



Brian D. Bornino, CPA/ABV, CFA, CBA

Director of Valuation & Financial Opinion Services
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614.947.5212



Education

Case Western Reserve University
MBA, Finance and Economics

Ohio University
B.S., Business Administration,
Finance and Accounting

Professional Accreditation

- CPA/ABV - Certified Public Accountant, Accredited in Business Valuation
- CFA - Chartered Financial Analyst
- CBA - Certified Business Appraiser

Associations and Memberships

- The ESOP Association
- National Center for Employee Ownership
- Ohio Employee Ownership Center
- Association for Corporate Growth
- Estate Planning Council of Columbus
- CFA Institute
- CFA Society of Columbus
- American Institute of Certified Public Accountants
- The Ohio Society of Certified Public Accountants
- Institute of Business Appraisers
- Appraisal Issues Task Force

Mr. Bornino is the Director and National Practice Leader for GBQ Capital Advisors. Mr. Bornino's practice focuses on assisting business owners with ownership transition planning and execution, with specialties in valuation advisory and ESOP advisory.

Valuation Advisory Experience

Brian's 25+ years of experience include 3,000+ valuation engagements involving businesses and business interests of privately held and publicly traded companies nationwide and internationally.

Mr. Bornino's primary areas of expertise include: ESOP advisory, mergers and acquisitions, shareholder transactions, ownership transition planning, estate and gift taxation, fairness opinions, fair value measurements (e.g., purchase price allocations, goodwill impairment testing, equity-based compensation), going-private transactions, bankruptcies and reorganizations, buy-sell agreements, restricted stock opinions, pre-IPO planning, shareholder disputes, and other tax, litigation, and corporate-related matters.

ESOP Advisory Experience

Brian has been active in the national ESOP community for 25+ years and has been involved in 1,000+ ESOP advisory and valuation engagements. ESOP services provided include ESOP feasibility studies, initial ESOP valuations, ESOP implementation consulting, transaction advisory and structuring (company-side and trustee-side representation), annual ESOP valuations, fairness and solvency opinions, ESOP valuation report reviews, ESOP dispute consulting and advisory, and ESOP trustee advisory.

Mr. Bornino currently serves on the Executive Committee of the Ohio/Kentucky Chapter of the ESOP Association and is the Chairman of its ESOP Awareness Committee and a member of its Membership Committee. He is a past winner of The ESOP Association's Membership Recruitment Award for his work championing Employee Stock Ownership Plans.

Current Role at GBQ

Mr. Bornino has led GBQ's valuation and ESOP advisory practices for 16+ years, helping grow the practice from a few individuals to a national practice with 15+ dedicated valuation professionals involved in 250+ valuation and ESOP advisory engagements annually for clients nationwide.

Pre-GBQ Experience

Prior to joining GBQ in 2005, Brian held leadership positions with various regional and national valuation practices. Prior to moving to Columbus, Brian served as a Director at Stout Risius Ross, Inc., where he co-founded the firm's Cleveland office, served on the firm's national Business Valuation Steering Committee, managed a staff of valuation analysts and managers, and was involved with nearly every valuation engagement produced by the firm's Cleveland office. Prior to joining Stout Risius Ross, Inc., Brian was a Vice President in the Valuation Services unit of KeyBank.



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Thought Leadership

Mr. Bornino is a nationally recognized thought leader in the valuation, finance and ESOP industries. He is a frequent speaker on these topics for organizations including the Association for Corporate Growth, ESOP Association, National Center for Employee Ownership, Ohio Employee Ownership Center, Institute of Management Accountants, and various CPA Societies, Bar Associations, Estate Planning Councils and other professional organizations and educational institutions.

BDO Alliance

For 16+ years, Brian has served as the chairman of a national team of valuation professionals from firms around the country within the BDO Alliance USA. As the leader of this team, Mr. Bornino leads conference calls and seminars in which member firms discuss technical and practice management issues related to valuation.

