



FAMILY ENTERPRISE CASE COMPETITION

JANUARY 8—11, 2014

UVM+  
BUSINESS

ENDLESS  
POSSIBILITIES



## WELCOME FROM DEAN SANJAY SHARMA

I'm delighted to welcome you to the second University of Vermont (UVM) School of Business Administration Family Enterprise Case Competition (FECC), here in Burlington, Vermont. FECC is the only case competition in the world dedicated solely to the issues surrounding family businesses.

The success of our inaugural FECC last year is a testament to the role and scale family enterprises continue to play across global economic and social landscapes. We are very proud to once again be hosting this vibrant event, and welcome all teams, judges, coaches and students back here to UVM, for an invigorating and stimulating competition. I believe FECC generates many new ideas and inspires greater innovations to meet the challenges family businesses face.

The UVM School of Business Administration prepares students to become responsible managers and caring professionals in a dynamic, interconnected, complex and sustainable global economy. To accomplish this, we strive to continually improve our curriculum and experiential learning opportunities, to ensure a unique, valuable and compelling student experience.

Our undergraduate curriculum has a distinctive focus on three strategic themes: entrepreneurship, sustainable business and global business, and our Master of Accountancy program continues to grow; this year we welcomed the largest number of students in the history of the program. In addition, our new,

unique one-year MBA program focuses on sustainable entrepreneurship. We continue to enrich learning opportunities with additional internships, studies abroad, case and business pitch competitions, networking trips and bringing renowned guest speakers to campus, exposing students to our successful alumni and prominent members of the international business community.

While many countries are represented here, I think of it as the annual World Cup of family business education, all of us are united around a common cause. A commitment to sharing, understanding and strengthening global family business, while building ever stronger networks and forging deeper partnerships with other prominent educational institutions and organizations.

Thank you for bringing your team and case here to UVM. I invite you to explore the School of Business Administration, and enjoy Burlington and all it has to offer. And thank you to our sponsors and everyone involved with making FECC such a success. We're making history together.

Good luck in the competition!

Sincerely,  
Sanjay Sharma, Ph.D.  
*Dean and Professor of Management*



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2013 ACCLAIM

IT WAS A GREAT EXPERIENCE IN VERMONT, AND THE ORGANIZATION WAS JUST SUPERB. EASILY ONE OF THE MOST PROFESSIONAL EVENTS I'VE BEEN TO AMONG THE 200+ EVENTS I HAVE ATTENDED IN THE ACADEMIC ARENA.

*Mattias Nordqvist, Coach, Jönköping International Business School, Sweden*



## ORGANIZING COMMITTEE

### FACULTY AND STAFF: ORGANIZING COMMITTEE

**PICTURED ABOVE, FROM LEFT:**

Arran Joyce – FECC Competition Coordinator, Kristen Caron – FECC Social Events Coordinator, Pramodita Sharma – FECC Chair  
 Rocki-Lee DeWitt – FECC Case Writing Competition Chair, Kane Tobin – FECC Judges Coordinator,  
 Dann Van Der Vliet – FECC Teams Liaison and Competition Financial Manager, Thomas Chittenden – FECC Program Chair

### TEAM AMBASSADORS

Darby Alexander

Emily Bates

Timothy Bradford

Audrey Bruell

Tianze Chang

Allyson Chapman

Peimin Chi

Alexandra Chipouras

Eric Davis

Zeyu Du

DJ Fish

Taylor Forbes

Di Gao

Cecilia Kaelber

Taylor Kammerer

Yangxi Leng

Antoine Masereka

William Nedds

Sanjaya Niroula

Rhiannon Rosamilia

Songhe Shi

Henry Sinkula

Olivia Steimke

Amelia Traynor

Benjamin Vaughan

Jacob Webber

Alison Witschonke

Shangshang Wu

Mindy Yeung

Siyi Zhao

Yuqi Zhou

### FAMILY BUSINESS FACTS

AS COMPARED TO NON-FAMILY FIRMS ON THE S&P 500, FAMILY-OWNED FIRMS WERE LESS LIKELY TO DOWNSIZE DURING TOUGH ECONOMIC TIMES.

