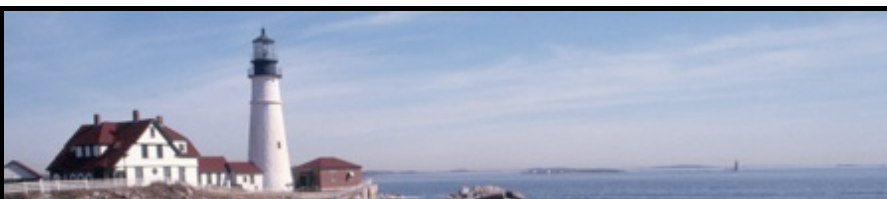




LIGHTHOUSE
Consulting Services, LLC



*Bringing effective **insight**
to your organization SM*


Open Line

Guest,

Welcome to:

The Transaction of a Lifetime - Strategies for planning your sale or transfer

Presented by
Lighthouse Consulting Services, LLC

To print program slides, click here: 



Featured Guest:

Andrew D. Horowitz
Vice President / Financial Advisor
Morgan Stanley Wealth Management

Phone: 661-290-2035
Email: Andrew.Horowitz@morganstanley.com
Website: www.morganstanley.com/fa/andrew.horowitz



Featured Guest:

Lewis Stanton
Managing Partner, Stanton Associates LLC

Phone: 818-752-6500
Email: lstanton@stantonassoc.com
Website: www.stantonassoc.com

Featured Guest:

Ronald S. Friedman
Assurance Services, Marcum LLP

Phone: 310-432-7414
Email: Ron.friedman@marcumllp.com
Website: www.marcumllp.com



Featured Guest:

Rick Andrade
Managing Director, Janas Associates

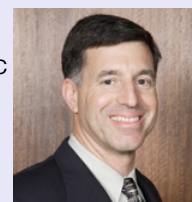
Phone: 818-881-6101
Email: RJA@JanasCorp.com
Website: www.JanasCorp.com



Host:

Dana Borowka, MA
CEO, Lighthouse Consulting Services, LLC
Author of Cracking The Personality Code

Phone: (310) 453-6556, ext. 403
Email: dana@lighthouseconsulting.com
Book:
www.crackingthepersonalitycode.com



© 2013 Lighthouse Consulting Services, LLC All Rights Reserved

3130 Wilshire Blvd. Suite 550
Santa Monica, CA 90403
T 310.453.6556
F 310.828.6987

reception@lighthouseconsulting.com

- In-depth Workstyle & Personality Assessments
- Interpersonal Coaching
- Workshops - Cracking The Personality Code
- Career Guidance



LIGHTHOUSE
Consulting Services, LLC



*Bringing effective insight
to your organization SM*

Open Line

The Big Picture

Looking at your business in the context of your life

The Business Owner Checklist

- Business Needs Review
- Cash Management and Capital Needs Review
- Retirement and Benefits Assessment
- Risk Review
- **Succession or Exit Plan Assessment**
- Family Wealth Plan
- Key Documents Organization



Featured Guest:

Andrew D. Horowitz
Vice President / Financial Advisor
Morgan Stanley Wealth Management

Phone: 661-290-2035
Email: Andrew.Horowitz@morganstanley.com
Website: www.morganstanley.com/fa/andrew.horowitz



Featured Guest:

Lewis Stanton
Managing Partner, Stanton Associates LLC

Phone: 818-752-6500
Email: lstanton@stantonassoc.com
Website: www.stantonassoc.com

Featured Guest:

Ronald S. Friedman
Assurance Services, Marcum LLP

Phone: 310-432-7414
Email: Ron.friedman@marcumllp.com
Website: www.marcumllp.com



Featured Guest:

Rick Andrade
Managing Director, Janas Associates

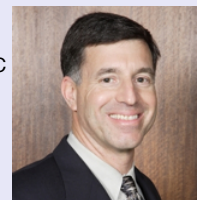
Phone: 818-881-6101
Email: RJA@JanasCorp.com
Website: www.JanasCorp.com



Host:

Dana Borowka, MA
CEO, Lighthouse Consulting Services, LLC
Author of Cracking The Personality Code

Phone: (310) 453-6556, ext. 403
Email: dana@lighthouseconsulting.com
Book:
www.crackingthepersonalitycode.com



© 2013 Lighthouse Consulting Services, LLC All Rights Reserved

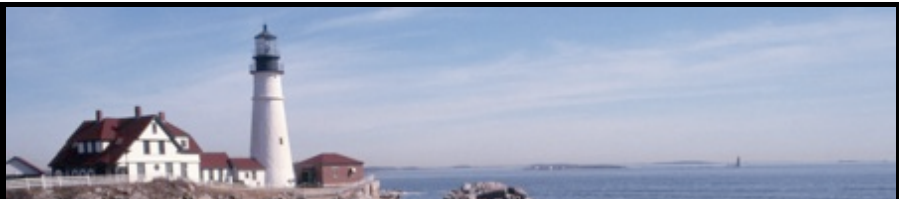
3130 Wilshire Blvd. Suite 550
Santa Monica, CA 90403
T 310.453.6556
F 310.828.6987

reception@lighthouseconsulting.com

- In-depth Workstyle & Personality Assessments
- Interpersonal Coaching
- Workshops - Cracking The Personality Code
- Career Guidance



