

Background

Seth Anderson is 60 years old and has been in business for 30 years and owns a fabrication business with two other shareholders who work in the business. He is also part owner of a technology business with an old high school buddy and owns the building that his main fabrication company operates out of. The fabrication business mainly services the oil and gas industry. Seth is well respected and runs a reputable business and has longstanding relationships in his community. He also does a lot in way of community giving which he and Sheila, his wife are very involved with.

Personal Life:

- **Marriage:** Seth is on his second marriage to Sheila Anderson, married for 12 years.
- **Children:**
 - From his first marriage to Margaret:
 - **Mandy (30):** Works in Anderson Industries as their Payroll Administrator. She is close to her dad, reporting everything happening in the company to him daily. She has no interest in working in the business after her dad sells it and wants to ensure that she and her brother get their money from the company.
 - **Robert (32):** A pharmacist with no interest in the business. He keeps asking his dad when he will sell so he can get his inheritance and retire.
 - From Sheila's first marriage:
 - **Nancy (31):** Works as a teacher and is uninvolved with any of the business.
 - **Brittany (32)** Works as a Nurse and is uninvolved with any of the business.

Business:

- **Anderson Fabrication:** Evaluated at \$5,000,000 fifteen years ago during his divorce, currently estimated at around \$10,000,000. Seth invested \$500,000 originally to start the business.
 - **Partners:**
 - **Kris Chlib:** Original partner, oversees the welding division, not involved in overall management. He is a good worker but bumps heads a lot with the employees and vendors.
 - **Bob Mack:** Joined 8 years ago, oversees the cutting shop, often speaks negatively about Seth around the business and with their vendors, causing drama and employee turnover. Bob has a drinking problem and is headed for a heart attack from what his Dr told him.
- **Building Ownership:** Purchased the building 5 years ago, valued at \$10,000,000 with an \$8,000,000 mortgage.

- **Partnership Technologies:** A loose agreement with Fred Stun, started one year ago, not incorporated. Funded using Anderson Fabrication Ltd. funds. Fred is seen as unreliable and overspends.
- **USA in Anderson Fabrication:** Funded through life insurance but likely less than the current value of the company. Kris Chlib is uninsurable due to a heart attack two years ago.

Family Dynamics:

- **Mandy and Sheila:** Mandy thinks Sheila is a gold digger and gossips about her at work and with family friends. Sheila helped Seth with his business and provided the down payment for their first home. Sheila worked in Anderson Fabrication for 7 years but stopped due to Mandy's gossiping, meddling and how uncomfortable it became for her.
- **Retirement and Estate Planning:**
 - Seth has no retirement savings, everything is in Anderson Fabrication and Building Alberta Ltd.
 - Hired a CFO to assist with profitability and at his recommendation is hiring an operations manager, but Seth is reluctant to let go of control. The CFO was able to get the fabrication business profitable and kept them going through the pandemic.
 - Seth's children are set to receive \$2,000,000 each should he pass away, and Sheila would receive \$1,000,000.
 - Sheila has \$100,000 in retirement savings and worries about the future if Seth passes away.
 - Their current home is valued at \$1,000,000 with a \$400,000 mortgage.
 - Seth has a small term life insurance policy of \$400,000 with Sheila as the beneficiary to pay off the mortgage.
 - They live a very comfortable lifestyle with a combined annual salary of \$350,000 from the fabrication business.
 - Currently they have only \$30,000 in total savings.

Estate Documents

- **Will:**
 - House and remaining personal assets to Sheila.
 - Company shares to be paid out to Mandy and Robert \$2,000,000 each and \$1,000,000 to Sheila.
 - Brother Mark listed as Executor, POA, and Personal Directive, but Seth knows he needs to change this. Mark lives in BC and is not business savvy.

- Mandy insists on having all these roles, causing tension with Sheila. Sheila told Seth recently that he cannot trust her to be listed as his Executor, POA and Personal Directive decision maker than what is the point of them being married.
- Seth knows he needs to update his estate documents but is stuck between upsetting his daughter or his wife. He wonders what the best way to handle his estate would be as it is more complex than ever with his other companies. He wants to be able to make all the decision and is reluctant to give up any control to Sheila or Mandy.
- Seth insisted that Sheila's will split all her assets between the 4 children should he predecease her. Sheila argues that her kids will get nothing if Seth passes away, while Seth's kids will get a significant amount from the company and doesn't feel she should have to leave anything to his children.

Retirement Readiness

- **Seth:** His life revolves around his business, and he doesn't do well sitting still. Unsure of what he will do in retirement and whether selling his company will ensure their desired lifestyle.
- **Sheila:** Happy to take care of grandkids, tend to the house, and make travel arrangements.

Goals/Values

- **Seth:** Would like to sell Anderson Fabrication in the next 5 years and retire, although he is unsure if he will sell the building with it and would like to keep it for income for their retirement. He said if he got the right offer he would sell it with the company.
- **Sheila:** Would like to see Seth retire as the stress of running the company has taken a toll on him. She said it will be very hard for Seth to sell because everything he does is about his business. She is worried about what their retirement will look like as they have no planning and Seth keeps telling her that when the company sells they will be fine, but she is unsure.

They both value their current lifestyle along with travelling and want this to continue in retirement. Also, they really both enjoy their grandkids and spending time with family, although the dynamic with Mandy has been very hard on Sheila. Seth tells her she is just overreacting. Seth wants there to be peace in the family but seems to be in the middle of Mandy and Sheila. Sheila feels Seth plays favorites with his children and grandkids spending a lot more money on them and doesn't always tell Sheila about it.