



MONTHLY MESSAGE OCTOBER 2007

A monthly publication of the Family Business Center of Central Ohio
The Family Business Center is located on the campus of Ohio Dominican University in Columbus, Ohio
www.familybusinesscenter.com

October's Roundtable...

ADVICE FROM PARENTS WHO HAVE HANDED DOWN THEIR FAMILY BUSINESS

Thursday, October 18, 2007
7:30 – 8:00 a.m. Networking
8:00 a.m. – 9:00 a.m. Roundtable Discussion
Alumni Hall at Ohio Dominican University

Join us on Thursday, October 18, 2007 for an up close and personal look at the way two central Ohio family business owners tackled the issues surrounding family business succession and transition. Come learn the about the processes they used and hear the advice they will share with family business owners.

Ken Keller, one of the founders of local PR and marketing firm Triad, Inc. will discuss the structure of Triad's buyout agreement, the importance of developing a workable transition plan, the changing roles of management, dealing with the complexities of family dynamics, and the importance of structuring a workable plan to develop the leadership skills of the next generation before take over.

Jerry Bordner, founder of Laser Reproductions, will share the challenges many family business owners face of choosing a successor when multiple children are employed in the business. Jerry will talk about the process he used to arrive at a conclusion, the emotional aspects of this decision on himself, his family and the company's employees and how he communicated this business decision to those affected.

The conversation on October 18th will be candid and the information shared will be valuable to those who will one day be making transition decisions for their family businesses and valuable for those who will be affected by the transition plans of the generation ahead of them.

Let us know you will be there by registering online at http://www.familybusinesscenter.com/contact_eventreg_new.htm, by responding to this e-mail or by calling the office at 614.253.4820.

THANK YOU

Our sincere thanks to Scott Rider of Rider Financial Group, Earl Avakian of Avakian Financial Group, Bruce Miller of Sequent and Todd Cullen of Willis for last month's outstanding educational program on employee benefits. If you missed this program packed with interesting ideas and would like copies of their PowerPoint presentations, e-mail Becky Blatt, Associate Director at blatt@familybusinesscenter.com

Coming in December...

UNRAVELING THE WEB

Presented by Matthew Carlson, Art Director, GREENCREST

Effective Web strategies begin with an understanding of how the Web works. In this topical presentation, learn user-friendly design approaches, whether a content management system, a custom application or open source solution is more advantageous for your family business. Learn search engine optimization tips and why they matter. Understand Web statistics—what to look for and what they mean. Also learn how to tie your Web site into lead generating marketing campaigns. **GREENCREST will critique Family Business Center member volunteered sites during this presentation and provide feedback on how family businesses can obtain better Web results.** If you are interested receiving input from GREENCREST on your company's Web site and will allow us to utilize the findings for this interactive discussion on Thursday, December 8, 2007 from 7:30 a.m – 9:00 a.m. please contact Becky Blatt at blatt@familybusinesscenter.com.

9th ANNUAL FAMILY BUSINESS AWARDS LUNCHEON

Honoring These Outstanding Family Businesses

Please join family business leaders throughout Central Ohio, the Board of the Family Business Center and our event sponsors, Commerce National Bank, Mass Mutual, Chester Willcox and Saxbe, GREENCREST and *Business First* as we recognize, honor and congratulate the 2007 outstanding family businesses and celebrate their successes. **The 9th Annual Family Business Awards Luncheon** will be held on Friday, November 2, 2007 at 11:30 a.m. in Alumni Hall at Ohio Dominican University. Central Ohio family businesses being honored at this year's Awards Luncheon include:

Baesman Printing Corporation
Buckeye Printing and Mailing Solutions
David Stanley and Associates
Hill Distributing Company
Inn at Cedar Falls
McKee Door Sales
Mid Ohio Business Machines
Ohio Exterminating Company
The Robert Weiler Company
The Wallick Companies

The cost to attend the luncheon is \$ 25.00 per person. *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 http://www.familybusinesscenter.com/contact_eventreg_new.htm.

