Director's Welcome

Rapidly approaching 22 years of working with family enterprise, the Center is working on ensuring that we improve, evolve, innovate and grow. In addition to strategic planning, we are striving to be continually strategic in our content, culture and growth. The Advisory Board is addressing questions such as:

- What should we look like twenty years from now?
- How will our families, businesses and economic landscape evolve?
- What role will the Center play in our constituents' worlds and how to we get there in time?

It’s not a simple or smooth process and we wish to thank everyone on the Board for their insights. If you would like to be involved in the strategic visioning process, please let us know. All ideas are welcome!

Welcome New Members!

One of our core beliefs has always been to remain member-driven. More members mean more perspectives, more relationship-building and more learning opportunities. The Center is proud to welcome the following new members and we look forward to their participation and contributions.

- Levitt Consulting
- Bellevue Manufacturing
- Project One Church One Child
- American Shipping & Packing
- Iott Insurance
- NSS Enterprises
- Jerl Machine
- Howard T. Moriarty Company
- Rima Manufacturing Company
Affinity Groups Going Strong

Our affinity group program is going strong; we just started our twelfth! Instead of telling you how great we think they are, read for yourself from the members:

"My affinity group is a fun place where I go to learn from peers and share my experiences. It is a monthly sanctuary where I escape the day-to-day entertainment (BS) of running a business and management."
-- Tobey Cauffiel, Granite City Pickling

"Because we have shared openly with each other and didn't hide our vulnerabilities, we've built up a bond and a trust that is both personal and professional. Starting as "next gen" leaders, and have lived through promotions, business sales, weddings, divorces, family deaths, and more management and personal challenges than we can count. But at these breakfasts and annual social outings, we know we'll always have an empathetic, non-judgmental ear. I highly value that."
-- Kevin Sauder, Sauder Woodworking Co.

"It helps to know there are others whose common problems are simply opportunities and challenges in disguise, and together offer fresh perspectives on solving them."
-- Paul Ackerman, Ackerman Industrial Equipment

"To be honest, I was a bit skeptical upon joining but it has been one of the best decisions for furthering my professional, and personal, development. Our affinity group has been amazing in providing insight from multiple points of view on business issues that we are all currently being challenged with, or have been challenged with in the past. It's an incredible relief knowing that there are others who struggle with similar issues. And being fairly new to the area, the networking and personal connections to other like-minded professionals has been invaluable."
-- Todd Hendricks, Pinoeer Industrial Systems

"Being in an affinity group provides you with a board of advisers, several coaches, and a group of confidants that tell it like it is, instead of what they think you want to hear."
-- Gary Johnson, American Flooring Installers

We always say, anyone who participates in an affinity group will tell you it’s the best benefit of the Center. Let us know if you’re interested in joining a group!
Winter Events

Good-bye winter and hello spring (at 30 degrees it's a stretch to say spring!) We had to deal with the cold, but somehow we were fortunate to dodge the snow on event days. And participation has been high with nearly 300 business leaders braving the cold to attend our events! Remember, we record all our events and they are posted on our website. Click on the links below to watch. Mini-forums are members-only and you will need your username and password. Please e-mail us if you need this information. Forums are open to the public and log-in is not required.

Annual Recognition Event
With more than 175 people in attendance, our November recognition event was one of our largest crowds to date! It was an evening of fun, networking and an interesting and informative presentation on negotiation by Harvard professor Dr. Joshua Weiss. His presentation, How to get to YES when the Road is paved with NO, was packed with many useful tips – and those who learned the most were able to negotiate their way to a free audiobook by Dr. Weiss.

Mark Your Calendars!

Mark your calendars for these not-to-miss mini-forums:

**Tuesday, April 15: Finding Your Way, Retiring in the 21st Century**
Does it feel like there’s no longer a clear path to retirement? Gone are the days of employer-provided pensions, and now many workers need to rely on their own work-related and personal savings – money that needs to last longer because Americans are living longer. Whether you’re 5 or 25 years from retirement, Huntington National Bank will help you discover changes you can make for a financially secure future.

**Tuesday, May 13: Putting you in Control of your Business**
Internal controls are processes that build integrity and security into critical business functions. Errors or fraud can cost your business — and you — lots of money over time. Thus, the implementation of controls is essential to protect the health and stability of your company. Gilmore, Jasion and Mahler will help go over everything from setting up internal control processes to recognizing red flags for fraud. Mini-forums are members-only events. If you aren’t a member of the Center, but interested in attending and learning more about membership benefits, you can attend as a guest of the Center. Just click on the link to register.

Senior Group

Another enlightening get-together for
The “senior generation” was facilitated by Fred Treuhaft, of Center sponsor, Plante Moran Financial Advisors. The topic was an overview of transition with each participant sharing their successes and challenges along the spectrum of succession planning. From financial planning, estate planning, leadership development and more, the family business leaders discussed their exit plans and obstacles.

Designed to meet the needs of those leaders who have retired, or are planning their exit, the Senior Group meets every few months and is open to any Center member who is interested. The next meeting is set for Wednesday, April 23 at 10 a.m. Center sponsor Eastman & Smith will facilitate a conversation about estate plans. If you are the leading generation of your company and would like to attend, please let us know!

