



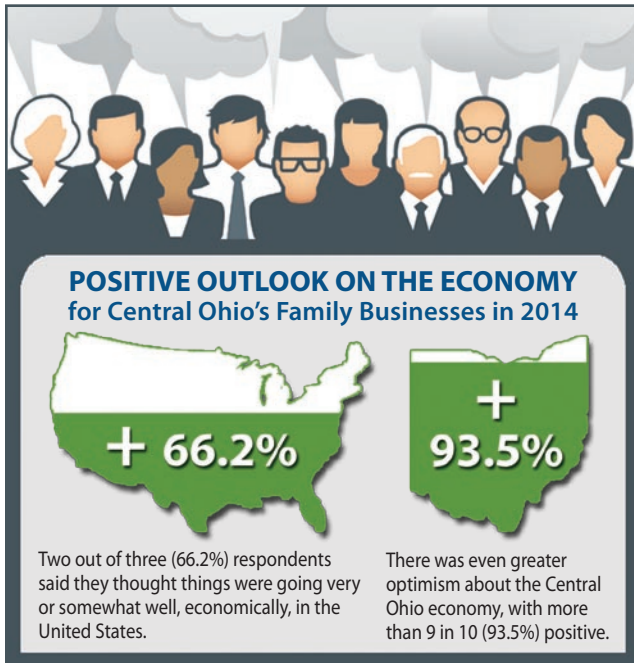
CONWAY CENTER
for FAMILY BUSINESS

Communicator

A Publication of the Conway Center for Family Business

SUMMER 2014

Central Ohio Family Businesses Have Positive Outlook for 2014 Despite Hiring and Health Care Challenges



This is up from 40.7 percent in the 2013 survey, and is one reason the Conway Center added a Human Resources Peer Group this year – to help family business leaders deal with these kinds of issues.

Implementation of the Affordable Care Act (ACA) is weighing on family businesses in 2014, according to the survey. Nearly 35 percent say the ACA has caused them to change business practices, including nearly 67 percent saying they've changed insurance plans offered to their employees, and nearly 41 percent indicating they've had to shift some health insurance premium costs to employees.



For complete survey information and infographics, visit us online at www.FamilyBusinessCenter.com and click on "News."

The 2014 Family Business Survey, conducted by the Conway Center for Family Business, revealed that nearly two in three (65.5%) Central Ohio family businesses plan to increase hiring in 2014, but a scarcity of qualified candidates and implications of health care reform continue to be significant challenges to their businesses.

The Conway Center conducts the survey annually to gauge the economic climate – including employment and related challenges – among family businesses in the region.

"We hear from members that finding qualified employees is a challenge," said Executive Director J. Richard Emens. "That's reinforced by 46.8 percent of respondents indicating 'finding qualified workers' is their most significant business challenge overall."

Join Us At Upcoming Events!

Second generation family business owner Steve Harmon invites you to attend the **11th Annual Family Business Tour and Networking Event!** Learn more about Steve and upcoming events and programs on page 3.



The Conway Center is the Resource for Family-Owned Businesses

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The Conway Center, a non-profit organization, has helped family businesses achieve success for over 15 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 150 family business members and 32 service provider members, totaling over 15,000 Central Ohio employees.

The Center offers: Nine educational presentations, quarterly roundtables that focus on in-depth topics, and seven Peer Groups; 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 2014 to learn how we can help your family business. To learn more, contact Associate Director Deana Gordon at 614-253-4820 or email to Gordon@FamilyBusinessCenter.com.

2014 Programs and Events for Your Family Business

Conway Center Educational Series

7:30-9:00 a.m. at Ohio Dominican University

- SEPT 18** Leadership Lessons: A Family Business Success Story
- OCT 16** Expansion and Growth Strategies for Your Family Business
- NOV 20** Shedding the Ties that Bind: Coping with Founders Who Can't Let Go
- DEC 18** Strategic Planning: Re-Invention and Diversification Strategies for Your Family Business

Bonus Program

- JULY 17** Handling Health Care Challenges: An Update for Family Businesses
10 a.m. - Noon (Under 50 Employees)
1:00 - 2:00 p.m. (50+ Employees)

Quarterly Roundtables

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

- JULY 16** How Can Social Security Contribute to Your Succession and Retirement Plans?
- DEC 4** Work Smart! Strategies to Organize Your Day and Maximize Your Productivity

RESERVATIONS may be made at 614-253-4820 or 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.