NEW PEER GROUP FORMING FOR NEXT GENERATION FAMILY BUSINESS LEADERS

Could you benefit from sharing and interacting with others who work in their family's business? The Family Business Center is pleased to announce the formation of another peer group. If you are between the ages of 21-39 and are on track to assume a significant leadership role in your family's business within the next decade, you might want to consider participating in **The Next Generation Peer Group** and this opportunity to:

- Receive insight from peers who have family business experience
- Learn productive problem-solving methods
- Obtain unbiased feedback
- Discuss family-business specific issues

Our Next Generation Peer Group will be composed of ten to twelve non-competing family business leaders who will meet approximately 10 times over a 12-month period. This peer group setting will provide a structured, confidential environment under the direction of a skilled facilitator, where peer-to-peer exchanges enhance individual decision-making processes; critical for those committed to developing the skills necessary to successfully lead their family's business.

Thaddeus J. O'Brien PhD, Family Business Center Board Member and President of the consulting firm he founded, O'Brien and Associates, will facilitate our Next Generation Peer Group. Thaddeus has had a 30-year career as an organizational consultant. He is licensed as a psychologist in the State of Ohio and hold MA and PhD degrees from the University of Chicago. He is a member of the American Psychological Association, the Ohio Psychological Association, the National Association of Sports Psychologists and the American Society of Clinical Hypnosis. Thaddeus has professional experience working with multinational corporations and modest family-owned businesses. Today, he prefers working in environments where relationships are personal, bureaucracy is minimal, and bottom-line impact is relatively immediate.

This group will meet on the second Tuesday of each month, from 7:30 a.m. – 9:00 a.m. (excluding the months of July and August) at Ohio Dominican University. The first meeting will be held on Tuesday, January 8, 2008. Consideration will be given to all who are interested but the Center will structure the group to ensure that those who are invited to participate are from non-competing companies. Membership in the Family Business Center of Central Ohio is a requirement. New members welcome. To indicate your interest please e-mail Becky Blatt, Associate Director at blatt@familybusinesscenter.com.

Mark your calendar and get ready to join us for this one-of-a-kind personal and business growth opportunity that you won't find anywhere else.

Gender Communication Gap is the topic of the next Women in Family Business Peer Group

The next meeting of the Women in Family Business Peer Group will be held on Tuesday, November

6, 2007 from 7:30 a.m. – 9:00 a.m. at Ohio Dominican University. Any female owner, employee or family member of a Family Business Center member company is welcome to attend.

Bea Wolper, Family Business Center Board Member and partner in law firm Chester Willcox and Saxbe will discuss “Understanding the Gender Communication Gap in your Family Business”. Come prepared to discuss the gender communication gap(s) in your businesses and together we’ll uncover ways to narrow them. Please let us know if you will be joining us so we can make sure to have plenty of coffee on hand for our eye-opening conversation. RSVP to Blatt@familybusinesscenter.com or by calling the office at 614.253.4820.

FAMILY BUSINESS CENTER DIRECTOR INSIGHT

Yesterday’s release of the **2008 State Business Tax Climate Index** by the Tax Foundation, a nonpartisan tax research group based in Washington, D.C reminded me of how I should admire and applaud the efforts of you, our central Ohio’s family business leaders. Living and doing business in a state that ranks 46th in the **State Business Tax Climate Index** (up from 49th last year) can’t be an easy task...yet we, at the Family Business Center, hear so little complaining. Instead, we hear that you continue to look for new and improved ways to grow your business for your families, your employees, your customers and yourselves. You deserve to be commended for the continuing success of your family business despite the less-than-favorable business climate that exists in our state. Thank you for the contributions and sacrifices you make each day which help sustain our local economy and for holding out hope that things will get better. To read more about the 2008 State Business Tax Climate Index visit www.taxfoundation.org. –Becky Blatt, Associate Director

NEW MEMBER

Molino & Associates, Inc Rennie Molino, Judy Molino, Scott Molino and Tami Molino
Insurance and Financial Services

4200 Hoover Rd. Suite A. Grove City, Ohio 43123 phone 614-871-9707 fax 614-871-1604

After 24 years of flying C-130 airplanes all over the world, Rennie Molino decided to stay on the ground and with the advice of his uncle who was a Manager for Nationwide Insurance Company, Rennie and his wife Judy decided to open a multi-line insurance agency focused on the individual needs of their clients. After 3 years of extreme growth, Rennie decided to expand his operation and has grown to become one of the most successful Nationwide Agencies. He has increased his staff to 10 employees including his son Scott, who manages the day to day operations and focuses on Commercial and Group Health needs, and his daughter Tami, who serves as Financial Officer for the family business and focuses on Personal Insurance needs (Home and Auto insurance) of their clients.

