Zachary W. Milam, CFA

milamz@mercercapital.com

PROFESSIONAL EXPERIENCE

Zachary Milam is a vice president with Mercer Capital. Zach has valuation experience in engagements related to corporate planning and reorganizations, financial reporting, fairness opinions, litigation support, employee stock ownership plans, and estate and gift tax planning and compliance matters.

Zach is a senior member of the firm's Investment Management Industry team. The Investment Management Industry team provides RIAs, independent trust companies, broker-dealers, and investment consulting firms with valuation services related to corporate planning and reorganization, transactions, employee stock ownership plans, and tax issues as well as valuations of intangible assets, options, and assets subject to specific contractual restrictions. Zach also consults with investment management clients in the process of selling or buying.

As a member of the firm’s Investment Management Industry team, Zach publishes research related to the investment management industry and is a regular contributor to Mercer Capital’s blog, *RIA Valuation Insights*.

PROFESSIONAL DESIGNATION

Chartered Financial Analyst (The CFA Institute)

PROFESSIONAL MEMBERSHIPS

The CFA Institute

INDUSTRY COVERAGE BLOG

RIA Valuation Insights, Weekly Blog, Mercer Capital

PUBLISHED ARTICLES & WHITEPAPERS

"Purchase Price Allocations for RIAs," Co-author, *Mercer Capital Whitepaper, 2024*

"Evaluating Your Firm's Margin," *Association of Trust Organizations Update: January 2024*

"Compensation Structures for Investment Management Firms," *Mercer Capital Whitepaper, 2023*

"Valuation of Independent Trust Companies," *Mercer Capital Whitepaper, 2020*

"Posturing Your RIA Firm for a Successful Succession," *Mercer Capital Whitepaper*, 2019

"How to Value a Wealth Management Firm," *Mercer Capital Whitepaper*, 2019

"The Role of Earn-outs in Asset Management M&A," *Mercer Capital Whitepaper*, 2018

SPEAKING ENGAGEMENTS

"Understanding RIA Valuations: A Guide for Today's Market," Co-presenter, *Webinar sponsored by Mercer Capital*, March 27, 2025

"Ask Us Anything – Succession Planning," Co-presenter *RIA Practice Management Insights Virtual Conference,* March 3-4, 2021

"What RIAs Need to Know About Current Estate Planning Opportunities," Co-presenter, *Webinar sponsored by Mercer Capital*, October 28, 2020

EMPLOYMENT

Mercer Capital Management, Inc.

Vice President, 2022 to present

Senior Financial Analyst, 2018 to 2022

Financial Analyst, 2016 to 2018

EDUCATION

University of Alabama, Tuscaloosa, Alabama (B.A., Economics)