Speaking Engagements

- "What's Driving Your ESOP Valuation?"; Ohio Employee Ownership Center's Southwest Ohio Employee Ownership Forum; 12/7/22
- "Business Owners - Preparing Your Company for an ESOP in 2023"; GBQ Webinar; 12/1/22
- "From Feasibility to Reality: AHI's Journey to ESOP Ownership"; Great Lakes Conference of the ESOP Association; 10/20/22
- "Assessing the Feasibility of an ESOP"; GBQ webinar; 6/7/22
- "Assessing the Feasibility of an ESOP"; Ohio Employee Ownership Center 36th Annual Conference; 4/7/22

- "Introduction to ESOP Valuations"; Ohio/Kentucky Chapter of the ESOP Association's Annual Spring Conference; 3/24/22
- "ESOPs: A Savvy Business Succession Strategy"; Louisville Estate Planning Council; 3/15/22
- "What's in Store for Your 12/31/21 ESOP Valuation?"; Ohio Employee Ownership Center's Southwest Ohio Employee Ownership Forum; 12/8/21
- "What's in Store for Your 12/31/21 ESOP Valuation?"; Great Lakes Conference of the ESOP Association; Sandusky, OH; 9/28/21
- "Is an ESOP Right for Your Company"; GBQ Webinar; 9/22/21
- "ESOPs: A Savvy Business Succession Strategy"; Conway Center for Family Business Webinar; 8/4/21
- "What's in Store for Your 12/31/20 ESOP Valuation?"; 35th Annual Ohio Employee Ownership Center Conference (webinar); 5/5/21
- "ESOPs: An Introduction"; GBQ Webinar; 4/6/21
- "ESOPs: An Introduction"; GBQ Webinar; 4/6/21
- "ESOPs in the Construction Industry"; Presented to a group of CPA firms (webinar); 3/25/21
- "Hot Topics for 12/31/20 ESOP Valuations"; Ohio Employee Ownership Center (webinar); 3/10/21
- "Assessing the Feasibility of an ESOP"; GBQ Webinar; 2/23/21
- "ESOPs: An Ownership Model for High-Performing Companies"; GBQ Webinar; 2/2/21
- "ESOPs & Contractors: 'Building' an Ideal Succession Plan"; GBQ Webinar; 6/25/20
- "ESOPs: An Alternative to Traditional M&A Transactions"; GBQ Webinar; 6/17/20
- "ESOPs in the A/E Industry: 'Engineering' a Better Ownership Model"; 6/10/20
- "How an ESOP Can Help Your Company Emerge from the COVID-19 Crisis"; GBQ Webinar; 6/4/20

- "Analyzing the Valuation Issues in Recent DOL Lawsuits"; National Center for Employee Ownership National Conference (virtual); 4/22/20
- "ESOPs: A Savvy Business Succession Strategy"; GBQ; 3/25/20
- "Internal Trustee Checklist for ESOP Valuations"; 5th Annual Great Lakes Conference of the ESOP Association; Sandusky, OH; 10/17/19
- "Assessing the Feasibility of an ESOP"; 33rd Annual Ohio Employee Ownership Center; Akron, OH; 4/25/19
- "Analyzing the Valuation Issues in Recent ESOP Lawsuits"; Michigan Chapter of the ESOP Association Annual Spring Conference; Lansing, MI; 4/17/19
- "Analyzing the Valuation Issues in Recent ESOP Lawsuits"; National Center for Employee Ownership National Conference; Pittsburgh, PA; 4/10/19
- "How Do Successful ESOP Companies Build Financial Projections"; Ohio/Kentucky Chapter of the ESOP Association; Columbus, OH; 3/21/19
- "Assessing the Feasibility of an ESOP"; 4th Annual Great Lakes Conference of the ESOP Association; Sandusky, OH; 10/18/18
- "Walking a Tightrope: The Use of an Internal ESOP Trustee in 2018"; 32nd Annual Ohio Employee Ownership Center; Akron, OH; 4/27/18
- "Analyzing the Valuation Issues in Recent ESOP Lawsuits"; National Center for Employee Ownership National Conference; Atlanta, GA; 4/19/18
- "ESOPs and Tax Reform: The Valuation Impact for ESOP Companies"; Michigan Chapter of the ESOP Association Annual Spring Conference; Lansing, MI; 4/11/18
- "Analyzing the New DOL Process Agreements for ESOP Transactions"; Ohio/Kentucky Chapter of the ESOP Association; Columbus, OH; 3/21/18
- "Valuation Case Studies"; Columbus Estate Planning Council; Columbus, OH



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Speaking Engagements (cont.)

