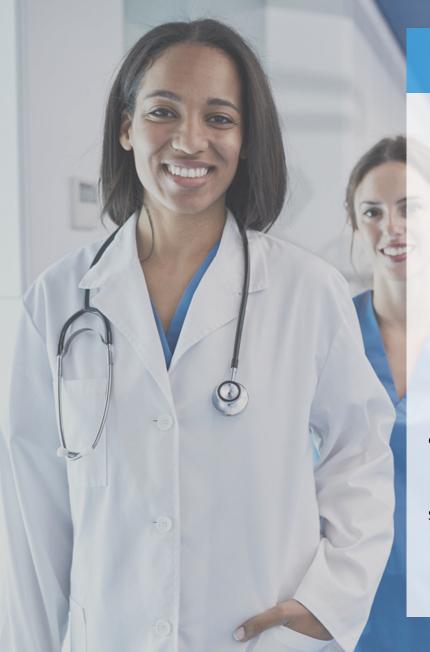
COMMONWEALTH



ASSOCIATE -> OWNERSHIP GATEWAY PROGRAM

PRESENTED BY COMMONWEALTH TRANSITIONS



KEY FEATURES

- Retain your top talent associates in the same mold as Fortune 500 companies such as Intel, Whole Foods and Aflac
- Our program develops a organizational platform with customizable features that is fit for seamless and endless expansion
- 3. Attract and retain top talent by offering a clear path to partnership for the those associates that you as owner would want to partner with
- 4. **Defined route to ownerships** for associates without having to borrow money from the bank
- 5. We work with you to develop an organizational structure which clearly defines the associate entrance and exit from ownership, avoiding messy "break-ups"
- 6. **Utilizing the Corporate Model** for Restricted Stock units and customized reward systems based upon performance
 - 7. Share the responsibilities and rewards of multi-practice ownership

- Engagement letter signed and check sent by practice owner
- 1. DAY ONE
- Request for copies of all current Employment Agreements
- Request for current Operating Agreement for practice and DSO if applicable
- Request for MSA (Management Services Agreement) for review
- Practice Valuation Questionnaire application to be sent and Practice Financial/Data request sent to customer (for each location)
- Analysis and Valuation each practice and the entire entity as a whole begins (to be completed with 30 days of receipt
- Current contract review with Client of Employment agreements, MSO and Operating Agreement
- Introduction to attorney for restructuring of Employment agreements, MSO and Operating Agreement
- Review with Client final Analysis and Valuation of each practice and the entire entity as a whole
- In-office full day at Commonwealth Transitions Headquarters (Charlottesville, Virginia)
- Review of overall New Operational Structure and Customized Restricted Stock award analysis, and presentation to client.
- Drafting and finalizing of Custom Restricted Stock Award agreement with Attorney
- Finalizing new Employment Agreements, MSO and Operating Agreements
- In Client office ½ day roll out of New Associate -> Ownership Gateway program with Associates.

2. WEEKS ONE TO THREE

3. WEEKS THREE TO SEVEN

(IF ALL DATA WAS RECEIVED BY END OF WEEK THREE)

4. WEEK SEVEN

5. WEEK EIGHT

6. WEEKS NINE TO TWELVE

7. WEEK TWELVE

TRAUSITION