

## ESOP fiduciary services



There is no question that employee stock ownership plans are one of the most popular ways for companies to share ownership with their employees.

In addition to the company receiving valuable tax advantages and flexibility to buy shares in the future, employees also benefit from being part of an employee-owned company.

Along with the significant benefits however, complicated fiduciary, administrative, and regulatory issues exist. Alerus Financial helps companies understand and avoid the potential conflicts of interest existing with new or existing ESOPs.

### Skilled professionals

Alerus Financial provides a comprehensive array of fiduciary and administrative services managed by a seasoned team of in-house professionals with diverse experience working with ESOPs and their related transactions.



### Transactional trustee

As a transactional trustee, Alerus Financial maintains independence and objectivity, eliminating conflicts of interest and ensuring compliance with ERISA fiduciary standards. Utilizing an extensive due diligence review and analysis process, Alerus Financial has successfully completed virtually every type of transaction that involves employer securities.

- Initial share purchases
- Mergers and acquisitions
- Second stage transactions
- ESOP loan restructurings
- Sub-S conversions
- Corporate re-capitalization
- Plan terminations



## Ongoing trustee and custodial services

Our fiduciary experience includes ongoing trustee and custodial services for ESOPs and other qualified plans. From transaction processing, to the coordination of participant pass-through voting, Alerus Financial employs comprehensive procedures to ensure efficient and accurate trust administration.

Our ongoing trust services include:

- Contribution, income, dividend posting
- Periodic transfer of released shares
- Distribution processing and tax reporting
- Online access for plan sponsors
- Debt service accounting
- Analysis of annual valuation report
- Trust reporting
- Repurchase obligation analysis

*To learn more about comprehensive ESOP services from Alerus Financial, call or e-mail today.*

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