- “Analyzing the Valuation Issues in Recent ESOP Lawsuits”; 3rd Annual Great Lakes Conference of the ESOP Association; Sandusky, OH; 10/19/17
- “ESOPs: A Tax-Advantaged Business Succession Planning Vehicle”; Seminar co-presented with Porter Wright; Columbus, OH; 9/27/17
- “Helping Your Clients Evaluate and Establish ESOPs”; Johnson Investment Counsel; Cincinnati, OH; 8/25/17
- “ESOPs: The Basics and Recent Developments”; Worthington Estate Planning Council; Worthington, OH; 8/16/17
- “Repurchase Obligation and ESOP Valuations”; 31st Annual Ohio Employee Ownership Conference; Akron, OH; 4/28/17
- “ESOP Protection Trusts”; National Center for Employee Ownership National Conference; Denver, CO; 4/5/17
- “Advanced Topics in ESOP Valuations”; Ohio/Kentucky Chapter of the ESOP Association; Columbus, OH; 3/23/17
- “Projections: Why they are Critical in ESOP Valuations”; Indiana Chapter of the ESOP Association; Indianapolis, IN; 3/7/17
- “How to Effectively Communicate ESOP Valuations to Employees”; Webinar by Ohio Employee Ownership Center; 2/22/17
- “Sell-Side Advisory Services: A Savvy Way to Excel in the ESOP Market”; Business Valuation Resources Webinar; 11/30/16
- “ESOP Companies Making Acquisitions: A Panel Discussion”; 2nd Annual Great Lakes Regional ESOP Conference; Sandusky, OH; 10/21/16
- “Building a Successful Business Valuation Practice within a CPA Firm”; BDO Alliance Firm 12th Annual Valuation Caucus; Cleveland, OH; 10/18/16
- “Helping Your Clients with ESOP Transactions”; Presented to Mengel Metzger Barr & Co., CPAs; Rochester, NY; 10/4/16
- “Helping Your Clients with ESOP Transactions”; Presented to Skoda Minotti & Co., CPAs; Cleveland, OH; 10/3/16
- “Building a Successful Business Valuation Practice within a CPA Firm”; Ohio Society of CPAs Cleveland Accounting Show; Cleveland, OH; 11/9/16
- “Building a Successful Business Valuation Practice within a CPA Firm”; Ohio Society of CPAs Cincinnati Accounting Show; Cincinnati, OH; 9/20/16
- “Workshop to Explore the Advantages of ESOPs”; Columbus Catholic Foundation; Columbus, OH; 6/14/16
- “Valuation: The Centerpiece of Any Ownership Transition Strategy”; OSCPA Dayton Accounting Show; Dayton, OH; 5/18/16
- “ABCs of ESOPs for Employees”; Ohio Employee Ownership Center Annual Conference; Akron, OH; 4/29/16
- “DOL Compliance Issues with ESOP Valuations”; National Center for Employee Ownership Annual Conference; Minneapolis, MN; 4/13/16
- “Guideline Public Company Method”; BDO Alliance Firm 11th Annual Valuation Caucus; Youngstown, OH; 10/20/15
- “Projections: How They Impact ESOP Valuations and Why They are Critical”; ESOP Associations 1st Annual Great Lakes Regional Conference; Sandusky, OH; 10/7/15
- “Selling Your Company to an ESOP”; 29th Annual Ohio Employee Ownership Center Conference; Akron, OH; 4/29/15
- “Getting Your ESOP Off to a Good Start: Tips for New ESOPs”; Ohio/Kentucky Chapter of the ESOP Association Annual Spring Conference; Columbus, OH; 3/18/15
- “Dispelling 10 Myths about the Value of Your Business”; GBQuarterly Seminar; Columbus, OH; 10/28/14
- “ESOP Advisory Services for CPA Firm-Based Valuation Practices”; 10th Annual BDO Alliance USA Firm Valuation Caucus; Columbus, OH; 10/21/14
- “The GreatBanc Settlement”; Ohio/Kentucky Chapter of the ESOP Association 25th Annual Fall Conference; Columbus, OH; 10/16/14
- “Fair Value Accounting: When are Valuations Required and How to Audit Them”; Ohio Society of CPAs On-Demand Webinar; 8/6/14
- “Common Risks in Mergers & Acquisitions”; Central Ohio Chapter of The Risk Management Association Lunch & Learn; 5/21/14
- “ABCs of ESOPs for Employee Owners”; 28th Annual Ohio Employee Ownership Center Conference; Akron, OH; 4/24/13
- “ESOP Valuations: The Basics and Beyond”; Ohio Society of CPAs On-Demand Webinar; 4/17/14
- “ESOP Companies Making Acquisitions: A Panel Discussion”; Ohio/Kentucky Chapter of the ESOP Association Annual Spring Conference; Columbus, OH; 3/19/14
- “ESOP Valuations: The Basics and Beyond”; AICPA 2013 National Valuation Services Conference; Las Vegas, NV; 11/10/13
- “ESOP Valuations: The Basics and Beyond”; AICPA 2013 National Valuation Services Conference; Las Vegas, NV; 11/10/13
- “Common Mistakes in Buying Companies”; GBQ Consulting LLC; Columbus, OH; 10/16/13
- “Employee Stock Ownership Plans: A Tax-Advantaged Strategy for Liquidity, Performance, and Succession Planning”; GBQ Consulting LLC; Columbus, OH; 10/11/13
- “Ohio ESOP Index”; Ohio/Kentucky Chapter of the ESOP Association 24th Annual Fall Conference; Columbus, OH; 10/10/13



