



Ted Capistrant

Founder & President at Profit Builder Networks
Co-Founder & Principal at Tracking Action

In 2005, Ted Capistrant founded Profit Builder Network (PBN) a business consulting & strategic planning firm that focuses on transitioning small to mid-market privately held businesses.

The PBN business model is based on a foundation of Ted's thirty years of business operations and senior management leadership experience. Before 2005, his key executive positions at Marsden Building Maintenance and Minnesota Life uniquely equipped him to navigate the nuanced financial, cultural, operational and personal aspects of staging and transitioning business owners and their privately held businesses into their future. Since PBN's inception over 10 years ago, the Profit Builder Network team has grown to include the complimentary Finance and Administrative skill sets of his Partner Andy Wondra and three other Specialist employees that engage in people and process improvement for their business leader and owner clients. Additionally, the team continues to work in collaboration with other top tier client chosen advisors and contract Specialists.

Ted personally specializes in strategic transition and succession planning for closely held businesses. His design, build and implement approach has resulted in successfully executing successor leadership plans via customized accountability systems, executive compensation programs, Advisor team coordination and by project managing complex authority/equity transfer initiatives.

Ted developed this comprehensive business model for transition & succession emphasizing people, processes and priorities by driving results through systematically installing cultures of improved communication, accountability and personal development. PBN focuses on the planning strategy of beginning with the end in mind. PBN's guiding principle is to help owners understand, build company worth and maintain owner control of their transition.

In order to accomplish such programs Ted and team PBN have worked and coordinated with some of the finest professional institutions, service providers and organizations. As a trusted advisor Ted has coordinated and managed professional teams that have successfully mitigated personal and business taxation, increased employee retention, identified value enhancing strengths/opportunities and implemented contingency M&A succession plans for many business owners in a variety of industries.

Ted received his bachelor's degree in Communications and Business Administration from the University of Minnesota, Duluth in 1989. He Holds a CEPA—*Certified Exit Planning Advisor* certification (inactive) and is a Licensed Practitioner of Insights Discovery. Philanthropically, Ted is very active in the Parkinsons Disease community and currently Board President for National Parkinsons Foundation – MN.



Ted does a great job of serving privately held business owners make their businesses more efficient and to prepare them for significant change or transition. As the "quarterback" he assembles a team of trusted professionals, gets them on the same page all while keeping his client's energies within the business. Ted creates structure in moving to the next step.

- Thomas Fafinski
Attorney, Virtus Law PLLC