

ESOP Services to Your Valued Shareholders



ESOP benefits and financial planning combined with other retirement benefits can be complex – knowing where to find information, learning about your benefits, and considering how to use them can be overwhelming.



As a member of ESOP™, *The ESOP Association*, we have developed a Specialized Service – helping equip your proud ESOP owners to maximize their benefits and secure their financial future.

ESOP plans are great way to develop ownership among employees and help save for retirement. It can be a tool to help fund financial goals, but not everyone has the knowledge and guidance to do it correctly. That is where Great Lakes Retirement Plan Consultants (GLRPC) comes in.

The conversation only begins here – we'll be with you in all the steps along to way, helping you understand and adjust your plan in step with your specific situation. Please review this guide as a starting point for a conversation.

Supporting Your ESOP Owners

Key ESOP Support Questions

1. Am I able to invest in anything else besides my employer's stock?
 - After 10 years you have an option to diversify, which has pros and cons – worthy of a discussion with GLRPC
2. What are some key milestones we should review with GLRPC?
 - Prior to or immediately after exiting the ESOP (i.e. retirement or leaving the company) to maximize your retirement savings
 - Key age milestones (50, 55, 60, 65) to assess how the ESOP will aid you in your retirement plan
 - When you first join the company or after your first stock awards after your first year of service
3. What are other items GLRPC can help with?
 - Assess trends in share value
 - Discuss target retirement age and preparedness
 - Evaluate ESOP distribution and tax optimization strategies
 - Provide more comprehensive financial planning



What is your current service model for these issues and questions? Is it a form or 800-number?

ESOP Administrators are great partners, but they legally cannot provide financial advice.

Financial Planning for an ESOP

A GLRPC Financial Planner will conduct a thorough analysis of your ESOP plan, including the specific details of your participation, vesting schedule, and company stock performance. We will assess your current financial situation, goals, and risk tolerance to develop a personalized strategy.

ESOP Analysis:

- Timing of Distributions
- Coverage & Eligibility
- Changing limits, laws, and regulation
- Diversification Distributions
- Valuation of Stock
- Distribution & Vesting Options

Although an ESOP is a major part of a financial plan, it is only a part. At GLRPC we take into consideration everyone's personal preferences and situation to create a comprehensive financial plan.



We work with ESOP Third Party Administrations all over the country. Did you want to see if we already partner with yours? Please reach out

Comprehensive Financial Planning

Confused and looking for where to start? The professionals at GLRPC are versed in a variety of strategies and can help you:

Financial Planning

Goals Planning

Income Planning

Asset Management

Investments

Diversification Strategies

Personal Assets

Legacy Planning

Family Planning

Estate Planning

Tax Management

Tax Optimization

Tax Mitigation Strategies



?

Did you know a CERTIFIED FINANCIAL PLANNER® professional is a fiduciary when providing financial advice? A CFP® professional is legally and ethically obligated to act in your best interests, requiring us to prioritize clients' needs over our own and to disclose any potential conflicts of interest.



How to contact us

10361 W. Innovation Dr., Suite 300, Wauwatosa, WI 53226

GLRPOnline.com

Todd Barden, CFP®, CKP®
Founder & Corporate Retirement Director
todd.barden@glrpcllc.com,
(414) 930-7606

Connor Wiesner, CFA®, CFP®
Director of Investments
connor.wiesner@glrpcllc.com
(414) 203-1935

Certified Financial Planner Board of Standards, Inc. (CFP Board) owns the certification marks CFP® and CFP® (with plaque design) in the United States, which it authorizes use of by individuals who successfully complete CFP Board's initial and ongoing certification requirements.

Insurance products issued by Principal National Life Insurance Company (except in NY), Principal Life Insurance Company®, and the companies available through the Preferred Product Network, Inc. Securities and advisory products offered through Principal Securities, Inc., Member SIPC. Referenced companies are members of the Principal Financial Group®, Des Moines, IA 50392. Todd Barden, Connor Wiesner, Principal National and Principal Life Financial Representative, Principal Securities Registered Representative, Financial Advisor. Great Lakes Retirement Plan Consultants is not an affiliate of any company of the Principal Financial Group®. 3828223-092024