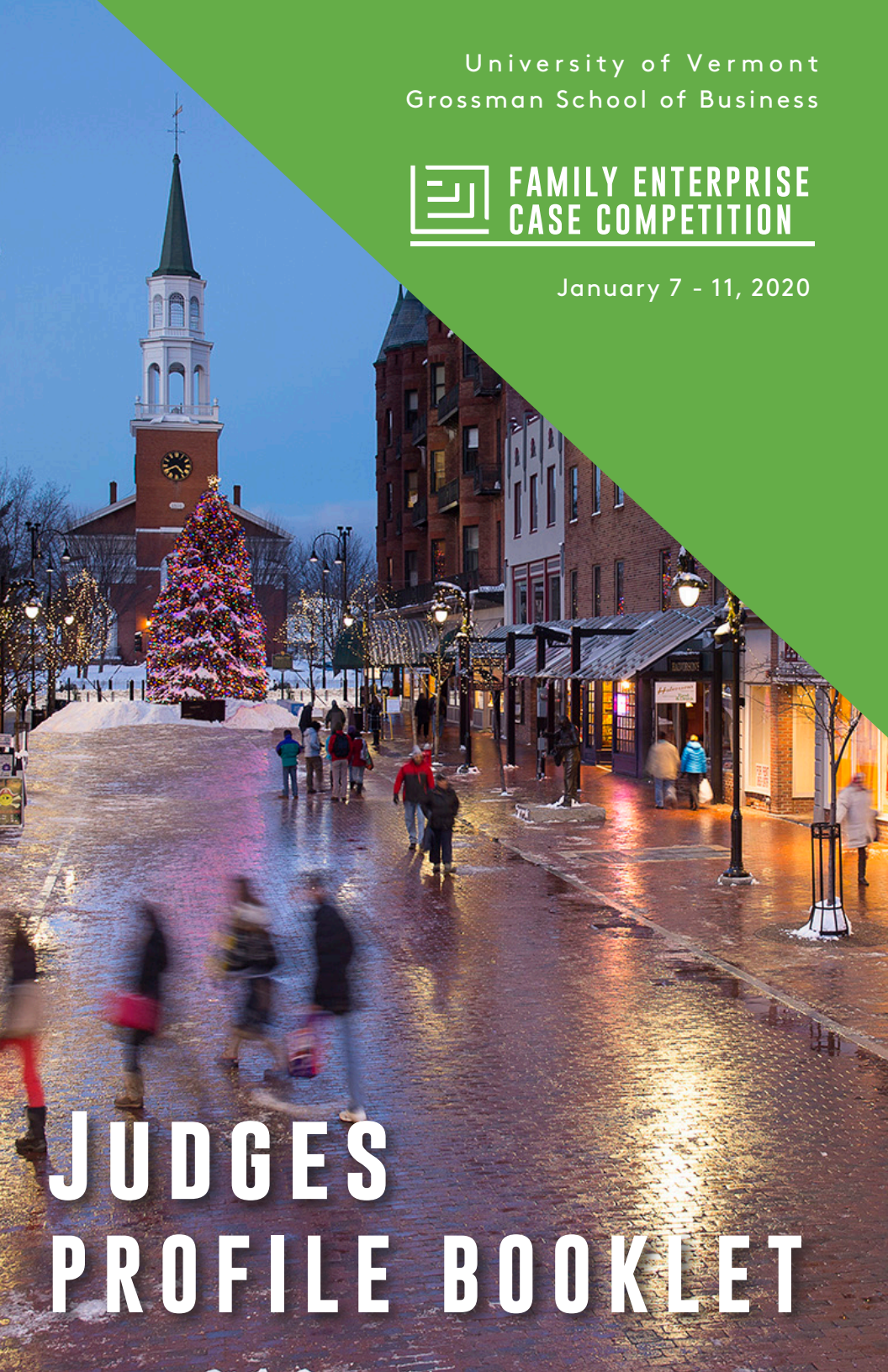


University of Vermont
Grossman School of Business



**FAMILY ENTERPRISE
CASE COMPETITION**

January 7 - 11, 2020



JUDGES PROFILE BOOKLET

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34	Liman Zhao

JUDGE ORIENTATION LEADERS



Mira Bloemen-Bekx

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Hanze University of Applied Sciences
The Netherlands

“Dr. Mira Bloemen-Bekx is the dean of the School of Facility Management at the Hanze University of Applied Sciences in Groningen, the Netherlands. Her academic interests include (the early phases of) the family business succession, the role of social mechanisms in families (for example, learning experiences and informal family governance mechanisms) and business families. Since the beginning of the FECC, she has been involved as a coach or as the judge orientation leader. For more information, see linkedin: mira Bloemen-bekx.”



Rocki-Lee DeWitt

University of Vermont
USA

“Dr. DeWitt is a Professor of Management in the Grossman School of Business at the University of Vermont. She earned her Ph.D. at Columbia University in strategic management, her M.S. at The Ohio State University in agricultural economics and her B.S. in marketing and management at New York University. Dr. DeWitt is an experienced business leader and manager, having been the Dean of the Grossman School of Business at UVM from 2002 until 2009, the Associate Dean for Professional Masters Programs in the Smeal College of Business at Penn State, and a national parts sales manager for International Harvester and Case-IH. She is known for driving improvements in client relationship management, human resource management practice and applications of information technology”

COMPETITION JUDGES

IFSHIN HALL





Ashley Adams

ashleyjaneadams@gmail.com

P.G. Adams

USA

"Ashley Adams is the daughter of entrepreneurs and is as enthusiastic about running the family business today as she was when she started her journey at P.G. Adams in 1997. She finds that small business provides an ideal setting to exercise her entrepreneurial spirit. First as Vice President, then as CEO, Ashley helped usher P.G. Adams through a major transition from a local leader in steel fabrication to a leading national supplier of high-strength truck frames for the heavy duty trucking industry, boosting revenue and profitability. Throughout her tenure at P.G. Adams, Ashley's goal has been to create a better product and experience for the customer, while simultaneously creating the best possible work environment for her dedicated team of employees. Each year brings a new set of commitments that are geared toward improvement. This year, P.G. Adams became 100% solar powered. Ashley's next endeavor is to explore B-Corp status. Prior to running the family business, Ashley received a BA at Smith College, and an MPA at UVM."



