



MONTHLY MESSAGE NOVEMBER 2005

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

COMING THIS THURSDAY....

SAM H. LANE, Ph.D., of the ASPEN FAMILY BUSINESS GROUP

PRINCIPLE-CENTERED FAMILY BUSINESS GOVERNANCE

Thursday, November 10, 2005

8:00 – 8:30 a.m. Networking

8:30 – 11:00 a.m. Educational Presentation

Alumni Hall at Ohio Dominican University

Open to the public

Free for members, \$ 65.00 for non-members

On November 10th, 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 (www.aspenfamilybusiness.com). 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 business 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. If you are planning to attend, please register online at http://www.familybusinesscenter.com/contact_event.php?evt=November+10th+Event&evtdt=11/10/2005 or by replying to this e-mail.

If you know someone from a family business who would benefit from attending this event, please invite

them to attend as your guest at no charge.

FAMILY BUSINESS AWARDS LUNCHEON

Please join us for Central Ohio's annual celebration of family business as we recognize and honor these outstanding family businesses:

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

Our **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.

The cost to attend the luncheon is \$ 25.00 per person and **only 5 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. Payment for the luncheon can be mailed to the office or brought with you the day of the event. Checks only please.

EMPLOYEE SEPARATION WITHOUT LITIGATION

Thank you Bill Moul, Thompson Hine, LLC

The give-and-take atmosphere of our October Roundtable offered FBC members the opportunity to exchange ideas and ask questions of our expert, Bill Moul, of Thompson Hine, LLC as he took us through some do's and don'ts of employee termination. Many thanks to Bill for sharing his time and his almost 40 years of expertise as an attorney in the employment law field with FBC members as he helped us understand the importance of proper employee selection, documentation of employee performance and the issues family businesses should consider when making termination decisions.

DECEMBER ROUNDTABLE

A company's culture is captured in the phrase "the way we do things around here." What happens when "the way we do things" doesn't work anymore because market conditions demand different behaviors in a company? The December roundtable will deal with the issue of how an organization maintain its core beliefs about itself and still make appropriate adaptation to a changing market. Please plan to join us for this lively and candid conversation.

Thursday, December 8, 2005
7:30 a.m. to 9:00 a.m.
in Alumni Hall at Ohio Dominican University
Keeping Up with Business Shifts: Aligning The Business Model and Business Culture
Featuring Thaddeus O'Brien, President, O'Brien, Passen Associates
And
Joe Lorenz, President, Pro-Terra Environmental Contracting

You can register by replying to this e-mail or online at

http://www.familybusinesscenter.com/contact_event.php?evt=December+8th+Event&evtdt=12/8/2005

MEMBERS NEWS

Kimball Midwest invites members of the Family Business Center to attend an *Open House* at their new family business headquarters on November 18th from 11:00 a.m. – 2:00 p.m. Located at 4800 Roberts Road, Kimball Midwest will be providing tours of their new facility, offering lunch to their guests, providing product demonstrations and a fastener safety seminar at 12 and 1. RSVP by Nov 11th to Carla at 614.951.2418 if you would like to attend.

Family Business Center member, Archer Meek Weiler Agency Inc. has been selected as a winner in *Business First's* Best Places to Work annual competition.

Bordner & Associates (a.k.a Laser Reproductions), Pro-Terra Environmental Contracting Company and Sequent were selected as Fast 50 finalists for 2005.

R.W. Setterlin Building Company, a family-owned commercial construction and FBC member was recently awarded the contract to build the new Arts Impact Middle School of Columbus.

In honor of Veterans' Day, Schoedinger Funeral and Cremation Service is offering complimentary viewings of *Lest They be Forgotten, Volume One, Omaha Beach*, the first in a series of powerful World War II documentaries by filmmaker Larry Cappetto during the week of November 7-13, 2005. The movie features World War II veterans discussing their experiences during that time of history with real accounts of battles. All showings are open to the public. More information about the schedule and related events can be found by e-mailing FBC member Mike Schoedinger at mshed14@aol.com.

Family Business Center members Jet Container and Laser Reproductions

FAMILY BUSINESS NEWS AVAILABLE ONLINE

"His Family and the Family: Fords", *The New York Times*, October 19

<http://www.ffi.org/images/nletter/oct05ford.pdf>

"Nugul Group Intends to Share Family Business with Public", *Jordan Times*, October 3

<http://www.ffi.org/images/nletter/oct05nugul.pdf>

"A Chip Off the Old Building Block", *Financial Times*, October 21

<http://www.ffi.org/images/nletter/oct05trump.pdf>

BENEFITS FOR ALL FBC MEMBERS

Business First

The Family Business Center of Central Ohio and Business First have teamed up to add more value to your membership. Family Business Center members can receive \$20 off a one-year subscription to Business First, Columbus' leading business news provider (usually an \$ 89.00 annual subscription rate, now a \$ 69.00 Family Business Center Member rate). Business professionals throughout Central Ohio get connected with the business community through the breaking business news, hot leads, networking opportunities and business how-tos provided in Business First.

Contact Cassandra Sleeper at 614.220.5484 or via e-mail at csleeper@bizjournals.com to subscribe to Business First or for more information. Receive 4-weeks free added to your subscription by subscribing before the end of the year.

Family Business Magazine

Family Business Magazine is the only U.S. publication dedicated exclusively to family business owners, CEOs, senior executives and advisers. After our discussions they have offered a special subscription rate of \$ 69.00 (reduced from their annual subscription rate of \$ 95.00) for members of the Family Business Center of Central Ohio.

Each quarter Family Business Magazine delivers an editorial package that includes up-to-the-minute business trends, the best tools and strategies for success, and other tips and tactics targeted especially to family business leaders and managers. In addition to four issues that explore real-world business challenges -- and provide real-world solutions, to boot -- a subscription also includes free online access to Family Business Magazine's members-only archive of more than 700 family business articles, plus a free twice-monthly e-newsletter. You can check out their web site at www.familybusinessmagazine.com

Contact Barbara A. Wenger at (215) 405-6072 or via e-mail at bwenger@familybusinessmagazine.com for more information or to begin your annual subscription at this special rate of \$ 69.00 Be sure to tell her you are a member of the Family Business Center of Central Ohio.

COMPLIMENTS OF SEQUENT

Solve the Employee Retention Puzzle by Offering the Right Benefits



Test the success of your fringe benefits to make sure they are meaningful for your particular workforce. For example, a company-sponsored mortgage program may be the best route if your employees are young and rent their homes. By solving the puzzle of which benefits are best for your staff members, you can reduce employee turnover.

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NEW MEETING SPACE FOR YOUR USE

The Family Business Center has a new office on Ohio Dominican's campus with more space and convenient parking. We are now located on the first floor of the Neighborhood House which also houses the offices of Campus Safety and Security and the Coaching Staff of the Ohio Dominican's Football Team. The Neighborhood House is indeed a house, converted to office space, to meet the growing needs of the University. We invite you to use the Family Business Center Office when you desire a quiet, convenient place to meet with family members, employees or advisors away from your office. Our conference table seats eight comfortably or we have a conference room that adjoins our office, complete with AV equipment and U shaped meeting area, with seating for up to 25 that we can make arrangements for you to use. We can even help you arrange for economically priced food or beverage service for your meeting thru the University's food service. Call Becky at 253.4820 for a tour or to reserve your date.

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. 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.

FBC DATES FOR YOUR CALENDAR

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

Family Business Center of Central Ohio

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