



University of Vermont
Grossman School of Business



FAMILY ENTERPRISE CASE COMPETITION

January 7 - 11, 2020

IFSHIN HALL



Welcome to the seventh annual University of Vermont (UVM) Grossman School of Business, Global Family Enterprise Case Competition (FECC); the only case competition in the world, solely focused on the issues surrounding family businesses.

This year it is my pleasure to welcome 18 undergraduate and graduate teams to UVM; many of whom I'm delighted to note are returning, not for the first time, for this unique competition. The ongoing success of FECC is a testament to all of our guests and participants, each of whom play a valuable part to ensure such a memorable experience. Our goal is to not only host a dynamic competition that stretches, challenges and inspires students, but to also provide a setting that encourages the sharing of knowledge while forging deeper relationships and networks that strengthen and promote the understanding of family business.

Thank you for joining us and bringing your family business expertise here to UVM. We have teams and judges from 5 continents attending, so I invite you to bring your worldview, explore the Grossman School of Business, and enjoy all that Burlington and our beautiful state of Vermont has to offer. I'd also like to thank our sponsors, and everyone involved with making FECC such a success; we couldn't do it without you.

Good luck in the competition!

Sincerely,

Sanjay Sharma, Ph.D.

Dean and Professor of Management



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ORGANIZING TEAM



STUDENT LEAD TEAM
L-R: Ryan Waystack, Maddie Stoops, Nolan Houston, Delaney Bryant, Cole Green

Senior Leadership Committee

Delaney Bryant
Cole Green
Nolan Houston
Maddie Stoops
Ryan Waystack

Junior Student Lead Coordinators

Lindy Burch-Durkee
Elise Cracco
Julia Finnegan
Mitchell Hutchins

Faculty & Staff Leads

Thomas Chittenden
Nick Gingrow
Linda Kruger
Pramodita Sharma
John Turner

Ambassadors

Avery Alexy
Jennifer Benati
Hank Caswell
Michael Chan
Joe Consorti
Noel Desmarais
Cameron Giroux
David Gringeri
Julia Grismore
EJ Hazelton
Misheel Khossaikha
Olivia Machanic
Kara Mikhitarian
Kiera O'Brien
Wil Repka

FACULTY & STAFF

L-R: Nick Gingrow, John
Turner, Pramodita Sharma,
Linda Kruger, Thomas
Chittenden



Meg Scagnelli
Caleb White
Jason Zeena

Room Coordinators

Benjamin Atwood
Jacob Curtis
Molly Feeney
Angus Hutcheon
Taylor Martell
Heather Zambarano

Facilitators

Lana Al-Namee
John DiBlasi
Amanda Levi
Natalie Licciardi
Jake Meunier
Jared Percoco
Daniele Schmidt



A GLOBAL COMPETIT



ION

“I want to applaud you on all the work you did to organize the moving parts. From the outside it looked seamless and it spotlighted the strength of the UVM faculty and students.”

**-DANNA GREENBERG
BABSON COLLEGE**



#FECC2020

UNDERGRADUATE TEAMS



SAGINAW VALLEY STATE UNIVERSITY

Primary Coach: Izabela Szymanska
Team Members: Tyler Gorkowski, Aashish Karna, Katelyn Kuenzli



GRAND VALLEY STATE UNIVERSITY Seidman College of Business

Primary Coach: Ana Gonzalez
Team Members: Emma Sork, Jessica Ludlow, David Langmeyer



BISHOP'S UNIVERSITY

Primary Coach: Bill Robson
Team Members: Maxim Jacques, Jean-Simon Gagnon, Sarah van Galder



WINDESHEIM UNIVERSITY

Primary Coach: Judith Van Helvert-Beugels
Additional Coach: Erik Veldhuizen
Team Members: Robert Minke, Jana Westershaus, Lotte Hersevoort, Annick de Groot



**ROTTERDAM UNIVERSITY
OF APPLIED SCIENCES**

ROTTERDAM UNIVERSITY OF APPLIED SCIENCES

Primary Coach: Maaïke Willemsen-Greving
Team Members: Lorand Mate, Andy van Elck, Andreea Butincu



COLUMBIA UNIVERSITY

Primary Coach: Camille Korschun
Team Members: Daisy Vu, Samuel Zelden, Nicholas Seaman



Universidad de
los Andes
Colombia

School of
Management

UNIVERSIDAD DE LOS ANDES School of Management

Primary Coach: Luis Diaz Matajira
Team Members: Laura Ximena Malagón Quimbayo, Manuel Estevez Breton, Sergio Aguilera



