2023 Spring Conference

AFHE

Attorneys for Family-Held Enterprises

The Leading Source of Multi-Disciplinary Counsel SM

Chicago, Illinois

April 20-21, 2023

Thank you to Our Generous 2023 Annual Sponsors

Thank you to Our Generous 2023 Spring Conference Sponsors

Breakfast Sponsor

Goldstine Skrodzki Russian Nemec and Hoff • Ltd

Lunch Sponsor

Cocktail Reception Sponsor

Dinner Sponsor

Wine Co-Sponsors

About AFHE

The Attorneys for Family-Held Enterprises (AFHE) is an independent, non-profit association of attorneys, practicing in the areas of corporate, litigation, taxation, and trusts and estates who provide multi-disciplinary legal counsel and advice to publicly and privately-held enterprises, their owner-managers, and family members. The organization serves as a resource for individuals, business entities, trade associations, the business press, and other groups seeking information concerning attorneys with the experience, expertise, and qualifications to address privately-held business issues. AFHE members focus on the establishment, growth, and success of family-held enterprise, the engine behind entrepreneurship.

Family businesses are essentially the same around the world in their contributions to the long-term financial and social stability of their communities and their nations. The attorneys who practice in family business law are reestablishing the traditional role of legal counselor to these businesses, viewing the entire business life-cycle of their clients' firms as relevant to business and legal decisions made today.

Location information

Hotel Accommodations

JW Marriott Chicago
151 West Adams Street
Chicago, IL 60603

A block of hotel rooms has been reserved at the JW Marriot Chicago. The room rate is $305. Deadline for reservations is Sunday, March 20. Click here to reserve a room online.

Opening Dinner Location
April 20 at 5:30 p.m.

Union League Club of Chicago
65 West Jackson Boulevard
Chicago, IL 60604

Thursday evening will feature a group dinner at the historic Union League Club of Chicago at 5:30 p.m.

Meeting & Closing Reception Location
April 21 at 8:30 a.m. – 6:00 p.m.

Smith Gambrell Russell
311 South Wacker Drive, 2nd Floor
Chicago, IL 60606

Smith Gambrell Russell

Schedule at-a-glance

Thursday, April 20, 2023

5:30 p.m. - 9:30 p.m. Opening Dinner at the Union League Club of Chicago *(Included in registration fee)*

Friday, April 21, 2023

8:30 a.m. - 9:00 a.m. Registration & Breakfast

9:00 a.m. – 9:15 a.m. Welcome & Opening Remarks
Presented by AFHE President Michael Whitty and Conference Co-Chairs Peter Dougherty and Laura Wartner

9:15 a.m. - 10:15 a.m. "Addressing Mental Health Issues in Family Businesses: Legal and Clinical Strategies"
Presented by Carolyn Reinach Wolf, Esq., Abrams, Fensterman, LLP
This program will start with a brief overview and recap of the October 2022 AFHE Conference program "Strategies for Dealing with Family Mental Health Issues with Multi-Generational Family Enterprises" wherein Carolyn discussed "red flag" behaviors and her "Mental Health Law Tool Kit". We will explore in-depth specific mental health legal issues such as Guardianship/Conservatorship and Orders of Protection through the use of case studies, discussing how each intervention is effective when mental health challenges arise in the family unit and/or family business setting.

10:15 a.m. – 10:30 a.m. Break

10:30 a.m. – 11:30 a.m. "How AFHE Experts Can Collaborate; Creating Competitive Advantages for Advisors and Family Enterprises"
Presented by Doug Gray, Ph.D., PCC, Family Business Consultant Group
Collaboration demands that experts, like each of us, delivers significant value and respects boundaries. Most of our clients demand collaborative teams to 1) assess needs, 2) recommend next steps, and 3) serve their outcomes. For over 27 years, with over 2500 clients, we team with expert wealth advisors, estate planners, and consultants throughout the world.