LIGHTHOUSE
Consulting Services, LLC



*Bringing effective insight
to your organization SM*

Open Line

Our Agenda

- Pre-Planning
 - >2 years from your exit date
- Short-Term Planning
 - 2 years from your exit date
- Negotiations (Buyer Found)
- Strategies for What's Next (Business Exit)



Featured Guest:

Andrew D. Horowitz
Vice President / Financial Advisor
Morgan Stanley Wealth Management

Phone: 661-290-2035
Email: Andrew.Horowitz@morganstanley.com
Website: www.morganstanley.com/fa/andrew.horowitz



Featured Guest:

Lewis Stanton
Managing Partner, Stanton Associates LLC

Phone: 818-752-6500
Email: lstanton@stantonassoc.com
Website: www.stantonassoc.com

Featured Guest:

Ronald S. Friedman
Assurance Services, Marcum LLP

Phone: 310-432-7414
Email: Ron.friedman@marcumllp.com
Website: www.marcumllp.com



Featured Guest:

Rick Andrade
Managing Director, Janas Associates

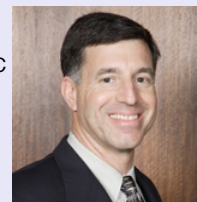
Phone: 818-881-6101
Email: RJA@JanasCorp.com
Website: www.JanasCorp.com



Host:

Dana Borowka, MA
CEO, Lighthouse Consulting Services, LLC
Author of Cracking The Personality Code

Phone: (310) 453-6556, ext. 403
Email: dana@lighthouseconsulting.com
Book:
www.crackingthepersonalitycode.com

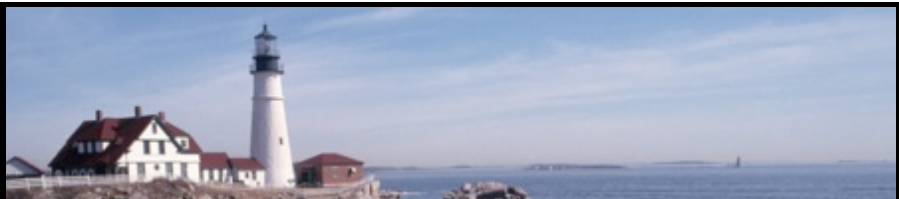


© 2013 Lighthouse Consulting Services, LLC All Rights Reserved

3130 Wilshire Blvd. Suite 550
Santa Monica, CA 90403
T 310.453.6556
F 310.828.6987

reception@lighthouseconsulting.com

- In-depth Workstyle & Personality Assessments
- Interpersonal Coaching
- Workshops - Cracking The Personality Code
- Career Guidance



Pre-Planning

'If you don't know where you're going, you may not get there.' - Yogi Berra

- What do you really want for yourself, your family and your business?
- What are the potential tax implications of various actions?
- What is your business realistically worth?



Featured Guest:

Andrew D. Horowitz
Vice President / Financial Advisor
Morgan Stanley Wealth Management

Phone: 661-290-2035
Email: Andrew.Horowitz@morganstanley.com
Website: www.morganstanley.com/fa/andrew.horowitz



Featured Guest:

Lewis Stanton
Managing Partner, Stanton Associates LLC

Phone: 818-752-6500
Email: lstanton@stantonassoc.com
Website: www.stantonassoc.com

Featured Guest:

Ronald S. Friedman
Assurance Services, Marcum LLP

Phone: 310-432-7414
Email: Ron.friedman@marcumllp.com
Website: www.marcumllp.com



Featured Guest:

Rick Andrade
Managing Director, Janas Associates

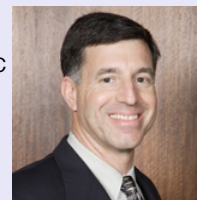
Phone: 818-881-6101
Email: RJA@JanasCorp.com
Website: www.JanasCorp.com



Host:

Dana Borowka, MA
CEO, Lighthouse Consulting Services, LLC
Author of Cracking The Personality Code

Phone: (310) 453-6556, ext. 403
Email: dana@lighthouseconsulting.com
Book:
www.crackingthepersonalitycode.com



© 2013 Lighthouse Consulting Services, LLC All Rights Reserved

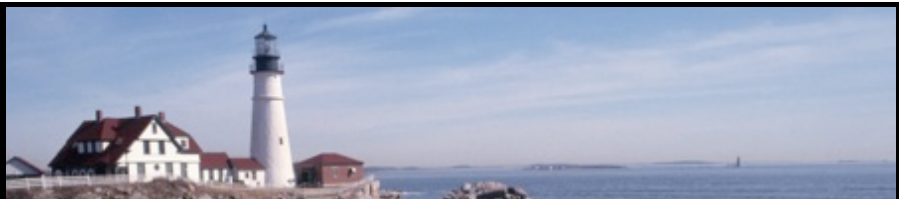
3130 Wilshire Blvd. Suite 550
Santa Monica, CA 90403
T 310.453.6556
F 310.828.6987

reception@lighthouseconsulting.com

- In-depth Workstyle & Personality Assessments
- Interpersonal Coaching
- Workshops - Cracking The Personality Code
- Career Guidance



