

# AIATrust Equitable: Business Killers

Thank you for viewing the AIA Trust Week webinar presented by Stephen B. Dunbar III, JD, CLU of Equitable. Please answer the following questions and submit your completed test to [aiatrust@aia.org](mailto:aiatrust@aia.org) to receive 1.5 AIA learning units.

1. True or False? The webinar focused on the six common mistakes that could be eroding the value of your practice.
2. It is important to have your business value appraised by an outside resource, but how frequently?
  - a. Every 10 years
  - b. Annually
  - c. Frequency of valuation depends on the size of a company, number of partners, and its industry but is generally recommended every 2-3 years
3. True or False? A formal Buy/Sell Agreement, often incorporated within an Operating Agreement, is a legally binding document that outlines how ownership interests in a business will be transferred if an owner decides to leave the company, whether through retirement, death, disability, ensuring a smooth transition and preventing disputes among remaining owners.
4. True or False? Living Wills and Advance Directives have no impact on business planning.
5. What are Key Employee Retention Plans (KERPS)?
  - a. There is no such plan
  - b. A plan allowing the employer to retain key employees during financially difficult times
6. True or False? A good employee benefits plan cannot be understated. Employee benefits are essential for the health and financial future of the workforce and also make workers feel like they are appreciated for their hard work.
7. An effective succession plan is a process that can include which of the following
  - a. Identifying and listing the skills and competencies needed to fill the critical position
  - b. Identifying potential successor(s)
  - c. Developing a talent pipeline within the firm
  - d. Identifying a successor that clients and colleagues will approve of
  - e. Ensuring that the succession plan has a disability provision
  - f. Creating a timeline
  - g. Communicating the plan to key stakeholders
  - h. Document accounts, main contacts, usernames and passwords
  - i. All of the above
8. True or False? Proactive tax planning involves taking deliberate steps throughout the year to minimize your tax liability while maximizing your financial well-being.
9. True or False? A common retirement mistake is treating your business as your sole retirement plan and not creating a financial plan or contributing to your 401(k) or another retirement plan.

10. True or False? The presenter encouraged you to complete the risk barometer. Should your total score add up to 33 or less you are considered to be low risk, however, should you score 100 or higher it is imperative that you speak to a trusted financial professional and tackle the issue that has the highest score.