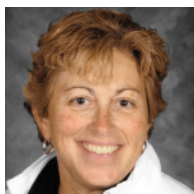
Afi Ahmadi

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Dinse P.C.

USA

"Afi Ahmadi is a partner and director at the Burlington, Vermont law firm of Dinse P.C. Mr. Ahmadi joined the firm in November of 1999, after obtaining his J.D. and M.B.A. degrees from Boston University. He concentrates his practice on contracts, financings and sophisticated commercial transactions for Vermont businesses, including family businesses. He first came to Vermont in 1989 as an undergraduate at the University of Vermont, where he served as a student member of the Board of Trustees, the treasurer of the Inter-Residence Association, a student government senator, an orientation leader, and a member of the Boulder Society. He is currently the President of the UVM Alumni Association's Board of Directors."



Denise Alosa

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New England Kenworth
USA

"Denise is currently Senior Vice President and General Manager of New England Kenworth, a family owned and operated network of truck dealerships in Maine, New Hampshire and Vermont. This 100 year old business provides truck sales, service and parts for heavy duty and medium duty trucks serving the Northeast with 8 locations and over 350 employees. New England Kenworth is the largest truck dealership group in New England. The business was the recipient of the 2017 UVM Family Business Awards for the Multi-Gen US-Based Family Enterprise category. Denise, a third-generation family member specializes in the parts and service areas of the dealerships. The fourth generation has recently joined the business. Before joining the family business, Denise enjoyed a career in Sports Medicine for 25+ years as an athletic trainer. She continues to consult and work in this arena as the Medical Director for the People's United Bank Vermont City Marathon and a consultant to the Vermont Department of Public Safety. She graduated with a Bachelor of Science degree from UVM in 1985, and has a Masters degree from UNH."



Patricia Angus

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Angus Advisory Group LLC
USA

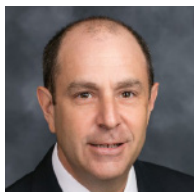
"Patricia Angus, JD, MIA, TEP, is Founder and CEO of Angus Advisory Group LLC, an Adjunct Professor and founding Managing Director of the Family Business Program at Columbia University's Graduate School of Business. A recognized thought leader in the field, she has provided legal and strategic advice to global families and firms with multi-generational businesses, trusts, and philanthropy, for over two decades. She is the author of The Trustee Primer: A Guide for Personal Trustees and writes the Building Bridges column on www.wealth-management.com."



Reena Atanasiadis

reena.atanasiadis@ubishops.ca
Williams School of Business
Canada

"Reena Atanasiadis is Dean of the Williams School of Business. She brings over two decades of wealth management and finance experience to her university. Her areas of academic interest include Behavioural Finance, Corporate Finance, Portfolio Management and Financial Institutions Management. Prior to her arrival at Bishop's, Dean Atanasiadis was Director of the John Molson's School of Business's MBA in Investment Management. As a senior lecturer in Finance, she received the Dean's Award for Teaching Excellence at the Graduate Level and served as Director of the Kenneth Woods Portfolio Management Program, an innovative initiative through which undergraduates actively manage a \$2.85-million portfolio. With significant expertise in the areas of AACSB accreditation, student-led portfolio management programs, case competition coaching, faculty development, online/hybrid learning and executive education, she has acted as a consultant to universities, organizations and businesses."



Michael Bergman

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Bergman Real Estate Group
USA

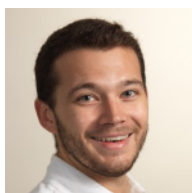
"Michael Bergman is the president and CEO of Bergman Real Estate Group, a full service real estate investment and management firm that specializes in the acquisition, ownership, management, leasing, and construction supervision of commercial properties throughout New Jersey and other select markets. Michael joined the family business in 1991 and is responsible for directing the firm's acquisitions, overseeing its' in-house leasing and marketing activities and managing the firm's investor/client relations with its joint venture capital partners, lenders, and private investors. Since its formation in 1988, Bergman Real Estate Group has earned a solid reputation as a leader in the New Jersey office market with a current portfolio consisting of 24 office buildings comprising over 2.25 million square feet. Michael is a licensed real estate salesperson in New Jersey and is affiliated with the following organizations: NAIOP, IOREABA and BOMA."



René Bloemen

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Eyckenhout
the Netherlands

"In 1990 René Bloemen started working in the family's third generation family business. Beforehand, he went to university and worked in several other family business before joining the family business. Due to health issues he left the company in 2006 and continued his entrepreneurial career in a "startup" in oak frame building. His hobbies are walking the dog, cooking, camping and socializing with family and friends."



Arran Brazinski-Joyce

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Baker Hughes, a GE Company
USA & Ireland

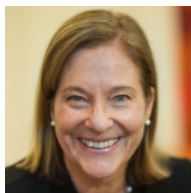
"While a student at the University of Vermont, Arran was heavily involved with the Family Enterprise Case Competition and was a Lead Student Coordinator during the 2014 and 2015 competitions. After graduating from the University of Vermont business school in 2015, Arran began GE's Financial Management Program, a rigorous two-year rotational program which places program members in various GE businesses and functions across the world. While in the program he worked in various finance focused roles in the Renewables, Oil & Gas, and Power verticals. Following completion of the program, Arran worked as a corporate development manager at Baker Hughes focused on the development and execution of inorganic strategy for the diversified industrial technology portfolio. Arran recently started as a consultant at Alvarez & Marsal in their private equity performance improvement practice."