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Speaking Engagements (cont.)

- “Fair Value Accounting: What a Valuator Needs to Know”; Ohio Society of CPAs 2013 Business Valuation Conference; Columbus, OH; 9/27/13
- “The Business Valuation Industry”; Ohio University Student Equity Management Group; Athens, OH; 9/13/13
- “Eggs & ESOPs: A Breakfast Workshop to Explore the Advantages of ESOPs”; GBQ Consulting LLC; Columbus, OH; 5/23/13
- “ESOP Valuations: the Basics & Beyond”; National Center for Employee Ownership Annual Employee Ownership Conference; Seattle, WA; 4/27/13
- “Role of Valuation Advisor in ESOP Transactions & the Impact of Transactions on ESOP Valuation”; 27th Annual Ohio Employee Ownership Center Conference; Akron, OH; 4/19/13
- “Helping Employees Understand ESOP Valuations”; Ohio/Kentucky Chapter of the ESOP Association Annual Spring Conference; Columbus, OH; 3/20/13
- “A How-to Guide to Intellectual Property Valuation”; Columbus Intellectual Property Association; Columbus, OH; 12/13/12
- “Strategic Business Valuations in an M&A Transaction”; Association for Corporate Growth, Columbus Chapter; Columbus, OH; 10/11/12
- “How Does Repurchase Obligation Affect ESOP Valuations?”; Ohio/Kentucky Chapter of the ESOP Association 23rd Annual Fall Conference; Columbus, OH; 10/4/12
- “How Does Repurchase Obligation Affect ESOP Valuations?”; ESOP Association 11th Annual Tri-State Conference; Louisville, KY; 8/29/12
- “ESOPs in Mergers and Acquisitions”; National Center for Employee Ownership Annual Employee Ownership Conference; Minneapolis, MN; 4/26/12
- “Understanding Your ESOP Individual Account Statement”; 26th Annual Ohio Employee Ownership Center Conference; Akron, OH; 4/20/12
- “ESOPs: A Savvy Business Succession Planning Strategy”; GBQ Consulting LLC; Columbus, OH; 3/22/12
- “Using an ESOP as an Acquisition Tool & Second-Stage Transactions”; Ohio/Kentucky Chapter of the ESOP Association Annual Spring Conference; Columbus, OH; 3/21/12
- “Don’t Do THAT with Your ESOP”; Indiana Chapter of the ESOP Association 2012 Roundtables and Round Ball Event; Indianapolis, IN; 3/09/12
- “Succession Planning and Buy-Sell Agreements: Address Now or Distress Later”; GBQ Consulting LLC; Columbus, OH; 12/09/11
- “Succession Planning and Buy-Sell Agreements: Address Now or Distress Later”; Columbus Catholic Foundation Annual Estate Planning Conference; Columbus, OH; 11/4/11
