



CONWAY CENTER
for FAMILY BUSINESS

Communicator

A Publication of the Conway Center for Family Business

SUMMER 2015

Family Businesses Getting Recognition!

With more than 6,000 family-owned businesses in Central Ohio and statistics that place family businesses at 80-90 percent of all business enterprises in North America, it's clear to the Conway Center that family businesses are a key economic driver and a valuable resource in our community.

Others are noticing, too. Highly regarded publications, *Harvard Business Review* and *The Economist*, published recent articles focused on the leadership lessons and enduring power of family businesses.

The Economist article, *Dynasties – The Enduring Power of Families in Business and Politics*, stated that “given the sheer number of family companies of all sizes, and their economic importance, they deserve a lot more attention, in particular from...business analysts, managers and theorists of the firm”. We agree!

The Economist article also said, “the ability to pass skills on to your children is as important as ever...the family is even more powerful and universal: it allows parents to pass not just their genes and their property but also their culture and aspirations on to their children”.

At the Conway Center, we meet family business leaders whose affinity for entrepreneurship has been passed on to successive generations. By continuing the existing family business or founding their own business, the next generation members provide the foundation for economic stability in Central Ohio.

Known for Stability and Leadership

What do family businesses bring to the table? They are known for employee loyalty and stability, a vested interest in their community, and value-based leadership to their employees and the organizations in which they are members.

The *Harvard Business Review* article, *Leadership Lessons from Great Family Businesses*, identified several key areas for family business success. One of these, good governance, is essential for family businesses to hire and keep the best employees possible, a key challenge identified in the

program featuring the Dager family, who founded and continue to lead 101-year-old Velvet Ice Cream. Their thoughtful approach to leadership development, family engagement, and succession planning has allowed them to grow their business from a small confectionary to a thriving producer of five million gallons of ice cream annually.

Who Personifies Your Organization?

The authors also point out that most successful family firms have one key family member who “personifies the corporate identity and aligns differing interests around clearly defined values and a common vision”. Do you have someone in your firm who fills this role? If not, who could be your family business champion?

Attracting and developing family and non-family managers is also important. Family business leaders need to seek people who understand the company's ownership dynamics, are willing to work with multiple generations, and can manage sustainable growth.

Donatos Chairman to Discuss Culture

According to the HBR article, “The best family firms find their future leaders early and invest in them – whether they are cousins and grandchildren, existing nonfamily employees who show promise, or outsiders with no previous connection to the firm”. In addition, identifying values and building a culture around them are important for family business success.

Continued on page 5 >



2015 Central Ohio Family Business Economic Outlook Survey

Nearly 7 in 10 (66.7%) family-owned businesses plan to hire in 2015. But finding qualified workers remains the biggest hiring challenge according to 78% of participants.

Conway Center's 2015 Economic Outlook Survey. The HBR article said, “Committing to sound decision-making and management practices is essential”.

A great example of family business leadership was recently on display at the Conway Center's May educational

The Conway Center – THE Resource for Family-Owned Businesses

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Board Chair



The Conway Center, a non-profit organization, has helped family businesses achieve success for 17 years. The Center assists family business owners with transitioning their businesses to the next generation, celebrates accomplishments of outstanding family businesses at an annual awards program, and provides educational programs and resources that help Central Ohio family businesses grow and thrive.

The Conway Center's membership has grown to more than 180 family business members and 33 service provider members, totaling over 38,000 Central Ohio employees.

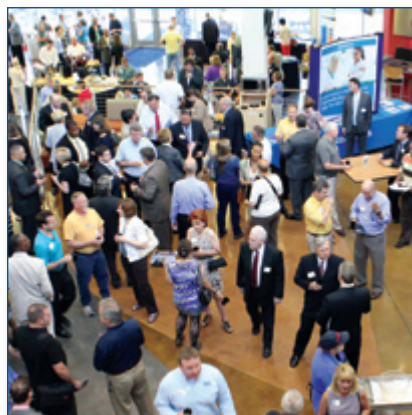
The Center offers: nine educational presentations, quarterly roundtables that focus on in-depth topics, and eight Peer Group opportunities; social and networking opportunities that allow family business leaders to connect and build relationships; and family business news and information about events and programs through a monthly e-newsletter, this bi-annual print newsletter, and at FamilyBusinessCenter.com.

