

Taking care of your business and more—at every stage

Whether you own a new, growing, established, or transitioning business, one thing is certain ... your business, employee, and personal needs will continue to evolve. Working together, we can help you prioritize your needs and implement solutions that are right for you at every stage.

To get started on your planning needs and goals, identify which stage your business is in:

New business:

1 – 4 years

- Becoming established in the market
- Putting profits back into the company
- Managing outstanding loans and lines of credit

Growing business:

5 – 10 years

- Still establishing market share
- Large expenses (new equipment/hires, etc.) can lead to outstanding loans and lines of credit
- Growing revenue stream
- Growing staff may result in the need to meet state and federal requirements for benefits

Established business:

11+ years

- Consistent cash flow and revenue
- Experienced management team
- Strategies in place to address business transition
- Established client base and management team

Transitioning business

- Reviewing benefits and protection strategies for new owners
- Strategies in place to maintain and grow the business as ownership transitions
- Plans in place to retain a valuable management team

Pinpointing your priorities and solutions for today and as your business evolves

	New business	Growing business	Established business	Transitioning business
HELP PROTECT YOUR BUSINESS				
Access to capital to help grow your business		Grow organically or through mergers and acquisitions	Such as pay dividends to owners and refinance debt	Assist in transition or buy out owner
Business protection due to disability or death of owner(s) and key employees	Consider key person insurance	Implement key person insurance	Review key person insurance coverage needs	Review coverage needs for new owners/key employees
Business continuation planning (e.g., buy-sell agreement) ⁽¹⁾	Consider implementing a buy-sell agreement	Request a complimentary review of your buy-sell agreement	Complimentary buy-sell review; help ensure funding for retirement/exit, death, or disability	Review/update buy-sell agreement & ensure proper funding
Determine business value for buy-sell funding needs ⁽²⁾		Confirm value	Update value	
Plan to cover business expenses (e.g., rent, utilities, salaries) due to disability or death of an owner		Help ensure business expenses get paid; explore Principal Alternative Credit to help with additional cash flow flexibility	Help ensure business expenses get paid; explore Principal Alternative Credit to help with additional cash flow flexibility	Update all plans to reflect new ownership
Implement recruiting and retention solutions	Consider key employee benefits	Consider key employee benefits	Are your benefits meeting expectations	Review plans; consider adding participants

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HELP PROTECT YOUR EMPLOYEES				
Provide financial protection upon death or disability for employees	Offer individual life & disability insurance	Offer individual life & disability insurance	Offer individual life & disability insurance	Offer individual life & disability insurance
Protect against lost survivor income and personal wages, and provide dental and vision benefits	Consider foundational group benefits	Implement group benefits	Consider expanding group benefits	Review group benefits
Help owner(s) and key employees make up for lost benefits in employer-sponsored group benefit plans		Consider supplemental life & disability insurance	Implement or review key employee benefits package	Consider key employee benefits for retention
Help employees save for retirement	Consider a qualified retirement plan	Consider a supplemental retirement plan	Implement or review supplemental retirement plan strategies	Review all retirement plan strategies
HELP PROTECT YOU (THE OWNER) AND YOUR FAMILY				
Retirement planning for owner(s)	Participate in retirement plan or IRA	Maximize participation in plans	Request a Business Owner Retirement Analysis	Request a Business Owner Retirement Analysis
Legacy and estate planning		Ensure wills & trusts are current; address estate tax concerns	Review wills & trusts; address estate tax concerns	Review wills/trusts of new owner(s)
Survivor and income protection benefits for owner(s)		Review personal life & disability insurance needs	Review personal life & disability insurance	Review new owner(s) life & disability insurance needs

Contact your financial professional and check out these resources:



- [Benefit Design Tool](#) to learn how your employee benefits compare to businesses like yours.
- [Business Needs Assessment Tool](#) to pinpoint the specific needs and goals of your business.
- [Informal Business Valuation/Buy-Sell Review services](#) help uncover your business protection, business succession, retirement, and estate needs.
- [Principal Alternative Credit](#) may be a resource to fund organic growth, fund acquisitions, transition ownership, and refinance existing debt obligations.

⁽¹⁾ Principal® offers complimentary buy-sell review services.

⁽²⁾ Principal offers complimentary informal business valuation services. An Informal Business Valuation is not a substitute for a formal valuation nor does it establish a value for tax purposes.

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