Joshua Clarke

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Green Empire Brewing
USA

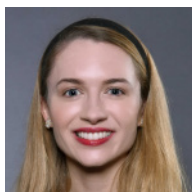
"Joshua Clarke is a professional brewer at Green Empire Brewing as well as a cellarman at Simple Roots Brewing Company, both located here in Vermont. He has been an owner and brewer at several brewpubs throughout the mid-Atlantic region in the past and is still a part-owner/consultant for the Rambling Root Restaurant and Brewery in Fairmont, West Virginia. He has also operated both a winery and distillery and currently offers consulting services to beverage industry startups. In 2010 he founded the Fairmont Homebrewers Club and in 2013 he founded and organized FHBC's Homebrewers Against Hunger (now in its sixth year), an annual homebrew festival in West Virginia that raises money to support food-based charities throughout the state. He has served as a founder/organizer/event planner for the West Virginia Craft Brewers Guild since 2014 and has hosted several festivals and conferences throughout the state while continuing to be an active participant in many sections of the national craft beverage industry."



Anne Doremus

Anne@hansondoremus.com
Hanson & Doremus
USA

"Anne joined Hanson & Doremus Investment Management in 1996 and is responsible for firm strategy, portfolio management, security analysis, and client interaction. Anne has managed money since 1987. She spent five years with a major mutual fund company, Sentinel Advisors, in Montpelier, Vermont and three years with Fraser Management Associates in Burlington, Vermont. She is a founding member and past President of the Vermont CFA Society. She has taught investment management courses at Saint Michael's College and The University of Vermont. Anne holds a BS in Economics from The University of Vermont and an MBA from the Tuck School at Dartmouth College. She is also a CFA® Charterholder. Anne has served on a number of non-profit boards and currently sits on the Investment Committee for the Society of St. Edmund and the UVM Health Network Home Health & Hospice. She lives in Shelburne with her husband and her interests include hiking, Nordic skiing, and golf."



Catherine Faherty

catherine.faherty2@mail.dcu.ie
Dublin City University Business School
Ireland

“Dr. Catherine M. Faherty is Assistant Professor of Enterprise at Dublin City University Business School, Ireland. She joined DCU from the Kellogg School of Management, Northwestern University/USA, where she worked as a Postdoctoral Fellow at the Kellogg Center for Family Enterprises. Catherine earned her PhD from DCU Business School in 2018, where she was a recipient of the prestigious Irish Research Council Postgraduate Scholarship. During her doctorate, she held visiting Research Fellow positions at Northwestern University/USA and Northeastern University/USA. Catherine’s research focuses on trust dynamics in organizational contexts, specifically family-owned enterprises. Her work has won several international awards, including the Frederic M. Jablin Doctoral Dissertation Award from the International Leadership Association, and was runner-up for the Grigor McClelland Doctoral Dissertation Award from the Society for the Advancement of Management Studies.”



Davis Farmer

Ulysses Advisory Group
USA

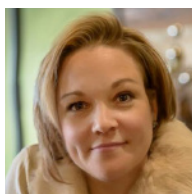
“Davis Farmer is an experienced entrepreneur in the life sciences. He has been involved in more than a dozen start-up companies as a VC, founder, CEO, board member and key advisor. He has formed companies in the US, Great Britain, New Zealand and Russia. His current focus is on the burgeoning life science sector in Turkey.”



Walter Frame

Trapp Family Lodge
USA

“Walter Frame is Executive Vice President at Trapp Family Lodge in Stowe Vermont; implementing the business activities for the resort and 2,500 acre estate; hotel, brewery, cross country skiing, mountain biking, recreation, homeowner association management, and real estate sales & development. Prior to Trapp Family Lodge, Mr. Frame was Vice President and Director of Real Estate Development at Spruce Peak Realty, LLC (AIG Global Real Estate), for the period 2003-2011 where he administered all development, governance and operations for the planned resort community Spruce Peak at Stowe. Prior to his ventures in Vermont, Frame was a regional financial controller for Destination Hotels & Resorts, a hospitality & property management company with more than 9,0000 employees, over 9,300 hotel rooms and condominium units, and more than \$2.7 billion in assets under management. Walter is a Trustee for Copley Hospital, Stowe Land Trust, and Spruce Peak Arts Center Foundation. Walter is married to Kristina von Trapp and they live in Stowe with their two daughters, Annie and Stella. Frame earned a bachelor’s degree from Babson College and an MBA from Boston College.



Andrea Gagner

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14th Star Brewing Company,
USA

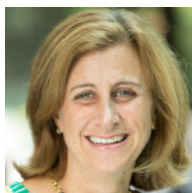
“During her time at 14th Star the company has grown from three employees to 24, distribution in seven states and has gained a reputation for being a community-conscious organization that regularly gives back to the veteran, brewing and local communities. A lifelong resident of Vermont, she holds an MBA with a concentration in Human Resource Management and sits on the boards of three charities, in addition to two professional boards. In addition to her work with 14th Star, she is a certified spin instructor and teaches numerous fitness classes, hosting Sweat & Sip bootcamps to benefit different charities regularly.”



Janie Goldstein

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Ryerson University
Canada

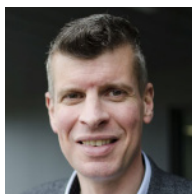
"Janie is currently an instructor for the Family Business course at the Ted Rogers School of Management at Ryerson University (Toronto, Canada). She is also on the Board of her own family's business. She holds an Electrical Engineering degree from McGill University and an MBA from Harvard Business School. Janie was a co-founder of The Upside Foundation of Canada which provides a platform for Canadian startups to be philanthropic, by allocating a small percentage of equity at the outset which is ultimately given to charity - only when the startup has a successful exit. Janie has devoted significant time to non-profit Boards, most notably the elementary school at which her children attended. For her various philanthropic and community efforts, she has received awards including a Canada 150 Exemplary Canadian Award (2017), Harvard Business School Alumna "Making a Difference" (2017) and an Eglinton-Lawrence Volunteer Service Award (2019). She began her career doing technical marketing, and then spent a decade at Monitor Group as a business strategy consultant."