The Center is committed to helping family business owners achieve their highest potential. **We invite you to join us for a program in 2015** to learn how we can help your family business. To learn more, contact Managing Director Deana Gordon at 614-253-4820 or Gordon@FamilyBusinessCenter.com.

Networking Opportunities

RSVP to Heather Howell at 614-253-4820 or Admin@FamilyBusinessCenter.com

Breakfast with Business First
June 26 — 7:00-9:00 a.m.
Ohio Dominican University
FREE EVENT!



2nd Annual
Conway Center Golf Open
July 14 — 12:30-6:00 p.m.
Little Turtle Golf Club



\$125 per golfer
\$500 per foursome

12th Annual Family Business Tour and Networking Event

Schoedinger Funeral and Cremation Service
229 East State Street, Columbus, OH 43215

August 13, 2015

4:00 - 6:30 p.m. Open House and Tours
5:30 p.m. Short Presentation by Mike Schoedinger, President



Network and visit with family business peers while you learn about **Central Ohio's oldest family-owned business!**



This fun event is free for Conway Center members and their families and Central Ohio family business leaders! Don't miss the opportunity to go behind the scenes to learn about green burials, pet and human

cremation, Central Ohio's most unique funerals, and how the Schoedinger grief dog helps families through difficult times. Yes, you will meet Willow!



This is a unique opportunity to learn more about a 160-year-old sixth-generation family business and industry leader from multiple generations of the Schoedinger family.



This event is FREE but requires an RSVP by August 10, 2015.
RSVP to Admin@FamilyBusinessCenter.com or 614-253-4820.

2015 Programs that Benefit Your Family Business

Conway Center Educational Series
7:30-9:00 a.m. at Ohio Dominican University

- SEPT 17** Developing a Successful Family Business Culture with Jane Grote Abell, of Donatos Pizza
Sponsored by KeyBank
- OCT 15** Stand Out from the Crowd - Marketing Strategies to Boost Your Family Business' Brand
- NOV 19** Conquering Communication Challenges in a Family Business
- DEC 17** Managing Family Business Relationships: Siblings, In-Laws, and Spouses, Oh My!
Sponsored by KeyBank

Quarterly Roundtables
8:00-9:00 a.m. at Ohio Dominican University

- JULY 28** Finance 101 - Budgeting and Money Management Skills for Next Generation Leaders
- DEC 3** Plan to Succeed: A Blueprint for Setting and Achieving Your Goals

RESERVATIONS may be made at 614-253-4820 or Admin@FamilyBusinessCenter.com or online at www.FamilyBusinessCenter.com.

Conway Center members are encouraged to bring guests to programs and events to introduce family business leaders to the resources provided by the Conway Center. Educational programs and webinars are open to the public for a small fee unless otherwise noted.

Conway Center educational programs graciously hosted by



Conway Center for Family Business PEER GROUPS

Build Connections with Family Business Members



Business Development

Led by Kelly Borth, GREENCREST & Bryan Driscoll, Murray Associates

Each month you'll get the tools you need to grow and develop your family business.

This engaging and interactive peer group covers sales, marketing, PR, brand development, leadership, goal setting, and more.

Meets the 4th Thursday of each month.

CEO

Led by Jerry Bordner, founder of Laser Reproductions

Non-competing family business CEOs come together in a confidential environment to discuss business, personal or "family business" related issues. Each month the group tours a Conway Center member business then holds a business meeting over the dinner hour. Additional fee to attend.

Meets the 2nd Thursday of each month.

Human Resources

Led by Industry Experts

This quarterly, two-hour peer group explores topics in human resources from a family-owned business perspective. Discussions are appropriate for members who manage HR functions by default (as one of their many "hats") as well as seasoned HR professionals.

Meets quarterly.

Leadership Development



Led by Morgan Hembree, Psy.D, Integrated Leadership Systems

This peer group helps participants explore their leadership skills and provides new ways of looking at coaching and

team building. This is a great opportunity for up-and-coming family business leaders as well as current managers who wish to re-evaluate their approach to staff development and mentoring.