UNIVERSIDAD
PANAMERICANA
Guadalajara

UNIVERSIDAD PANAMERICANA GUADALAJARA

Primary Coach: María Begoña Cota Mendia
Additional Coach: Carlos Iván Ayala Araujo
Team Members: Andrea Pérez Tostado, Sofia Ascencio, Juan Fernando Gonzalez Olivares



THE UNIVERSITY OF VERMONT
GROSSMAN
SCHOOL OF BUSINESS

UNIVERSITY OF VERMONT Grossman School of Business

Primary Coach: John Wilking
Team Members: Zachary Nagode, Kristen Connors, Ben Wolf

LAZARIDIS

School of Business & Economics

WILFRID LAURIER UNIVERSITY Lazaridis School of Business and Economics

Primary Coach: Sean Cameron
Additional Coach: Matthew Donovan
Team Members: Griffin Keglevich, Stephany Desroches, Sabah Jamal



“Many thanks for your hospitality and continuous attention to every detail. I enjoyed my stay in Vermont very much.”

**- DR. GERMAN SCALZO
UNIVERSIDAD PANAMERICANA**



“We want to thank you very much for the great experience that you created for all of us. You were able to create a very nice mix of competition, collegial discussions, and friendship. You have created something great, THANKS A LOT.”

**- ALBERTO GIMENO SANDIG
ESADE**



#FECC2020



GRADUATE TEAMS

The logo for ESADE, featuring the word "ESADE" in a bold, blue, serif font.

Universitat Ramon Llull

ESADE BUSINESS SCHOOL

Primary Coach: Maria Jose Parada
Team Members: Santiago Fortino,
Danielle Aziz, Sandra Velasquez



School of Management

SASIN

School of Management

Primary Coach: Nick Pisalyaput
Additional Coach: Tanachote Vongsurbchart
Team Members: Panuwat Thongrompo,
Pinnapa Phetcharatana, Christopher Ho



HEILBRONN UNIVERSITY
OF APPLIED SCIENCES

HEILBRONN UNIVERSITY OF APPLIED SCIENCES

Primary Coach: Joachim Link
Team Members: Johanna Lasotta,
Sibel Yolcu, Patrick Appelt



INDIAN SCHOOL OF BUSINESS

Primary Coach: Nupur Pavan Bang
Team Members: Harshith Sai Kosaraju,
Vedant Mittal, Divyanjali Sharma



**ESCUELA de
NEGOCIOS**

UNIVERSITY OF FRANCISCO MARROQUIN

Primary Coach: Jaly Chea
Team Members: Nelson Sales, Alicia
Mata, Maria Karina Pinzon

ASPER
SCHOOL OF BUSINESS



**STU CLARK
GRADUATE SCHOOL**

UNIVERSITY OF MANITOBA Asper School of Business

Primary Coach: Ellen Shi
Team Members: Zixu Zhang, Matt
Borgford, Zheting Zhu



**THE UNIVERSITY
OF ADELAIDE**
AUSTRALIA

UNIVERSITY OF ADELAIDE School of Business

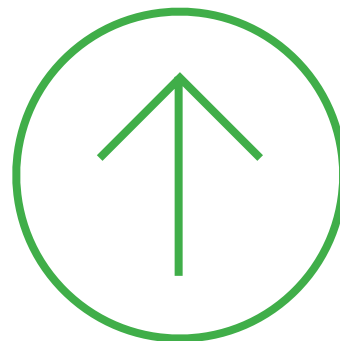
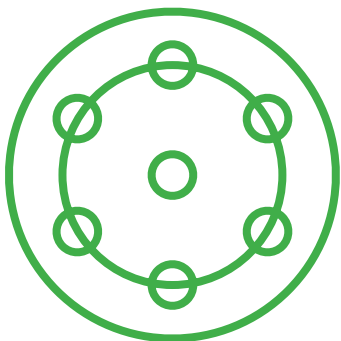
Primary Coach: Francesco Barbera
Team Members: Wei (Gary) He,
Bhaskar Ghadigachalam, Sowmya
Raju



THE UNIVERSITY OF VERMONT
GROSSMAN
SCHOOL OF BUSINESS

UNIVERSITY OF VERMONT Grossman School of Business

Primary Coach: David Mount
Team Members: Ruchi Nadkarni,
Roby Wong, Stephen Anderson





DIVISION SPONSORS



ADAM IFSHIN

Adam Ifshin is Founder and CEO of DLC Management Corp., which he founded in 1991. Since then, he has grown DLC into one of the nation's premier owners and operators of retail real estate, and one of the most active acquirers of assets with value added potential. Mr. Ifshin oversees DLC's acquisitions and dispositions, capital markets activities, redevelopments, joint ventures, and corporate strategy. As a principal, he has been involved in over \$4.5 billion of real estate transactions. Mr. Ifshin received a BA, cum laude, from Williams College, with honors degrees in economics and history, and was elected to Phi Beta Kappa.