Danna Greenberg

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Babson College
USA

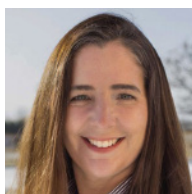
"Danna Greenberg is the Walter H. Carpenter Professor of Organizational Behavior. Danna's primary area of research examines how people craft full work and nonwork lives throughout their careers. The broad questions that drive her research are how do people manage work-life transitions in today's demanding work world, how does this influence their identity, engagement, and performance at work, and how do organizational and societal factors influence an individual's integration of work-nonwork. She is currently working on a forthcoming book entitled Momish: Crafting Your Work-Life Story. Danna's second stream of research centers on the scholarship of teaching and learning. Here she is focused on the continued changing landscape of higher education and how can we innovate and expand current pedagogy to better support the cognitive, emotional, and character development of future entrepreneurial leaders."



Rolan Groeneveld

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OnLogic
USA

"Rolan Groeneveld is the CEO and co-founder of South Burlington-based OnLogic (formerly Logic Supply). The company designs and produces small, specialized computer systems for embedded and industrial applications. Roland and his wife, Lisa, founded OnLogic in 2003 and have grown it from a small startup to a global business with offices in the US, Europe and Asia. Prior to OnLogic, Roland served in management and consultancy roles at IT and Internet infrastructure companies in Europe. He has a background in Computer Science and Electrical Engineering and is passionate about automation and advancing the Internet of Things."



Lisa Groeneveld

lisa.groeneveld@onlogic.com
OnLogic
USA

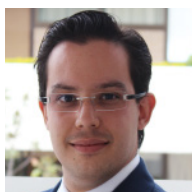
"After a decade in Telecom sales in the US and Europe, Lisa Groeneveld returned to her native Vermont in 2003. She co-founded OnLogic which specializes in industrial computer hardware design and manufacturing. Lisa has guided the company to strategic growth of nearly 25% year over year through her strong international business, sales and technology background. Together with husband and co-founder Roland, she has expanded OnLogic's international efforts to develop in-house engineering and keen industrial design knowledge. Integrating the latest and most requested industrial IoT technologies, OnLogic ensures a seamless fit into complex client solutions. Today the company provides the computing power for some of the world's most well known businesses. As OnLogic's Chair of the Board, Lisa is deeply committed to meeting her clients' business, financial and technical goals."



Adam Ifshin

DLC Management
USA

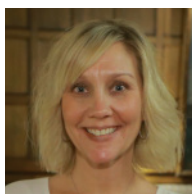
"Adam Ifshin is Founder and CEO of DLC Management Corp., which he founded in 1991. Since then, he has grown DLC into one of the nation's premier owners and operators of retail real estate, and one of the most active acquirers of assets with value added potential. Mr. Ifshin oversees DLC's acquisitions 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. Mr. Ifshin is a member of the Board of Trustees of the International Council of Shopping Centers (ICSC), a member of the Executive Board of the Board of Trustees of ICSC. He is a full member of the Urban Land Institute (ULI), is a past Chair of ULI's Retail Council (Blue). He has testified on behalf of the real estate industry in both the House of Representatives and the Senate on the issue of Carried Interest."



Luis Jimenez

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PhD Candidate at WPI
Mexico

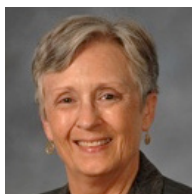
"Luis Jimenez is a PhD Candidate focusing on Family Business. His research interests are Internationalization, Strategy and Corporate Governance. Before pursuing his degree at WPI, Luis was a faculty member at Universidad Panamericana in Mexico where he was also a member of the Advisory Board of the Family Business Management Bachelor's Program. As a Family Business practitioner, Luis served as the Chairman of the Board of his family's firm. He has also consulted for other family-managed companies. Luis has published articles in local business magazines in Mexico regarding succession and conflict management in family businesses."



Angie Jones

angie.jones@utoledo.edu
 UToledo Family Business Center
 USA

"As Director of the UToledo Family Business Center, Angie Jones helps family businesses be successful. Growing up in a second-generation family business, she understands the complexities of maintaining healthy relationships as well as the importance of good communication. And she can relate to situations that are unique to family businesses. Her research passions include workaholicism in the family business and how it correlates with the succession process; and learning through peer groups. Angie received her Bachelors of Science in Business Administration from Bowling Green State University and a Masters of Business Administration from The University of Toledo. She worked in marketing for 13 years prior to joining the UToledo Family Business Center in 2012. In addition to running the Center, she teaches Entrepreneurship and Family Business at The University of Toledo. She was born and raised in Toledo, Ohio, and currently resides in the region with her husband and two children."



J. Kay Keels

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 Coastal Carolina University
 USA

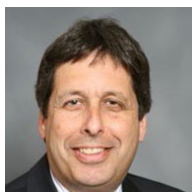
"Dr. J. Kay Keels is Professor of Strategic Management at Coastal Carolina University's Wall College of Business Administration where she teaches the senior capstone course in strategic management. Keels earned her Ph.D. in strategic management from the University of South Carolina, M.Ed. in recreation administration from the University of Georgia, B.A. in special education from Columbia College, and she attended Emory University's Candler School of Theology where she earned the M.Div. degree, graduating Summa cum Laude. Keels taught at Louisiana State University's College of Business where she developed the Live Case program for MBA students and was cited with the MBA award for excellence in teaching, the Outstanding Faculty award for Women and Gender Studies and an appreciation award for service to LSU's Business & Technology Center, a small business incubator. During her study at Emory's School of Theology where she received numerous academic scholarships and awards."



Jim Keller

Green Mountain Business Consultant
USA

"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."



Michael Keller

mkeller@gfc.com
Gallagher, Flynn and Company, LLP
USA

"As a general services partner of Gallagher, Flynn & Company, LLP and co-managing partner since 2004, Mike is responsible for providing and coordinating ongoing accounting, auditing, tax, and business advisory services to a substantial number of our clients. Mike has extensive experience working with closely held corporations in every stage of development that are both owner-operated and private equity/venture-owned. These include manufacturers, retailers, wholesalers, mail order, real estate entities, and recreational and hospitality businesses. He also works with and advises many not-for-profit entities. In June of 1985, Governor Madeleine Kunin appointed Mike to the Vermont Board of Accountancy, a governmental body that regulates the profession. He served on the board for three years, retiring as chairman in 1988."