Meets the 3rd Tuesday of each month.



Next Generation Leaders

Led by Thaddeus O'Brien, O'Brien & Associates

A new group forms each January and members are drawn from non-competing industries. Targeted to members age 21-40, the group discusses issues specific to next generation leaders as they navigate

the process of assuming greater leadership roles in their family businesses or work toward that opportunity in the future. Monthly attendance for the year-long program is expected.

Meets as determined by each group.

Online Strategy



Led by Ryan Whiteside, Fathom Columbus

Ready to take your company's Internet presence to the next level? Each month, experts at Fathom offer the latest in Internet trends and strategies from analytics to SEO to integrating online and offline marketing.

Meets the 1st Wednesday of each month.

Succession Planning

Led by Bea Wolper, Emens & Wolper Law Firm; Thaddeus O'Brien, O'Brien & Associates; and Tony Kington, Taft/

This dynamic peer group provides a forum to discuss all aspects of succession planning. Topics range from inter-family dynamics to strategic planning, and everything in between.

Meets the 2nd Thursday of each month.

Women in Family Business

Led by Bea Wolper, Emens & Wolper Law Firm

The Women in Family Business Peer Group addresses the unique needs of women who own, work for, or play a supporting role in a family business. Topics range from communication issues to leadership, health & wellness, and more.

Usually meets the 2nd Tuesday of each month.

To register: Contact Jill Hofmans, Assistant Director at 614-253-4820 or Coordinator@FamilyBusinessCenter.com.

Please note: Up to four employees of member businesses may attend peer groups, but we recommend only 1 or 2 attend each meeting since they are small group sessions. **NOTE:** CEO and Next Gen Peer Groups have special requirements and/or fees.

For a complete schedule visit www.FamilyBusinessCenter.com

Learning from Others: The Importance of Advisory Boards

By Suzanne Amstutz, Ohio Power Tool



One of the issues that small businesses face, and especially a family business, is that the founders start their business taking on all the roles in the company. They are the marketing person, accountant, salesperson, human resources department, computer technician and customer service rep. While most business entrepreneurs are highly motivated and capable, they cannot be “experts” in all things. **We**

were in business for 18 years before we decided that we needed to make the time to seek out an Advisory Board, and to take the big step in actually revealing our financial statements and hear some constructive criticism.

During those initial 18 years of business, most decisions were made with just some roundtable discussions between me and my husband. We would talk to our accountant and banker occasionally, but to be honest, we were “winging” it as we went along. Trade associations were a resource, but we really needed some practical, personal advice on a multitude of issues. **When we finally invited a few professionals to be a part of our Advisory Board, things started to change for our company.** We met quarterly for half a day, and we paid our board members a fee for their time.

The immediate result was that we were held **accountable** to our Advisory Board on the decisions and plans of action discussed at our meetings. We knew that they would expect updates and results at the next meeting, which pushed us to action. We found the time to implement changes with beneficial results. As we were

growing we relied on our advisor’s expertise to **guide us** through the challenges and encourage us. They told us what we were doing right, and showed us where our weaknesses were. It was a relief to have an **objective look** from people who were genuinely interested in seeing us **succeed**.

The selection of the board members is critical. You want the meetings to be productive and there has to be mutual respect with everyone understanding their role. We selected our board members by conducting interviews based on **referrals**. We have also invited people to participate based on existing business relationships. We determined what areas we need help with, and tried to find people who had experience in that area. Typically they agree to a finite term, a year or so, and then we negotiate again after that. Sometimes you may find that someone is not working out and the relationship dissolves. Of course they sign a confidentiality agreement, and agree to the timeframe and fee.

Now that our son is involved in the business, the Advisory Board is essential to allowing **all voices to be heard** objectively. Where the family dynamic might have previously caused a standstill or a head-butting, we now have professional opinions that validate an idea no matter who is presenting it. Or sometimes they lead us into a completely different direction that we wouldn’t have otherwise considered. **I would absolutely recommend an Advisory Board for family businesses.**

Ohio Power Tool is a longtime member of the Conway Center. Suzanne Amstutz serves on the Center’s Advisory Board and agreed to share her insight and experience with Ohio Power Tool’s own family business Advisory Board.

