

PERPETUATING THE ENTERPRISING FAMILY SPEAKERS

RON FRIEDMAN

President

Batory Foods

After four years of with the First National Bank of Chicago in its real estate and commercial workout groups, Ron joined his father at Batory Foods in 1993, as a product manager for flour. At that time Batory had approximately 80 employees and sales of \$65 million per year. Today Batory employs more than 400 people in North America and generates in excess of \$700 million in sales per year. In April 2013 Ron was promoted to the position of president.

Ron is a native of Chicago, having grown up in Skokie, Illinois. He earned his bachelor's degree at Brandeis University, in Waltham, Massachusetts where he graduated magna cum laude and Phi Beta Kappa, and his master's degree from the Kellogg School of Management at Northwestern University. He has been married for 14 years to Clara Rubinstein, who also went to Brandeis University. Ron and Clara live in River Forest, Illinois with their three children: Rebecca (12), Max (9) and Theo (9).

JOHN HONNEY

Senior Vice President

Northern Trust

John is a senior financial consultant in Northern Trust's advisory services group. He works closely with the owners of privately held companies as they evaluate whether to sell or hold onto their businesses. John helps clients assess their options in the context of prevailing market conditions, industry trends and the personal needs and preferences of the owners. He also helps clients understand what potential buyers may demand and expect, as well as how to prepare their companies for the smoothest possible sale process.

Prior to joining Northern Trust, John ran his own advisory services practice where he led private middle market companies through financings, transactions and other corporate development activities. He advised companies in the steel, automotive, branded products, business services and other manufacturing sectors. Previously, he was a member of the faculty of the Kellogg School of Management, where he taught "Venture Capital and Private Equity Investing," and was a senior member of BMO Nesbitt Burns Equity Partners, a private equity fund which invested in a broad spectrum of middle market companies. John is also instrument-rated, multi-engine, commercial pilot. He is a member of the Midwest Business Brokers and Intermediaries and serves on the alumni admissions committee for Middlebury College. He graduated cum laude from Middlebury College and earned his M.B.A. from the Kellogg School of Management.

CLAY MATHILE

Aileron Founder

Former Owner of The IAMS Company

Clay believes strongly in free enterprise and has a high respect for business owners who risk their capital to employ others. He attributes professional management as one of the key reasons he was able to grow IAMS to a \$1 billion organization. In 1999, the Mathile family sold IAMS to international conglomerate Procter & Gamble for the sum of \$2.3 billion.

Dedicated to inspiring others to become the best versions of themselves, Clay is the author of two books: *Run Your Business, Don't Let it Run You*, and his autobiography, *Dream No Little Dreams*.

Still active in several business ventures, Clay devotes most of his time to philanthropic interests. In addition to Aileron, Clay and his wife, MaryAnn, created the following initiatives to foster hope and inspire change in the Dayton, Ohio region and around the world:

- The Mathile Family Foundation, which has granted more than \$230 million to nonprofit organizations that help children and families in need since 1989.
- The Glen at St. Joseph, a life-changing campus for 36 single moms and their young children that offers mothers the opportunity to pursue their educational and career goals while their children attend a state-of-the-art early learning center.
- The Mathile Institute for the Advancement of Human Nutrition, which tackles issues of world hunger and malnutrition and has a mission to create innovative, effective and sustainable solutions to alleviate nutritional inadequacies in children.

Clay also serves as a trustee on a select group of nonprofit boards focused on education, medical innovation, and social justice. Clay insists his most important roles are that of husband, father of five, and grandfather of 15. Life as a family man has led to yet another dream, "A family united forever."

ROSS W. NAGER

Managing Director

WTAS LLC

Ross Nager has more than 35 years of experience in family wealth planning and family business consulting, working extensively in planning for ultra-high-net-worth families and closely held businesses in numerous industries. His direct involvement in resolving succession and other dynamic issues unique to family owned businesses has resulted in him being quoted in national publications such as The Wall Street Journal, The New York Times, Fortune, Forbes, Family Business, Business Week and Nation's Business. In addition to his client responsibilities at WTAS, Ross is a member of the firm's national tax office, responsible for technical competence and training in estate, gift, trust and generation-skipping taxation. He serves as a resource to firm personnel in serving clients and prospective clients.