2014 Educational Programs Presented by

KeyBank 
Unlock your possibilities

Conway Center
Educational Programs
Graciously Hosted by

OHIO DOMINICAN UNIVERSITY

Summer Fun and Networking Events!

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

June 18 - 7:05 p.m.
Family Business Night at the
Columbus Clippers



TICKETS JUST \$10

June 20 - 7:00 - 9:00 a.m.
Breakfast with Business First at ODU

FREE EVENT!



COLUMBUS
BUSINESS FIRST

July 22 - 10:00 a.m. - 5:00 p.m.
Golf Scramble at Little Turtle Golf Club
\$125 per golfer or \$500 per foursome



August 14 - 4:00 - 6:30 p.m.
Family Business Tour & Networking Event
at Spartan Logistics

FREE EVENT for Center Members & Central Ohio Family Businesses



Q&A with Host Steve Harmon

First job? Wendy's, Stringtown Rd, Grove City - from the day I turned 16 until the day I left for college. Every job since has been easier.

Favorite summer activity? Golf, Tennis, and relaxing by the pool after

What superhero would you like to be? Professor X- reading minds would make my job so much easier

Whose opinion matters to you the most? My wife's, God's, my Dad's

Favorite book? Lone Survivor by Marcus Lattrel, Good to Great by Jim Collins, and the Game of Thrones series by George RR Martin

Best thing about being second generation? I had passion and purpose in my career from a young age and learned to think like a business owner

Favorite drink? Bourbon, on the rocks

Two words that describe you? Smart, funny

What Members Are Saying...

We find such value in all the networking opportunities the Center provides with so many other wonderful family businesses from around Central Ohio. Being able to share similar business scenarios and situations is priceless. All the discussion topics, education and peer groups they offer are a great way to learn from experts who have been in your shoes. The Conway Family Business Center is like a family itself.... and you can't beat family!

Art Bouzounis, Vice President & Marketing
Artina Promotional Products

The Conway Center for Family Business has provided us with many opportunities to connect with other family-owned businesses, allowing us to foster new relationships and share proven practices amongst peers in a safe and open environment. We are incredibly pleased with the support that the Conway Center has provided us through networking events and the many educational programs, like the peer groups.

Yvonne McCormick
Executive Director of Business Development
Uniglobe Travel Designers

2014

Conway Center for Family Business Peer Groups Build Connections with Family Business Members

TUESDAY

Women in Family Business Peer Group

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.

Coming this Fall! Leadership Development Peer Group

Led by Nick Williams, Definity Partners

This new peer group will help participants explore their leadership skills and provide 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.

WEDNESDAY

Online Strategy Peer Group

Led by Amy Marshall, 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.

AS ANNOUNCED

Next Generation Peer Group

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.

THURSDAY

Business Development Peer Group

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 Peer Group

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.

Usually meets the 2nd Thursday of each month.

Succession Planning Peer Group

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.

FRIDAY

Human Resources Peer Group

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 -- Remaining sessions for 2014 are August 1 and October 3.

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

Please note: Conway Center membership is required to participate in Peer Groups.

Employees of member businesses are encouraged to attend peer groups that fit their roles in the business.

For a complete schedule visit www.FamilyBusinessCenter.com

Developing Leadership One Step at a Time



By Nick Williams, Definity Partners
Conway Center Leadership Development
Peer Group Facilitator

This article is not intended to answer the question, “what is leadership?” The list of attributes, behaviors, and symbols ascribed to good leadership is endless. It takes much less time to list what leadership is not... Leadership is not management. Leadership is

not based on seniority or family ties. If anything, leadership is an endless pursuit that requires commitment and desire to honestly take inventory of your skills and talents and then devote time and energy to improve those skills in yourself and your team.

I spend a lot of time with owners of small and midsize businesses, and I’m left yearning for a more robust dialogue about leadership. I’m not looking for broad generalizations, rather, I’m seeking and encouraging *leaders* to take an honest, introspective inventory of their leadership performance... and then share with others what has worked for them and what has not

The first step to taking such an inventory requires owners and managers to consider themselves leaders. Anyone can be a leader – parents, teachers, coaches, etc. – but business owners and managers, in particular, often find themselves under the right circumstances to lead. There are a few core ideas that I consider to be essential to leadership. These aren’t new ideas; they are simply my ideas about a few non-negotiable leadership prerequisites.

1. Set and communicate your organization’s “Why?”

There is no shortage of people expounding on the importance of determining your “why,” because it really is important. Plenty of research has been conducted which reaffirms that employees come to work for more than a paycheck. They want to build something. They want to have a lasting impact on the world they live in. They want to connect their “why” with their employer’s “why.” How do you define the “why” for your family business?

2. Set a clear direction. Determining your “why” can unleash a tremendous amount of potential energy, but direction determines how that energy is applied. Sure, business is complicated, but your job is to make it so simple

that it’s painful, so that the energy of your team is channeled, without distraction, into doing what you do best, even better.

3. Transparency is huge. Show me a business owner who has achieved success by keeping the numbers pretty close to the vest, and I’ll show you five more who have outperformed their wildest imaginations by operating with open book policies. Employees want to know if they’re winning and they want to see the score. In an open book environment, employees spend less time conjuring up what might be, and more time influencing what is.



The list goes on and I can empathize with those who have published exhaustive lists of leadership do’s and don’ts. Where do you stand on these ideas? All checked off, ready for the next idea? Wondering if they can work in your business, with your family members and/or employees? I encourage you to explore leadership development by reading books, discussing your ideas with co-workers and peers, and experimenting with some of the ideas discussed here. Opening yourself up to new ideas and opinions and continuing the conversation about leadership can open doors that will lead you and your team to the next level.

Leadership Development Peer Group

NEW!
Coming
This Fall!

Nick Williams, of Definity Partners, looks forward to continuing the conversation about leadership development with family business leaders during the Conway Center’s new Leadership Development Peer Group, which starts meeting in September 2014. Nick will facilitate sessions of this new peer group designed to help participants explore their leadership skills and provide new ways of looking at coaching and team building. This will be 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.

Family Business Advisors/Service Providers

These professionals have built their reputations by understanding the unique needs of family businesses.



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

Nancy Watts, CPA
614.228.4000
www.nje.com

ACCOUNTING



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

ACCOUNTING



Commerce National Bank
The Bank for Business™

Tom Dunson
614.583.2200
www.commercenationalbank.com

BANKING



Mike Kramer
614.715.7925
www.firstmerit.com

BANKING



Eric Sideri
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www.keybank.com

BANKING



Scott Robertson
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www.parknationalbank.com

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Tim McDaniel, CPA/ABV, ASA, CBA
614.923.6532
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614.944.5760
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www.avisonyoung.com

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614.251.4603
www.ohiodominican.edu

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www.ohiohealth.com

HEALTH CARE



Kyle J. Pifher
614.458.1869
www.findleydavies.com

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Robert E. Beymer
614.326.4716
www.willis.com

INSURANCE



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

INSURANCE/FINANCIAL PLANNING



SCHIFFMAN | GROW & CO.
SG FINANCIAL SERVICES, LLC

Kelley King
614.261.0600
www.schiffmangrow.com

LIFE INSURANCE

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.



Amy Marshall
614.291.8456
www.fathomdelivers.com

INTEGRATED MARKETING



Bea Wolper
614.414.0888
www.emenswolperlaw.com

LAW: BUSINESS & ESTATE PLANNING



Tony Kington
614.334.6141
www.taftlaw.com

LAW: BUSINESS & ESTATE PLANNING



Sarah Chambers
614.469.3251
www.thompsonhine.com

LAW: BUSINESS & ESTATE PLANNING



Edward Kim
614.221.1216
www.fishelhass.com

LAW: LABOR & EMPLOYMENT



Kelly Borth
614.885.7921
www.greencrest.com

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Donna Dyson
614.220.5428
www.bizjournals.com/columbus/

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Ryan Frederick
614.537.8000
www.awh.net

SOFTWARE DEVELOPMENT



Nick Williams
614.296.4069
www.definitypartners.com

TRAINING / COACHING



Alex Freytag
614.571.8826
www.profitworksllc.com

TRAINING / COACHING



Jim Budros, CFP®
614.481.6900
www.b-r-r.com

WEALTH MANAGEMENT



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

WEALTH MANAGEMENT



Joyce A. Waters
614.365.9103
www.johnsoninv.com

WEALTH MANAGEMENT



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

WEALTH MANAGEMENT



James D. Bishop
614.229.4969
morganstanleyfa.com/jimbishop

WEALTH MANAGEMENT



Eric Meinen
614.888.3001
www.robintek.com

WEBSITE DEVELOPMENT

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 25, 2014.

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 22, 2014.



Family Business Expo

**November 7, 2014
10:00 a.m. – 1:30 p.m.**

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

Tables are just \$150 if purchased by September 12, 2014. (includes two luncheon tickets).

Reserve your place now!

CELEBRATE FAMILY BUSINESS SUCCESS!

16th Annual

Family Business Awards Luncheon and Expo

Friday, November 7, 2014

11:30 a.m. – 1:30 p.m.

Aladdin Shrine Center
Columbus, Ohio

Tickets:

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

Tables:

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

RSVP by October 24 to Heather Howell,
Admin@FamilyBusinessCenter.com
or 614-253-4820

Sponsorship for this outstanding 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 for \$50 each.)

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.
- **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 2014 (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 a Family Business** – 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 25, 2014

COMPLETED APPLICATIONS DUE: AUGUST 22, 2014

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

Prism Marketing
RevLocal
TriAd Marketing & Media
Up Your Market

Arborists/Lawn, Tree & Yard Care

Ahlum & Arbor Tree Preservation
McCullough's Landscape & Nursery
Oakland Nursery, Inc.

Automotive & Marine

A.D. Farrow Co. Harley-Davidson
Bowden Motors, Inc.
Lindsay Honda/Acura
*Ricart Automotive
Shope's Tire Service
*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

Buying Time Concierge Services
Englefield Business Advisors LLC
Integrated Leadership Systems
Murray Associates
*O'Brien & Associates, Inc.
Ohio Mobile Shredding
OPOC.us
Safex Inc.
*Service Pro.net
Small Business Professional Services
Spirit Services

Cleaning Services

Columbus Window Cleaning
Werner Services

Computers & Telecommunications

Amaxx
EasyIT
Integrated Building Systems

Construction: Companies & Contractors

Brexton Construction, LLC
The Columbus Coal & Lime Co.

Construction One Inc.
*Dublin Building Systems Inc.
*George J. Igel & Co., Inc.
Humble Construction Co.
*Kirk Williams Company Inc
*Kokosing Group, Inc.
*Lincoln Construction
RICOP Construction Company

Construction: Equipment & Related Services

Anderson Concrete
Capitol Tunneling
*Columbus Equipment Company
*Heiberger Paving
Interior Supply, Inc.
*Martin Painting & Coating Co.
*McKee Door Sales
Ohio Power Tool
*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
*Mid City Electric
*Roberts Service Group

Engineering/Architecture

Andrews Architects
ms consultants

Environmental Resources

CycleMet Inc.
Hina Environmental Solutions
Rumpke Consolidated Companies

Financial Services

Broad Street Financial
Earman & Wood CPAs

Funeral Services & Suppliers

Diehl-Whittaker Funeral Service
Modlich Monument Co. Inc
Schoedinger Funeral & Cremation Service

Health Care

Courtesy Ambulance
Crestview Rehabilitation & Skilled Nursing Services
The Jerry McClain Companies
Luebbe Hearing Services
Rinkov Eyecare Centers

Human Resources/Staffing

*Sequent, Inc.
VisionSpark

HVAC

*Atlas Butler Heating & Cooling
Command Heating, Inc.

Industrial Supplies & Services

Barney Corporation
*Kimball Midwest
Loading Dock Pros
*Mid-State Bolt & Nut

Insurance/Warranties

ABC Home Services
Associated Insurance Agencies
Brower Insurance Agency
Hylant
Insurance Agencies of Ohio
Molino & Associates
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.
Advance CNC Machining
ALNI
Auld Technologies



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 Associate 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

*Buckeye Boxes Inc.
Gummer Wholesale
*Hague Quality Water
Jet Container Company
Lake Shore Cryotronics, Inc.
*Laser Reproductions
Olan Plastics
*Peerless Saw
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Office Furniture, Design & Equipment

The Bradley Co.
Corporate Interior Concepts
Dupler Office
Fortner Upholstery and Fine Furnishings
*Mid Ohio Strategic Technologies
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*The Charles Penzone Salons
Dublin Cleaners Inc.

Plumbing

Crawford Mechanical Services, Inc.

Portable Restrooms

Rent-A-John Portable Sanitation

Private Holding & Management Co.

*Crane Group Co.

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Capitol Citicom
Hollywood Imprints
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Mid-Ohio Development Company
Robert Weiler Co.
*Williams & Henley Management Company

Real Estate Companies and Services

Champion Real Estate Services
Preferred Living
Your Biz Tank

Restaurants, Food & Catering

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AVI Foodsystems Sanese Division
*Donatos Pizza LLC
*Happy Chicken Farms
*Katzinger's Delicatessen
Primary Aim, LLC/Wendy's
Ulrey Foods, Inc.
*Velvet Ice Cream
White Castle

Specialty Retail

Carmen's Vacuum Sales & Service
Cashmans Equine
Leo Alfred Jewelers Inc.

Signs

*Advance Sign Group
Columbus Sign Company
DaNite Sign Company

Travel & Lodging

Inn & Spa at Cedar Falls
Uniglobe Travel Services



CONWAY CENTER for FAMILY BUSINESS

Central Ohio's Resource For Family Businesses

1216 Sunbury Road
Columbus, OH 43219

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LOOK INSIDE FOR:
FUN SUMMER EVENTS!
Family Business Awards
Nominations Due 7-25!

Family Business Member Testimonials:

As a family owned and operated company, we have found the **Conway Center for Family Business** to be at the center of it all when it comes to connecting family business owners and the community. They provide resources for every aspect of operating a successful business. Their resources vary from succession planning & strategic planning to 'peer to peer' networking events. It is rewarding to be a part of something that adds value and creates superior resources for family businesses. They understand the true dynamics of Family Business and strategies for success.

Jane Grote Abell, Chairman of the Board
Donatos Pizza & Jane's Dough

The **Conway Center for Family Business** provides outstanding thought leadership and insightful education programs. Conway connects family businesses so we can learn from one another.

Jamie Richardson, Vice President
White Castle System, Inc.

I find the **Conway Center for Family Business** great for networking. I also enjoy the peer groups because of the specific problems that can be addressed from a personal level and having the one-on-one interaction that can help you drill down deeper. The monthly gatherings at Ohio Dominican University are direct, concise and to the point. The topics are fresh, relevant and on target. It is time well spent. I highly recommend that you take advantage of the programs.

Joe Williams, Director of Business Development/Partner Relations
Kirk Williams Company

The **Conway Center for Family Business** offers an impressive array of speakers, educational programs, and networking events that speak to the heart of any family-owned business. For IBS, the Center is a trusted resource that delivers value for our business.

Chip Chapman, President
Integrated Building Systems

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.