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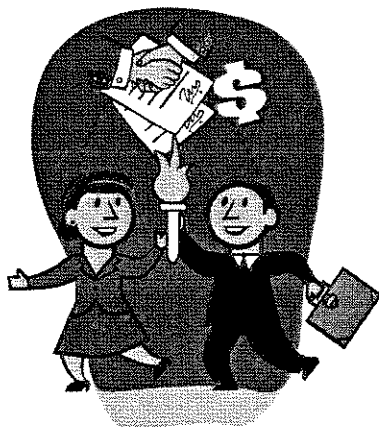
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## Succession Planning

**W**ith the baby boomer generation heading toward retirement, there is going to be a huge turnover of business ownership in the coming decade.



Do you think about retirement? What will you do with your business? Is a family member or a key employee interested in assuming ownership of the business? If you are thinking about the next stage of your life, you've already started your succession planning. It's an informal plan but it's a starting point.

A "formal" succession plan is a strategic document that sets out a process and schedule for a business owner's eventual withdrawal from the business. It includes the legal and other supporting documents to put this plan into effect.

There is no cookie-cutter solution to the succession planning process. Every situation is unique. Whether you are near retirement or planning to retire several years from now, the more time you have for planning, the more options you can consider and the more likely you will achieve your goals.

### What are the Issues?

Throughout the planning process, you will have to deal with many "technical" issues and "soft" issues.

- The technical issues involve legal, accounting and financing matters such as share ownership, the transfer of ownership, tax planning, the financing of the transition and the funding of your retirement as well as the "tools" — the legal and planning documents — that ensure your plan will meet your objectives.
- The "soft" issues involve interpersonal relationships within the family and with other stakeholders and the need to maintain open and transparent communications. In succession planning, communication can spell the difference between success and failure.