*Block, Family Business Review, 2010*



PARTICIPATING UNIVERSITIES:  
**GRADUATE**



**UNIVERSIDAD DE LOS ANDES  
SCHOOL OF MANAGEMENT**

**COUNTRY:** Colombia

**COACH:** Carlos Felipe Colmenares

**TEAM MEMBERS:**

Felipe Angel                      Jaime Bernardo Martinez Gaitan  
Mauricio Alfonso Forero      Diana Parrado



**Università Commerciale  
Luigi Bocconi**

**UNIVERSITÀ COMMERCIALE  
L. BOCCONI**

**COUNTRY:** Italy

**COACH:** Fabio Quarato

**TEAM MEMBERS:**

Giusy Crea                              Valentina Ranghetti  
Gaetano Passalacqua      Marco Tovaglieri



**Universitat Ramon Llull**

**ESADE BUSINESS SCHOOL,  
BARCELONA**

**COUNTRY:** Spain

**COACH:** Maria José Parada

**TEAM MEMBERS:**

Vishaka Beriwala                      Monique Kafie  
Ramon Garcia                          Helmi Porras



**JÖNKÖPING INTERNATIONAL  
BUSINESS SCHOOL**  
JÖNKÖPING UNIVERSITY

**JÖNKÖPING INTERNATIONAL  
BUSINESS SCHOOL**

**COUNTRY:** Sweden

**COACH:** Mattias Nordqvist

**TEAM MEMBERS:**

Alina Greinert                          Christian Saur  
Sanna Persson                          Petra Vretenar



**UNIVERSITY OF  
MASSACHUSETTS, AMHERST**

**COUNTRY:** USA

**COACH:** Katherine Piedra

**TEAM MEMBERS:**

Igor Garabajiv                          Anthony Vercollone  
Kshitij Karnik                          Corey Walters



**Kellogg**  
School of Management

**NORTHWESTERN UNIVERSITY  
KELLOGG SCHOOL OF MANAGEMENT**

**COUNTRY:** USA

**TEAM MEMBERS:**

Shady El Azab                          Emma Gergen  
Luis Sixtus Esquivias      Gulnihal Uygur

\*TEAMS, AS OF GOING TO PRESS.



**PARTICIPATING UNIVERSITIES:  
UNDERGRADUATE**



**CARLETON UNIVERSITY  
SPROTT SCHOOL OF BUSINESS**

**COUNTRY:** Canada

**COACH:** Robin Ritchie

**TEAM MEMBERS:**

Katherine Burnett    Nolan Proctor  
Matthew Gagliardi    Henry Wu



**CONCORDIA UNIVERSITY  
JOHN MOLSON SCHOOL OF BUSINESS**

**COUNTRY:** Canada

**COACH:** Mark Haber

**TEAM MEMBERS:**

Anthony Esposito    Jordan Lennen  
Joshua Faier



**DALHOUSIE UNIVERSITY**

**COUNTRY:** Canada

**COACH:** Robert Blunden

**CO-COACH:** Leslie Crowell

**TEAM MEMBERS:**

Samantha Begelfor    Chandler Millard  
Alexander Kleiser    Adam Stone



**UNIVERSITY OF MANITOBA -  
ASPER SCHOOL OF BUSINESS**

**COUNTRY:** Canada

**COACH:** Zhenyu Wu

**TEAM MEMBERS:**

Kate Armstrong    Ryan Lucenkiw  
Brittany Livingstone



**WILFRID LAURIER UNIVERSITY**

**COUNTRY:** Canada

**COACH:** John C Young

**TEAM MEMBERS:**

Andreea Fatu    Mayuresan Thavarajah  
Elizabeth McFaul



**UNIVERSIDAD DEL DESARROLLO**

**COUNTRY:** Chile

**COACH:** María Ignacia Jiménez

**TEAM MEMBERS:**

Benjamín Gallegos    Francisco Manríquez  
Ignacio González    Gonzalo Martínez



### UNIVERSITI TUN ABDUL RAZAK

COUNTRY: Malaysia

COACH: Mohar Yusof

TEAM MEMBERS:

Zaabah Ching Herman Ching Prem Kumar  
Yeoh Sze Jinn Nurul Syazwani Yahi



### UNIVERSIDAD PANAMERICANA CAMPUS BONATERRA

COUNTRY: Mexico

COACH: Maria Galarza-Heras

CO-COACH: Viviana Rangel

TEAM MEMBERS:

Jorge Hernán Sanchez Guerrón Mariela Pérez Nieto  
Ernesto López Madrigal Juan Pablo Contró Sierra



### UNIVERSIDAD PANAMERICANA CAMPUS GUADALAJARA

COUNTRY: Mexico

COACH: Francisco Eguiarte-Salgado

TEAM MEMBERS:

Gilda Artola-Compean Salvador González López  
Estefania Castillo-Ochoa Jorge Orozco-Diaz



### WINDESHEIM UNIVERSITY OF APPLIED SCIENCES

COUNTRY: Netherlands

COACH: Mira Bloemen-Bekx

TEAM MEMBERS:

Guido Diana Nienke Schutte  
Marisha de Jong Koen Zandbergen



### GRAND VALLEY STATE UNIVERSITY

COUNTRY: USA

COACH: Joseph Horak

TEAM MEMBERS:

Anita Curtis Melissa Johnson  
Jacob Czarniecki Tyler Kamps



### STETSON UNIVERSITY

COUNTRY: USA

COACH: Frank Barbera

TEAM MEMBERS:

Emma Campbell Ben Lazarus  
William Hollis Sara Proulx



### SYRACUSE UNIVERSITY

COUNTRY: USA

COACH: Alexander McKelvie

TEAM MEMBERS:

Hillary Dzialowski Sakina Kader  
Oscar Hugoson



### UNIVERSITY OF VERMONT

COUNTRY: USA

COACH: Dave Mount

TEAM MEMBERS:

Maurice Diaz Elizabeth Whitney  
Dennis Mahoney Robyn Worrall

## SPONSORS



## SUSTAINING SUPPORTERS



**CHUCK TAUCK** worked for Tauck Tours through 1996 as a tour director, call center manager and finally operations manager. After graduating from the Cornell Hotel School graduate program, he joined a small group of people who were transforming an abandoned lakeside dairy farm into a winery. Today, Sheldrake Point Winery has 44 acres of vinifera grapes, produces 8000 cases of wine annually, hosts 40,000 visitors each year and is

recognized as one of the top wineries in the Finger Lakes. Mr. Tauck graduated from the University of Vermont in 1976 with a degree in marketing.



**ROBIN TAUCK** is a third-generation owner and former president and CEO of Tauck World Discovery, a Connecticut-based 85-year-old luxury travel company servicing luxury travel to 80 countries and seven continents, a \$400 million business. She is currently an industry advocate for economic development through global tourism, engaging and authentic cultural experiences, and the development of public-private

partnerships in sustainable tourism and heritage protection. A member of the CEO list of 100 on the World Travel & Tourism Council, Ms. Tauck serves on the Environmental Strategy Committee and is active in the 2020 Tourism for Tomorrow strategic initiative. She is a graduate of the University of Cambridge Sustainability Leadership Program (2006), the Stanford University Executive Business program (1999) and the University of Vermont (1977), which honored her with the "Legacy of Leadership" Award in 2000 in New York City.

## PLATINUM AND GOLD SPONSORS



**STEPHEN IFSHIN** is the chairman of DLC Management Corporation, which he co-founded in 1991 with his son Adam. Mr. Ifshin oversees the operations side of DLC's business, including tenant leasing; all property, asset and construction management activities; and the firm's regional offices in Atlanta, Baltimore, and Chicago. DLC Management Corporation was the recipient of the 2012 UVM Family Business Award 1st

Gen: UVM founder-led firms with multiple family members in ownership or operations. Mr. Ifshin received a BA from the University of Vermont and currently serves as a co-chairman of the Board of Advisors at the School of Business Administration and a member of the University of Vermont Foundation Board of Directors.



**JIM KELLER** is the president of Green Mountain Business Consultants, a consulting business solving a diversity of issues for small and medium-sized enterprises. He is also the president of the International Corrugated Case Association (ICCA), a trade association representing corrugated producers worldwide on issues of common interest. 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 a co-chairman of the Board of Advisors at the School of Business Administration and a member of the University of Vermont Foundation Board of Directors.



## GOLD SPONSOR



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Jeffrey Steinhorn

## GREEN MOUNTAIN SPONSORS



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Tony Haskel  
Kim Weiland



## MEDIA SPONSORS



### FAMILY BUSINESS FACTS

FAMILY BUSINESSES INCUBATE NEW BUSINESSES, CREATE AND SUSTAIN JOBS. 80% OF NEW VENTURES ARE LAUNCHED WITH SIGNIFICANT FAMILY INVOLVEMENT AND CONTROL.