The value of collaboration to AFHE members includes: 1) Providing deep insights into the complexity of your client systems: family, business, ownership, learning and individual systems, 2) Delivering deeper engagements based on leader gaps and hidden treasures, and systems that may require focused consulting work ahead, 3) Leveraging our internal FBCG expertise with external resources (such as AFHE members), 3) Modeling teaming and diversity of solutions with our colleagues and clients, 4) Increasing our consulting revenue with new and current clients.

The need for boundaries with AFHE members includes: 1) Continued focus on legal or financial details that may vary by state or sector, 2) respecting confidentiality of wealth transfer, assets, 3) informing strategic decisions about growth, risk, profitability and liquidity

(GRPL, such as investments, technology, governance, continuity, market advantages), 4) Professional development, shared learning and increased engagement for the consulting team.

This session will describe trends in collaboration, practice new skills in a breakout activity, and provide free resources that AFHE participants can use immediately.

11:30 a.m. – 12:30 p.m. "My Client Asked Me About an ESOP — What Do I Need to Know?"

Presented by Tom DeSimone, CPA & Shaun McGehee, Prairie Capital Advisors and Moderated by Kenneth Nemec, Esq., Goldstine, Skrodzki, Russian, Nemec and Hoff, Ltd.

As a trusted advisor to business owners, you may be asked about Employee Stock Ownership Plans ("ESOPs"). An ESOP is a unique strategy for business owners seeking liquidity and a transition of their ownership. Using an ESOP strategy allows the business owner to sell, in a tax advantaged way, a fractional amount or the entire business to the employees – either all at once or over time. This discussion will review the basics of an ESOP including:

- *What is an ESOP?*
- *What makes a Good ESOP Candidate?*
- *How do ESOPs Work?*
- *Why Should You Care About ESOPs*

12:30 p.m. - 1:30 p.m. Luncheon

1:30 p.m. – 3:00 p.m. "Creating a Family Owner's Manual: The Power of Connection"

Presented by Josh Kanter, leafplanner and Moderated by David W. Burleigh, Buechner Haffer Meyers & Koenig Co., L.P.A.

It is known by many names, but we are all familiar with the traditional emergency file, red file, bus book, or family bible. Traditionally, this was a three-ring binder, perhaps now a digital document. Often this was a repository of basic estate information, asset information, and perhaps a list of important contacts. As opposed to doing nothing, these are wonderful aids to a family and its advisors in a time of crisis. But these historic solutions are outdated and do not fully or efficiently serve today's level of family enterprise complexity. Thus, the development of the family owner's manual.

An improvement over these old solutions, the family owner's manual is designed to play important roles in life, not just death. It identifies blind spots. It is an education, empowerment and engagement tool. And it is a dynamic, single-source of information for the inevitably required succession-of-information. The family owner's manual helps family members, executors, trustees, and other advisors understand how to see, and operate the family enterprise. It is an owner's manual to the complex organism we refer to today as the family, family office and family enterprise.

This presentation will involve Josh Kanter's story as a young lawyer, the son of a world-renowned trust and estate lawyer who was also a savvy investor, a member of his own multi-generational, multi-branch family of wealth, and a student of the family office and family dynamics world. Intertwined in this story is the development of the concept of the family owner's manual and, today, the development of the leafplanner platform.

3:00 p.m. – 3:15 p.m. Break

3:15 p.m. – 4:00 p.m.	"Fiduciary Litigation Involving Family-Owned Business Interests" *Presented by Meghan Tepas, Freeborn and Michael Whitty, Freeborn* *This session will discuss how fiduciary litigation takes on additional considerations and risks when family-owned business interests are involved and how team approach with multiple specialties improves chances for success.*
4:00 p.m. – 4:15 p.m.	Closing Remarks *Presented by AFHE President Michael Whitty and Conference Co-Chairs Peter Dougherty and Laura Wartner*
4:30 p.m. – 6:00 p.m.	Closing Reception

Meet Our Speakers

David W. Burleigh, Esq.

David W. Burleigh is an attorney and family enterprise governance advisor. He specializes in dealing with ownership issues, decision-making, and succession in family enterprises of all types, especially where trusts are owners. He is president of Buechner Haffer, a private client law firm in Cincinnati. He also runs The Family Enterprise Office, a consulting practice that provides ownership and trust advising.