JIM KELLER

Jim Keller is the President of Green Mountain Business Consultants, a consulting business solving a diversity of issues for International enterprises. He is also President of Rengo Packaging Inc. a packaging manufacturer located in Honolulu, Hawaii. Mr. Keller received a Bachelor of Science from the University of Vermont. He received his Masters of Business Administration from Dartmouth College. Mr. Keller is currently the Chairman of Board of the University of Vermont Foundation and the Indigenous Education Foundation of Tanzania, which provides for co-education opportunities in rural Tanzania Communities.



LISA LEHAN

LISA LEHAN '88 is a lawyer and C.P.A. She graduated from UVM with a BS in Business Administration and from Suffolk University Law School with a Juris Doctor. She has been honored to volunteer her services for many charitable organizations over the years. Lisa is currently working for Compass Working Capital, which supports families with low incomes to build assets and financial capabilities as a pathway to greater economic opportunity and out of poverty.



ROBIN & CHUCK TAUCK

Robin and Chuck Tauck are both UVM alums and have been heavily involved in the leadership of Tauck, Inc., a third-generation global travel company offering luxury land, small ship cruising, river boating, event and safari travel since its founding in 1925.

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CASE SELECTION COMMITTEE

Mira Bloemen-Bekx (Chair)

Dean, School of Facility Management
Hanzehogeschool Groningen

<https://www.linkedin.com/in/mira-bloemen-bekx-07150b17/?originalSubdomain=nl>

Elle Hansen

Managing Partner
REGENERATION, USA

<http://familybusinessregeneration.com/about/our-team/elle-hansen/>

Albert James

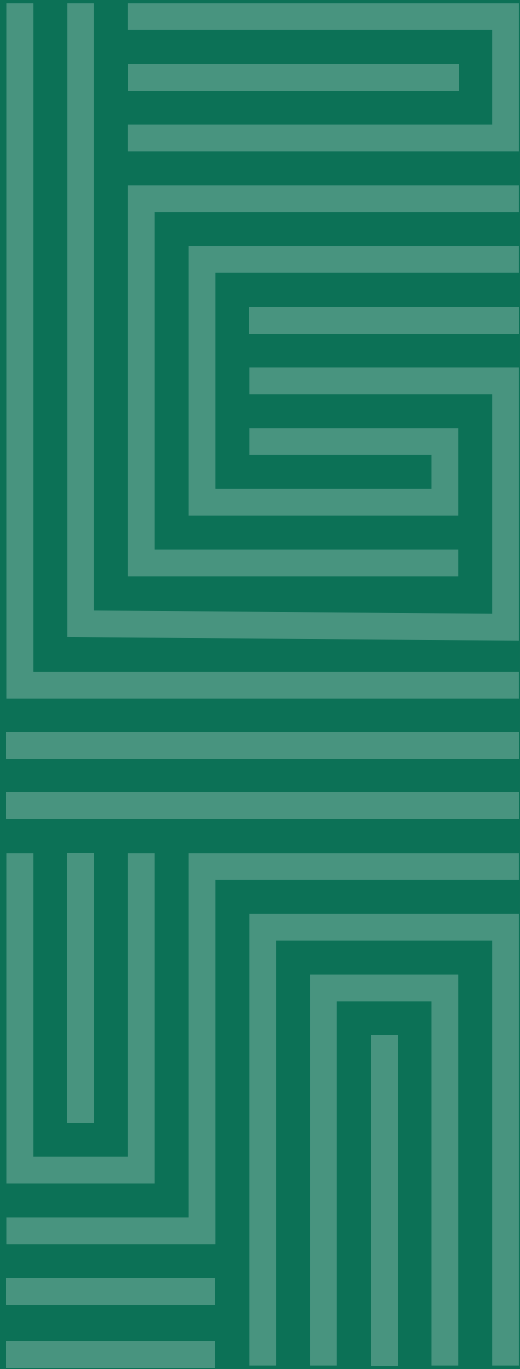
Associate Professor
Rowe School of Business
Dalhousie University

<https://www.dal.ca/faculty/management/rsb/faculty-and-staff/our-faculty/albert-james.html>

Ken Moores AM

Emeritus Professor
Bond Business School
Bond University

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