

PHASE 1: DEAL DYNAMICS/FIT/PRE-CLOSE

1. What are the benefits of partnering with TMG?

- a. By partnering with us, you'll gain access to our extensive resources, including an expanded service offering, advanced technology platforms, centralized back office, and a wider network of subject matter expertise. This allows you to provide an enhanced client service offering, career advancement opportunities for team members, achieve operational efficiencies, and focus on growth.

2. What does a partnership with TMG look like?

- a. Our approach is collaborative, transparent, and confidential. We focus on creating mutually beneficial partnerships that deliver an expanded service offering for clients, career opportunities for team members, and a way for owners to capture the value of years of hard work while providing an attractive opportunity for the next stage of their careers. We prioritize cultural fit, client service excellence, and seamless integration, seeking firms that align with these values and aim to grow and enhance their capabilities.

3. How does TMG determine a firm's valuation?

- a. Our valuation process considers multiple factors with a focus on quality of your team, client demographics, firm size, and historical performance. We aim for a fair and transparent valuation that reflects the true value of your business based on relative (comparable firms and transactions) and intrinsic valuation (Discounted Cash Flow) methodologies.
- b. In some cases, the ability to drive future growth or pipeline opportunities is factored into the valuation process as a way for you to capture additional value.

4. Do you offer flexible deal structures and opportunities for equity?

- a. Yes, we recognize that each firm has unique needs and goals. We offer flexible deal structures, including options for cash, equity participation, earn-outs, and other arrangements that align with your objectives.

5. What is the typical timeline for completing a partnership?

- a. The timeline can vary depending on the specifics of the transaction, but generally, the process takes between 4 to 6 months from initial discussions to close.

6. Can I speak with other firms that have partnered with you?

- a. Absolutely. We can arrange for you to speak with other advisors who have successfully integrated with our firm or local TMG team members in your area to share their experiences and insights.

PHASE 2: INTEGRATION

7. What does the integration process look like at TMG?

- a. Our integration process is transparent and collaborative, with you involved every step of the way.
- b. We have a dedicated team to assist with the smooth transition of your clients, team, technology, and systems. We provide training and support to ensure that you and your team are comfortable with the new platforms, which are designed to enhance efficiency and client service.
- c. Each of our partner firms has a customized integration plan, which on average can take 9 to 12 months post-close to complete.

8. Will my firm's brand continue to exist post-merger?

- a. We believe uniting our firms under one brand provides a consistent client experience across our many locations and ensures we can deliver on our commitment to providing best in class wealth management services.

9. What happens to existing client fee structures post-merger?

- a. We review fee structures on a case-by-case basis to ensure they are fair and competitive. Any changes would be communicated transparently and implemented with client satisfaction in mind. We are confident that our partnership will enhance the quality of service for clients and outweigh the impact of any fee change a client may experience.

10. How will the merger impact the investment strategies currently employed for my clients?

- a. We have built an extensive investment platform, leveraging a globally diversified, index-based approach with an array of core model portfolios, evidence-based stock sleeves, individual bond strategies, and alternatives. Our goal is to deliver this platform to clients across the nation. That said, we are open to adding investment capabilities that add value to our clients. Many of our current strategies have been developed by partner firm team members and brought onto our platform. We will always conduct a deliberate, methodical evaluation of your investment strategy and client portfolios to create a seamless transition for you and your clients.

PHASE 3: POST-PARTNERSHIP

11. How will a merger affect my clients and employees?

- a. We place great importance on ensuring minimal disruption to your clients and employees. Our integration process is designed to maintain a high level of service for clients and a manageable workload for employees. Clients will benefit from an expanded suite of services and employees will have opportunities for professional growth within our larger organization.

PHASE 3: CONTINUED...

12. Can I retain some level of autonomy after merging with your firm?

- a. Yes, we respect the entrepreneurial spirit of the firms we partner with. While we provide support and resources across the back-office functions, we encourage you to continue leading client relationships and contribute to strategic decisions.

13. What career opportunities exist for my employees' post-acquisition?

- a. We offer clear career progression, comprehensive training, and leadership development opportunities for your employees within the organization.
- b. Our Leadership Advisory Council and various strategic committees provide all team members the ability to develop and grow in their careers while making a meaningful impact on TMG's success.
- c. Transitions to other teams or roles within the firm may also be possible, depending on skillset, competency, interest, and organizational needs.

14. What kind of succession planning support do you offer for firm owners?

- a. We provide comprehensive succession planning solutions that ensure continued success and care for your clients and team members, allowing you to transition smoothly, whether into retirement or a role within TMG.

15. How will joining your firm enhance my access to subject matter experts and additional resources?

- a. By partnering with TMG, you'll gain access to a wide range of subject matter experts across wealth management, tax services, tax planning, estate planning, and more, which will enhance your service offering and provide deeper and more comprehensive planning experience to your clients.

16. What support services are provided to firms?

- a. TMG's centralized back office becomes a resource for our partners, providing investment management and research, client service, trading, billing, reporting, compliance, finance, HR, and marketing.

17. How does your firm promote growth for acquired firms?

- a. We support growth through a combination of internal business development efforts, led by our dedicated business development and inside sales teams, custodial referral partnership, and various marketing initiatives. Additionally, our centralized back office and support teams take on many of the operational tasks of running the business so you can focus on serving existing and new clients.