Member Testimonials:

“The Conway Center serves as an excellent avenue for us to network with other family businesses on their successes and trials in our industries. Educational programs offered seem to be targeted to real issues in the work place and are very helpful in a proactive approach.”

Joanne Dager, Vice President
Velvet Ice Cream Co., Inc.

“The Online Peer Group leaders from Fathom do an exceptionally great job of taking complex topics and breaking them down into succinct steps that are easy to follow. We all want better results from our online marketing efforts, and this peer group offers practical advice and hands-on instruction about how to improve SEO, online content, and website performance.”

Rebecca Chapman, Marketing Manager
Integrated Building Systems

(continued from cover story on page 1)

The Conway Center will tackle this issue during our September 17 educational program on Developing a Successful Family Business Culture, presented by Jane Grote Abell, chairman of the board of Donatos Pizza.

Planning Starts Now

The HBR article also cautioned that “the greatest threat to any large corporation is a failed CEO succession”. To build longevity, the Conway Center recommends committing to a succession planning process -- investing time to communicate about each generation’s vision and needs, establish an accurate business valuation, and create financial plans and structure to execute the succession plan. The Conway Center’s CEO and Succession Planning Peer Groups are designed to address these challenges and allow family business leaders to share best practices.

Family businesses are strong contributors to the Central Ohio community – as economic drivers, community supporters, employers, and visionaries who will shape the region’s future.

How can we help you? Visit the Conway Center website at www.FamilyBusinessCenter.com or contact Deana Gordon at 614-253-4820 or Gordon@FamilyBusinessCenter.com.



These Service Providers Understand What Central Ohio's Family Businesses Need



Jim Bechtel, CPA, CGMA
614.947.5208
gbq.com

ACCOUNTING



Norman Jones Enlow & Co.
Certified Public Accountants
& Management Consultants

Michelle Roseberry, CPA
614.228.4000
nje.com

ACCOUNTING



Hans J. Kronsbein, CFP®, CPWA®
614.222.9082
plantemoran.com

ACCOUNTING



Commerce National Bank
A Division of First Merchants Bank, N.A.

Tom Dunson
614.583.2200
commercenationalbank.com

BANKING



Mike Kramer
614.715.7925
firstmerit.com

BANKING



Jason J. Muhme
614.460.3494
keybank.com

BANKING



Scott Robertson
614.228.9019
ParkNationalBank.com

BANKING



Merrill Lynch
Bank of America Corporation

John R. Forloine
614.538.5505
fa.ml.com/john.forloine

BUSINESS BROKER



Tom Flynn
614.944.5760
focuscfo.com

BUSINESS/FINANCIAL SERVICES



HOLBROOK & MANTER, CPAs
PROFESSIONAL SERVICES FIRM

Stephen Smith
614.494.5300
BusinessAccountingServicesOhio.com

BUSINESS/FINANCIAL SERVICES



Rea & associates
a brighter way

Tim McDaniel, CPA/ABV, ASA, CBA
614.923.6532
knowandgrow.com

BUSINESS VALUATION



CPAs & Advisors

Bob Evans, CPA/ABV, CFF, CGMA
614.899.4931
hwco.com

BUSINESS VALUATION



Wilson Commercial Group, LLC

Steve Heiser
614.271.5884
svnwilson.com

COMMERCIAL REAL ESTATE



Michelle Houck
614.251.4785
ohiodominican.edu

EDUCATIONAL INSTITUTION



Marissa Michaels
614.544.4749
ohiohealth.com

HEALTH CARE



Kyle J. Pifer
614.458.1869
findleydavies.com

HUMAN RESOURCES

Willis

Robert E. Beymer
614.326.4716
willis.com

INSURANCE

RIDER + REINKE
FINANCIAL GROUP

Scott P. Rider, CLU, Certified
Family Business Specialist, AEP
614.876.7044
riderfinancial.com

