



HELPING FAMILY-OWNED BUSINESSES IN TRANSITION SINCE 1984



HAUSE

**FAMILY BUSINESS
TRANSITIONS, LP**

Identify. Align. Balance.

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PHILOSOPHY

1 IDENTIFY: separate the distinct roles and overlapping responsibilities of each group.

2 ALIGN: the interests of the persons within each group through individual and group planning processes that identify common vision, values, needs and goals.

3 BALANCE: the vision, values, needs, and goals of each group through an evaluation process that requires the groups to adjust their interests based on the capabilities and objectives of the enterprise.

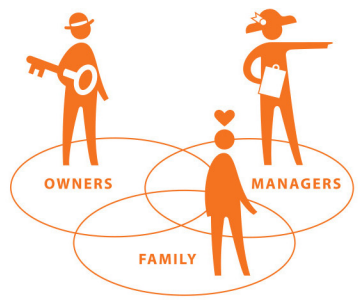


— “ —

My primary task is getting three groups—managers, owners, and family—on the same page and working together. The Balance System’s focus is on planned interactions and decision making within and between the groups in a three-step approach.

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“Using my own process, the law, and the skills of the people involved to help owners craft practical and sound solutions to achieve their goals.”



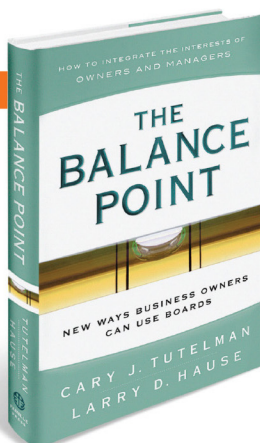
WHAT PEOPLE ARE SAYING

“Larry’s guidance, coaching, and unwavering focus on our needs and desires has seen us through. His ability to setup the change, present the new system, and handle all the dynamics/behaviors in between has made this all possible. We are grateful for his role in this transition and pleased with his leadership.”

—NANCY RONNING, Morris, Inc., Pierre, SD

“Being faced with the seemingly insurmountable task of leading the charge for a transition and leadership change after losing our father and founder of EDCO, Larry was our beacon and guide. With his OBM methods applied, we have all embraced our new normal. Thanks to him, we plowed through succession issues, family dynamics as it related to our company, and the future legacy we wanted to preserve.”

—JAN EDWARDS & DANA KASBI, EDCO Products, Minneapolis, MN



WE WROTE THE BOOK

Larry’s book offers an owner-friendly, practical guide on how to use boards to serve as the balance point to more effectively run, grow, and transition privately held and family businesses.

Available at
amazon.com

LARRY HAUSE, JD is a nationally recognized family business and wealth transition strategist, attorney and author who specializes in helping owners resolve difficult, contentious and seemingly “impossible” transition challenges in a low risk, highly effective manner.

As an attorney, Larry understands the legal rights and responsibilities of owners, directors and managers; the tax consequences of changing ownership; and the numerous ways properties can be held and allocated to protect the business and resolve differences among owners.

As a consultant, Larry’s “Balance System” provides a simple, yet effective way to solve all transition issues and provide a framework to balance all of the primary components involved.



PROVIDING THE FOLLOWING ADVISORY SERVICES

- Advisory Boards*
- Boards of Directors*
- Estate Planning*
- Family Business Retreats & Annual Meetings*
- Family Employment Policies*
- Owner Manuals and Agreements*
- Owner Plans*
- Succession Planning*
- Trustee-Beneficiary Collaboration*



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