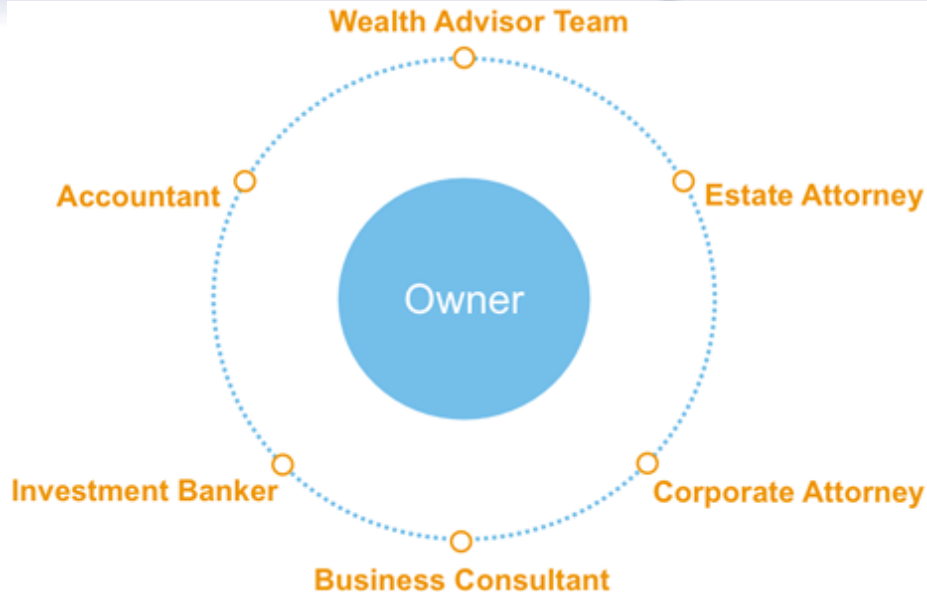
LIGHTHOUSE
Consulting Services, LLC



*Bringing effective insight
to your organization SM*

Open Line

Assembling your advisory team



Featured Guest:

Andrew D. Horowitz
Vice President / Financial Advisor
Morgan Stanley Wealth Management

Phone: 661-290-2035
Email: Andrew.Horowitz@morganstanley.com
Website: www.morganstanley.com/fa/andrew.horowitz



Featured Guest:

Lewis Stanton
Managing Partner, Stanton Associates LLC

Phone: 818-752-6500
Email: lstanton@stantonassoc.com
Website: www.stantonassoc.com

Featured Guest:

Ronald S. Friedman
Assurance Services, Marcum LLP

Phone: 310-432-7414
Email: Ron.friedman@marcumllp.com
Website: www.marcumllp.com



Featured Guest:

Rick Andrade
Managing Director, Janas Associates

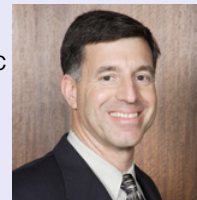
Phone: 818-881-6101
Email: RJA@JanasCorp.com
Website: www.JanasCorp.com



Host:

Dana Borowka, MA
CEO, Lighthouse Consulting Services, LLC
Author of Cracking The Personality Code

Phone: (310) 453-6556, ext. 403
Email: dana@lighthouseconsulting.com
Book:
www.crackingthepersonalitycode.com



© 2013 Lighthouse Consulting Services, LLC All Rights Reserved

3130 Wilshire Blvd. Suite 550
Santa Monica, CA 90403
T 310.453.6556
F 310.828.6987

reception@lighthouseconsulting.com

- In-depth Workstyle & Personality Assessments
- Interpersonal Coaching
- Workshops - Cracking The Personality Code
- Career Guidance



LIGHTHOUSE
Consulting Services, LLC



*Bringing effective insight
to your organization SM*

Open Line

What else does pre-planning involve?

- Articulate your goals
- Anticipate what other stakeholders want
- Conduct a market analysis
- Evaluate multiple strategies
- Review your company's 'curb appeal'
- Update your financial and estate plans



Featured Guest:

Andrew D. Horowitz
Vice President / Financial Advisor
Morgan Stanley Wealth Management

Phone: 661-290-2035
Email: Andrew.Horowitz@morganstanley.com
Website: www.morganstanley.com/fa/andrew.horowitz



Featured Guest:

Lewis Stanton
Managing Partner, Stanton Associates LLC

Phone: 818-752-6500
Email: lstanton@stantonassoc.com
Website: www.stantonassoc.com

Featured Guest:

Ronald S. Friedman
Assurance Services, Marcum LLP

Phone: 310-432-7414
Email: Ron.friedman@marcumllp.com
Website: www.marcumllp.com



Featured Guest:

Rick Andrade
Managing Director, Janas Associates

Phone: 818-881-6101
Email: RJA@JanasCorp.com
Website: www.JanasCorp.com



Host:

Dana Borowka, MA
CEO, Lighthouse Consulting Services, LLC
Author of Cracking The Personality Code

Phone: (310) 453-6556, ext. 403
Email: dana@lighthouseconsulting.com
Book:
www.crackingthepersonalitycode.com

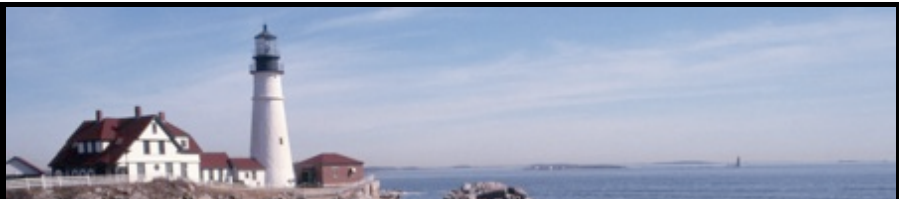


© 2013 Lighthouse Consulting Services, LLC All Rights Reserved

3130 Wilshire Blvd. Suite 550
Santa Monica, CA 90403
T 310.453.6556
F 310.828.6987

reception@lighthouseconsulting.com

- In-depth Workstyle & Personality Assessments
- Interpersonal Coaching
- Workshops - Cracking The Personality Code
- Career Guidance



