

Employee Stock Ownership Plans
ESOPs
(1 Hour; 28 Pages of Text)

- 1) What is an ESOP?
 - a) A Brief History
- 2) How do ESOPs Work?
- 3) Uses of ESOPs
 - a) Buying the Stock of a Retiring Owner
 - b) Employee Benefit or Incentive
- 4) Tax Advantages for Business Planning
 - a) Introduction
 - b) Deductibility of ESOP Contributions
 - c) Deductibility of Dividends
- 5) Types of ESOPs
 - a) Non-Leveraged ESOP
 - b) The Leveraged ESOP
 - i) Setting up a Leveraged ESOP
 - c) A “Seller Financed” ESOP
- 6) Employee Vesting
- 7) Distributions
 - a) ESOP Rollover (Tax Deferral)
 - b) Floating Rate Notes
- 8) How to Establish an ESOP
- 9) Exploring the ESOP Concept
- 10) Designing the Specifics
- 11) Special Planning Techniques with an ESOP
 - a) The use of a Charitable Trust
 - b) The use of a Family Limited Partnership
- 12) S-Corporations/Special Tax Considerations

Outline for the CWPP™ Certification Course

- 13) Special Fiduciary Liability Rules under ERISA for ESOPs
 - a) The purchase price does not exceed fair-market value
 - b) The prudent man standard also is complied with
 - c) Prohibited Transactions and Special Exemptions

- 14) Accounting Considerations
 - a) Liabilities
 - b) Equity
 - c) Income
 - d) Dividends
 - e) Earnings per Share
 - f) Disclosures

- 15) Repurchase Liability