MEMBER NEWS

- Family Business Center member Charles Penzone will be inducted into Junior Achievement’s Business Hall of Fame on November 7, 2007.
- FBC Member *Corporate Interior Concepts* has a new address: 1440 Goodale Boulevard Suite 200, Columbus, Ohio 43212.

- Family Business Center member, **Archer-Meek-Weiler Agency Inc.**, Columbus' largest independent insurance agency has been sold to Huntington Bankshares Inc.
- Family Business Center Advisory Board Member Jay Young and Jeremiah Guappone, recipient of the Maish Family Business Scholarship, have been appointed to the nine member search committee charged with the responsibility of finding a new president for Ohio Dominican University.
- Business First has identified GBQ Partners as one of the finalists in the Best Places To Work Annual Competition.
- Laser Reproductions has acquired ProtoCall LLC located in Wisconsin.
- Family Business Center Service Provider Sequent has a new headquarters at 4700 Lakehurst Court, Suite 200, Dublin, Ohio 43016. They are holding an Open House on Friday, November 9, 2007 from 4:00 p.m. – 7:00 p.m. Family Business Center members are invited. Sequent will be sharing ways to improve company performance through people & process. RSVP to Angie Streeter astreeter@sequent.biz by Friday, November 2 at if you plan to attend.

AVOIDING CONFLICTS OVER FAMILY WEALTH

Source: **Family Business Magazine E-Newsletter**

"It's no surprise that a family's wealth may intensify conflict, but family members may not recognize that these conflicts can simmer beneath the surface for years," writes Dirk Junge -- a family business adviser who's also a fourth-generation business family member -- in the just-published Autumn 2007 issue of *Family Business Magazine*. Junge offers the following tips for preventing future conflict:

- **Clarify roles.** "Uncover who wants to be involved directly in the business and on the board, and determine requirements for such involvement, including education and outside experience. Policies governing hiring, promotions, compensation and succession should be put in writing. Clarity and full disclosure will eliminate the potential for future conflict of interest."
- **Develop a policy and process that are based on inclusiveness.** "Consider creating an auxiliary board to serve in an advisory capacity to the board of directors."
- **Train the family to communicate effectively.** "Many families find it helpful to identify a 'family ombudsman' as the point person to field comments and complaints."
- **Separate family issues from business issues.** "Professional governance systems are as important for family offices and closely held family businesses as they are for publicly traded companies."

EMPLOYEES MORE WILLING TO ACCEPT FEWER PROVIDER CHOICES TO SAVE MONEY

Compliments of Sequent

Your staff members may be willing to consider a variety of medical insurance options if they can save money. One study shows that as health costs have increased in recent years, employees have become more flexible in terms of the doctors and hospitals they are willing to visit as part of their insurance plans. Click "Full Article" for details.

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FAMILY BUSINESS CENTER MEMBERS INVITED...

**BUSINESS AFTERHOURS AT
SCHOEDINGER FUNERAL AND CREMATION SERVICE**

ColumbusChamber
go>ahead

get there after
Business AfterHours

Register Now at www.columbus.org!



Come learn the history and success of this 150 year old family-owned company and tour their facility.

Where

Schoedinger Funeral and Cremation Service

Midtown Chapel
229 East State Street
Columbus, Ohio 43215

When

Wednesday, October 24, 2007
5:30 p.m. - 7:30 p.m.

Enjoy exhibits from...

- BODIES... The Exhibition • Lifeline of Ohio
- Estate Planning • Columbus Chamber MetroMarketing Partners

Visit www.columbus.org to register! Guests welcome!

FBC DATES FOR YOUR CALENDAR

Thursday, October 18, 2007 – 7:30 a.m. – 9:00 a.m.

In Alumni Hall at Ohio Dominican University

Topic: Advice From Parents Who Have Handed Down Their Family Business

Roundtable Discussion

Friday, November 2, 2007 – 11:30 a.m. – 1:30 p.m.

In Alumni Hall at Ohio Dominican University
9th Annual Family Business Awards Luncheon

Tuesday, November 6, 2007 – 7:30 a.m. – 9:00 a.m.

In Alumni Hall at Ohio Dominican University
Women in Family Business Peer Group
Meeting – all are welcome

Thursday, December 6, 2007 – 7:30 a.m. – 9:00 a.m.

In Alumni Hall at Ohio Dominican University
Topic: Marketing Strategies for Family Business
Roundtable Discussion

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