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Intern in Ohio

Intern in Ohio and The University of Toledo are conducting "Toledo Total Internship Management Workshop" on May 9. Click on the link for more information on how you can learn to maximize the benefits of your internship program.

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Supporting Employee Caregivers

Mass Mutual kicked off the year with a mini-forum focusing on caring for children with special needs and understanding employees who are caregivers. The team talked about beneficiary designations, medical insurance plans, and Special Needs Life Care Plan and why employers need to know about it.

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The Health Insurance Marketplace: What American Businesses need to Know

Paramount spoke to the group about the very hot topic, The Affordable Care Act (ACA), and the new kind of marketplace for health insurance. Not only did they discuss the changes for business owners, they talked about navigating the murky waters of SHOP (Small Business Health Options Program).
CEO of the Court
Our first-time member/prospect event was a huge success! A win/win/win -- for Center members, their guests and even the UT Rockets Men’s Basketball Team! Thanks to everyone who attended and brought guests. Coach Cullop’s presentation was truly inspiring, motivating, humorous and insightful. As one member put it, “It was such an inspirational speech. I especially loved how she used personal stories to illustrate her points. I was hanging on her every word.”

After the presentation cheered on the UT Men’s basketball team to a win!

Power Down to Power Up Profits
Karl Parker with Parker Energy Solutions talked about how even modest reductions in energy costs can equal a major increase in profitability. He discussed everything from energy trends to
alternative energy options, including how to find capital to fund energy projects.

**The Six Must-knows of Estate Planning**
A team from Shumaker, Loop and Kendrick talked about the recent changes in estate planning, covering everything from NIIT and Irrevocable Trusts to digital assets and trust litigation.

**Family Business Benefits From Good Medicine and Best Practices**
What a pleasure to meet and visit with Mike Uckele, President and CEO at Uckele Health and Nutrition. Located just a few miles
north in Blissfield, Mich., Uckele provides nutritional products and services for both humans and animals, serving thousands of customers worldwide. They have expanded operations on their original site, more than doubling the space for offices, their manufacturing plant, warehouse storage and a retail store. “I believe our success grows because we’ve stuck to our core values,” Mike says. “We keep it simple; we provide high quality products at a reasonable price, we’re responsive to our customers’ needs and we treat them as we’d like to be treated.” He acknowledges that family dynamics can be both an advantage as well as a huge challenge for a business, but that he makes things work at Uckele by living the core values he learned from his grandfather: Innovation, Service, Integrity, Dedication, Excellence and Synergy.

Mike has been working at Uckele since he was eight years old, the third generation in this family business. He has played a vital role in the company, becoming a trusted leader in the formulation, development and manufacturing of the highest quality nutritional supplements available for people and animals. Mike’s grandfather William Uckele established the business in the early 1960's when he started selling - - from his basement - - animal health items for livestock. In 1978, his father James and his uncle Bill owned and operated the business until 2005, when Mike purchased it. As in most family enterprises, progressive leaders learn to improve upon success and to power through adversity. Forward thinking leaders learn what to build on, what to keep doing well, what to change and what not to continue, and Mike is grateful for the opportunity to learn from past leaders and experiences in his life.

Innovative manufacturing facilities, unique products and formulas, and leadership by a team of nutritional experts, and some initial steps in the global marketplace help keep Uckele at the forefront of its industry. Uckele’s management team meets weekly and holds quarterly management retreats to work on strategic planning for the business. Community commitment has also played a strong role in their success. While Uckele supplements are distributed to thousands of people worldwide, the local community reaps the benefits of a successful, growing company.
Mike is a leader who concentrates on making the best decisions for the business. “Putting the business first, its operations, products and services, customer service, and employees, it's the only way to approach succession.” Everyone is involved in strategic planning, everyone needs to have the same vision and be on the same page for the company to move forward. Mike’s management style is to listen and allow his team to know they have an impact and that they are heard. Leadership and professional development, good communication skills, and fostering an entrepreneurial culture are all important to the growth and future of the company. “It takes hard work and a lot of time and energy, yet it's important that everyone gets family time and works efficiently.”

Uckele Health and Nutrition has been a proud member of the Center for Family & Privately-Held Business since 2009. Learning from and interacting with members like Uckele are great reasons to join and participate in Center activities. While each member’s story is unique, there are often common threads that provide for great ways to learn from each other. We hope you get a chance to meet us soon! Please e-mail us if you'd like information on becoming a member.

**Sponsor Insights**

Affordable Care Act "Pay or Play": Does it Affect your Company and When?

By: Scott D. Newsom, Esq.
Shumaker, Loop & Kendrick, LLP
With the many delays and extensions to the Affordable Care Act's ("Act") rules governing the requirement that employers offer their full-time employees and their dependents "affordable, minimum value" health insurance, it is understandable that family and privately-held businesses are unsure of whether they are subject to this requirement and, if so, when the requirement is effective. On February 10, 2014, the Department of Treasury issued final regulations on the "employer shared responsibility" provisions of the Act, clarifying the rules with which employers must comply and setting the effective date of potential penalties for non-compliance. The following is a brief summary of which employers these regulations affect and when these employers must comply with the law or face potential penalties.

Continue Reading

Mission: The UT Center for Family & Privately-Held Business is a resource dedicated to fostering education and networking by partnering for success and transition.

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