FAMILY ENTERPRISE INVITATIONAL CONFERENCE

Speaker Biographies

Jennifer Banner, Chief Executive Officer
Schaad Companies, LLC

Jennifer Banner is CEO of Schaad Companies, LLC, a 106-year old privately held real estate holding company. She is responsible for business lines in residential and commercial construction and development, real estate brokerage, property management and leasing, and land investments. In addition to serving as CEO, Jennifer is Manager of the Schaad Family Office.

Prior to joining Schaad Companies, Jennifer spent 24 years in public accounting, practicing in the tax area with Ernst & Young (formerly Ernst & Whinney) in Florida and Pershing Yoakley & Associates in Tennessee.

Jennifer is a member of the boards of directors of BB&T Corporation (member of executive and risk committees, and past chair of audit committee), Commercial Sales & Leasing, Inc. (chair of audit committee), and is a past director of the Federal Reserve Bank of Atlanta (Nashville Branch), First Virginia Banks, Inc. and First Vantage Bank. She received her BS in Business Administration and Master of Accountancy, both summa cum laude, from the University of Tennessee.

Cindi Bigelow, President and Chief Executive Officer
Bigelow Tea

Cindi Bigelow is the 3rd generation President & CEO of family-owned Bigelow Tea, makers of "Constant Comment"® and US market leader of specialty teas that produces over 1.7 billion tea bags annually. The company employs 330 people across three manufacturing facilities. Cindi holds a bachelor's degree from Boston College, MBA from Northwestern University, Kellogg School of Management and Honorary Doctorate from the University of New Haven. Under her leadership over the past 10 years, the 70-year-old company has grown an average of 4% annually, and was one of the first in Connecticut to install solar panels to offset energy usage. She frequently makes appearances lecturing about business, business ethics and career development, and initiated an annual community event that to date has donated over $1.2 million to local charities.

Paul Carbone, Managing Partner
Pritzker Group Private Capital

Paul Carbone is the Managing Partner of Pritzker Group Private Capital. Pritzker Group Private Capital acquires North American-based middle market companies in the manufactured products, services, and healthcare sectors.

Paul was previously Director and Managing Partner of the Private Equity Group for Robert W. Baird & Co., which makes venture capital, growth equity and buyout investments in smaller, high potential companies in the U.S., Europe and Asia. Prior to 1999, Paul was Co-Director of Investment Banking responsible for Baird's mergers and acquisitions advisory practice. Prior to joining Baird in 1994, Paul was a Senior Vice President in the Investment Banking Group at Kidder, Peabody & Co.

Paul is on the board of directors of several civic, cultural and charitable organizations including the Lyric Opera of Chicago (Executive Committee and Chair – Finance Committee), University of Wisconsin Carbone Cancer Center, Misericordia Endowment Fund, Shedd Aquarium (Executive Committee and Chair – Compensation Committee) and University of Chicago Medical Center (Chair – Audit Committee). Paul also is a member of The Economic Club of Chicago. He is a Phi Beta Kappa graduate of The College of the University of Chicago and a member of its Visiting Committee. Paul received his M.B.A. from Harvard Business School.

Gigi Cohen, Executive Vice President
Magid Glove & Safety Manufacturing Company, LLC
Gigi Cohen has worked at Magid Glove & Safety Manufacturing Company for over 25 years. She is a 70-year-old 4th generation family-owned business which is the largest combined US manufacturer, distributor and importer of personal protective equipment for both the industrial and consumer markets. Gigi oversees many areas including industrial marketing and product management, consumer products, human resources and Magid's advisory council, and family council. She is also the unofficial go-to person for family issues. In addition, Gigi serves on the six-person Operating Committee, which manages the company day-to-day, as well as the two-person executive committee. She holds an undergraduate degree from Harvard and an M.B.A. from Stanford.

Professor Justin Craig Ph.D., Co-Director
Center for Family Enterprises, Kellogg School of Management
Justin Craig is Co-Director of the Center for Family Enterprises at Kellogg School of Management and Clinical Professor of Family Enterprise. His research, focusing on entrepreneurial multi-generational family enterprises and those responsible for their stewardship, has been published in leading academic and practitioner journals. He is an Associate Editor at Family Business Review and a member of the editorial board of Journal of Family Business Strategy.

Susan Crown, Chief Executive Officer, Owl Creek Partners and Founder and Chairman, Susan Crown Exchange Inc.
Susan Crown is Chief Executive Officer, Owl Creek Partners LLC, a venture capital investment vehicle since 2010; and Founder and Chairman, Susan Crown Exchange Inc., a social investment organization that connects talent and innovations with market forces to drive social change since 2009. Susan is on the board of directors for Northern Trust. She is a director of Illinois Tool Works Inc. and Vice Chair of the Board of Trustees of Rush University Medical Center in Chicago. Susan is a former trustee of Yale University.

Jonathan Flack, Assurance Partner, Family Business Services Co-Leader
PricewaterhouseCoopers
As a leader of PwC's US family business practice, Jonathan leverages his personable and entrepreneurial spirit to develop collaborative, trusted, and deeply-valued relationships with family-owned businesses. He strives to anticipate his client's needs and to create diverse approaches, helping them achieve their business goals.