INSURANCE/FINANCIAL PLANNING

SG

SCHIFFMAN | GROW & CO.
SG FINANCIAL SERVICES, LLC

Kelley King
614.261.0600
schiffmangrow.com

LIFE INSURANCE

FATHOM™

Amy Marshall
614.291.8456
fathomdelivers.com

INTEGRATED MARKETING

EMENS & WOLPER
LAW FIRM
A LEGAL PROFESSIONAL ASSOCIATION

Bea Wolper
614.414.0888
emenswolperlaw.com

LAW: BUSINESS & ESTATE PLANNING

Taft /

Tony Kington
614.334.6141
taftlaw.com

LAW: BUSINESS & ESTATE PLANNING

FH KA FISHEL HASS
KIM ALBRECHT LLP™
Attorneys at Law

Edward Kim
614.221.1216
fishelhass.com

LAW: LABOR & EMPLOYMENT

GREENCREST
MARKETING • ADVERTISING • PUBLIC RELATIONS

Kelly Borth
614.885.7921
greencrest.com

MARKETING ADVERTISING PR

COLUMBUS
BUSINESS FIRST

Donna Dyson
614.220.5428
bizjournals.com/columbus

PRINT MEDIA

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PARTNERS
developing people | driving improvement

Eric Collet
614.623.2951
definitypartners.com

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ProfitWorks

Alex Freytag
614.571.8826
profitworkslc.com

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Joel J. Guth, CEO, Founder
614.929.2880
gryphonfp.com

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JOHNSON
INVESTMENT COUNSEL

Joyce A. Waters
614.365.9103
johnsoninv.com

WEALTH MANAGEMENT

OXFORD
FINANCIAL GROUP, LTD.

Peter Reist, CPA/PFS, AIF
1.800.722.2289
ofgltd.com

WEALTH MANAGEMENT

The BCA Group of
Morgan Stanley

Wealth Management

James Bishop
614. 229.4969
Morganstanleyfa.com/TheBCAGroup

WEALTH MANAGEMENT

Robintek

Eric Meinen
614.888.3001
robintek.com

WEBSITE DEVELOPMENT

CONWAY CENTER
for FAMILY BUSINESS

614.253.4820
FamilyBusinessCenter.com

FAMILY BUSINESS RESOURCES



Conway Center Service Providers

understand the unique needs of family-owned businesses and share their knowledge with members during the Center's educational programs and peer groups. Looking for help growing or transitioning your family business to the next generation? Attend a Conway Center program or peer group, or consult one of these recognized Service Providers.

AWARDS PROGRAM DETAILS

Who can be nominated?

Any family-owned business located in Central Ohio is eligible.

Who can nominate?

Self-nominations or nominations from customers, vendors, clients, employees, friends, or family members will be accepted.

Entry process:

A. Nomination form:

Nominations can be made online at www.FamilyBusinessCenter.com, e-mailed to Gordon@FamilyBusinessCenter.com, or mailed to Conway Center for Family Business, 1216 Sunbury Road, Columbus, OH 43219.

Deadline for nominations is July 24, 2015.

B. Application form:

Once nominations are reviewed, accepted nominated businesses will receive an Application Form from the Conway Center.

Applications must be submitted by August 21, 2015.

CELEBRATE FAMILY BUSINESS SUCCESS!

17th Annual

Family Business Awards Luncheon & Expo

Monday, November 9, 2015

Expo: 10:00 a.m – Noon

Luncheon: Noon – 1:30 p.m.

**Hilton Columbus at Easton
Easton Town Center, 3900 Chagrin Drive, Columbus, Ohio**



Tickets:

\$50 for members, \$75 for non-members

Tables for 8:

\$325 for members, \$500 for non-members

RSVP by October 28, 2015

to Admin@FamilyBusinessCenter.com or 614-253-4820

Family Business Expo

**November 9, 2015
10:00 a.m. – Noon**

Conway Center family businesses and service providers will be showcased before the annual awards program.

Tables are just \$150 if purchased by September 11, 2015.

Reserve your place now!

Service Provider sponsorship for this event provided by:



Family Business sponsorship for this event provided by:

CALL FOR NOMINATIONS: Nominate a Deserving Family Business Today!

Celebrating the successes of family businesses in Central Ohio and recognizing their accomplishments is vital to the mission of the Conway Center for Family Business. We want to honor family businesses that have completed a succession plan or successfully transferred leadership of their company from one generation to the next, found a unique solution to a complex business problem, developed a successful communication strategy, made a contribution to our community or gone above and beyond the call of duty to help an employee, customer or vendor.