- “My ESOP is Maturing...How will this Affect Me?”; Ohio/Kentucky Chapter of the ESOP Association Fall Spring Conference; Columbus, OH; 10/6/11
- “Playing the M&A Field: Valuation Issues”; M&A Symposium; Columbus, OH; 10/4/11
- “Understanding ESOP Valuations and Communicating them to Employees”; ESOP Association 10th Annual Tri-State Conference; Louisville, KY; 8/30/11
- “Valuations in Buy/Sell Agreements for Private Companies and Businesses”; Strafford Publications, Inc.; Online Webinar; 6/22/11
- “Succession Planning and Buy-Sell Agreements: Address Now or Distress Later”; GBQ Consulting LLC; Indianapolis, IN; 5/11/11
- “Valuation Primers for Succession Planning, Tax, ESOPs, and Financial Reporting”; 2011 BDO Alliance USA National Conference; Las Vegas, NV; 5/3/11
- “Financing ESOP Transactions”; 25th Annual Ohio Employee Ownership Center Conference; Akron, OH; 4/29/11
- “Current Valuation Methods”; 2010 BDO Alliance USA National Conference; Las Vegas, NV; 4/27/11
- “ESOP Sustainability in Mid-Life and Beyond”; National Center for Employee Ownership Annual Employee Ownership Conference; Denver, CO; 4/13/11
- “Valuation and Corporate Governance Issues in ESOP Companies”; Ohio/Kentucky Chapter of the ESOP Association Annual Spring Conference; Columbus, OH; 3/16/11
- “Increasing the Value of Your Business”; GBQ Redbank Executive Breakfast Series; Columbus, OH; 2/25/11
- “Succession Planning and Buy-Sell Agreements: Address Now or Distress Later”; GBQ Consulting LLC; Columbus, OH; 12/10/10
- “Valuations for M&A Transactions”; Ohio Society of CPAs Private Company Conference; Columbus, OH; 11/17/10
- “Purchase Price Allocations, Intangible Asset Valuations, and Impairment Testing”; BDO Alliance USA Ohio Valley Regional Valuation Team, 6th Annual Valuation Caucus; Columbus, OH; 10/27/10
- “IRC 409(A) & ASC 718/SFAS 123R Valuations”; BDO Alliance USA Ohio Valley Regional Valuation Team, 6th Annual Valuation Caucus; Columbus, OH; 10/27/10
- “Hot Topics with Valuations”; GBQuarterly Seminar Series; Columbus, OH; 10/12/10
- “The ABCs of ESOPs”; Ohio/Kentucky Chapter of the ESOP Association’s 21st Annual Fall Conference; Columbus, OH; 10/7/10
- “Ask the Experts ESOP Panel”; Ohio/Kentucky Chapter of the ESOP Association’s 21st Annual Fall Conference; Columbus, OH; 10/7/10
- “Business Valuation Boot Camp”; GBQ Goelzer Valuation Services; Indianapolis, IN; 9/30/10



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Speaking Engagements (cont.)