Jonathan's innovative and visionary spirit instills an empathetic mindset in his teams, creating a differentiating client experience. His entrepreneurial drive stems from his experience launching two offices for the U.S. firm (Nashville & Charleston) where he identified and developed high-performing teams, quickly gaining deep client trust and respect. Jonathan is a lead engagement partner to some of the U.S.'s largest family-owned businesses and leverages a strong global network of partners with a similar focus. He also taps external advisors (attorneys, family business counselors, trust advisors) as needed to deliver innovative solutions to multi-generational family businesses.

As part of his role in leading the US family business practice for PwC, Jonathan spearheads the strategy, operations, talent development, thought-leadership and marketing for the family-owned business sector. He supports other client teams serving this sector and has published thought-leadership and led regional forums on family business issues.

Jonathan is also an Assurance Partner where he has extensive international experience with multi-billion dollar, private clients. He assists clients with business transactions and new products. He started his career in the Carolinas working on large privately-held businesses in the retail, distribution, media, and manufacturing industries.

Jonathan's passion for family businesses starts with his own commitment to family. His wife, English, is a pediatric cardiologist at Vanderbilt and they have two daughters, Laney and Sadie.

Denise Gaffney, Senior Vice President, Design and Construction
Levy Restaurants
Denise Gaffney is a non-family Senior Vice President of Design and Construction of Chicago-based Levy Restaurants, one of the fastest growing and critically acclaimed restaurant companies, including market leadership in Sports and Entertainment dining. In 34 years at Levy Restaurants, Denise has worked her way up through the organization, starting as a project manager on real estate projects, managing individual restaurant projects, and now works with the leading sports facility architects on the food and beverage service programming and design of college and professional sports stadiums, arenas and ballparks.

Jane Blain Gilbertson, President, Chief Executive Officer and Owner
Blain's Farm & Fleet and Blain Supply, Inc.
Jane Blain Gilbertson is President, CEO, and sole owner of the 36 Blain's Farm & Fleet stores throughout Wisconsin, Illinois, and Iowa and Blain Supply, Inc., headquartered in Janesville, Wisconsin.

Jane graduated in 1983 from Miami University (Miami of Ohio) with her BS in retailing. After graduation, she moved to an assistant buying position with Macy's Midwest division in Kansas City.

After the passing of her mother, she returned to her family's business to join her father, brother, uncle, and cousins to become the Children's Apparel and Giftware buyer. She grew to assume responsibility for the marketing, merchandising, buying, e-commerce, and store operations teams over the next several years. After the passing of her uncle and father, Jane and her brother bought their cousins out of their portion of the business in 1988. Jane and her brother ran the business together for 16 years and in early 2014, she bought her brother out, and he retired from the company.

Jane has been married to Michael "Mick," a licensed architect, for nearly 30 years. They have two daughters: Nicole (25) of Chicago, an executive recruiter with PierceGray in Evanston, and Sarah (17) a high school senior, plus the family's two British labs: Lambeau and Clay (Matthews)!

Jane's civic involvement includes: Board member and fundraising chair, Rock County Habitat for Humanity; founder of the Bert Blain American Heart Association Heart Walk in 1993, raising over $4M to date; bank director for Bank One and Johnson Bank; board member Blackhawk Technical College; fundraising chair, Rock Prairie Montessori School Capital Campaign $700K; community board president, St. Mary's Hospital, Janesville, WI; Women's Health Foundation board member, 1999-present; president and capital fundraising ($3.8M) chair for Janesville Performing Arts Center, 2000-present; Rock County 5.0 Economic Development Organization, 2009-present; and IWF, Wisconsin Chapter member.

Shawn Gorman, Executive Chairman of the Board
L.L.Bean, Inc.
Shawn Gorman, great-grandson of company founder L.L.Bean, was appointed Chairman of the Board of L.L.Bean in May of 2013. He succeeded his uncle, Leon Gorman who had served as President and Chairman of the Board for more than four decades.

Shawn's L.L.Bean career began in 1991, when he joined the company's Marketing department as an Advertising Analyst. He took on his first leadership role as Assistant Manager of Marketing Operations, and a year later was promoted to Manager of International Customer Operations, where he helped to shape how our international customers experienced the L.L.Bean brand. From International, Shawn moved to L.L.Bean's newly-formed E-Commerce division as Manager of Marketing and Customer Management. In this role, Shawn introduced the company to online and email marketing as L.L.Bean began to transition from catalog to internet sales and marketing.

In 2002, Shawn joined Partnership Marketing, where he had responsibility for leading L.L.Bean's co-branded marketing programs including the credit card division, which today remains one of the most successful co-branded card programs in the country. Shawn was named Vice President of Card Services and Direct to Business (D2B) in 2008, overseeing the launch of D2B's first e-commerce site in the same year. Prior to becoming Chairman of the Board, Shawn served as Senior Vice President of Brand Communications, and is credited with integrating L.L.Bean's brand strategies across its mail, web, and retail channels to ensure consistency and customer focus.

