



## **MONTHLY MESSAGE      OCTOBER 2005**

**From Dick Emens, Executive Director & Becky Blatt, Associate Director**

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### **FAMILY BUSINESS AWARDS LUNCHEON**

Please join family business leaders throughout Central Ohio, ODU President Calareso, the Board and our Event Sponsors as we recognize, honor and congratulate our outstanding family businesses for 2005 and announce the family businesses of the year. **The 7th Annual Family Business Awards Luncheon** will be held on Thursday, November 10, 2005 at 11:30 a.m. (immediately following our November major educational program) in the Colonial Room at Ohio Dominican University.

Central Ohio family businesses being honored this year include:

**Charles Penzone, Inc.  
Edwards Steel  
Harris Auto Glass  
Jet Container  
Kimball Midwest  
Laser Reproductions  
Rent-A-John  
Sanese Services  
The Robert Weiler Company  
White Castle Systems**

The cost to attend the luncheon is \$ 25.00 per person and only 30 seats remain. *Reservations to attend are required* and can be made by responding to this e-mail, calling the office at 614.253.4820 or registering online at [www.familybusinesscenter.com](http://www.familybusinesscenter.com). Payment for the luncheon can be mailed to the office or brought with you the day of the event. Checks only please.

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**NEXT WEEK....  
EMPLOYEE SEPARATION WITHOUT LITIGATION**

**Thursday, October 20, 2005**

**7:30 a.m. – 8:00 a.m. Networking**  
**8:00 a.m. – 9:00 a.m. Roundtable Discussion**  
**Featuring Bill Moul of Thompson Hine**  
**Alumni Hall at Ohio Dominican University**  
**Member only event**

This program tells us how to terminate an employee without ending up losing a lawsuit. Years ago labor lawyers worked almost exclusively on issues between companies and their unions. Today the landscape of labor law has changed and there is greater emphasis on the rights of individuals and an even greater need for family businesses to protect themselves from charges of employment discrimination, contrary to statutory and/or common law protections, as well as making sure their company's proprietary knowledge is protected when an employee leaves. Bill Moul, an attorney with Thompson Hine LLP, has close to 40 years experience working in the employment law field. He will discuss how family owned businesses can protect themselves against lawsuits and put in place policies and procedures that assure they will be on the right side of the law if any of their actions are questioned.

The give-and-take atmosphere of the Roundtable offers FBC members with plenty of opportunities to exchange ideas with an expert. Register for this event by responding to this e-mail or online at [http://www.familybusinesscenter.com/contact\\_event.php?evt=October+20th+Event&evtdt=10/20/2005](http://www.familybusinesscenter.com/contact_event.php?evt=October+20th+Event&evtdt=10/20/2005)

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**NOVEMBER 10<sup>th</sup> EDUCATIONAL PROGRAM DISCUSSES....**

**EFFECTIVE FAMILY BUSINESS GOVERNANCE**

**Thursday, November 10, 2005**  
**8:00 – 8:30 a.m. Networking**  
**8:30 – 11:00 a.m. Educational Presentation**  
**Featuring Sam H. Lane, Ph.D**  
**Of the Aspen Family Business Group**  
**Alumni Hall at Ohio Dominican University**  
**Open to the public**  
**Free for members, \$ 65.00 for non-members**

On November 10<sup>th</sup>, The Family Business Center will hold an Education Forum from 8:00 a.m. to 11:00 a.m. featuring Sam H. Lane, Ph.D., of the Aspen Family Business Group, an international family business consulting firm. Dr. Lane's presentation, "Principle Centered Family Business Governance" will address the challenges faced by family businesses and provide tools for developing an effective family governance system. Practical solutions to real problems unique to family businesses will be discussed.

Dr. Lane has more than 23 years of experience helping family businesses achieve their long-term goals by successfully creating and implementing individualized approaches to the unique challenges faced by

family business enterprises across the country.

A widely-known speaker, Dr. Lane has addressed many, many audiences worldwide. He is co-author of two books including *Working With Family Businesses*. He also has been published in *The Aspen Family Business Group Monograph Series*, *The Rotarian*, *The Journal of Commercial Bank Lending*, *Family Business Review*, *Nation's Business*, *Family Business Source Book*, and *Business Succession Planning*.

The Family Business Center is excited to have the opportunity to welcome Dr. Lane to Columbus. We encourage you to mark your calendar and plan to join us on Thursday, November 10, 2005 from 8:00 a.m. – 11:00 a.m. for his presentation. You can register online at [http://www.familybusinesscenter.com/contact\\_event.php?evt=November+10th+Event&evtdt=11/10/2005](http://www.familybusinesscenter.com/contact_event.php?evt=November+10th+Event&evtdt=11/10/2005)

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## NEW MEMBERS

We are pleased to welcome two new members to the Family Business Center of Central Ohio this month.

Jeff Slack, Nicole Hall, Eric Hall,

[AMAXX Inc, 5925 Willcox Place Suite B, Dublin, Ohio 43017, 614.486.3481](#)

Amaxx was started in 1996 as a dial ISP reseller and has grown into a facility based telecom company serving the technology needs of small to mid size businesses. Tired of working for large telecommunication companies, the business was formed by three family members Jeff Slack, Eric and Nicole Hall and one non-family member, Joe Morris, all of who remain owners of the company today. Amaxx provides the highest quality equipment and outstanding customer service to those they serve. As a local family owned business, Amaxx owns all of their own servers, routers and switches resulting in quicker service response times and less downtime for their clients. Amaxx offers National Dial Service, Web Hosting, National Backup, Point to Point T1 Service, Full Internet T1 Service, Fractional Internet T1 Service, DSL (select areas), Voice Over IP (VoIP), Server Co-Location, Onsite PC Services.