Short-term planning

- Review your market analysis
- Continue cleaning up your business
- Continue growing your company to increase its valuation
- Begin to implement transfer strategies



Featured Guest:

Andrew D. Horowitz
Vice President / Financial Advisor
Morgan Stanley Wealth Management

Phone: 661-290-2035
Email: Andrew.Horowitz@morganstanley.com
Website: www.morganstanley.com/fa/andrew.horowitz



Featured Guest:

Lewis Stanton
Managing Partner, Stanton Associates LLC

Phone: 818-752-6500
Email: lstanton@stantonassoc.com
Website: www.stantonassoc.com

Featured Guest:

Ronald S. Friedman
Assurance Services, Marcum LLP

Phone: 310-432-7414
Email: Ron.friedman@marcumllp.com
Website: www.marcumllp.com



Featured Guest:

Rick Andrade
Managing Director, Janas Associates

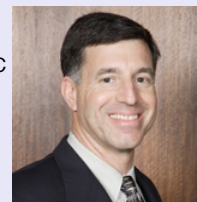
Phone: 818-881-6101
Email: RJA@JanasCorp.com
Website: www.JanasCorp.com



Host:

Dana Borowka, MA
CEO, Lighthouse Consulting Services, LLC
Author of Cracking The Personality Code

Phone: (310) 453-6556, ext. 403
Email: dana@lighthouseconsulting.com
Book:
www.crackingthepersonalitycode.com

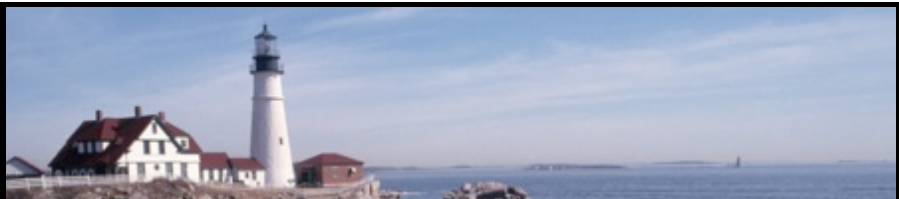


© 2013 Lighthouse Consulting Services, LLC All Rights Reserved

3130 Wilshire Blvd. Suite 550
Santa Monica, CA 90403
T 310.453.6556
F 310.828.6987

reception@lighthouseconsulting.com

- In-depth Workstyle & Personality Assessments
- Interpersonal Coaching
- Workshops - Cracking The Personality Code
- Career Guidance



Negotiations

- How will the process work?
- How will the purchase be made?
- Will an earn out be in effect?
- Are you going public?
- Running the company is still your top priority
- Confidentiality is key
- Make a list of what you'll need to keep focused

7



Featured Guest:

Andrew D. Horowitz
Vice President / Financial Advisor
Morgan Stanley Wealth Management

Phone: 661-290-2035
Email: Andrew.Horowitz@morganstanley.com
Website: www.morganstanley.com/fa/andrew.horowitz



Featured Guest:

Lewis Stanton
Managing Partner, Stanton Associates LLC

Phone: 818-752-6500
Email: lstanton@stantonassoc.com
Website: www.stantonassoc.com

Featured Guest:

Ronald S. Friedman
Assurance Services, Marcum LLP

Phone: 310-432-7414
Email: Ron.friedman@marcumllp.com
Website: www.marcumllp.com



Featured Guest:

Rick Andrade
Managing Director, Janas Associates

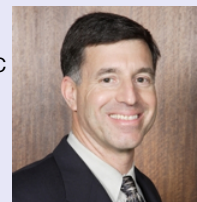
Phone: 818-881-6101
Email: RJA@JanasCorp.com
Website: www.JanasCorp.com



Host:

Dana Borowka, MA
CEO, Lighthouse Consulting Services, LLC
Author of Cracking The Personality Code

Phone: (310) 453-6556, ext. 403
Email: dana@lighthouseconsulting.com
Book:
www.crackingthepersonalitycode.com



© 2013 Lighthouse Consulting Services, LLC All Rights Reserved

3130 Wilshire Blvd. Suite 550
Santa Monica, CA 90403
T 310.453.6556
F 310.828.6987

reception@lighthouseconsulting.com

- In-depth Workstyle & Personality Assessments
- Interpersonal Coaching
- Workshops - Cracking The Personality Code
- Career Guidance



Post-Transaction

- Take some time to decompress
- Continue working with your team to finalize future plans
- Update your personal wealth management strategy
 - Estate planning
 - Tax planning
 - Liability planning
 - Philanthropic planning
 - Investment policy formulation



Featured Guest:

Andrew D. Horowitz
Vice President / Financial Advisor
Morgan Stanley Wealth Management

Phone: 661-290-2035
Email: Andrew.Horowitz@morganstanley.com
Website: www.morganstanley.com/fa/andrew.horowitz



Featured Guest:

Lewis Stanton
Managing Partner, Stanton Associates LLC

Phone: 818-752-6500
Email: lstanton@stantonassoc.com
Website: www.stantonassoc.com

