

# Building a future of employee ownership in Canada.

Backed by leading Canadian entrepreneurs, CommonShares is becoming one of Canada's top buyers of small businesses. We look forward to working with you.

## Contents

---

### 01

#### Benefits

Our process offers retiring business owners a unique and advantageous option.

### 02

#### Criteria

Our key filters for assessing each potential acquisition.

### 03

#### Process

How we acquire & operate businesses that never have to be sold again.

### 04

#### Company Details

Summary of CommonShares contact information.

---

## Benefits

Our process offers business owners a unique and advantageous option.

- ✓ CommonShares purchases 100% of your company.
- ✓ Employees immediately receive 10% equity, transitioning to majority ownership within 20 years.
- ✓ We recruit, vet, and train a qualified manager, ensuring a smooth and swift exit for your client.
- ✓ Your client's business, employees, and community continue to thrive, preserving your client's legacy and guaranteeing the business never needs to be sold again.
- ✓ As the sole buyer, CommonShares operates independently and quickly, without needing external transaction approval.

# Criteria

We look for small businesses that will thrive for decades to come and meet the following criteria.

## **Retiring Owner**

The owner is of retirement age and leaving the industry.

## **Consistent Profitability**

We aim for businesses with EBITDA between \$1M and \$8M for at least four of the past five years.

## **Experienced Supervisors**

The business has at least two senior employees or supervisors aiding the owner in daily operations such as dispatch, bookkeeping, sales, and scheduling.

## **Transition Period**

The owner commits to a transition period to facilitate the placement and training of a new manager. This is generally between 2 to 6 months, and up to a year, depending on the needs of the business.

## **A simple structure**

We prefer businesses with a single retiring owner, but we are open to opportunities with multiple retiring owners.

## **Located in Canada**

We are proudly Canadian and focus on businesses headquartered in Canada

**Please contact us if your business aligns with our criteria.**

# Our Process

Your client retires with peace of mind knowing their company and its people are in good hands. We preserve your client's legacy and ensure their business never needs to be sold again.

## 01

### **Sole Buyer**

As the sole buyer, we operate independently and quickly, without needing external transaction approval. This ensures a smoother, faster process without third-party investor approvals.

## 02

### **Employee Ownership**

We commit to maintaining your client's team, gifting them 10% of the company's equity immediately and transitioning to majority employee ownership over time.

## 03

### **Leadership Recruitment**

Our approach includes recruiting, vetting, and training a capable and proven manager to lead your client's business, ensuring a smooth leadership transition.

## 04

### **Ongoing Support**

Our team, along with a network of experienced business leaders, provides ongoing support in various functions including recruiting, strategy, marketing, technology solutions, and more.

# Company Details

**Company**

CommonShares Inc.

**Website**[www.CommonShares.ca](http://www.CommonShares.ca)**Primary Contact**

Charlie Iscoe, Co-founder  
Justine Janssen, Co-founder

**Email**[hello@commonshares.ca](mailto:hello@commonshares.ca)**Company Description**

CommonShares is an employee ownership platform dedicated to small businesses in Canada. Backed by top Canadian founders and entrepreneurs, we aim to preserve the legacy of small businesses nationwide. We acquire businesses from retiring owners, instantly grant 10% equity to employees, and transition to majority employee ownership within 20 years. We believe in long-term partnerships and providing value to all stakeholders - retiring owners, employees, customers, and the local communities where we proudly operate.