Charlie Kittredge

charlie@ckittredge.com
Crane & Co.
USA

"Charles Kittredge is the former Chairman and Chief Executive Officer of Crane & Co. Kittredge is a sixth-generation descendant of Zenas Crane, who founded the company in 1801. With its headquarters in Massachusetts and facilities in New Hampshire, Georgia, Sweden and Malta, Crane specializes in the manufacture of banknote papers, printed banknotes, passports and counterfeit deterrent security features for the United States and central banks around the globe. Kittredge serves on a variety of profit and non-profit boards."



Bram Kleppner

bkleppner@danforthpewter.com
Danforth Pewter
USA

"Bram Kleppner is the non-family member CEO of Danforth Pewter, a 45-year-old family business that traces its roots back to the Danforth family's work in pewter in the 1750s. Bram has turned around a loss-making business and led the company to eight straight years of growth and profitability. He has led three successful acquisitions, instituted company-wide profit-sharing and partially paid maternity leave, and added an employee seat to the Board of Directors. He converted the company's electricity to 100% solar power, and is moving the company to zero fossil fuel use. Bram serves on the Vermont Tax Structure Commission, working to make the tax system fairer, simpler, and more sustainable, and chairs the Board of the Population Media Center, which promotes the rights of women and girls in the developing world. PMC's programs have been seen by over 500 million people. Bram was honored in September with Vermont Business for Social Responsibility's Terry Ehrich Award for Lifetime Achievement."



Steve Legler

steve@familylegacyshift.com
TSI Heritage
Canada

"Steve Legler grew up as the heir apparent to his father in the family business that "Steve Sr." had started before "Steve Jr." was born. After dutifully completing his MBA to prepare himself to eventually take over their steel fabricating business, a liquidity event changed those plans pretty quickly. So instead, Steve spent a couple of decades running their "Family Office" even though that term was still not well known. Steve eventually got wind of the "Family Enterprise Advisor Program" in Canada, and somehow ended up there, just in time to have his "calling" in his late 40's.

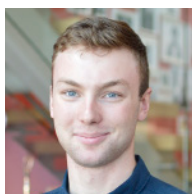
He has since re-oriented his work towards helping family businesses, while concentrating on the family circle. Steve immersed himself in coaching, mediation and facilitation training, and continues to study Bowen Family Systems Theory. He is the author of SHIFT your Family Business (2014) and the upcoming Interdependent Wealth (2019)."



Lisa Lehan

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Compass Working Capital
USA

"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."



Peyton Leveillee

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Groupeconnect
USA

"A Grossman school alumni and a second-year judge Peyton has gained experience, in his three years since graduating, working on developing customized software solutions working at Groupeconnect on the Bank of America account. His most recent product was a content personalize experience built to address the problem that financial advisors did not have an easy way to personalize education content before and after appointments."



Konrad Meisner

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University of Siegen
Germany

"Konrad Meisner is a research assistant at the Chair for Entrepreneurship and Family Business at the University of Siegen. After finishing his studies in Entrepreneurship and SME Management, he began to research family businesses' strategic decision-making towards digitalization. He is interested in understanding how specific family business mechanisms influence decisions in such disruptive technological changes. His scope of interest includes internal and external success factors towards digitalization, threats, and opportunities, which arise by the adaptation as well as innovative technologies. He teaches and supervises the course Business Succession Management together with the head of the chair, Prof. Dr. Petra Moog. Teaching this course new projects arose, like teaching with own family business case studies. Konrad Meisner is pleased to participate at the FECC to learn more about case study teaching as well as seeing international teams work on them."



Ennio Mercuri

ennio@ennio.com.au

Australian Industrial Textile Company
Australia

"Ennio is the Managing Director of his family's Australian industrial textile company. The company produces nettings and casings for the meat industry and exports to over 20 countries. Founded in 1957 and manufacturing high end fashion garments the family recently celebrated 60 years of knitting. The family transitioned to producing industrial textiles in 1983. Ennio, sister Julie and wife Mary are second generation family and along with son James hold key management roles. The company has a non-family CEO and utilises an Advisory Board. Graduating in Architecture from Adelaide University Ennio worked in the profession for 7 years prior to joining the business in a management role. He completed an MBA at Adelaide University and for the past 15 years has spearheaded the company's growth domestically and internationally. The USA is their largest export market. Recently the business entered into a JV in Mexico with a US casing company producing nettings and casings for the North American market."

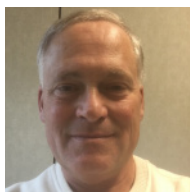


James Mount

jm Mount@westaff.com

Mount Family Group, LTD
USA

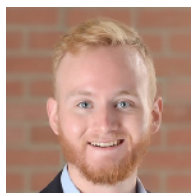
"James has embodied the spirit of entrepreneurship from an early age. The Mount Family started their business in 1982, where he worked part-time during high school. James joined the family business full time in 1997 following a successful education and career in retail management and training. James and his business partner Karen Mount purchased the business from his parents over two transactions in 2009 and 2010. Mount Family Group owns and operates a dozen franchised Westaff offices throughout the northeast, and has won many awards including the Franchised Business of the Year from Westaff and the Jeffrey Butland Family Owned Business of the Year award from the SBA. James has been involved in FECC since its inaugural year, serving FECC as both a judge and as a lead judge."



Roger Nadeau

rnadeau@cabotcheese.com
Cabot Creamery Cooperative
USA

"Roger has over 30 years of Human Resource experience in leadership roles within the dairy manufacturing, electric utility, information technology, healthcare, and retail industries. He has been a leader in the area of recruitment, identifying the talent and experience needed to maintain company strength and to help ensure continued growth. He is the corporate recruiter for Agri-Mark / Cabot Creamery Cooperative, a farmer-owned cooperative with nearly 1,000 member farms who provide milk to make our award-winning cheddar cheese, butter, and cultured products."