Featured Guest:

Ronald S. Friedman
Assurance Services, Marcum LLP

Phone: 310-432-7414
Email: Ron.friedman@marcumllp.com
Website: www.marcumllp.com



Featured Guest:

Rick Andrade
Managing Director, Janas Associates

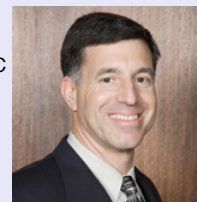
Phone: 818-881-6101
Email: RJA@JanasCorp.com
Website: www.JanasCorp.com



Host:

Dana Borowka, MA
CEO, Lighthouse Consulting Services, LLC
Author of Cracking The Personality Code

Phone: (310) 453-6556, ext. 403
Email: dana@lighthouseconsulting.com
Book:
www.crackingthepersonalitycode.com



© 2013 Lighthouse Consulting Services, LLC All Rights Reserved

3130 Wilshire Blvd. Suite 550
Santa Monica, CA 90403
T 310.453.6556
F 310.828.6987

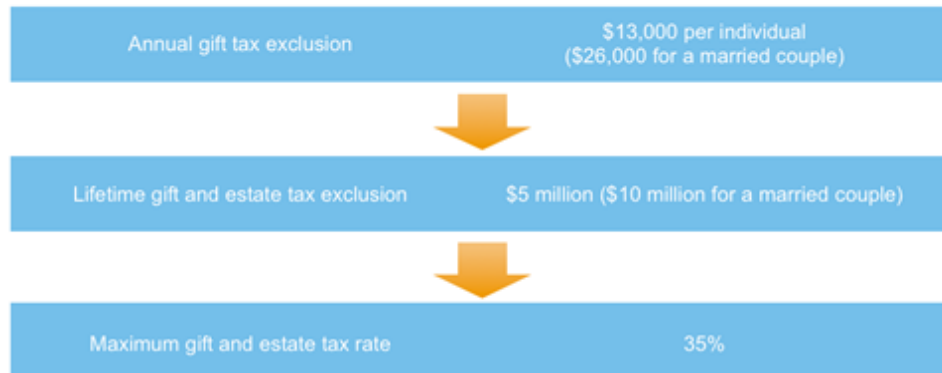
reception@lighthouseconsulting.com

- In-depth Workstyle & Personality Assessments
- Interpersonal Coaching
- Workshops - Cracking The Personality Code
- Career Guidance



Succession Planning in Action

Strategy #1: Simple Gifting



Tax and gift amounts are based on tax law as of the time this publication was written in October 2011 and is subject to change.
You should discuss your specific tax strategy with your individual tax advisor

9



Featured Guest:

Andrew D. Horowitz
Vice President / Financial Advisor
Morgan Stanley Wealth Management

Phone: 661-290-2035
Email: Andrew.Horowitz@morganstanley.com
Website: www.morganstanley.com/fa/andrew.horowitz



Featured Guest:

Lewis Stanton
Managing Partner, Stanton Associates LLC

Phone: 818-752-6500
Email: lstanton@stantonassoc.com
Website: www.stantonassoc.com

Featured Guest:

Ronald S. Friedman
Assurance Services, Marcum LLP

Phone: 310-432-7414
Email: Ron.friedman@marcumllp.com
Website: www.marcumllp.com



Featured Guest:

Rick Andrade
Managing Director, Janas Associates

Phone: 818-881-6101
Email: RJA@JanasCorp.com
Website: www.JanasCorp.com



Host:

Dana Borowka, MA
CEO, Lighthouse Consulting Services, LLC
Author of Cracking The Personality Code

Phone: (310) 453-6556, ext. 403
Email: dana@lighthouseconsulting.com
Book:
www.crackingthepersonalitycode.com

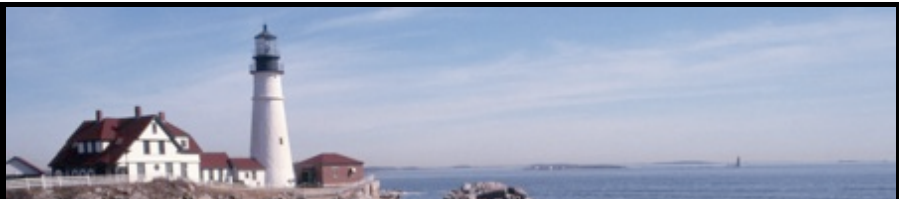


© 2013 Lighthouse Consulting Services, LLC All Rights Reserved

3130 Wilshire Blvd. Suite 550
Santa Monica, CA 90403
T 310.453.6556
F 310.828.6987

reception@lighthouseconsulting.com

- In-depth Workstyle & Personality Assessments
- Interpersonal Coaching
- Workshops - Cracking The Personality Code
- Career Guidance



Succession Planning in Action (cont'd)

Strategy #2: Family Limited Partnership



Valuation Discounts

- Limited partnership units are valued at 20–40% less than the assets they represent
- \$5 million in business interest may be discounted to \$3–4MM for tax purposes

Valuation discounts are for illustrative purposes only and can vary greatly, depending on the business/owner's location and local IRS evaluations (specifically the IRS agent's experience and allowances). You should discuss with your legal and tax advisor if this strategy is right for you given your individual circumstances.



