



The Key to Understanding
Highly Complex Compensation Arrangements:

Getting the Real Facts

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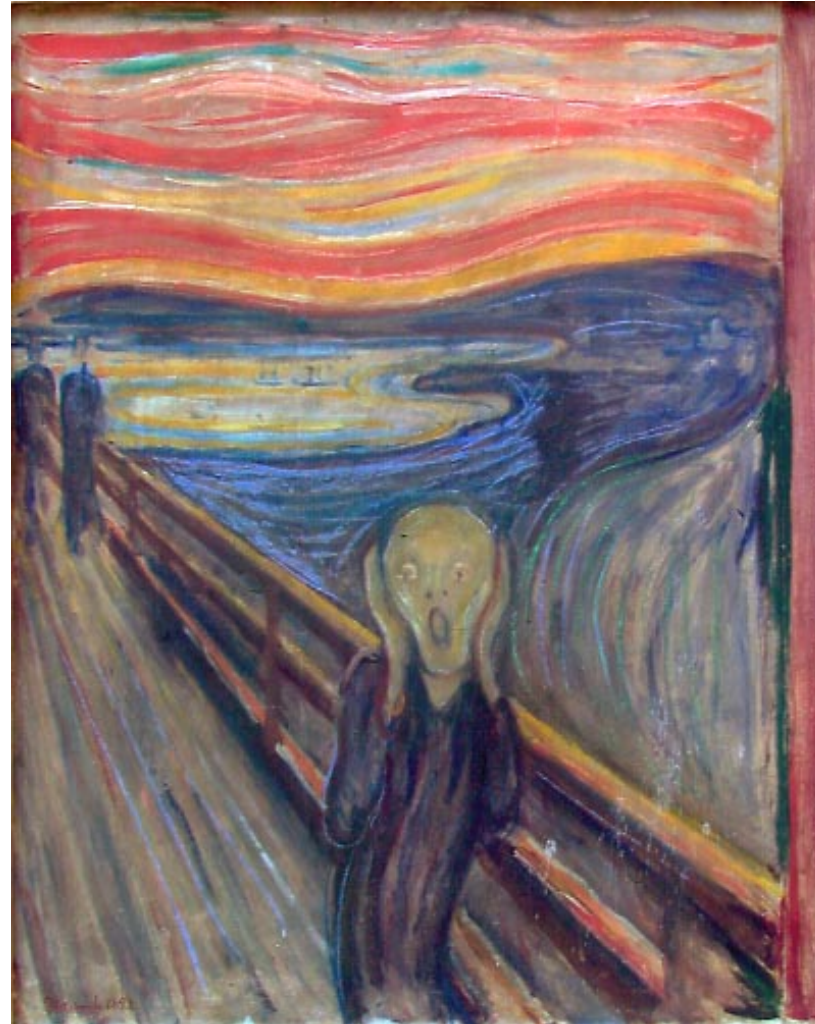
BVA, LLC

And

Lili A. Vasileff

CFP®, CDFa, Co-President (Chair)

How Some People React to Complex Compensation Arrangements



“The Scream”
by Edward
Munch, 1893

What's At Stake?





Preliminaries

- **Legal Standards**
- **Regulation**
- **Facts and Circumstances**
- **Documentation**
- **Details**
- **Hidden Items**
- **Financial Detective**
- **Multi-Disciplinary**