Shawn was born in Haverhill, Massachusetts, and grew up in Exeter, New Hampshire. He is a graduate of the University of New Hampshire, with a degree in English. Shawn has also completed executive programs at the Wharton School of Business and the Kellogg School of Management.

He is active in a variety of community affairs, including serving as Vice Chair of the United Way of Greater Portland Board of Directors. Shawn also chairs the Board of the John T. Gorman Foundation, a charitable organization established by his late uncle, Tom Gorman that donates millions of dollars each year to Maine-based community programs and projects. He is a former trustee with the Hurricane Island Outward Bound School and is an active member and contributor to several outdoor- and conservation- oriented non-profits.

Shawn is an outdoors enthusiast, whose love of the outdoors was instilled in him at a very early age. As his great-grandfather L.L. believed, Shawn also believes that time spent in the outdoors adds both quality and quantity to one's life. Today, he shares this love of the outdoors with his own family, ensuring that L.L.'s passion and commitment to the outdoors continues.

Chris Herschend, Vice Chairman
Herschend Family Entertainment Corporation
Chris Herschend is a third-generation shareholder and Vice Chairman of Missouri-based Herschend Enterprises, the largest family-owned themed attractions company in the US. Herschend's entertainment properties include 25 locations across 10 states and appearances in 22 countries annually, employing over 10,000 men & women who collectively host over 14 million guests each year at properties including Silver Dollar City in Branson, MO, Dollywood in Pigeon Forge, TN, and the world-famous Harlem Globetrotters. Chris is also the majority owner and President of Ride The Ducks International, the world's largest operator and licensor of amphibious sightseeing tours with seven locations across the United States and Guam.

Chris has been elected by the shareholders to serve on the Herschend board of directors since 1997 and has served on the board's audit, compensation, and nominating committees. Prior to joining Herschend, Chris worked for Coca-Cola, Cox Communications, and an Atlanta venture capital firm. He earned both his BA and MBA from Emory University in Atlanta.

Chris and his wife, Ashley, have four children and live in Atlanta, GA. Chris' current and past affiliations include the International Association of Amusement Parks & Attractions (IAAPA), Young Presidents Organization (YPO), Atlanta Youth Academy, The Church of the Apostles (Atlanta), Passion City Church, and Blue Skies Ministries.

Claudia B. Sangster, Director of Family Education & Governance
Northern Trust
Claudia B. Sangster is the Director of Family Education and Governance in Wealth Management at the Northern Trust Company. In this role she designs the firm's advisory capabilities in financial education, family decision-making, and relationships around money and wealth. Claudia collaborates with clients, their advisors and Wealth Planning partners in identifying and establishing appropriate educational programs and governance structures for multi-generational families in order to prepare family members to steward the wealth, to enhance family unity and to help sustain all aspects of the family's capital—financial, intellectual, human and social. She works with families to create their legacy of wisdom, wealth and giving through multiple generations.

Claudia has over 25 years of experience in advising individuals and families in financial education, family governance and philanthropy. Prior to joining Northern Trust, Claudia was with CTC myCFO, where she served as the Director of Philanthropy, Estate and Trust Services. She was also instrumental in establishing the Harris myCFO Foundation, and its successor, the BMO Charitable Fund Program, a donor-advised fund sponsored by the National Philanthropic for clients seeking a simple, tax efficient vehicle for their philanthropic giving. Claudia is a frequent speaker and author on topics including values, finance and family legacy, as well as trends in family education, governance and philanthropy.

Claudia earned a Bachelor's degree, Summa Cum Laude, from Pepperdine University, and a JD, Magna Cum Laude, from the University of Houston, College of Law. She is a current member of the Board of the Associated Women for Pepperdine, as well as a Chairperson of the Board of Directors of Los Angeles Social Venture Partners and the Nicholas Endowment, which enables charitable organizations to build their programs and strengthen their infrastructure to more effectively deliver charitable services.

Professor Lloyd E. Shefsky, Founder and Co-Director
Center for Family Enterprises, Kellogg School of Management
Lloyd E. Shefsky is Founder and Co-Director of the Center for Family Enterprises and Clinical Professor of Family Enterprise at Kellogg School of Management. Honors he has received include the 1995 Entrepreneur of the Year Award recognizing his support of entrepreneurship. His books include *Entrepreneurs Are Made Not Born* and *Invent Reinvent Thrive: The Keys to Success for Any Start-Up, Entrepreneur, or Family Business.* His current research, for a new book, focuses on the frame of mind of successful business leaders. Lloyd received his B.S. from DePaul University and his J.D. from the University of Chicago. He is also a CPA.

Professor John L. Ward, Co-Director
Center for Family Enterprises, Kellogg School of Management
John L. Ward is Clinical Professor and Co-Director of the Center for Family Enterprises at Kellogg School of Management. His focuses include family enterprise continuity, ownership, governance, and philanthropy. He is author or co-author of leading books on family business including Family Business as Paradox and Perpetuating the Family Business; and the 17-booklet Family Business Leadership Series. John earned his bachelor's degree from Northwestern University and his M.B.A and Ph.D. from Stanford Graduate School of Business.