

# Succession Planning

## Overview

Munsch Hardt's Succession Planning practice assists small to middle-market businesses, closely-held corporations, individuals and families throughout Texas in establishing plans to ensure their company's future success. We view succession planning as a strategic investment into a company, and we firmly believe the existence of a well thought-out plan creates confidence with employees, customers, investors and key suppliers.

Regardless of whether the goal is to keep the business within the family or structure a sale to maximize its value, our attorneys are dedicated to creating succession plans as unique as the company itself. Our team focuses on issues related to liability exposure, tax planning and asset preservation. In addition, by working in tandem with our clients, we carefully draft or review existing corporate documents such as operating agreements, partnership agreements, employee contracts, compensation procedures and buy-sell agreements, as well as detailed wills and trusts.

As a full-service law firm, our attorneys frequently serve as outside counsel for clients, addressing corporate governance issues, tax and estate matters, litigation disputes and real estate investment opportunities. With an understanding of how these areas are intertwined, we are uniquely positioned to help clients evolve their succession plans as circumstances change. And, by regularly reviewing and updating succession plans, business owners ensure valuable assets are properly preserved, protected and transferred, should an unexpected crisis occur. This proactive process also helps avoid ownership and control disputes among family members and/or shareholders of the business.

As a firm more than 30 years old, we understand first-hand the myriad of issues growing businesses face. Due to founders who planned ahead and implemented a strong succession plan for Munsch Hardt, our Firm continues to thrive. We strive to approach our clients businesses with the same level of sophistication and invested interest, and we are committed to doing so in an efficient and cost-effective manner.

## Experience

### Practice Leaders



**Mark Girtz**

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## Related People

Layne Deutscher  
Mark Girtz  
A. Michael Hainsfurther  
Robert Kibby  
Allison Knight  
Mark Kopidlansky  
J. Lucas Lechler  
Courtney Tawresey  
W. Phillip Whitcomb

## Related Practices

Corporate & Securities  
Mergers & Acquisitions  
Corporate Governance  
Private Equity, Venture Capital & Investment Funds  
Private Securities Offerings  
Corporate Structuring  
Entity Formation  
Family Offices  
Joint Ventures

## Related Industries

Admiralty & Maritime  
Financial Services  
Construction  
Energy  
Health Care  
Hospitality  
Insurance  
Manufacturing  
Real Estate  
Retail  
Technology & Telecommunications  
Transportation