Does your family business, or one that you know, deserve to be recognized for a significant accomplishment in one of these areas? Are you celebrating a milestone this year? If so, we want to know! Your family business success could inspire, enlighten or motivate others.

Family businesses being honored will:

- Be featured in a special family business insert in *Columbus Business First*
 - Receive four complimentary seats for this event
- (Additional tickets may be purchased at member rates.)

Family Business Award Categories:

Communication – for developing tools or strategies for effective communication within a family business or with family members regarding the business.

Community Engagement – for a significant contribution to the Central Ohio community.

Family Business of the Year – for a family business that has made a significant contribution to their industry or the Central Ohio business community.

Lifetime Achievement – for family business leaders who made a significant contribution to their industry or the Central Ohio business community.

Milestone Achievement – for family businesses celebrating a significant milestone during 2015 (longevity, business, or other significant achievement).

Re-Invention – for successfully adjusting business strategy or focus to address a changing business climate or societal demands.

Succession Planning/Implementation – for development or completion of a succession plan or transferring leadership.

Support of Family Businesses – for organizations or individuals that have shown support or demonstrated a commitment to the strength, success or longevity of a family firm.

Awards Nomination Form

NOMINATIONS DUE: JULY 24, 2015

COMPLETED APPLICATIONS DUE: AUGUST 21, 2015

Nominations can be made online at www.FamilyBusinessCenter.com, e-mailed to Gordon@FamilyBusinessCenter.com, or mailed to Conway Center for Family Business, 1216 Sunbury Road, Columbus, OH 43219.

Nominator Name _____ Nominator Company _____

Nominator Address _____

Nominator Phone _____ Nominator E-mail _____

Family Business Nominated _____

Family Business Contact Name _____

Family Business Address _____

Family Business Phone _____ Family Business E-mail _____

Award Category _____

Reason for Nomination _____

Please attach a separate sheet if you need more space.

LIST OF FAMILY BUSINESS MEMBERS BY CATEGORY:

* Indicates members who made a donation or additional financial contribution to the Conway Center. The Conway Center is a 501(c)(3) organization. These donations and yours will support programs and services that benefit family-owned businesses.

Advertising & Media

Baesman Group, Inc.
EclipseCorp
Prism Marketing
RevLocal
TriAd Marketing & Media
Your Biz Tank
Warman Productions

Arborists/Lawn, Tree & Yard Care

*Ahlum & Arbor Tree Preservation
Grove City Tree Service
McCullough's Landscape & Nursery
*Oakland Nursery, Inc.

Automotive & Marine

A.D. Farrow Co. Harley-Davidson
Bowden Motors, Inc.
Braun Industries Inc.
Farber Specialty Vehicles
Hoffman Auto Repair Ltd.
Lindsay Honda/Acura
*Ricart Automotive
Sutphen Corporation
Team Buckeye-Honda-Nissan
*W.W. Williams

Bank Equipment Suppliers & Service

*Hamilton Safe Products Co., Inc.

Beverage Distributors

*G&J Pepsi Cola Bottlers, Inc.
Regal Beverage Concepts

Business & Professional Services

A & A BizSolutions
Aschinger Resource Group
ASSET STRATEGIES GROUP
Environmental Pest Management
Integrated Leadership Systems
Murray Associates
O'Brien & Associates, Inc.
Ohio Mobile Shredding
OPOC.us
Royal Document Destruction
*Safex Inc.
Small Business Professional Services
*Spirit Services

Cleaning Services

Werner Services

Computers & Telecommunications

Amamax
*EasyIT
*Integrated Building Systems
Sound Communications

Construction: Companies & Contractors

Brexton Construction, LLC
*The Columbus Coal & Lime Co.
*Construction One Inc.
Dublin Building Systems Inc.

