



Panel Members:

Rick Ebert, MPM®, RMP®; Mike Ebert, RMP®;
Debbie Deckard RMP®, Eric Pesek RMP®,
Darryl Kazen MPM® RMP®, Rob Kazen,
Sean Kerr MPM® RMP®

**Legacy Planning for Family-Owned Business
NARPM BROKER-OWNER RETREAT
LAS VEGAS, NEVADA
25 February 14**

6. What was the transition structure?
 - a. Cash
 - b. Did you carry paper
 - c. Percentage. of gross

B. After Transition Questions

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4. How do other family members react to the transition – any hard feelings?

C. Questions from Attendees