- “How Employee Owners Can Help Raise Stock Value”; Ohio/Kentucky/Indiana Chapters of the ESOP Association, 9th Annual Tri-State ESOP Conference; Louisville, KY; 8/31/10
- “Ask the Experts ESOP Panel”; Michigan/Indiana Chapter of the ESOP Association’s Annual Michigan Conference; Bristol, IN; 6/22/10
- “Detecting Valuation Issues: A Fiduciary’s Perspective”; Ohio/Kentucky Chapter of the ESOP Association Annual Spring Conference; Columbus, OH; 3/16/10
- “ESOPs: A Savvy Business Succession Planning Strategy”; Columbus Estate Planning Council; Columbus, OH; 3/10/10
- “Business Valuation Boot Camp”; GBQ Goelzer Valuation Services; Indianapolis, IN; 12/10/09
- “Valuations for Financial Reporting”; National Association of Certified Valuation Analysts Ohio Chapter Seminar; Columbus, OH; 12/5/09
- “Market Approach”; National Association of Certified Valuation Analysts Ohio Chapter Seminar; Columbus, OH; 12/5/09
- “ESOPs: What’s All the Buzz About?”; GBQ Goelzer Valuation Services; Indianapolis, IN; 11/17/09
- “The Importance of Using Multiple Valuation Methods”; BDO Alliance USA Ohio Valley Regional Valuation Team, 5th Annual Valuation Caucus; Cleveland, OH; 10/21/09
- “Managing Cash Flow Demands in a Challenging Economy”; Ohio/Kentucky/Indiana Chapters of the ESOP Association, 8th Annual Tri-State ESOP Conference; Louisville, KY; 8/19/09
- “Formula 409(A): Time to Clean Up Valuations for Deferred Compensation Plans”; Cincinnati Bar Association, Employee Benefits Committee; Cincinnati, OH; 8/13/09
- “ESOP Sustainability: Repurchase and Valuation Issues”; Ohio/Kentucky Chapter of the ESOP Association Annual Spring Conference; Columbus, OH; 3/19/09
- “Working Effectively with your ESOP Valuator”; Ohio Employee Ownership Center, ESOP Administrative Forum on ESOP Sustainability Issues; Cincinnati, OH; 9/25/08
- “ESOPs: What’s All the Buzz About?”; GBQ Consulting LLC; Columbus, OH; 9/24/08
- “Getting Ready for SFAS 141(R): Now the Fun Begins”; BDO Alliance USA Ohio Valley Regional Valuation Team, 4th Annual Valuation Caucus; Columbus, OH; 9/17/08
- “Cash Flow is King...But What is Cash Flow?”; BDO Alliance USA Ohio Valley Regional Valuation Team, 4th Annual Valuation Caucus; Columbus, OH; 9/17/08
- “ESOPs: The Best Kept Secret in Business Succession Planning”; Ohio Society of CPAs Webinar; Columbus, OH; 9/11/08
- “Introduction to Business Valuation”; Lorman Education Services seminar entitled Financial Statement Analysis; Cleveland, OH; 6/20/08
- “Introduction to ESOP Appraisals”; National Association of Certified Valuation Analysts Ohio Chapter Seminar; Columbus, OH; 11/16/07
- “Valuations for Mergers & Acquisitions”; National Association of Certified Valuation Analysts Ohio Chapter Seminar; Columbus, OH; 11/16/07
- “ESOPs: The Best Kept Secret in Business Succession Planning”; GBQ Consulting LLC; 10/17/07
- “Valuations for Stock Options: IRC 409(A) and SFAS 123R”; BDO Alliance USA Ohio Valley Regional Valuation Team, 3rd Annual Valuation Caucus; Cleveland, OH; 9/25/07
- “ESOPs: The Best Kept Secret in Business Succession Planning”; Ohio Society of CPAs Webinar; 9/5/07
- “Random Thoughts About Business Valuation”; Columbus Bar Association Estate & Gift Tax Committee; Columbus, OH; 9/4/07
- “How to Value Your Business and Why It Might Be A Good Time to Sell”; Ohio Manufacturing Association Webinar; 7/10/07
- “Enhancing the Value of Your Business”; Family Business Center of Central Ohio; Columbus, OH; 5/17/07
- “ESOPs: The Best Kept Secret in Business Succession Planning”; Ohio Society of CPAs Personal Financial Planning Committee; Columbus, OH; 5/1/07
- “Business Valuation & the Construction Industry”; Construction Financial Management Association; Columbus, OH; 3/20/07
- “Valuation: The Cornerstone of Corporate Finance”; Capital Law School, Corporate Finance Class; Columbus, OH; 2/1/07
- “Working Effectively with your ESOP Valuator”; Ohio Employee Ownership Center, ESOP Fiduciary and Administrative Forum; Kent, OH; 12/6/06
- “ESOPs: A Unique Business Exit Strategy”; Ohio Society of CPAs, Fall Conference for Corporate CPAs; Cleveland, OH; 11/17/06
- “Purchase Price Allocation: Beyond the Basics”; Tri-State Business Valuation Roundtable; Cincinnati, OH; 11/16/06
- “Valuation Issues with ESOPs”; Hancock County Chamber of Commerce, ESOPs: The Best Kept Secret in Succession Planning; Findlay, OH; 10/25/06
- “Operating a Successful Valuation Practice”; BDO Alliance USA Ohio Valley Regional Valuation Team, 2nd Annual Valuation Caucus; Akron, OH; 9/18/06
- “Common Valuation Issues and Errors”; BDO Alliance USA Ohio Valley Regional Valuation Team, 2nd Annual Valuation Caucus; Akron, OH; 9/18/06