*George J. Igel & Co., Inc.
The Jerry McClain Companies
Kirk Williams Company Inc
Lincoln Construction
MAC Construction Inc.
Miles-McClellan Construction Co., Inc.
RICOP Construction Company
Thomas & Marker Construction Co.
U.S. Bridge

Construction: Equipment & Related Services

Anderson Concrete
*Capitol Tunneling
Columbus Equipment Company
*Heiberger Paving
*Interior Supply, Inc.
Kuhn's Contracting, Inc.
*Martin Painting & Coating Co.
*McKee Door Sales
*Ohio Power Tool
Ohio Simple Bath
*Reitter Stucco & Supply
*Strait & Lamp Lumber Company
*Suburban Steel Supply Company, LLC

Credit/Collection Consultant

Cape-Able Consultants

Educational Resources

*Century Resources
*Highlights for Children

Electric & Energy

*Claypool Electric
*Converse Electric
*IGS Energy
*Roberts Service Group

Engineering/Architecture

*ms consultants
Resource International, Inc.

Environmental Resources

CycleMet Inc.
*Hina Environmental Solutions
Sims Brothers Recycling
WeGetTheMoldOut.com

Financial Services

Asguard Financial Solutions, LLC
Broad Street Financial
Earman & Wood CPAs
Grover Rutter Mergers, Acquisitions,
and Valuations
Holmes Management LLC
UBS - Hyzdu Wealth Management

Funeral Services & Suppliers

*Diehl-Whittaker Funeral Service
Gompf Funeral and Cremation Service
Modlich Monument Co. Inc

Schoedinger Funeral & Cremation Service

Health Care

*Crestview Rehabilitation & Skilled
Nursing Services
The Jerry McClain Companies
Luebbe Hearing Services
*Rinkov Eyecare Centers
timeless skin solutions

HR/Staffing/Benefits

Acloché
5-Star Staffing
McGohan Brabender
*Sequent, Inc.
The Siekmann Company
VisionSpark

HVAC

2-J Supply Co.
*Atlas Butler Heating & Cooling
*Command Heating, Inc.

Industrial Supplies & Services

Barney Corporation
Jendco Safety Supply
Kimball Midwest
*Loading Dock & Sliding Door Pros
*Mid-State Bolt & Nut
MPW Industrial Services
Rotary Products Inc.

Insurance/Warranties

ABC Home Services
Brower Insurance Agency
Hylant
Insurance Agencies of Ohio
Molino & Associates
Ohio Insurance Advisors
Overmyer Hall Associates
Security Plus Insurance

Logistics/Moving/Transportation

*BEST Courier Inc.
Golf Car Company
*ODW Logistics
*Spartan Logistics
*Two Men and a Truck
*Vista Packaging & Logistics

Manufacturing, Wholesale, & Distribution

*Accel, inc.
Arthur N. Ulrich Co.
ALNI
*Auld Technologies
*Buckeye Boxes Inc.
Capital Resin
Grote Company
Gummer Wholesale
*Jet Container Company
*Lake Shore Cryotronics, Inc.

Join the Conway Center Today

The Conway Center is Central Ohio's resource for educational programs, resources and networking opportunities that support the growth and success of family-owned businesses.

Member benefits include:

- Access to family business leaders and national and local professionals with years of experience and special expertise regarding family-owned businesses
- Admittance for four members of your company to nine monthly educational programs held at Ohio Dominican University
- Eligibility for representatives of your family business to participate in Conway Center peer groups for: Business Development, CEOs, Human Resources, Leadership Development, Next Generation Leaders, Online Strategy, Succession, and Women in Family Business
- Invitations to attend the Annual Family Business Tour and Networking Event, Summer Golf Outing, Family Business Night at the Columbus Clippers, and Family Business Awards Program

BECOME A MEMBER

You can sign up today by using this form, apply online at www.FamilyBusinessCenter.com, or contact Managing Director Deana Gordon at 614-253-4820 or by email at Gordon@FamilyBusinessCenter.com.
Investment: Just \$385 per year per Family Business.

Family Business Name: _____

Number of Employees: _____ Year Founded: _____

Number of Years in Central Ohio: _____

Principal Product or Service: _____

Primary Contact: _____

Name

Title

E-mail address

Family Member

Company Address: _____

Telephone: _____

Website: _____

Mail with \$385 membership fee to:
Conway Center for Family Business, 1216 Sunbury Rd., Columbus, OH 43219

Medical Repair, Inc.