## FECC SCHEDULE OF EVENTS



### TUESDAY, JANUARY 7

6:00 PM-8:00 PM	Optional Coaches Dinner <i>Business Casual</i>	Nika
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### WEDNESDAY, JANUARY 8

9:00 AM-11:00 AM	Breakfast	Mezzanine Level
9:00 AM-12:00 PM	Registration	Burlington Room
10:30 AM-11:00 AM	Mandatory Coaches Meeting	Lake Champlain A
12:00 PM-1:30 PM	Opening Luncheon <i>Business Formal</i>	Green Mountain Ballroom
2:00 PM-5:00 PM	Case 1 Team Presentations Team photos will be taken in the lobby immediately after presentations. <i>Business Formal</i>	See Competition Schedule
6:00 PM-9:00 PM	Opening Reception <i>Business Casual</i>	Green Mountain Ballroom
AFTER DINNER	Coaches Meeting	Vermont Room

### THURSDAY, JANUARY 9

7:00 AM-9:00 AM	Breakfast	Green Mountain Ballroom
8:00 AM-2:30 PM	Case 2 Team Preparations & Presentations <i>Business Formal</i>	See Competition Schedule
5:00 PM-6:00 PM	Shuttles to Davis Center	Board in front of Hilton
6:00 PM-9:00 PM	Dinner Guest speaker: Charlie Kitteredge, CEO of Crane Paper <i>Business Casual</i>	UVM Davis Center
8:00 PM-9:00 PM	Shuttles to Hilton	Board in Davis Center Circle
AFTER DINNER	Coaches Meeting	UVM Davis Center

## FRIDAY, JANUARY 10

7:00 AM-9:00 AM Breakfast Green Mountain Ballroom

8:00 AM-2:30 PM Case 3  
Team Preparations & Presentations  
*Business Formal* See Competition Schedule

5:00 PM-7:00 PM Sponsors & Judges Reception  
*Business Formal* Green Mountain Ballroom

AFTER DINNER Coaches Meeting Vermont Room

## SATURDAY, JANUARY 11

7:00 AM-9:00 AM Breakfast Adirondack

8:00 AM-3:45 PM Case 4  
Team Preparations  
*Business Formal* See Competition Schedule

11:15 AM-5:00 PM Case 4  
Team Presentations  
*Business Formal* See Competition Schedule

5:30 PM-6:30 PM Networking & Cocktails  
*Business Formal* Adirondack Lobby

6:30 PM-9:30 PM Closing Awards Ceremony  
*Business Formal* Adirondack

## SUNDAY, JANUARY 12

### OPTIONAL DAY TRIPS:

8:00 AM (DEPARTURE) Jay Peak Mountain Resort

10:00 AM (DEPARTURE) Tour de Vermont

### COLOR KEY

- MEALS/RECEPTIONS
- COACHES MEETINGS
- CASE PREPARATION AND PRESENTATIONS
- TRANSPORTATION
- REGISTRATION & VERMONT OPTIONAL TRIPS





## DIVISION AND TEAM ASSIGNMENT

FOR YOUR IMMEDIATE REFERENCE, RECORD THE UNIVERSITY ASSIGNMENTS FOR EACH DIVISION DURING THE RANDOM SELECTION PROCESS AT THE OPENING EVENT.

<b>TAUCK</b> DIVISION 1	TEAM 1A	
	TEAM 1B	
	TEAM 1C	
	TEAM 1D	
<b>IFSHIN</b> DIVISION 2	TEAM 2A	
	TEAM 2B	
	TEAM 2C	
	TEAM 2D	
<b>KELLER</b> DIVISION 3	TEAM 3A	
	TEAM 3B	
	TEAM 3C	
<b>HESS</b> DIVISION 4	TEAM 4A	
	TEAM 4B	
	TEAM 4C	
<b>BFF*</b> DIVISION 5	TEAM 5A	
	TEAM 5B	
	TEAM 5C	
<b>OO-C**</b> DIVISION 6	TEAM 6A	
	TEAM 6B	
	TEAM 6C	