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Speaking Engagements (cont.)

- “ESOP: Is it Right for Your Company?”; GBQ Consulting LLC; Columbus, OH; 8/2/06
- “Working Effectively with your ESOP Valuator”; Ohio Employee Ownership Center, ESOP Fiduciary and Administrative Forum; Cincinnati, OH; 5/25/06
- “Qualified Appraisals of Business Interests for Charitable Contributions”; Central Ohio Planned Giving Council; Columbus, OH; 11/2/05
- “How the IRS Measures the Value of Your Business”; Ohio Society of CPAs, CPAs in Industry Conference; Columbus, OH; 3/14/05
- “Valuation: The Cornerstone of Corporate Finance”; Capital Law School, Corporate Finance Class; Columbus, OH; 2/5/05
- “Critiquing a Business Valuation: What Advisors Need to Know”; Columbus Estate Planning Group II; Columbus, OH; 11/10/04
- “Business Valuation: Beyond the Basics”; Ohio Society of CPAs, Advanced Federal Tax Planning Symposium; Columbus, OH; 10/28/04
- “Keys to a Defensible Valuation”; Columbus Bar Association; Columbus, Ohio; 10/5/04
- “Valuation for Estate & Succession Planning”; Ohio Society of CPAs, Personal Financial Planning Committee; Columbus, OH; 4/6/04

Articles, Publications & Media

- “ESOPs Improve Employee Retention During COVID Crisis”; GBQ; 7/20
- “Recent Transactions Illustrate the Many Advantages of ESOPs”; GBQ 1/20
- “Frequency of Valuation Issues in DOL ESOP Lawsuits, 2012-2019, included as Appendix A in “A Guide to DOL ESOP Investigations”; A Special Report from the National Center for Employee Ownership; 2019