William Nedds

wnedds@gmail.com
Robotic Process Automation
USA

"William Nedds is eager to be joining FECC in a judging role after previously serving as a FECC Ambassador and volunteer throughout his time at the Grossman School of Business. He graduated from the University of Vermont in 2016 with a B.S. in Business Administration and a B.A. Economics, and was awarded the Grossman Award for Excellence in Entrepreneurship during his Senior year. While studying at the Grossman School of Business, William had the opportunity to participate in numerous business case competitions including the Eller Ethics Case Competition, the Free Enterprise Marathon, and the Royal Roads Business Case Competition, which allowed him to take part in developing and presenting innovative business strategies for small, medium, and large enterprises. Currently, William is an Analyst and Robotic Process Automation (RPA) Specialist at Accenture Federal Services in Washington, DC. His area of expertise lies in working with federal agencies to identify and automate repetitive business processes in order to reduce costs and free up workers for more creative and high-value tasks."



Viviane Neiter

neiter.consulting@wanadoo.fr
Neiter Consulting
France

"Viviane is a slasher in corporate governance. After running a family jewellery store between 1980 and 2003, she has been a family and business advisor at Neiter Consulting in the East of France. She animates the consultative shareholders committee at Wendel, a family business firm. Moreover, she serves as a board member in 4 french listed companies & as a Chair of the french subsidiary of an irish company Glanbia Performance Nutrition. She also teaches corporate governance & CSR in a couple of business schools. She regularly attends FERC and she is a member Governance Professionals of Canada. She is excited to serve once more as a judge all the more so she was co coach of ICN team for the 6th FECC. She graduated from NEOMA BS in Reims, France."



Richard Owens

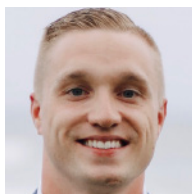
Shoeys Pty LTD
Australia

"Richard Owens is Chairman of his family's Retail, Real Estate and Investment companies in Sydney, Newcastle and Hunter Valley in Australia.

After he sold his supermarket company 'Shoeys' to Australia's largest retailer in 1988, he was invited to a role as Executive in Residence in the faculty of Family Business at IMD in Switzerland.

For the past 20 years, he has taught Family Business and Governance at IMD, Harvard Business School, Kellogg School of Management at North Western University Chicago and spoken to many other groups around the world.

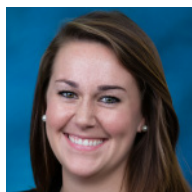
He spends a good percentage of his time with not for profit and community groups and has been awarded by the Australian government for this work and his philanthropy."



Alex Palmer

alex.palmer@aldi.us
ALDI
USA

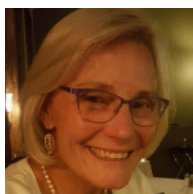
"Alex Palmer is a New England-based Director of Operations for ALDI, a top 10 global retailer with a growing presence in the US grocery market. Alex graduated Cum Laude from the Business School at the University of Vermont in 2012 where he was also awarded Excellence in Entrepreneurship honors. Alex joined ALDI as a District Manager immediately upon graduation from UVM in 2012 and has held multiple roles within the company over the past 8 years. After managing various store districts across New England, Alex spent two years working for ALDI in Canberra, Australia. Today, Alex leads a team of ALDI District Managers, overseeing a total of 34 stores in five states."



Sarah Perda

sarah.perda@ge.com
GE Healthcare
USA

"Sarah is the finance leader of GE Healthcare's MRI manufacturing site in South Carolina. After graduating from UVM in 2014, she joined GEHC's Financial Management Program (FMP), an intensive two-year rotational program that combines coursework, cross-functional job assignments and seminars to develop leadership skills and business acumen. She then spent two years as a financial analyst on the Global Sourcing team where she helped deliver substantial savings to the business by managing GEHC's global productivity projects. In 2019, she joined the MRI manufacturing team where she owns the financial reporting, productivity metrics and cost controls for the \$1B factory and distribution warehouse. In her free time, she enjoys trips to the mountains and beaches of the southeast (and the occasional trip back north to see the snow!)."



Helen Riehle

helenriehle@gmail.com
City of South Burlington
USA

"Helen Riehle spent 10 years teaching middle school social studies, 18 years serving in the VT House of Representatives (10) and the VT Senate (8) and most recently completing the term of Sen Diane Snelling, and 15 years as an Executive Director of two non-profit organizations, the VT Program for Quality in Health Care and then the Champlain Valley Area Health Education Center. In the legislature she chaired the Senate Health and Welfare Committee, a member of Natural Resources and General Affairs and Housing. In the House she served on Appropriations, Administrative Rules, and Health and Welfare. Ms Riehle has been very active in numerous community boards and organizations. Currently she is chair of the South Burlington City Council."



Michelle Rosowsky

rosowsky@gmail.com
Marathon Health
USA

"Michelle Rosowsky is the Business Strategist for Marathon Health, where she is responsible for identifying internal and external opportunities to improve business performance and maximize value for customers. She has over 20 years' experience helping organizations reach strategic goals through communication, process improvement, and outcomes assessment. She has an MBA, an MA in Rhetoric and Communication, and a BS in Exercise Science. She has worked in sports marketing, higher education, corporate wellness, and as a writer and editor. She lives in South Burlington, Vermont with her family."



Ginny Santiago

drginnysantiago@gmail.com
Asian Institute of Management
Philippines

“Professor Santiago has been faculty, researcher, and consultant in the field of family business for the last 20 years. Based in the Philippines, she was a professor at the Asian Institute of Management, where she held the Basant and Sarala Birla Professorial Chair in Asian Family Corporations, and at De La Salle University. She is author to several cases and journal articles and has published a book - The Family, Incorporated: Lessons from Filipino Business Families. Prof. Santiago is currently a visiting scholar at the University of Saint La Salle. She is in the midst of incorporating a consulting firm based in Singapore to assist organizations interested to invest in the Philippines.”



