mostly in the medical device field. We also assisted with the estate planning work.
- Represented an employee-owned company that does advanced research for the military and other government agencies.

For further information about our Family Businesses practice, please visit our website at www.zag-sw.com or contact: