

Helping Family Businesses Succeed Since 1996



FAMILY TIES

A quarterly publication from the UW-Madison Family Business Center to help our members stay connected to each other and to the FBC.

Family Business Center Members: More Than a Number...

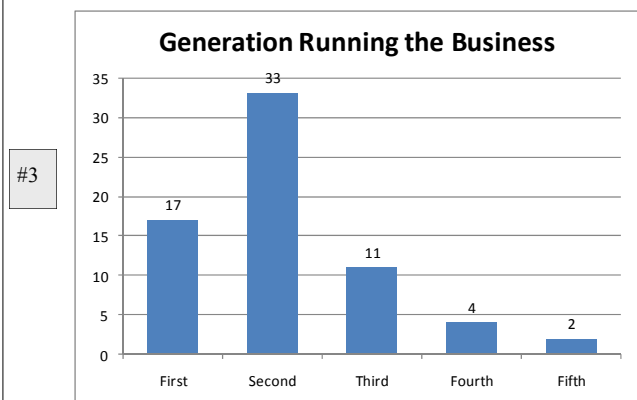
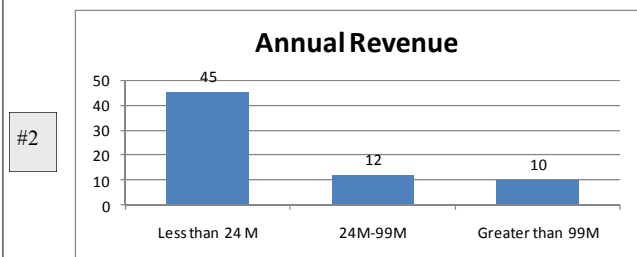
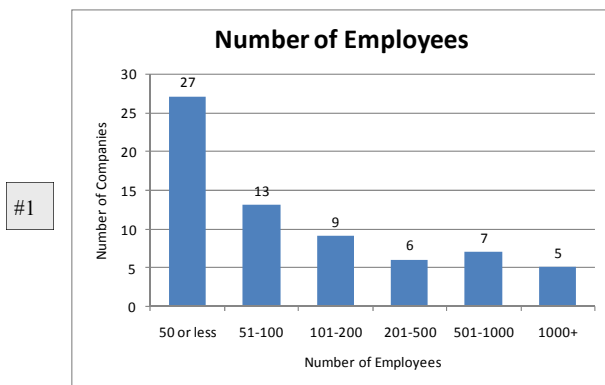
By FBC Director, Ann Kinkade

Quite often members of the Family Business Center (FBC) state that a very valuable perspective reinforced by membership is: *I do not feel so alone*. As a business-owning family, you know you are among friends where you can build relationships, connect with others and share experiences. It is also relevant to remember the FBC and members' shared goal: to retain ownership—or more poetically, to *protect your family's heirloom*—for generations to come. **All FBC members (100%) are committed to their family's long-term ownership and stewardship of the business.**

At the same time while FBC membership is a great unifier, there are demographical distinctions within our group. The bar graphs numbered 1-5 identify FBC member differences at an aggregate level.

Whether your business is larger or smaller as measured by the number of employees (graph #1), or annual revenue (graph #2), or whether your company is in its first or fifth generation of ownership (graph #3), you know that long-term successful ownership is no small feat. Adopting best practices can be very instrumental in this endeavor.

For example, using an independent board can be especially helpful for strategic planning, succession planning, and balancing family, business



Continued on page 3: **More than a Number**

MEMBER/SPONSOR NEWS

FBC Members Lead the Way!



Doug Scott, **Amwood Homes**, will be president of the Wisconsin Builders Association effective February 2009.

Patrick Ryan, **Ryan Brothers Ambulance**, has been elected president of the Professional Ambulance Association of Wisconsin.

Eric Schwartz, **Sara Investment Real Estate**, has been named to the board of directors of Settlers Bank in De Forest.

Next Generation Announcements!



Patrick and Alison Ryan, **Ryan Brothers Ambulance**, gave birth to Grace Cora on July 21. Grace Cora is growing quickly and is no longer the petite little girl of 6 lbs 1 oz and 17 inches long.

Sadie Elizabeth was born to Bret and Rachel Newcomb, **Newcomb Construction**. Sadie was born on July 22...a month early...but she's trying her best to keep up with brother Gus and sister Gretchen.

The Statz family, **Qual Line Fence**, continues to build more than fences. Jim and Jodi are building their family with the birth a Jadyne Claire on August 9.

Then there is Jim Schoessow, **S I Feeders & Metals**, who now has three more grandkids to keep him busy: Tami gave birth to Sawyer on July 2, Tim had his second child, Alexa, on July 9, and not to be out done, Terry had his third child, Ava, born in August.

Finally, if you ever wondered if the "PKK" in **PKK Lighting** was an acronym, you are correct! PKK stands for Jim and Joanne Driscoll's first three grandkids: Paderic, Kieran, Kathleen.

"Family faces are magic mirrors. Looking at people who belong to us, we see the past, present and future."

Gail Lumet Buckley, Author

FBC Members are Winners!



ServiceMaster Building Maintenance received the Corporate Report Wisconsin's *Best of Wisconsin Business Award* for 2nd top Janitorial Service in Wisconsin.

