

# Passing the Baton:

## Developing an Effective Business Succession Plan



### Can your business survive if your chair is empty?

Whether you are planning to cash out comfortably when retirement beckons or pass the baton to a trusted colleague or family member, having a well-strategized, well-executed succession plan is essential to the security of your retirement and the future success of your business.

Bank of the Cascades and Karnopp Petersen LLP invite you to join us to learn from experienced banking and legal professionals as they discuss real life strategies, examples and best practices.



**Brent Kinkade**  
Partner  
Karnopp Petersen LLP



**Walt Krumbholz**  
EVP, Chief Lending Officer  
Bank of the Cascades

### When:

Thursday, January 26, 2012  
5:00pm – 7:00pm

### Where:

TBD Loft  
856 NW Bond Street, Suite 2

Space is limited!  
Please RSVP by January 23, 2012 to:

**Kali Baker**  
[kbaker@botc.com](mailto:kbaker@botc.com)  
541-617-6887

Light fare and refreshments will be provided.

Presented By:



**KARNOPP  
PETERSEN LLP**  
ATTORNEYS AT LAW