*Peerless Saw

Wilson Bohannon Lock Company

Office Furniture, Design & Equipment

The Bradley Co.

Corporate Interior Concepts

Dupler Office

Fortner Upholstery and Fine Furnishings

MT Business Technologies

Personal Services

*The Charles Penzone Salons

Dublin Cleaners Inc.

Plumbing

Crawford Mechanical Services, Inc.

Portable Restrooms

Rent-A-John

Private Holding & Management Co.

*Crane Group Co.

Promotional Products & Printing

*Artina Promotional Products

Capitol Citicom

Hollywood Imprints

Optimum System Products

ProForma Graphic Impressions 2 LLC

Robin Enterprises

Property Management

F&W Properties

Mid-Ohio Development

The Robert Weiler Co.

*Williams & Henley Management Company

Real Estate Companies and Services

*Champion Real Estate Services

Preferred Living

Restaurants, Food & Catering

Anthony-Thomas Candy Company

AVI Foodsystems Sanese Division

*Donatos Pizza LLC

Florentine Restaurant Inc

Focused Management

(Oilerie Columbus, Burger King, Donatos Pizza)

Happy Chicken Farms

*Katzinger's Delicatessen

Primary Aim, LLC/Wendy's

Schmidt's Sausage Haus

Ulrey Foods, Inc.

Velvet Ice Cream

*White Castle

Specialty Retail

Carmen's Vacuum Sales & Service

*Cashmans Horse Equipment

Leo Alfred Jewelers Inc.

Signs

*Advance Sign Group

Columbus Sign Company

DāNite Sign Company

MD Solutions, Inc.

Travel & Lodging

Inn & Spa at Cedar Falls

Uniglobe Travel Services

Vending and Entertainment

Shaffer Entertainment



CONWAY CENTER for FAMILY BUSINESS

Central Ohio's Resource For Family Businesses

1216 Sunbury Road
Columbus, OH 43219

Non-Profit Org.
Us Postage
PAID
Columbus, Ohio
PERMIT #798

LOOK INSIDE FOR:
UPCOMING EVENTS!
Family Business Awards
Nominations Due 7-24!

100+ Years of Family Business Success - Q&A with Local Leaders



Fritz Reitter, President,
Reitter Stucco Co.

First Job: Delivering The Columbus Dispatch.

Favorite Business Book: I don't really have a favorite "business book". Favorite business biographies include *Steve Jobs*

by Walter Isaac and *Buffet* by Roger Lowenstein.

Best thing about working in a Family Business: Knowing all the family members are truly committed to the success of the business as all have a stake in its well-being.

How are you celebrating your 100th anniversary: We did a complete renovation of our showroom that was unveiled during an open house/100 year celebration for current, past, and potential customers, and design professionals. A special event for associates is planned for later this year.



Kevin Schoedinger,
Vice President,
Schoedinger Funeral and Cremation Service

First Job: Bagging Groceries at Kroger.

Favorite Business Book: *21 Irrefutable Laws of Leadership* by John Maxwell.

Best thing about working in a Family Business: If I need some fatherly advice, I can walk right across the hall, plop myself down in a chair, and learn from his wisdom and experience.

How are you celebrating your 160th anniversary: This year is our 160th and we have done a few little marketing items but I don't think we will have the same celebratory fervor as our 150th. Every year is a milestone that we are very grateful to have.



Drew Sutphen,
President,
Sutphen Corp.

First Job: Delivering The Columbus Dispatch.

Favorite Business Book: *Good to Great* by Jim Collins.

Best thing about working in a Family Business: Carrying the vision, core values, and passion from previous generations into the future.

How are you celebrating your 125th anniversary: We plan to celebrate with various events throughout the year and we've launched a new logo and marketing campaign focused on being strong, stable and committed to the fire industry since 1890.

Conway Center Mission:

To help family businesses continue to be successful ■ To assist family-business owners with transitioning their business to the next generations ■ To celebrate the accomplishments of outstanding family businesses in our community ■ To increase awareness of the positive impact family businesses have on the Central Ohio economy.

The Conway Center is a 501(c)(3) organization established in 1998.