\* Business Families Foundation | \*\* Olivia's Organics and Marc Compagnon

# FECC DIVISION STRUCTURE

	PREPARATION TIME	PRESENTATION START TIME	UNDERGRADUATE				GRADUATE	
			TAUCK DIVISION 1	IFSHIN DIVISION 2	KELLER DIVISION 3	HESS DIVISION 4	BFF DIVISION 5	OO-C DIVISION 6
CASE 1 PREARRIVAL CASE WEDNESDAY		2:00 PM	1A	2A	3A	4A	5A	6A
		2:45 PM	1B	2B	3B	4B	5B	6B
		3:30 PM	1C	2C	3C	4C	5C	6C
		4:15 PM	1D	2D				
CASE 2 3-HOUR CONTROLLED THURSDAY	8:00 AM-11:00 AM	11:15 AM	1D	2D	3B	4B	5B	6B
	8:45 AM-11:45 AM	12:00 PM	1C	2C	3C	4C	5C	6C
	9:30 AM-12:30 PM	12:45 PM	1B	2B	3A	4A	5A	6A
	10:15 AM-1:15 PM	1:30 PM	1A	2A				
CASE 3 3-HOUR CONTROLLED FRIDAY	8:00 AM-11:00 AM	11:15 AM	1C	2C	3C	4C	5C	6C
	8:45 AM-11:45 AM	12:00 PM	1A	2A	3A	4A	5A	6A
	9:30 AM-12:30 PM	12:45 PM	1D	2D	3B	4B	5B	6B
	10:15 AM-1:15 PM	1:30 PM	1B	2B				
CASE 4 FINALIST ROUND 3-HOUR CONTROLLED SATURDAY	8:00 AM-11:00 AM	11:15 AM	DIV 1 FINALIST					
	8:45 AM-11:45 AM	12:00 PM	DIV 2 FINALIST					
	9:30 AM-12:30 PM	12:45 PM	DIV 3 FINALIST					
	10:30 AM-1:30 PM	1:45 PM	DIV 4 FINALIST					
	11:15 AM-2:15 PM	2:30 PM	DIV 1 & 2 WILDCARD FINALIST					
	12:00 PM-3:00 PM	3:15 PM					DIV 5 FINALIST	
	12:45 PM-3:45 PM	4:00 PM					DIV 6 FINALIST	

## DIVISION POOLS/SCHEDULE

<b>WEDNESDAY</b> @ HILTON			<b>PRESENTATION</b>	
	<b>TAUCK</b> DIVISION 1	Team 1A Team 1B Team 1C Team 1D	<b>TIME</b>	<b>LOCATION</b>
			8:00 AM-11 AM 8:45 AM-11:45 AM 9:30 AM-12:30 PM 10:15 AM-1:15 PM	Lake Champlain A
	<b>IFSHIN</b> DIVISION 2	Team 2A Team 2B Team 2C Team 2D	8:00 AM-11:00 AM 8:45 AM-11:45 AM 9:30 AM-12:30 PM 10:15 AM-1:15 PM	Lake Champlain B
	<b>KELLER</b> DIVISION 3	Team 3A Team 3B Team 3C	8:00 AM-11:00 AM 8:45 AM-11:45 AM 9:30 AM-12:30 PM	Adirondack D
	<b>HESS</b> DIVISION 4	Team 4A Team 4B Team 4C	8:00 AM-11:00 AM 8:45 AM-11:45 AM 9:30 AM-12:30 PM	Montpelier A
	<b>BFF</b> DIVISION 5	Team 5A Team 5B Team 5C	8:00 AM-11:00 AM 8:45 AM-11:45 AM 9:30 AM-12:30 PM	Montpelier B
	<b>OO-C</b> DIVISION 6	Team 6A Team 6B Team 6C	8:00 AM-11:00 AM 8:45 AM-11:45 AM 9:30 AM-12:30 PM	Montpelier C