10



Featured Guest:

Andrew D. Horowitz
Vice President / Financial Advisor
Morgan Stanley Wealth Management

Phone: 661-290-2035
Email: Andrew.Horowitz@morganstanley.com
Website: www.morganstanley.com/fa/andrew.horowitz



Featured Guest:

Lewis Stanton
Managing Partner, Stanton Associates LLC

Phone: 818-752-6500
Email: lstanton@stantonassoc.com
Website: www.stantonassoc.com

Featured Guest:

Ronald S. Friedman
Assurance Services, Marcum LLP

Phone: 310-432-7414
Email: Ron.friedman@marcumllp.com
Website: www.marcumllp.com



Featured Guest:

Rick Andrade
Managing Director, Janas Associates

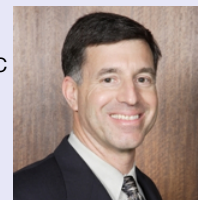
Phone: 818-881-6101
Email: RJA@JanasCorp.com
Website: www.JanasCorp.com



Host:

Dana Borowka, MA
CEO, Lighthouse Consulting Services, LLC
Author of Cracking The Personality Code

Phone: (310) 453-6556, ext. 403
Email: dana@lighthouseconsulting.com
Book:
www.crackingthepersonalitycode.com

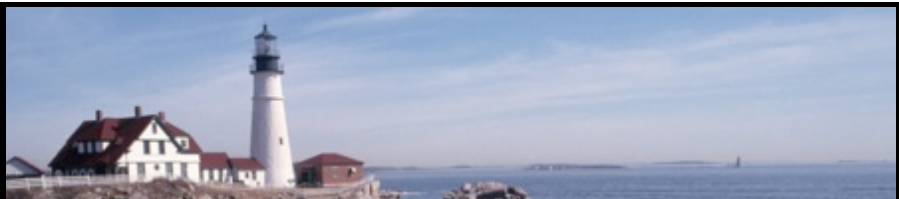


© 2013 Lighthouse Consulting Services, LLC All Rights Reserved

3130 Wilshire Blvd. Suite 550
Santa Monica, CA 90403
T 310.453.6556
F 310.828.6987

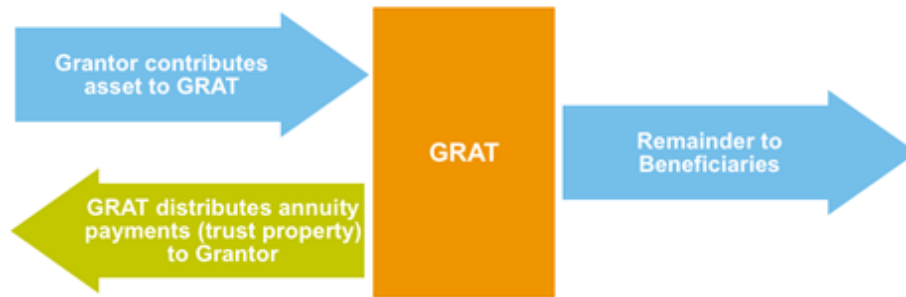
reception@lighthouseconsulting.com

- In-depth Workstyle & Personality Assessments
- Interpersonal Coaching
- Workshops - Cracking The Personality Code
- Career Guidance



Succession Planning in Action (cont'd)

Strategy #3: Grantor Related Annuity Trusts (GRATs)



At end of annuity period, assets in GRAT are distributed to beneficiary without gift tax liability

This material is based on generally available public information and is provided free of charge for general informational and educational purposes only. The information contained in this material is subject to change without notice. Morgan Stanley Smith Barney LLC undertakes no obligation to update this material. This material does not take into account your personal circumstances and we do not represent that this information is complete or applicable to your situation.



Featured Guest:

Andrew D. Horowitz
Vice President / Financial Advisor
Morgan Stanley Wealth Management

Phone: 661-290-2035
Email: Andrew.Horowitz@morganstanley.com
Website: www.morganstanley.com/fa/andrew.horowitz



Featured Guest:

Lewis Stanton
Managing Partner, Stanton Associates LLC

Phone: 818-752-6500
Email: lstanton@stantonassoc.com
Website: www.stantonassoc.com

Featured Guest:

Ronald S. Friedman
Assurance Services, Marcum LLP

Phone: 310-432-7414
Email: Ron.friedman@marcumllp.com
Website: www.marcumllp.com



Featured Guest:

Rick Andrade
Managing Director, Janas Associates

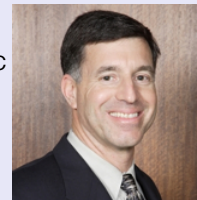
Phone: 818-881-6101
Email: RJA@JanasCorp.com
Website: www.JanasCorp.com



Host:

Dana Borowka, MA
CEO, Lighthouse Consulting Services, LLC
Author of Cracking The Personality Code

Phone: (310) 453-6556, ext. 403
Email: dana@lighthouseconsulting.com
Book:
www.crackingthepersonalitycode.com