Brian Slevin

PwC
USA

“Brian grew up in Long Island, New York and has recently moved to South Boston. He graduated from the University of Vermont (UVM) with his undergraduate degree in 2014, followed by his master’s in 2015. While at UVM, Brian played on the varsity lacrosse team, but spent his spare time snowboarding in the winter and cliff jumping in the summer. He is also a FECC alumni, having participated in the graduate division during his master’s year. After starting his accounting career with an international internship in Prague, Brian spent three years in the Private Company Audit practice working on a range of industries from retail and distribution, to pharmaceutical manufacturing. He now works as a ‘Deals’ associate in PwC’s Advisory practice; helping companies through the Financial Due Diligence process. In his leisure, Brian enjoys playing golf and softball; fishing, hiking, and traveling.”



Steve Schlesinger

Steve.Schlesinger@SchlesingerGroup.com
Schlesinger Group
USA

"Steve has been in the marketing research industry for over 30 years, starting his career as a project manager and then working his way up to lead Schlesinger Group for the past 22 years. As a leader within his company, Steve has created the strategy and vision for Schlesinger Group as the world's leading data collection company. He served for 8 years on the board of the then Marketing Research Association, finishing his tenure as the Secretary of the Board. He is a founding member of the Insights Association CEO Summit and co-chairs events. Steve is also founding member of Marketing Research Education Foundation. Steve is a member of Insights Association, AMA, ESOMAR & PMRG. He was presented the MRA (Insights Association) Honorary Lifetime Member award in recognition of a commitment of outstanding individual service to the Association and the marketing research profession."



Agus Soehadi

aws@pmbs.ac.id
Universitas Prasetya Mulya
Indonesia

"Agus Soehadi is a full professor of marketing at Universitas Prasetya Mulya who also the Dean School of Business and Economics. He also serves as a Council Member of AAPBS (Association of Asia Pacific Business School) as a representative of Indonesia. He was in charge to develop the undergraduate program focusing on Entrepreneurship in 2005. The program was successfully accepted. Some of the students come from the family business background. The program contributes almost 40 % of the University Revenues. Apart from this, he is a founder of PERWIRA (Association of Indonesia Entrepreneurship Educators)."



Ben Traverse

btraverse@drm.com
Downs Rachlin Martin PLLC
USA

"Ben Traverse is an attorney with Downs Rachlin Martin PLLC, focusing in labor and employment law. He regularly advises business clients on how to proactively address employment-related matters. Before joining Downs Rachlin Martin, Ben served as a judicial law clerk for the Vermont Superior Courts in Chittenden, Addison, Windsor, and Orange counties. Ben is active with the Vermont Bar Association and currently serves as the Chair of the Young Lawyers Division. In his Burlington community, Ben is the Vice Chair of the Parks Commission, is on the steering committee for his local Neighborhood Planning Assembly, and he previously served as Chair of the Housing Board of Review. Ben also serves as the Vice Chair of the Advisory Board for Leadership Champlain."



Stephan van der Merwe

stephan.vandermerwe@nwu.ac.za
North-West University Business School
South Africa

"Dr Stephan van der Merwe is a Full Professor of Entrepreneurship at the North-West University Business School, Potchefstroom, South Africa. He teaches Entrepreneurship, Business Management and Project Management at the MBA and executive levels. Professor van der Merwe completed his doctorate at the North-West University where he studied the formal planning practices of small and medium-sized family businesses. Professor Van der Merwe also received an MSc degree in Agricultural Management from the Free State University and an MBA (cum laude) from the North-West University. Professor Van der Merwe is a rated researcher by the National Research Foundation in South Africa and his research investigates the unique challenges facing family businesses, women entrepreneurship and corporate entrepreneurship. His current research interest focuses mainly on the wellness of family and non-family members in family businesses. He is the author of more than 20 scholarly articles published in ISI and IBSS accredited journals and he has also co-authored a book on family businesses."



Jim Vigoreaux

jvigorea@uvm.edu
UVM
USA

"Jim O. Vigoreaux is the Associate Provost for Faculty Affairs at The University of Vermont (UVM). Dr. Vigoreaux earned a BS in Mathematics from the University of Puerto Rico and a PhD in Biochemistry from the University of Oklahoma. He joined the Biology Department at UVM in 1991 after completing a post-doctoral fellowship in Cell Biology and Genetics at the Massachusetts Institute of Technology. In 2005 he was appointed Chair of Biology, a position he held until 2015, and in 2012 he was named the Breazzano Family Green & Gold Professor in the College of Arts & Sciences. He holds a secondary appointment in the Department of Molecular Physiology & Biophysics. Dr. Vigoreaux is a muscle biologist who has published extensively on the genetics, development, and function of muscle, often taking a multidisciplinary approach and forging international collaborations. He has served UVM in many different leadership capacities including Director of the Ronald E. McNair Postbaccalaureate Achievement Program."



Randy Waesche

randy@rmiadvisors.com
Family Business Advisor/Registered Investment
Advisor
USA

"D. Randolph Waesche (Randy) has spent his 42 years as a financial consulting pioneer guiding Resource Management, LLC. to national prominence where it has been recognized by Financial Times as one of the top Registered Investment Advisory firms in the country for the past seven years. He is active professionally and, in the community, serving on numerous committees and Boards. In addition to his wealth management activities, Mr. Waesche has earned Fellow status with and is active member of the Family Firm Institute. Mr. Waesche has been personally recognized by Money and WORTH magazines as among the top financial advisors in the country. Mr. Waesche holds a Bachelor of Science degree from Regis University in Denver, Colorado and earned his designation, Certified Financial Planner in 1977 from the College of Financial Planning in Denver, Colorado. You can find Mr. Waesche Wednesdays at 7:30 am on WWL TV every other Tuesday on his "Stretching Your Dollar" segment."