David holds an advanced certification in Family Enterprise Advising from the Society of Trust and Estate Practitioners. He is on the board of AFHE. His educational background consists of a B.A. from DePauw University, an M.A. from the University of Dallas, a J.D. from the University of Cincinnati, and professional course work at the University of Chicago.

Tom DeSimone, CPA

Tom DeSimone joined Prairie Capital Advisors in 2011 and is a shareholder in the firm. He has extensive experience in advising middle market companies on ESOP transactions (representing both companies and ESOP trustees), mergers and acquisitions ("M&A"), financial opinions, corporate valuation and other investment banking advisory services. Tom also works with boards of directors and companies on mature ESOP planning and sustainability. In addition, Tom is instrumental in ensuring operational efficiencies across Prairie's offices and production teams.

Tom is a frequent speaker in various forums, including the National Center for Employee Ownership, The ESOP Association, the Illinois CPA Society and the Great Game of Business, as well as at corporate speaking engagements. He presents on topics such as ownership transition, ESOP transactions, and culture and communication within ESOP companies. In addition, Tom sits on the board of directors of a company that provides cyber research and development services to the federal government. Tom was also recognized as a Top 40 Under Forty Honoree in 2021 by the National Association of Certified Valuators and Analysts (NACVA), as well as a 2021 Americas Rising Star Dealmaker award winner by M&A Atlas.

Doug Gray, Ph.D.

Doug Gray, Ph.D. is a consultant with The Family Business Consulting Group where he specializes in leadership development, succession planning and building family unity in enterprising families. He assists family-owned firms and leadership teams with assessments and strategic solutions that leverage his expertise in positive psychology, outcome-based consulting, executive coaching, conflict resolution, family meeting facilitation and succession planning. Doug particularly enjoys developing collaborative relationships between generations of leaders so that those inside and outside the family can perpetuate the processes and systems required for continued growth. As an author and expert presenter, Doug often coaches newly promoted family business leaders on executive presence, communication skills and conflict resolution.

Josh Kanter

Josh started his career in 1987 as a lawyer focusing on corporate and securities law, mergers and acquisitions, real estate, venture capital, private equity, bankruptcy, commercial lending, and more.

In 2001, with the death of his father imminent, Josh left private practice to take on the responsibility of reorganizing his family's business, tax, and estate structures, building the systems and tools necessary to function as a single-family office, while maintaining family dialog and harmony among three generations with a wide diversity of education, financial and legal literacy, geography, age and needs.

For the past 20 years, as President of the family's single-family office, Josh has been responsible for multi-generational, multi-branch communication, governance and education, family meeting design and facilitation, tax and estate planning, business and investment structuring, risk management, and all things family office related. Over the past 10 years Josh has also worked with a number of outside families on many of these same issues.

As a student of multi-generational families and family offices, Josh has been a member of FOX, Forge, the Center for Family Flourishing, and various other family office groups and he has been a frequent author and panelist on family and family office topics. Josh loves to share what he's learned – and what he hasn't – over the past 35 years with anyone who will listen.

Josh has designed a proprietary document management system for his family office that is now being used by other families, and he recently launched leafplanner, a digital document and information sharing platform designed to replicate the creation of his own family's "owner's manual," a tool to identify, collect, organize and communicate information from the disparate parts of a family's ecosystem in order to identify blind spots, share information, educate family members and advisors, and provide a more holistic succession of information for families.

Josh is also a Director and Vice President of the Kanter Family Foundation and he has served on the boards of numerous for-profit companies and nonprofit organizations. Josh received his J.D. from the University of Chicago in 1987. He earned a BA/BS in Economics (magna cum laude) and Political Science from Emory University in 1984.

Shaun McGehee

Shaun McGehee joined Prairie Capital Advisors in 2004 and is a shareholder in the firm. He has extensive experience advising middle-market companies, shareholders and trustees on employee stock ownership plan (ESOP) transactions, fairness opinions, leveraged buyouts, capital raising, mergers and acquisitions ("M&A") and other strategic advisory engagements. Shaun is also instrumental in the training process for all employees on technical and strategic initiatives, both as part of the onboarding process and as employees advance in their careers at Prairie.