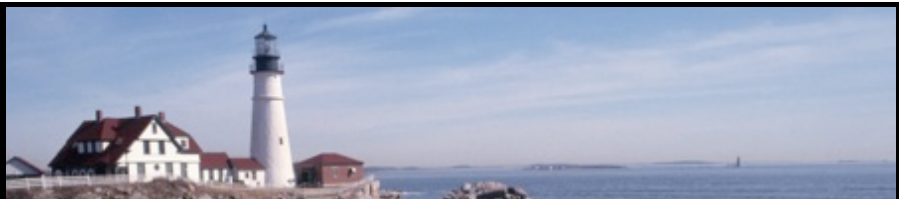


© 2013 Lighthouse Consulting Services, LLC All Rights Reserved

3130 Wilshire Blvd. Suite 550
Santa Monica, CA 90403
T 310.453.6556
F 310.828.6987

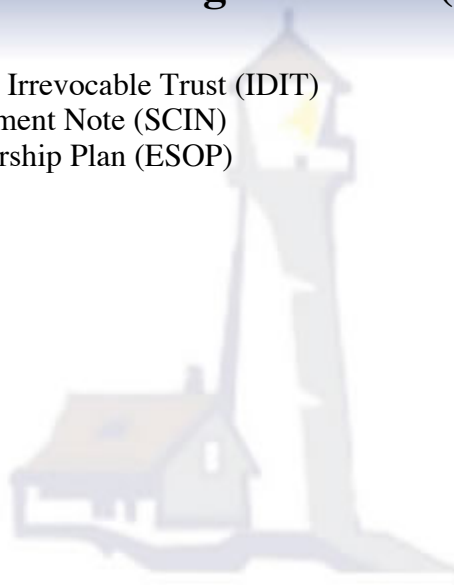
reception@lighthouseconsulting.com

- In-depth Workstyle & Personality Assessments
- Interpersonal Coaching
- Workshops - Cracking The Personality Code
- Career Guidance



Succession Planning in Action (cont'd)

- Intentionally Defective Irrevocable Trust (IDIT)
- Self-Cancelling Installment Note (SCIN)
- Employee Stock Ownership Plan (ESOP)



12



Featured Guest:

Andrew D. Horowitz
Vice President / Financial Advisor
Morgan Stanley Wealth Management

Phone: 661-290-2035
Email: Andrew.Horowitz@morganstanley.com
Website: www.morganstanley.com/fa/andrew.horowitz



Featured Guest:

Lewis Stanton
Managing Partner, Stanton Associates LLC

Phone: 818-752-6500
Email: lstanton@stantonassoc.com
Website: www.stantonassoc.com

Featured Guest:

Ronald S. Friedman
Assurance Services, Marcum LLP

Phone: 310-432-7414
Email: Ron.friedman@marcumllp.com
Website: www.marcumllp.com



Featured Guest:

Rick Andrade
Managing Director, Janas Associates

Phone: 818-881-6101
Email: RJA@JanasCorp.com
Website: www.JanasCorp.com



Host:

Dana Borowka, MA
CEO, Lighthouse Consulting Services, LLC
Author of Cracking The Personality Code

Phone: (310) 453-6556, ext. 403
Email: dana@lighthouseconsulting.com
Book:
www.crackingthepersonalitycode.com



© 2013 Lighthouse Consulting Services, LLC All Rights Reserved

3130 Wilshire Blvd. Suite 550
Santa Monica, CA 90403
T 310.453.6556
F 310.828.6987

reception@lighthouseconsulting.com

- In-depth Workstyle & Personality Assessments
- Interpersonal Coaching
- Workshops - Cracking The Personality Code
- Career Guidance



LIGHTHOUSE
Consulting Services, LLC



*Bringing effective insight
to your organization SM*

Open Line

Don't Try this at Home

Succession Planning is complex. Think
about beginning to assemble your advisory
team

 13



Featured Guest:

Andrew D. Horowitz
Vice President / Financial Advisor
Morgan Stanley Wealth Management

Phone: 661-290-2035
Email: Andrew.Horowitz@morganstanley.com
Website: www.morganstanley.com/fa/andrew.horowitz



Featured Guest:

Lewis Stanton
Managing Partner, Stanton Associates LLC

Phone: 818-752-6500
Email: lstanton@stantonassoc.com
Website: www.stantonassoc.com

Featured Guest:

Ronald S. Friedman
Assurance Services, Marcum LLP

Phone: 310-432-7414
Email: Ron.friedman@marcumllp.com
Website: www.marcumllp.com



Featured Guest:

Rick Andrade
Managing Director, Janas Associates

Phone: 818-881-6101
Email: RJA@JanasCorp.com
Website: www.JanasCorp.com



Host:

Dana Borowka, MA
CEO, Lighthouse Consulting Services, LLC
Author of Cracking The Personality Code

Phone: (310) 453-6556, ext. 403
Email: dana@lighthouseconsulting.com
Book:
www.crackingthepersonalitycode.com



© 2013 Lighthouse Consulting Services, LLC All Rights Reserved

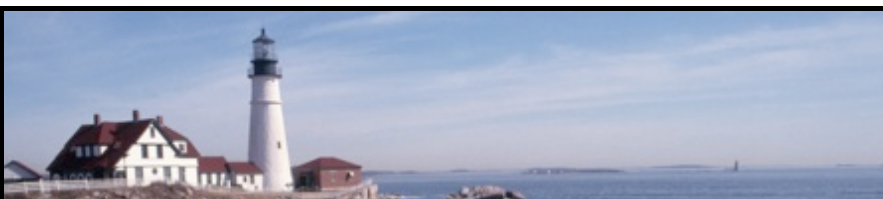
3130 Wilshire Blvd. Suite 550
Santa Monica, CA 90403
T 310.453.6556
F 310.828.6987

reception@lighthouseconsulting.com

- In-depth Workstyle & Personality Assessments
- Interpersonal Coaching
- Workshops - Cracking The Personality Code
- Career Guidance



LIGHTHOUSE
Consulting Services, LLC



*Bringing effective insight
to your organization SM*

Open Line

Disclosures

Tax laws are complex and subject to change. This information is based on current federal tax laws in effect at the time this was written. Morgan Stanley Smith Barney LLC, its affiliates, and Morgan Stanley Advisors and employees are not in the business of providing tax or legal advice. These materials and any statements contained herein should not be construed as tax or legal advice. Individuals are urged to consult their personal tax advisor or attorney for matters involving taxation and tax planning and their personal attorney for matters involving trust and estate planning and other legal matters.