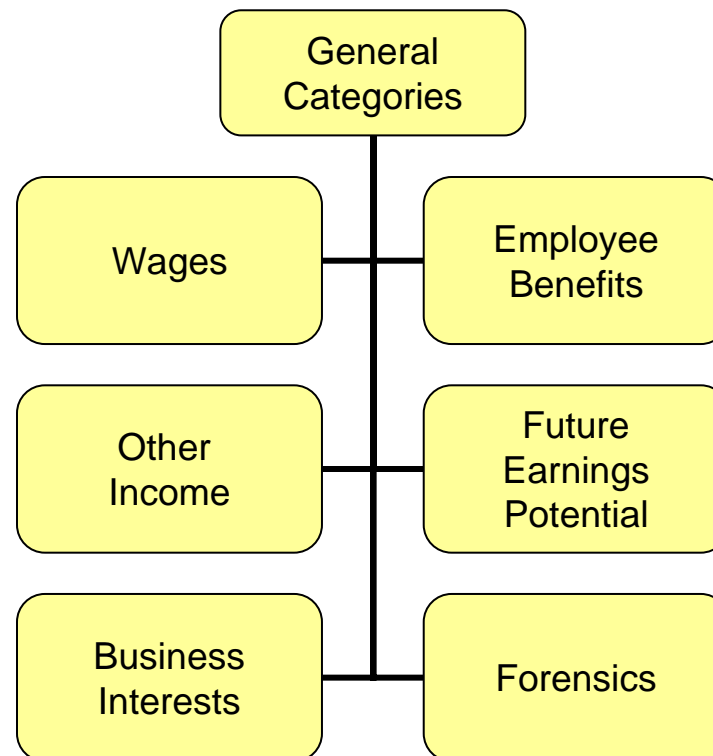


Work Status

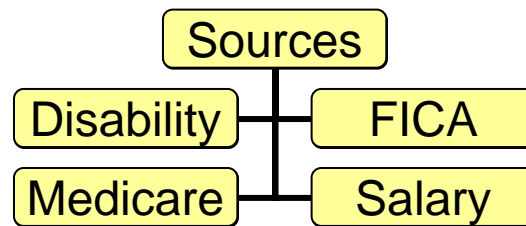
- **Full-Time Salaried Employee**
- **Part-Time Worker**
- **Stay at Home Parent**
- **1099 Free Agent**
- **Business Owner**
- **Trust Beneficiary**
- **Business Owner**



