



family business roundtable

"Compensation, Communication, and Conflict"

Dealing with Compensation, Communication and Conflict issues within a Family Business can always be difficult. This program will offer solid "How To" suggestions to enhancing communication as well as finding solutions to the emotional issues of Compensation and Conflict.

The format for this event will be a panel discussion in which we expect lively interaction with our attendees. The panel will be prepared to discuss Compensation, Communication and Conflict in a family business, but it is anticipated that the "life" questions from the attendees will offer unique insights into these "stressors" of families in business.

Some of the questions addressed will be:

- How can a family determine what is the right compensation for working family members?
- What can be done to address the unspoken issues within a family business?
- How should we address conflict between family members when they feel we are taking sides?
- What are some of the ways we can remain "objective" when it is time to select a successor?
- How does a business owner treat all employees equally in a business where family members are involved?

About the Panel:

Jim Kwaiser, a Certified Management Consultant, and **Ann Marie Kwaiser**, a Registered Nurse, work with Families in Business who want to address the issues and challenges that arise from working together. With over 35 years of experience, Jim and Ann Marie are nationally recognized facilitators, authors and consultants

Robert W. Courson, from BRD Solutions, has more than 25 years of global business and human resources leadership experience with several international companies.

May 18th, 2005

5:30 pm - 8 pm

At the Regional Enterprise Tower
on the 31st Floor

Who Should Attend: Business Owners, Spouses, Family Business Owners, Advisors to Family Businesses, Son and Daughters, Friends, Colleagues, and Extended Family Members

Sponsored by:

The Family Business Center at Citizens



and the

SPC: Southwestern Pennsylvania Commission



All Member Reservations for this event are included in the cost of membership. Guest reservations are \$40.00 per person attending the event. To RSVP for this event please fill out and return the attached form.



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Robert Courson, president of BRD Solutions, has more than 25 years of global business and human resources leadership experience with several companies. His broad expertise includes a proven record of structuring total compensation processes and programs for all employee levels, from administrative to executive, that drive strategic business goals and rewards employee contributions for achieving financial performance goals. In addition, his total compensation background includes varied experience with base and incentive pay design, executive total compensation strategy design, market based job evaluation systems, salary administration, pay delivery systems and employee benefits designs that deliver exceptional value to management and employees.



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Reservation Form for the May 18th Event

Name:

Company:

Address:

Phone:

City, State, & Zip:

Email:

Type of Reservation	# of Reservations	Cost per Person	Total Cost
Member Reservation		Free	
Non Member Reservations		\$40.00	
Guest Reservations*		\$20.00	

*Members are permitted to bring up to three guests per dinner program event for the discounted cost of \$20.00 per guest.

Please fax reservations forms to 724-772-2873

Mail Reservation Forms and Payment to:
20249 Rt. 19
Cranberry Twp., PA 16066

Amount Enclosed: _____

Please make checks payable to:
The Family Business Roundtable

Please have reservations in by May 17th, 2005
For additional information please visit our website www.FBRPGH.org
Or contact David Dietrich, PhD at 412-264-4615

Interested in becoming a member of the Family Business Roundtable? Membership is \$125.00 per year and includes all breakfast and dinner programs. Plus as a member you are able to bring up to three guests per dinner program at the discounted rate of only \$20 a piece. For more information on becoming a member please contact, John Febert at , Or visit our website at www.FBRPGH.org.