Gary Harstick

[C.H. Dean & Associates, Atrium II, 5455 Rings Road, Suite 575, Dublin, Ohio 43017, 614.761.4720 or 800.535.4015, fax 614.761.4727](#)

C.H. Dean & Associates is an independent and family owned investment management and integrated wealth management firm that has helped individuals, businesses and institutions achieve their financial goals since 1965. *Dean Investments* is a registered investment advisor that specializes in managing small, mid, large and multi-cap value equity portfolios. *Dean Financial Services* provides integrated and customized wealth management, financial planning, business advisory, pension consulting and retirement plan administration services. The mission of C.H. Dean and Associates is to create and preserve the financial wealth of their clients. Gary Harstick and C.H. Dean will serve the Family Business Center as our newest Service Provider Member. More information about CH Dean can be

found at [www.chdean.com](http://www.chdean.com).

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## FAMILY BUSINESS NEWS AVAILABLE ONLINE

"A Family Business for 400 years", Financial Times, August 26

<http://www.ffi.org//images/nletter/durtnell.pdf>

"Passing on the Family Business", Derry Journal, Ireland, September 27

<http://www.ffi.org//images/nletter/passing.pdf>

"Suit Details Ilitch Drama: Documents show tension in family business", Detroit News, September 26

<http://www.ffi.org//images/nletter/ilitch.pdf>

"Dynasty: Sweet smell of Succession", Fortune, September 21

<http://www.ffi.org//images/nletter/lauder.pdf>

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## REMINDER--UPCOMING MEETING OF FBC SERVICE PROVIDERS

There will be an important meeting of all Family Business Center Service Providers members on **Tuesday, November 1, 2005 from 5:00 p.m. to 7:00 p.m.** at the home of FBC Board Member Thaddeus O'Brien. The address is 47 W. Third Avenue in Victorian Village. All service provider members please plan to attend.

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## COMPLIMENTS OF SEQUENT

### **Money: Is That What Your Employees Really Want?**



**Employees today seek more than money to motivate** them at work. More value is placed on challenging work and recognition for a job well done. Click "Full Article." Copyright © 2005

[Full Article](#)

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## ADDITIONAL RESOURCE FOR POSTING JOB VACANCIES

Do you know that you can post job opportunities available within your family business on Ohio Dominican's website [www.ecampusrecruiter.com/coccareers](http://www.ecampusrecruiter.com/coccareers). Positions posted here are shared with Otterbein University, Capital University and other colleges. Current students and alumni of these universities will have access to your job listings. Just click on the Employer icon, create a username and password, enter your contact information, and follow the instructions to post your positions. There is no

cost for this service.

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## IS YOUR FBC ELIGIBLE FOR A REFUND?

If your business is located in a county or regional transit authority that imposes or increases its tax rate, you may be entitled to reimbursement of all or a portion of the charges or costs you incurred in reprogramming your **cash register(s)** according to the Franklin County Auditor's Office.

**Qualifying cash registers:** Are those that you used to compute the correct tax on the date the new tax or increased tax took effect and that could not have been used to compute the tax correctly unless the adjustments or modifications had been made.

**When to file:** You must file within six (6) months of the tax rate increase.

**More than one (1) cash register or more than one (1) location:** You may file a claim covering more than one (1) location of the same business entity and/or more than one (1) cash register provided they are in the same county.

**Amount to be refunded:** If your claim is approved, for each location you will receive the lesser of: the actual cost for reprogramming or \$100 for one (1) cash register, or \$50 per register if you have more than one (1).

**Supporting documents:** You must attach copies of invoices or other documents demonstrating labor and/or material costs incurred to reprogram your cash registers. All invoices or other documents must indicate the number of cash registers reprogrammed. Failure to provide any information requested on this application or to maintain complete records in support of the claim will constitute just grounds for denial of the claim. This claim must be filed in accordance with Ohio Revised Code section 5739.212.

The application and more information about this refund can be found at [http://www.co.franklin.oh.us/auditor/forms/CR\\_1\\_Generic.pdf](http://www.co.franklin.oh.us/auditor/forms/CR_1_Generic.pdf)

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## PUCO OFFERS ASSISTANCE WITH UTILITY ISSUES

In a letter dated September 30<sup>th</sup> to Dick Emens, FBC Executive Director, the Public Utilities Commission of Ohio (PUCO) writes: "Successful businesses are vital to Ohio's economic climate. One way for businesses to increase their profits and ensure continued success is to manage operating expenses, including utility costs." The PUCO asked us to let our members know that they are available to help you understand your utility services, will assist you in looking for ways to reduce your energy costs and can be instrumental in resolving utility problems. More information about the services provided by the PUCO can be found at [www.PUCO.ohio.gov](http://www.PUCO.ohio.gov) or by calling (800) 686-7826.

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## FBC DATES FOR YOUR CALENDAR

**Thursday, October 20, 2005 – 7:30 a.m. to 9:00 a.m.**

in Alumni Hall at Ohio Dominican University

Breakfast Roundtable

*Topic: Employee Separation Without Litigation*

**Thursday, November 10, 2005 – 8:00 a.m. – 11:00 a.m.**

in Alumni Hall at Ohio Dominican University

Educational Program

*Topic: Principle-Centered Family Business Governance*

**Thursday, November 10, 2005 – Family Business Awards Luncheon**

**11:30 a.m. – 1:30 p.m.**

in Sansbury Hall at Ohio Dominican University

**Thursday, December 8, 2005 – 7:30 a.m. to 9:00 a.m.**

in Alumni Hall at Ohio Dominican University

Breakfast Roundtable

*Topic: Keeping Up with Business Shifts: Aligning The Business Model and Business Culture*

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