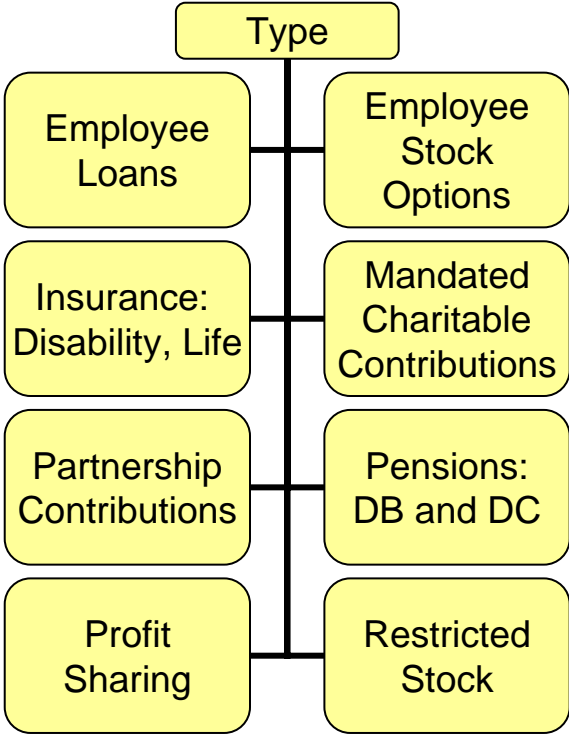
Compensation Arrangements: Overview



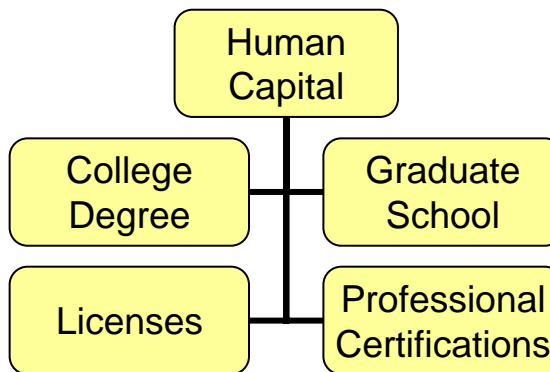
Typical Types of Wage Arrangements



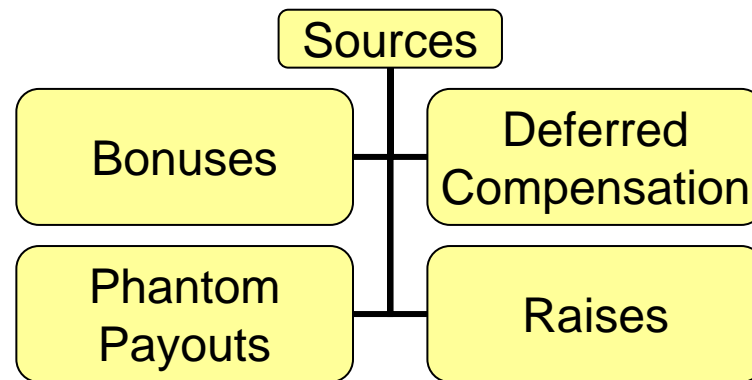
Employee Benefits



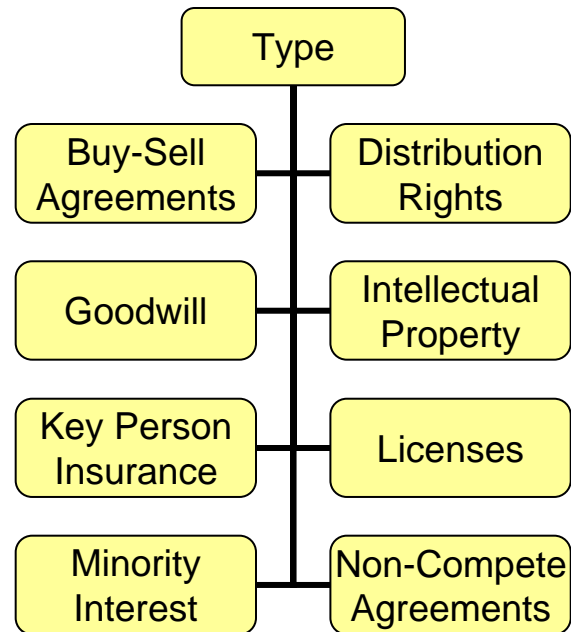
Future Earnings Potential



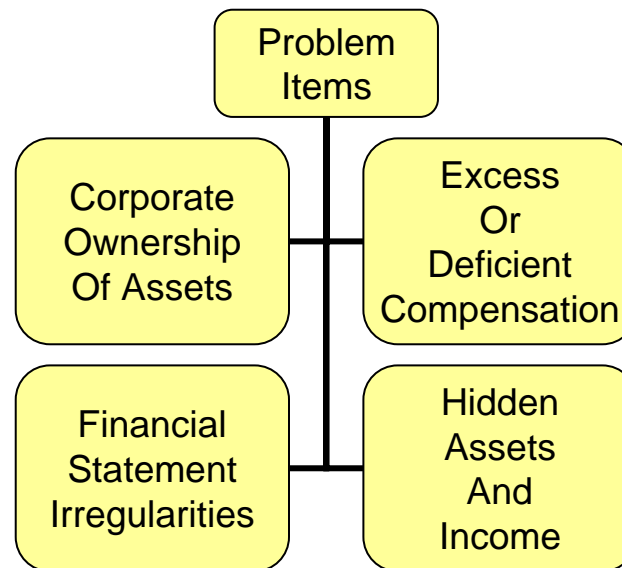
Other Income



Business Ownership



Forensics



Biographical Information:

Susan M. Mangiero, AVA, CFA, FRP, Ph.D.

Dr. Mangiero has conducted business analysis, valuations and deal evaluation and structuring for over fifteen years. A Chartered Financial Analyst and Accredited Valuation Analyst, she is certified by the Global Association of Risk Professionals as a Financial Risk Manager and is a member of their exam committee. She holds a Ph.D. in finance (minor in math), an MBA in finance, an M.A. in economics and a B.A. in economics and has done post-graduate computational finance work at Carnegie Mellon University.

She has written extensively about risk management and valuation for publications such as *Family Foundation Advisor*, *Risk Review*, *Valuation Strategies* and the *Expert Evidence Report*.

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Add Lili's information here.





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