- “Infoverity Owner Turns Consulting Firm Over to His Staff Through ESOP”; interviewed and quoted in article written by Mark Williams; The Columbus Dispatch; 4/19
- “What Business Owners Can Learn from Dublin-Based Infoverity Becoming 100%-ESOP Owned” GBQ Bottomline; 2019
- “PCOAB Cites Fair Value as a Continuing Problem Area in Audits”; GBQ Bottomline; 1/18
- “Should Your Company Elect FASB’s Private Company Alternative for Business Combinations”; GBQ Bottomline; 1/16
- “Valuing Early-Stage Companies and Equity-Based Compensation Units”; GBQ Valuation Observations; 9/14
- “Innovative Ways for CPA Valuations to Crack the ESOP Market”; Business Valuation Update; May 2014 Edition
- “What is the Value of Your A/E/C Firm? Make Sure to Nail Down These Points”; GBQ’s Valuation Observations; 2/14
- “Transition Options: How to Determine if an ESOP is the Best Way to Transition Company Ownership”; Smart Business Columbus; 10/12
- “Thinking Ahead: The Critical Elements of Buy-Sell Agreements”; Smart Business Columbus; 9/11
- “Normalization Adjustments and Their Effect on Business Valuation”; GBQ’s Valuation Observations; 9/11
- “New Goodwill Impairment Rules: Good on Paper, Not So Good in Practice?”; GBQ’s Valuation Observations; 6/11
- “Seven Hidden Factors that Affect Company Values”; GBQ’s Valuation Observations; 3/11
- “Fair Value Checklist for Audit Season”; GBQ’s Valuation Observations; 1/11
- “Dispelling the Myths about ESOPs”; GBQ’s Valuation Observations; 11/10
- “Buy-Sell Agreements: Is Your Purchase Price a Looming Nightmare?”; GBQ’s Valuation Observations; 10/10
- “ESOPs: An Opportunity: Valuation is Key to Avoiding Problems When Creating An ESOP”; Smart Business Columbus; 8/10

- “A Valuable Estate Planning Tool Lost? Congress Threatens to Change GRAT Regulations”; GBQ’s Valuation Observations; 7/10
- “Business Valuation: Where One Appraisal Does Not Fit All”; GBQ’s Valuation Observations; 2/10
- “A New Plan: How to Take Advantage of New Opportunities in Estate Planning”; Smart Business Columbus; 11/09
- “House Resolution 436 Makes Its Way to Ways and Means”; GBQ’s Valuation Observations; 8/09
- “A New Plan: How to Take Advantage of New Opportunities in Estate Planning”; Smart Business Columbus; 11/09
- “House Resolution 436 Makes Its Way to Ways and Means”; GBQ’s Valuation Observations; 8/09
- “Step Into Action: How to Plan for the Future”; Smart Business Columbus; 5/09
- “Like-Kind Exchange Rules Now Apply to Intangible Assets”; GBQ’s Valuation Observations; 5/09
- “DOL Cracking Down on Private Equity Fair Value Estimates”; GBQ’s Valuation Observations; 4/09
- “The Seven Deadly Sins of ESOP Valuations”; GBQ’s Valuation Observations; 3/09
- “Goodwill Hunting: Improper Purchase Price Allocations Lead to Large Write-Downs”; GBQ’s Valuation Observations; 2/09
- “A GR(E)AT Time For a GRAT”; GBQ’s Valuation Observations; 2/09
- “Act Now: Window May Be Closing on Valuation Discounts”; Managing Your Financial Opportunities; 2/09
- “Good Bye, Goodwill: 2009 Promises to be Full of Impairment Charges”; GBQ Valuation Observations; 1/09
- “Good Bye, Goodwill: 2009 Promises to be Full of Impairment Charges”; GBQ Valuation Observations; 1/09



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Articles, Publications & Media

- "The Time is Now: Make a Gift!";
Managing Your Financial Opportunities;
4/08
 - "Study Shows Importance of Transaction
Advisor"; Managing Your Financial
Opportunities; 9/07
 - "IRC 409A and Deferred Compensation:
Is Your Business Meeting the
Requirements?"; Columbus Advisor;
2/07
 - "Time to Update Your Buy-Sell
Agreement"; Managing Your Financial
Opportunities; 9/05
 - "Despite 'Noble' Effort, Tax Court
Overrules Estate's Valuation of Privately
Held Bank Stock"; H&M Valuation Alert;
2/05
-