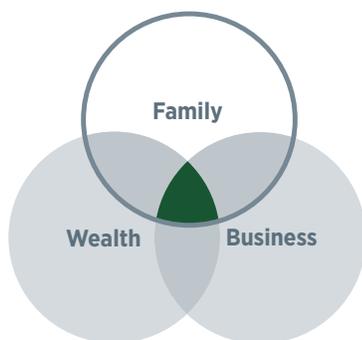


# Emerald Family Office & Advisory

PROVIDING STRATEGIC  
TRANSITION PLANNING  
AND SOLUTIONS



Our holistic approach to planning seeks to integrate and align your family, wealth planning, and business goals to help prepare you for life's transitions.

## Developing a Family Business Employment Policy

Collaborating on vision, values, and wealth

A defined set of employment guidelines can go a long way to prevent conflict when considering the hiring, promotion, and compensation practices within a family business. Quite often, the roles of family members within the business entity can either serve as a remarkable asset that advances the continuity and bottom line of a firm or, in contrast, as a liability that is driven by sentiments of entitlement and/or unreasonable expectations. The intentional management of these varied outcomes can be mitigated by the creation of a well-defined family employment policy that serves the business and the family in the following ways:

- Clarifies the path for family members to join the family business
- Creates the foundation for a family business succession plan
- Provides consistency and transparency on hiring policies
- Sets cross-generational expectations for employment in the family business

### How does it work?

To establish a family business employment policy, our team will facilitate a workshop or series of workshops delivered either virtually or in-person at the location of your choosing. Each workshop follows a sequential, moderated set of discussions that accommodate all participant voices as the framework for an employment policy is contemplated, considered, and defined. Our facilitators will serve as accountability partners that promote progress, growth, learning, and defined details that uncover the conversations necessary to design a comprehensive employment policy.

During the workshop, participants can discuss and unpack issues and concerns related to the employment policy that can include:

- What is the purpose of a Family Business Employment Policy?
- Who is eligible for employment?
- What is the job application process?
- What does the performance evaluation process look like?

Continued



## Benefits of completing a Developing a Family Business Employment Policy workshop

This exercise allows your family to discover how to design and manage the employment within the family business in a consistent fashion that promotes the health of the company and harmony of the family. Upon completion of the sessions, a summary of the work with content and details is delivered to your family (and your attorney for input if desired) with the intention of the participants drafting a formal employment policy.

Contact us to learn more about arranging a Developing a Family Business Employment Policy workshop

Please contact:



Wilmington Trust Emerald Family Office & Advisory is a service mark and refers to wealth planning, family office, specialized transaction, and other services provided by Wilmington Trust, N.A., a member of the M&T family.

Wilmington Trust is a registered service mark used in connection with various fiduciary and non-fiduciary services offered by certain subsidiaries of M&T Bank Corporation including, but not limited to, Manufacturers & Traders Trust Company (M&T Bank), Wilmington Trust Company (WTC) operating in Delaware only, Wilmington Trust, N.A. (WTNA), Wilmington Trust Investment Advisors, Inc. (WTIA), Wilmington Funds Management Corporation (WFMC), and Wilmington Trust Investment Management, LLC (WTIM). Such services include trustee, custodial, agency, investment management, and other services. International corporate and institutional services are offered through M&T Bank Corporation's international subsidiaries. Loans, credit cards, retail and business deposits, and other business and personal banking services and products are offered by M&T Bank, Member FDIC. Please visit our websites at [www.wilmingtontrust.com](http://www.wilmingtontrust.com) and [www.mtb.com](http://www.mtb.com) for additional information regarding our brands and products and services offered.

The specific services provided to you and fees for those services are described in our Platform Enrollment Agreement with you and subject to the Emerald Family Office & Advisory Terms and Conditions. Enrolled Emerald platform clients pay a one-time platform assessment and on-boarding fee in addition to the platform access fee. Please see the Platform Enrollment Agreement between you and us and the Emerald Family Office & Advisory Terms and Conditions for a detailed description of the services provided to you, the fees for those services and terms and conditions.

Family Office services, which include personal and entity financial management and tax preparation, are subject to additional fees and are not part of but in addition to the base Emerald platform services. Tax preparation services may be offered on a limited basis to existing entity or personal financial management clients in accordance with the Platform Enrollment Agreement for those services between such clients and Wilmington Trust.

If advisors or other third parties require compensation, any such fees are in addition to the fees charged by Wilmington Trust.

Wilmington Trust is not authorized to and does not provide legal or accounting advice. Wilmington Trust does not provide tax advice, except where we have agreed to provide tax preparation services to you. Our advice and recommendations provided to you are illustrative only and subject to the opinions and advice of your own attorney, tax advisor, or other professional advisor.

The information provided herein is for informational purposes only and is not intended as an offer or solicitation for the sale of any tax, estate planning, or financial product or service or a recommendation or determination that any tax, estate planning, or investment strategy is suitable for a specific investor. Note that tax, estate planning, and financial strategies require consideration for suitability of the individual, business, or investor, and there is no assurance that any strategy will be successful.