

**Sponsored By: Williams Coulson**

***December Meeting***

**Women Leaders in Family Business**

**Moderator:** Dr. Cindy Iannarelli, Director of Center for Family Business @ IUP

**Panelists:** Susan Allen, Vice President of Strategy at DataBanque  
Jan Ross, Shareholder of Universal Electric  
Carol Venzin, Owner of Fantastic Sams PA  
Margaret Irvine Weir, President of Citizens National Bank

**Special Guests:** Debbie Moses, Executive Director of PowerLink  
Carol Venzin, President of NAWBO

**Location:** Westin Convention Center (Formerly - Double Tree Hotel)  
1000 Penn Avenue  
Pittsburgh, PA 15222

**When:** Monday, December 2, 2002  
5:15 – 5:30 Welcome/Registration  
5:30 – 6:00 Optional Tour of Convention Center  
6:00 – 6:45 Networking, Cocktails and hearty hors d'oeuvres (Cash Bar)  
6:45 – 8:15 Presentations and Roundtable Discussion

The program will be tailored around the discussion of women and the different roles they play in leadership positions within family organizations. Speakers will discuss how women share, support and grow in today's business environment. This program will be a valuable experience for *men and women* to gain a clearer perspective of the leadership roles of mothers, wives, sisters, and daughters in the family business. We encourage you to bring friends and family to the program.

Format: Panel / Roundtable Discussion

**Susan Allen** serves as DataBanque's Vice President of Strategy and is largely responsible for new business development, business planning, and marketing activities for the firm. Prior to joining DataBanque in February 2002, Susan worked with KPMG Consulting (now BearingPoint) for nearly six years providing change management, marketing, and communications consulting services to a variety of private and public sector clients including the Commonwealth of Pennsylvania and the US Customs Service, among several others. Susan holds an M.B.A. in Marketing from George Washington University in Marketing and Organizational Behavior and Development.

**Dr. Cindy Iannarelli** is Director of the Center for Family Business at IUP and a visiting professor at the University of Trento in Italy. Her specialty focuses on gender roles and the development of successors. Dr. Cindy's twenty years of experience with family business was the foundation for a new television series, *The BUZZ* with Dr. Cindy. ([www.thebuzzproject.org](http://www.thebuzzproject.org)) She remains active in the family's dry-cleaning, real estate, and multimedia businesses along with her mother, Dr. Dolly, her brother, and 5 children in the next generation.

**Jan Ross** is one of four sibling shareholders but she is not an employee of Universal Electric, a company her grandfather founded. She is active in family meetings and in the co-ordination of business education for the 12 members of the 4th generation, ages 2 to 18.

**Carol Venzin** serves as President of Fantastic Sams of PA. She purchased the franchise with her husband and mother in 1985 to introduce Fantastic Sams hair care brand to families in western PA. In addition to developing their regional territory through franchise license sales, Carol and her husband run a distribution center for 24 salons, and provide on-going business development training programs for franchisees, their managers and their employees. Carol holds a M.B.A. from Baldwin-Wallace College (1978) and a Humanities Degree from the University of Madrid, Spain (1972-73).

**Margaret Irvine Weir** is the President of Citizens National Bank. She is the fourth generation and the first woman at the helm. She worked elsewhere prior to taking over the reins from her father. Margaret is the mother of two boys and her husband also owns his own business, Tbones in Wexford.

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### FBR-Program Reservation

Monday, December 2, 2002

Name	_____	Company	_____
Address	_____	Phone	_____
City, St., Zip	_____	Email	_____

Member Reservations: \_\_\_\_\_ \*\$40.00 = \$ \_\_\_\_\_  
Guest Reservations: \_\_\_\_\_ \*\$50.00 = \$ \_\_\_\_\_  
**Total Due \$** \_\_\_\_\_

**Please Note:** Guests get to attend one time at \$50.00 before joining; membership is \$125.00 per year.  
Please fax your reservation form to 412.261.3613  
Mail Your Reservation/Check to:  
The Family Business Roundtable of Pittsburgh  
P.O. Box 2479  
Pittsburgh, PA 15230

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#### Co-sponsors:

The Family Business Center at Citizens National Bank	National Association of Women Business Owners	PowerLink	IUP Center for Family Business
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**If you have any questions please contact:  
David Dietrich at 412.264.4615 / [david@DCIGroup.ws](mailto:david@DCIGroup.ws)**