Ross has co-authored several books, including The Family Business Answer Book: Arthur Andersen Tackles 101 of Your Toughest Questions, Tax Economics of Charitable Giving, La Empresa Familiar por Dentro, and L'Entreprise Familiale. He has also served as chairman of the AICPA estate and gift committee and as a senior editor of The Family Business Advisor, a monthly newsletter devoted to families in business. He has spoken at numerous business and professional seminars and conferences.

ROBERT PASIN

CEO

Radio Flyer Inc.

Robert heads Radio Flyer Inc, the business founded by his grandfather in 1917. Radio Flyer is an iconic brand that holds a special place in people's hearts because it instantly transports them to a happy time – to the best parts of childhood. Robert works with a wonderful group of passionate “flyers” whose mission is to create products that bring smiles to kids of all ages and create warm memories that last a lifetime. Company sales have more than tripled as a result of Robert's focus on building a vibrant, creative team. The product line has grown to include tricycles, scooters and other ride-ons featuring innovative features and beautiful design.

Robert's honors include Crain's Chicago Business' “40 Under 40” and E&Y Entrepreneur of the Year. He is a board member of the Civic Federation of Chicago, a committee member and past board president of Friends of Amate House, and member of the Toy Industry Association and Young Presidents' Organization – Chicago Chapter. Robert earned his bachelor's degree in history from the University of Notre Dame (where he served as student body president) and his M.B.A. from Northwestern University's Kellogg Graduate School of Management.

BENJAMIN SHAPIRO

Manager

Mason Avenue Investments LLC

Former Owner of Prairie Packaging, Inc.

Benjamin is manager of Mason Avenue Investments LLC, a private investment firm. He served as vice president, strategic planning of Prairie Packaging, Inc., a manufacturer of disposable plastic dinnerware, from 1998-2007. Prior to joining Prairie Packaging, Inc., Benjamin spent six years as an investment banker with Prudential Securities, Inc., Oppenheimer & Co. and Brown Brothers Harriman, Inc.

Benjamin serves on the boards of AUSL and the University of Chicago Medical Center, as well as the corporate boards of CarbonLite Holdings and L&L Broadcast Holdings LLC. He earned his bachelor's degree in economics from Princeton University and his M.B.A. from the Booth School of Business at the University of Chicago.

PROFESSOR LLOYD E. SHEFSKY

Founder & Co-Director

Center for Family Enterprises Kellogg School of Management

Lloyd is clinical professor of entrepreneurship, founder and co-director of the Center for Family Enterprises and co-founder of the Center for Executive Women at the Kellogg School of Management. Professor Shefsky has taught courses, lectured and spoken in China, Japan, India, Thailand, Canada, and Israel, and throughout the United States. He has written professional articles on family business, entrepreneurship and other related topics, and is the author of the bestseller *Entrepreneurs are Made Not Born* (which has translated into seven languages), and *Invent Reinvent Thrive* scheduled to be published by McGraw-Hill in August 2014.

Professor Shefsky is a consultant, coach, mentor and advisor to family businesses and public companies controlled by families on matters including: establishing and improving corporate governance; developing and implementing succession of leadership, ownership, and voting power; creating fair bases and techniques for hiring and compensating family members; facilitating and encouraging enterprising activities within family enterprises; instituting philanthropic efforts and selecting the most appropriate vehicles; and introducing courses, programs and events to educate, and develop relationships among family members. In addition, Lloyd has co-founded several businesses and not-for-profit organizations.

Lloyd is also a coach, consultant and mentor to entrepreneurs. Over the years he has worked with hundreds of entrepreneurs, often from their earliest stages through expansions, public offerings, sales of the businesses, and in some cases succession to one or two additional generations of the founders' families.

Lloyd continues as Of Counsel to the Chicago law firm, Shefsky & Froelich Ltd. which he founded and which recently merged into the Taft Law Firm. He received his J.D. from The Law School at the University of Chicago and is also a CPA. His honors include the 1995 Entrepreneur of the Year Award for his support of entrepreneurship from Ernst & Young and Merrill Lynch, the 2002 Civil Rights Award from the Anti-Defamation League, and the 1992 Award of Excellence from the Sports Lawyers Association.

JAMES C. STEPHEN

Executive Chairman

Weber-Stephen Products LLC (Weber Grills)

When his father, George Stephen, Sr., opened a second Weber-Stephen Products Co. factory in 1958, eight-year-old Jim Stephen frequently rode his bike miles from home to sweep the factory's floors and do other odd jobs – simply because he loved being there. He knew, even as a young boy, that he would be part of his family's business for the rest of his life.