The services outlined are not financial planning (unless they are specifically called financial planning) and do not create an investment advisory or a fiduciary relationship (including under ERISA) between you and MSSB.

Insurance products are offered in conjunction with Morgan Stanley Smith Barney LLC license insurance agency affiliates.

© 2012 Morgan Stanley Smith Barney LLC. Member SIPC

April 2012 484378 4/2012

14



Featured Guest:

Andrew D. Horowitz
Vice President / Financial Advisor
Morgan Stanley Wealth Management

Phone: 661-290-2035
Email: Andrew.Horowitz@morganstanley.com
Website: www.morganstanley.com/fa/andrew.horowitz



Featured Guest:

Lewis Stanton
Managing Partner, Stanton Associates LLC

Phone: 818-752-6500
Email: lstanton@stantonassoc.com
Website: www.stantonassoc.com

Featured Guest:

Ronald S. Friedman
Assurance Services, Marcum LLP

Phone: 310-432-7414
Email: Ron.friedman@marcumllp.com
Website: www.marcumllp.com



Featured Guest:

Rick Andrade
Managing Director, Janas Associates

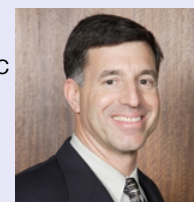
Phone: 818-881-6101
Email: RJA@JanasCorp.com
Website: www.JanasCorp.com



Host:

Dana Borowka, MA
CEO, Lighthouse Consulting Services, LLC
Author of Cracking The Personality Code

Phone: (310) 453-6556, ext. 403
Email: dana@lighthouseconsulting.com
Book:
www.crackingthepersonalitycode.com



© 2013 Lighthouse Consulting Services, LLC All Rights Reserved

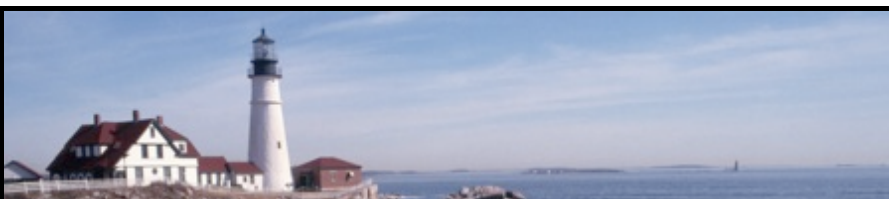
3130 Wilshire Blvd. Suite 550
Santa Monica, CA 90403
T 310.453.6556
F 310.828.6987

reception@lighthouseconsulting.com

- In-depth Workstyle & Personality Assessments
- Interpersonal Coaching
- Workshops - Cracking The Personality Code
- Career Guidance



LIGHTHOUSE
Consulting Services, LLC



*Bringing effective **insight**
to your organization SM*

Open Line

**Thank you for attending
The Transaction of a Lifetime - Strategies for planning your sale or
transfer**

[Click Here](#) to contact our Featured Guest directly.

Click on [this link](#) to sign up for our upcoming Open Line:
'Re-ententivize Your Sales Team & Staff'.

Presented by
Lighthouse Consulting Services, LLC



Featured Guest:

Andrew D. Horowitz
Vice President / Financial Advisor
Morgan Stanley Wealth Management

Phone: 661-290-2035
Email: Andrew.Horowitz@morganstanley.com
Website: www.morganstanley.com/fa/andrew.horowitz



Featured Guest:

Lewis Stanton
Managing Partner, Stanton Associates LLC

Phone: 818-752-6500
Email: lstanton@stantonassoc.com
Website: www.stantonassoc.com

Featured Guest:

Ronald S. Friedman
Assurance Services, Marcum LLP

Phone: 310-432-7414
Email: Ron.friedman@marcumllp.com
Website: www.marcumllp.com



Featured Guest:

Rick Andrade
Managing Director, Janas Associates

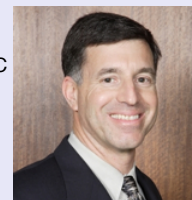
Phone: 818-881-6101
Email: RJA@JanasCorp.com
Website: www.JanasCorp.com



Host:

Dana Borowka, MA
CEO, Lighthouse Consulting Services, LLC
Author of Cracking The Personality Code

Phone: (310) 453-6556, ext. 403
Email: dana@lighthouseconsulting.com
Book:
www.crackingthepersonalitycode.com



© 2013 Lighthouse Consulting Services, LLC All Rights Reserved

3130 Wilshire Blvd. Suite 550
Santa Monica, CA 90403
T 310.453.6556
F 310.828.6987

reception@lighthouseconsulting.com

- In-depth Workstyle & Personality Assessments
- Interpersonal Coaching
- Workshops - Cracking The Personality Code
- Career Guidance