Shaun frequently speaks at conferences, including those presented by Prairie as well as The ESOP Association and the National Center for Employee Ownership, on topics including valuation, ESOP transactions, transaction financing, fairness opinions, mature ESOP issues, management incentives and ownership transition planning.

In addition, in 2019, Shaun was recognized as a Top 40 Under Forty Honoree by the National Association of Certified Valuators and Analysts (NACVA).

Kenneth J. Nemec, Jr.

Kenn Nemec has been associated with Goldstine, Skrodzki, Russian, Nemec and Hoff, Ltd., Burr Ridge, Illinois, since 1982 as an associate attorney, a shareholder since 1986 and currently serves as the firm's President. He also leads the firm's corporate and business law practice group. Kenn provides advice and guidance to business clients on a wide range of legal and business matters, including business planning, business acquisitions and divestitures, implementation of legal strategies designed to minimize risk and liability, and negotiation and resolution of disputes involving varied commercial, financial, construction and business ownership matters.

Goldstine, Skrodzki, Russian, Nemec and Hoff, Ltd. is primarily engaged in the general practice of law – with a business/commercial and estate/tax planning orientation; the firm's other practice areas include real estate, construction law, land use, eminent domain, employment law and commercial litigation. The firm's clients include the owners and operators of family and closely-held businesses serving an array of industries and high net worth individuals seeking estate tax planning and other related planning services.

Carolyn Reinach Wolf, Esq.

Carolyn Reinach Wolf, Esq., is an Executive Partner in the law firm of Abrams, Fensterman, LLP and Director of the Firm's unique Mental Health Law practice, a practice she created over thirty years ago, after seeing the need to support families and address their needs in obtaining treatment, support and a roadmap for those experiencing serious mental health, substance use and related issues. It is the only family-focused mental healthcare practice in the country, concentrating in guiding these families and their loved ones through the complex legal, healthcare and mental health systems. Her background also includes her having an MBA in Management from the Hofstra University School of Business and an MS in Health Services Administration from the Harvard School of Public Health in addition to her JD from the Maurice Deane School of Law, Hofstra University. She was a hospital administrator/Director of Risk Management prior to her law career and she currently teaches Law and Psychiatry at Hofstra Law School. Ms. Wolf is a regular contributor to Psychology Today and was profiled by The New York Times in a 2013 story entitled, "A Guide in the Darkness," which ran on the front page of the Sunday Edition Metro section.

2023 Spring Conference Registration Form

Deadline for registration is Friday, April 7, 2023

Contact Information:

Name of Attendee: _____

Name of Partner/Spouse (if attending): _____

Company Name: _____

Attendee Email: _____

Company Address: _____

City/State or Province: _____ Post/Zip Code: _____

Telephone: _____

Are you an attorney requiring a CLE Certificate for this conference? ◯ Yes ◯ No

Membership Status: ◯ AFHE Member ◯ Non-Member ◯ Speaker

Opening Dinner at the Union League Club (April 20 at 5:30 p.m.) # of People Attending: _____ (Included)

Closing Reception (April 21 at 4:30 p.m.) # of People Attending: _____ (Included)

Registration Fees:

◯ AFHE Member (Early Bird – Register before March 17, 2023)	$550.00
◯ AFHE Member (Regular Rate – Register after March 18, 2023)	$700.00
◯ Non-Member (Early Bird – Register before March 17, 2023)	$725.00
◯ Non-Member (Regular Rate – Register after March 18, 2023)	$850.00
◯ Sponsor Registration Fee (*for sponsorships over $1,000*)	$350.00

Payment Information:

◯ Check Payment (please make checks payable to AFHE)

◯ Credit Card Payment

Card Number: _____ Exp. Date: _____ CCID: _____

Name on Credit Card: _____

Card Billing Address: _____

Signature: _____

Please return the completed registration for with payment to:

Attorneys for Family-Held Enterprises
P.O. Box 518
Mount Laurel, NJ 08054

Email: Office@AFHE.com
Fax: 856-727-9504
Phone: 201-591-AFHE (2343)