Jim began his official career at Weber in 1976 as national sales manager of the gas grill division. In this role, he was in charge of growing national distribution of the expanding line of Weber® gas grills. After learning the sales side of the business, Jim moved on to become director of manufacturing in 1978. During his tenure in this position, he was responsible for the production of all Weber products. In 1982, when Weber consolidated its manufacturing at its Palatine location, he was appointed vice president of manufacturing. In this role, Jim led the team who developed the Genesis® gas grill, the product that revolutionized the gas grill market by providing precise heat control. Ten years later, he was appointed to the position of president and chief executive officer. In 2013, Jim accepted his current position as executive chairman. He also serves on the company's board of directors and executive committee.

Jim still resides within biking distance of the Weber factory. He and his wife Susan have two daughters, a son and four grandchildren. When not manning the grill – or the family's grill business – you will find him aboard his family's sailboat or his racing boat.

BYRON D. TROTT

Chairman & CEO

BDT and Company

Byron is the founder, chairman and CEO of BDT & Company, a Chicago-based merchant bank that combines a \$3.0 billion investment fund with advisory services to address the long-term strategic and financing needs of family and/or founder controlled companies. He has more than 30 years of experience advising and investing with some of the most successful public and private closely held companies in the United States.

Prior to founding BDT & Company in 2009, Byron had a distinguished 27-year career at Goldman, Sachs & Co., where most recently he was vice chairman of the global investment banking division and head of the Chicago office and the Midwest region. Byron is a director on the boards of D.E Master Blenders 1753, Enterprise Holdings, Inc. (Enterprise Rent-A-Car, Alamo and National Car Rental), Hyatt Hotels, Tory Burch LLC, and the Weber-Stephen Products Company.

Civically, he serves as a trustee on the boards of The University of Chicago and the Art Institute of Chicago and is a director of Conservation International. In 2011, Byron was inducted into the Horatio Alger Association of Distinguished Americans. He earned his bachelor's degree from the University of Chicago and his M.B.A. from the University of Chicago Graduate School of Business.

PROFESSOR JOHN L. WARD

Founder & Co-Director

Center for Family Enterprises

Kellogg School of Management

John teaches and studies strategic management, business leadership and family enterprise continuity. He is an active researcher, speaker and consultant on succession, ownership, governance and philanthropy.

Professor Ward is also the author or co-author of several leading books on family business including Family Business as Paradox; Keeping the Family Business Healthy; Perpetuating the Family Business: 50 Lessons Learned from Long-Lasting Successful Families in Business; Building A Successful Family Business Board: A Guide for Leaders, Directors, and Families; When Family Businesses are Best: The Parallel Planning Process for Family Harmony and Business Success; Strategic Planning for the Family Business; Family Business Key Issues; Creating Effective Boards for Private Enterprises; and Unconventional Wisdom: Counterintuitive Insights for Family Business Success. Professor Ward is also a co-author of Why Others? Philanthropy and Opportunity and Why Me? Creating, Receiving and Passing On Wealth. He has authored a collection of 17 booklets (with Craig Aronoff), "The Family Business Leadership Series," each booklet focusing on a specific issue family businesses face (see palgrave.com or efamilybusiness.com).

John currently serves on the boards of four companies and three nonprofit organizations. He earned his bachelor's degree from Northwestern University and his M.B.A. and Ph.D. from Stanford Graduate School of Business.

R. TODD WILSON

Vice President, Finance & Governance

NASCAR

Todd consults with NASCAR's chairman and CEO Brian France and the NASCAR board of directors on significant financial and strategic issues. His most recent responsibilities include serving as the chief financial officer for NASCAR, 2004-2013. He oversaw all finance issues affecting the sanctioning body.

Todd has negotiated some of the largest television, media and sponsorship contracts in the history of sports. NASCAR is the #2 rated regular season sport on television with millions of fans that purchase more than \$1 billion in annual licensed product sales. These fans are the most brand-loyal in all of sports and as a result, more Fortune 500 companies participate in NASCAR than any other sport.

In addition, Todd is responsible for the "France Family Office." The France family founded and continues to control NASCAR and International Speedway Corporation. He is also a founding board member and continues to serve on the board as treasurer of the NASCAR Foundation. Prior to joining NASCAR in 1999, Todd was a tax partner with Arthur Andersen in Orlando where he ran the tax division. He earned his bachelor's and master's degrees, with an emphasis in taxation, from the University of Florida. He is a certified public accountant in Florida and a member of the Florida and American Institutes of Certified Public Accountants.