Thomas Waring Jr.

twaring@gcwcapital.com
GCW Capital Group, LLC
USA

"Tom has been active in the financial services industry since 1982 and is the founder of Waring Financial Group and co-founder of GCW Capital Group and GCW Capital, LLC. Tom focuses on serving closely held family businesses, key executives and high net worth individuals. He provides his clients with holistic business and personal financial planning including business succession planning, estate analysis, insurance planning, investment solutions, selective key employee and employer benefits and charitable giving. He is also CEO of Family & Business Directions, LLC, a consulting business established in 2010 to help business owners and families to successfully develop "Family Wealth" sustainability. He also serves as a Director and Human Resources & Compensation Chair of Evans Bank. Tom resides in Derby, New York."



Mark Wickman

mark.wickman@yourfbc.com
Family Business Council
USA

"Mark is the founder of Family Business Counsel and enjoys spending his best working hours convening and facilitating conversations with individuals, small businesses, families and organizations – helping them have the conversations they know they need to have but avoid. Mark has authored two books: The Family Business Teeter Totter (Balancing Those Two Wor(I)ds) and Wealth or Well-th? Re-defining Financial Freedom. Mark has presented on a variety of topics that family businesses encounter. Mark believes that family businesses are the primary entity creating jobs in our cities and towns, and that they help promote the potential for communities to experience flourishing futures. Mark graduated with a Bachelors and a Masters from Linfield College. They are committed to the ideals of healthy communication and healthy communities, and continue to be involved with a variety of local, regional and international causes."



Marta Widz

marta.widz@imd.org
IMD Business School
Switzerland

“Marta is a research fellow at IMD Business School, Lausanne, Switzerland, of the world’s most prestigious accolades for family businesses: IMD Global Family Business Award, sponsored by Pictet and the IMD-Pictet Sustainability in Family Business Award. She serves as a non-voting jury member for both awards and heads the Evaluation Committees. Marta has worked with many global, multigenerational as well as first-generation family businesses in developed and emerging markets. She wrote number of practitioner articles, book chapters, case studies and peer-reviewed articles on family businesses, as well as developed series of didactical and advisory materials (hand-on tools for self-managed succession, scripts, videos, etc.). Dr. Widz embraces the worlds of research (member of the Academy of Management, and the International Family Enterprise Research Academy), advisory (frequent speaker at the Family Business Network), and practice (member of the Family Firm Institute) in the family business field.”



Meaghan Winter

meaghan.winter22@gmail.com
Wayfair
USA

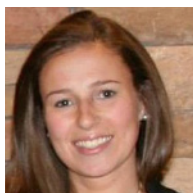
“Meaghan Winter is a Product Manager at Wayfair, an online furniture company headquartered in Boston, MA. Meaghan uses her communication and problem solving skills to lead her team of software engineers to solve business problems that help to deliver products to customers in a more efficient manner. Growing up, she experienced family businesses and the difficulties they face through her father’s IT company. After college, she was able to combine her family business knowledge with her business education to improve the company’s processes and the customer experience. Working in a family business helped her to take a step back to understand the whole problem, a tactic that she uses constantly in her current role. Meaghan is passionate about making a difference in small businesses and promoting female equality in the workplace. As a previous FECC participant, Meaghan is excited to see the creative solutions FECC competitors have to offer.”



Sven Wolff

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University of Siegen
Germany

"Dr. Wolff is a research assistant at the Chair for Entrepreneurship and Family Business, at the University of Siegen. He earned his Bachelors, Master of Science and PhD in business administration at the University of Siegen."



Robyn Worrall

robynpw@gmail.com
Lannett Company
USA

"After graduating from the business school at the University of Vermont in 2014, I immediately began working in sales in the tech industry. After gaining as much of the best sales experience I could cold calling daily, I began working for my family business in January 2016. My mother began her business by herself in 1990, working with one pharmaceutical supplier, and was able to establish Ren-Pharm as one of the most well respected API agents in the US for the generic pharmaceutical industry today. After competing in FECC for UVM in 2014, and placing second, I knew I had gained a tremendous amount of knowledge about all of the obstacles in entering your own family business."



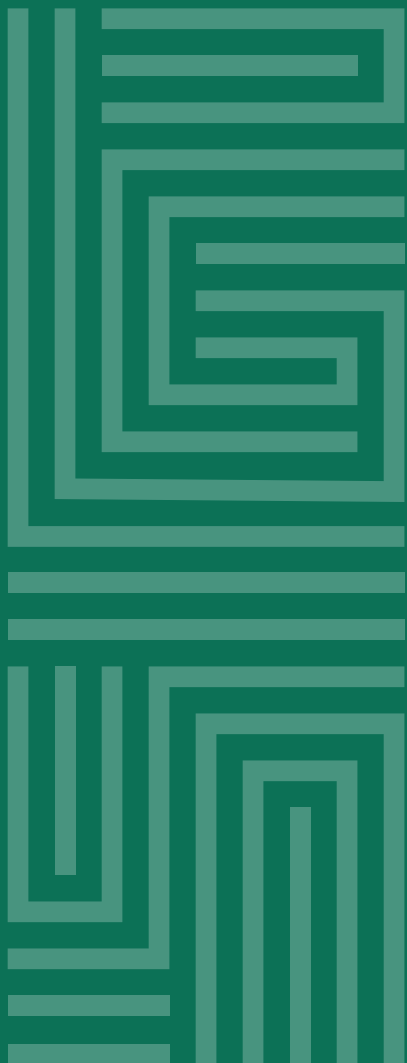
Liman Zhao

zliman@ceibs.edu

China Europe International Business School
China

“Dr. Liman Zhao is a senior case writer at China Europe International Business School (CEIBS). Her research interests focus on social and international entrepreneurship, and the design of innovative business models. In the past five years, Dr. Zhao has developed about 50 cases on entrepreneurship, innovation, family business, and strategic transformation. More than 20 cases that she developed together with her co-authors have been published by IVEY Publishing, Emerald Emerging Markets Case Studies collection, and www.ChinaCase.Org. Her cases have been recognized as best cases in multiple international case writing competitions, including Global Contest for the Best China-Focused Cases and CEEMAN Case Writing Competition in cooperation with Emerald.





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