



Executive Capital, LLC Fact Sheet

Company Overview

Executive Capital, LLC was founded to meet the demand created by public company executives who want strategic advisory services and counsel on how to maximize and protect the value of the equity compensation awards.

Headquarters

Edina, MN

Funding and Structure

Executive Capital is a privately held, limited liability company.

Services Overview

Equity Awards Strategies™ is a specialized wealth-management service that enables public-company executives to maximize and protect the value of their equity compensation awards. Equity Awards Strategies™ are developed using exclusive technology-based equity formulas to provide unbiased, fact-driven recommendations that focus on minimizing tax liabilities, reducing concentration risk, and providing independent investment alternatives, asset protection and estate/legacy planning. As a result, executives can quickly and confidently identify financial goals and timelines with specialized strategies for achieving independence from “golden handcuffs.”

- The Personal Equity Award Profile provides executives an organized snapshot of their equity awards, including stock options (type, grant date, expiration, exercise price, number of options, and vesting schedule), restricted stock and employee stock, along with other award valuations. This tool assesses personal and investment risk/reward thresholds by analyzing stock price movement related to financial goals. Executives can make objective, informed decisions about when to exercise and sell various equity holdings. In addition, they can also evaluate and compare the forfeiture value of other equity compensation packages that they might be considering to achieve personal financial goals.
- Tax & Cash Flow Planning focuses on minimizing the tax liability, after-tax cash flow needs and evaluating other investment options to reduce overall market risk; analyzes “what-if” scenarios for assessing which equity awards to exercise and/or sell based on tax implications.
- Stock Diversification Techniques reduces a high-risk concentrated stock position while adhering to SEC rules and black-out periods, protects against valuation loss, and seeks to minimize taxes in both restricted and non-restricted stock; techniques include Zero Premium Collars, 10B5-1 Planning, Pre-paid Variable Forward Contracts, Exchange Funds and Net Unrealized Appreciation (NUA) Distributions.
- Independent Investment Management leverages LPL Financials Investment Management & Research Services to provide access to one of the largest independent and objective investment-management and research firms; information identifies diversified investments that align with overall financial goals and risk requirements.

- Asset Protection protects assets from professional malpractice, errors and omissions, bankruptcy and other creditors, and litigation initiated by greedy children, opportunistic friends, divorced spouses, and neighbors and guests hurt on your property. Strategies include insurance (umbrella liability, life, long-term care, health, disability) limited partnerships, off shore asset protection trusts, domestic asset protection trusts and dynasty trusts.
- Legacy, Estate Planning, and Charitable Giving helps the executive meet personal legacy goals, including their family's future and philanthropy wishes.

Executive Team

Dan Langworthy, Principal & Founder, CIMA[®], CPWA[®], COA

A former Wells Fargo and Sterling Investments executive, Dan Langworthy is a seasoned financial advisor to corporate executives. Langworthy has more than 20 years of industry experience and possesses exclusive market-leading expertise and technology to help executives maximize the value of equity compensation awards to build and protect wealth.

The principal and founder of Executive Capital is one of only 26 individuals in the country to achieve the designation of Certified Options Advisor (COA), through the National Board of Certified Options Advisors. This certification demonstrates superior knowledge, innovation, and commitment to understanding the intricacies and complexities of equity compensation. One of the elite few in the investment profession, Langworthy is also a Certified Investment Management Analyst (CIMA[®]), a program offered through the prestigious Wharton School of Business. The CIMA designation represents the highest standard in financial consulting expertise and the highest level of credibility, integrity and most critical knowledge in the industry. In an effort to continue his growth in the financial industry, Langworthy recently received his certification as a Certified Private Wealth Advisor (CPWA[®]) through The University of Chicago's Booth School of Business. This certification is an advanced credential created specifically for wealth managers and advisors who work with high-net-worth clients on the life cycle of wealth: accumulation, preservation, and distribution. Candidates who attain this certification gain superior expertise in advanced wealth management content, strategies, and applied concepts.

He is also a member of the Investment Management Consultants Association. He received his B.S. in finance with a specialty in corporate finance from Arizona State University.

Lisa Reicks, Vice President

Lisa Reicks is a former technology-marketing executive who has first-hand experience with both managing equity compensation awards and leveraging business intelligence technology to drive business performance.

Reicks helped launch and prepare ShowCase Corporation, a software company that provided business intelligence solutions for the IBM iSeries computer, for a successful independent public offering (IPO) in 1999. Following the IPO, she also experienced the lack of expert knowledge and dedicated support services available for many executives trying to manage and turn equity compensation awards into wealth.

With a background in the business intelligence software market, Reicks also understood how technology-based formulas could provide cutting edge diversification strategies for maximizing award values. Reicks has more than 20 years of market strategies and communication experience. She holds a B.A. from the University of Northern Iowa.

Clients

Executive Capital, LLC focuses on executives in publicly-traded companies.

Executives in publicly traded companies typically receive equity compensation packages as a way to drive operational performance and shareholder value, and ensure retention through “golden handcuffs.” Many view their equity awards as the path to financial security, independence, and freedom for the next leg in their life’s journey.

While companies offer stock administration for the execution of exercising and selling stock awards, they do not provide education or advice about how to maximize and/or protect these equity awards. Many companies even discourage education since achieving financial freedom actually helps unlock “golden handcuffs” and/or can adversely affect shareholder value or image.

The executive who is focused on achieving business goals is strapped for time and does not have expertise in knowing when to exercise, when to sell, how to minimize tax liability, when and how to diversify, and how to navigate SEC rules and black-out dates. They haven’t had much trial and error experience in exercising and selling stock awards or building wealth.

Without a strategy built on unbiased, fact-driven technology-based formulas, executives are unable to maximize and protect the value of their equity compensation awards. Instead, many maintain concentrated stock positions with high risk in volatile markets waiting to “cash-out” at retirement. Some exercise options and sell stock at random getting hit with AMT and/or higher tax rates. While others attempt to diversify their stock awards without a plan to grow and protect their new capital. Only those who accumulate elite wealth status are courted by large institutional banks/wire houses and general wealth advisors.

Sales channels

The company markets its services directly

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