Wisconsin Builder magazine has recognized two FBC member companies for their 2008 *News-makers of the Year* award which is someone who gives without thinking of what he/she will get in return and who knows how important it is to teach the next generation. They were: **Hoffman Construction**: Project Manager of the Year (Brian Aebly, VP Operations) and **ABC Supply Company**: Service Award (Ken Hendricks, Founder, posthumously).

The 2008 World Value Wine Challenge conducted by the Beverage Testing Institute of Chicago awarded **Wollersheim Winery** gold medals for their White Riesling and Prairie Blush. In addition, Prairie Fume was named Best Seyval Blanc wine in the United States.

Noteworthy News!



Ken and Diane Hendricks, **ABC Supply Company**, were Executive Producers of *An American Carol* that opened on 2,000 screens across the USA on October 3. The film features a main character who lost his American Spirit but is gently reminded of America's greatness through a series of comedic spoofs.

An employee at **Smart Motors** came up with a "sound" idea. Each time a new car is sold, a giant gong is hit. JR Smart said the first few times it sounded it nearly knocked him off his chair!

Kirsh Foundry was featured in the September issue of *Fortune Small Business* for the make-over improvements recommended by Ann Kinkade and other consultants.

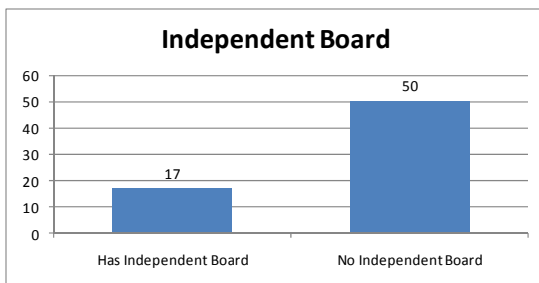
Scott Stevenson, **KleenMark**, finished the Chicago Marathon! He was hoping for under 4 hours and came close to his goal at 4:10.

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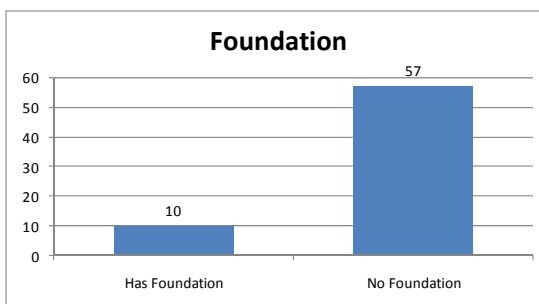
and ownership interests. Approximately one quarter of FBC members indicate that they use an independent board (graph #4).

Another commonality among FBC members is their *strong community support*. For approximately 14% of FBC member companies, their generosity is carried out through a family foundation (graph #5). Using a family foundation is by no means the only way to give-back. Hardly a day goes by that an FBC member is not cited in the news for how they are making a difference in the community, both locally and globally. The charitable difference FBC members make is *in addition* to the jobs they create and the livelihoods they support. Within the 67 FBC member companies approximately 22,000 people are employed.

#4



#5



It is a given that all FBC members can experience great rewards, but it is just as true that they face unique challenges. Consider that most of the emotions experienced by one member have been experienced by many others in the room. Regardless of the family business size or age, someone else has *been there, done that*. I encourage you to keep the deeper shared goal and the members' commonalities in mind the next time you attend an FBC program – even though you are certainly unique! ♦♦♦

UW School of Business MBA Career Management Center

By: Blair Sanford, Assistant Dean
www.bus.wisc.edu/mbacs

The MBA Career Management Center (CMC) at the Wisconsin School of Business is poised to help your family business in several ways.

First of all, the MBA CMC offers companies the opportunity to schedule free on campus interviews for both summer internships as well as full time jobs.

We are located in the east wing of Grainger Hall, at the corner of Park and University in the new addition. In our new space, we offer 8 interview rooms, a dedicated recruiter lounge and the opportunity to schedule pre-interview dinners or information sessions with students.

Currently 231 students comprise the full time MBA program. Students come from 13 countries and 34 states and average more than 4 years of work experience. Similar to other highly ranked programs, Wisconsin offers strong MBA core coursework, but then the Wisconsin model begins to differ as we produce graduates with a depth of expertise in one of several highly focused career specializations such as marketing research, brand management or real estate.

In addition to on campus recruiting, the MBA CMC offers the opportunity to post jobs and internships on our Job Board for free. Businesses can post positions for 4 weeks. Posted positions reach an audience of aspiring leaders from the full time MBA program as well as those MBAs in Wisconsin's evening and executive program. A company may also request resume books or assist students by participating in mock interviews, employer panels, or mentoring.

MBA CMC welcomes members of the Family Business Center to participate in on-campus recruiting, job postings or many other areas simply by calling 608-262-4000.

FAMILY BUSINESS CENTER SPONSORS

A special thank you is extended to the following sponsors. These businesses provide the Center and its members not only with necessary financial support, but also with expertise in family business issues and a commitment to the cause of family businesses. If you have questions, they can help.

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MEMBER ALERT!

December 9 FBC Program:

Socratic Leadership in a Family Business

Register for either option:

- 8:30-11:30 a.m.
- 1:30-4:30 p.m.

Each session comes with a full buffet meal.

Call (608) 441-7327 today!

Recommended Reading:

Kay Plantes, FBC presenter at the December 2007 program on strategic planning to build a thriving family business, has written her first book, *Beyond Price: Differentiate Your Company in Ways that Really Matter*. Endorsements include Jay Loewi, CEO of **The QTI Group**. For more information:



www.beyondpricebook.com

Copies are available at national retailers.

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