<b>THURSDAY</b> @ HILTON			<b>PREPARATION</b>		<b>PRESENTATION</b>	
	<b>TAUCK</b> DIVISION 1	Team 1D Team 1C Team 1B Team 1A	<b>TIME</b>	<b>LOCATION</b>	<b>TIME</b>	<b>LOCATION</b>
			8:00 AM-11:00 AM 8:45 AM-11:45 AM 9:30 AM-12:30 PM 10:15 AM-1:15 PM	Lake Champlain A Rm. 100 Rm. 107 Rm. 101	11:15 AM 12:00 PM 12:45 PM 1:30 PM	Lake Champlain A
	<b>IFSHIN</b> DIVISION 2	Team 2D Team 2C Team 2B Team 2A	8:00 AM-11:00 AM 8:45 AM-11:45 AM 9:30 AM-12:30 PM 10:15 AM-1:15 PM	Lake Champlain B Rm. 102 Rm. 109 Rm. 108	11:15 AM 12:00 PM 12:45 PM 1:30 PM	Lake Champlain B
	<b>KELLER</b> DIVISION 3	Team 3B Team 3C Team 3A	8:00 AM-11:00 AM 8:45 AM-11:45 AM 9:30 AM-12:30 PM	Adirondack D Rm. 104 Rm. 111	11:15 AM 12:00 PM 12:45 PM	Adirondack D
	<b>HESS</b> DIVISION 4	Team 4B Team 4C Team 4A	8:00 AM-11:00 AM 8:45 AM-11:45 AM 9:30 AM-12:30 PM	Montpelier A Rm. 106 Rm. 113	11:15 AM 12:00 PM 12:45 PM	Montpelier A
	<b>BFF</b> DIVISION 5	Team 5B Team 5C Team 5A	8:00 AM-11:00 AM 8:45 AM-11:45 AM 9:30 AM-12:30 PM	Montpelier B Rm. 105 Rm. 112	11:15 AM 12:00 PM 12:45 PM	Montpelier B
	<b>OO-C</b> DIVISION 6	Team 6B Team 6C Team 6A	8:00 AM-11:00 AM 8:45 AM-11:45 AM 9:30 AM-12:30 PM	Montpelier C Rm. 103 Rm. 110	11:15 AM 12:00 PM 12:45 PM	Montpelier C

FRIDAY @ HILTON	PREPARATION			PRESENTATION	
			TIME	LOCATION	TIME
<b>TAUCK</b> DIVISION 1	Team 1C Team 1A Team 1D Team 1B	8:00 AM-11:00 AM 8:45 AM-11:45 AM 9:30 AM-12:30 PM 10:15 AM-1:15 PM	Lake Champlain A Rm. 100 Rm. 107 Rm. 101	11:15 AM 12:00 PM 12:45 PM 1:30 PM	Lake Champlain A
<b>IFSHIN</b> DIVISION 2	Team 2C Team 2A Team 2D Team 2B	8:00 AM-11:00 AM 8:45 AM-11:45 AM 9:30 AM-12:30 PM 10:15 AM-1:15 PM	Lake Champlain B Rm. 102 Rm. 109 Rm. 108	11:15 AM 12:00 PM 12:45 PM 1:30 PM	Lake Champlain B
<b>KELLER</b> DIVISION 3	Team 3C Team 3A Team 3B	8:00 AM-11:00 AM 8:45 AM-11:45 AM 9:30 AM-12:30 PM	Adirondack D Rm. 104 Rm. 111	11:15 AM 12:00 PM 12:45 PM	Adirondack D
<b>HESS</b> DIVISION 4	Team 4C Team 4A Team 4B	8:00 AM-11:00 AM 8:45 AM-11:45 AM 9:30 AM-12:30 PM	Montpelier A Rm. 106 Rm. 113	11:15 AM 12:00 PM 12:45 PM	Montpelier A
<b>BFF</b> DIVISION 5	Team 5C Team 5A Team 5B	8:00 AM-11:00 AM 8:45 AM - 11:45 AM 9:30 AM - 12:30 PM	Montpelier B Rm. 105 Rm. 112	11:15 AM 12:00 PM 12:45 PM	Montpelier B
<b>OO-C</b> DIVISION 6	Team 6C Team 6A Team 6B	8:00 AM-11:00 AM 8:45 AM-11:45 AM 9:30 AM-12:30 PM	Montpelier C Rm. 103 Rm. 110	11:15 AM 12:00 PM 12:45 PM	Montpelier C

SATURDAY @ HILTON	PREPARATION			PRESENTATION	
		TIME	LOCATION	TIME	LOCATION
<b>TAUCK</b>   DIVISION 1 FINALIST	8:00 AM-11:00 AM	Rm. 100	11:15-11:55 AM	Green Mountain ABC	
<b>IFSHIN</b>   DIVISION 2 FINALIST	8:45 AM-1:45 PM	Rm. 102	12:00-12:40 PM	Green Mountain ABC	
<b>KELLER</b>   DIVISION 3 FINALIST	9:30 AM-12:30 PM	Rm. 104	12:45-1:25 PM	Green Mountain ABC	
<b>----- 30 MINUTE JUDGES' BREAK -----</b>					
<b>HESS</b>   DIVISION 4 FINALIST	10:30 AM-1:30 PM	Rm. 106	1:45-2:25 PM	Green Mountain ABC	
<b>TAUCK/IFSHIN</b>   WILDCARD FINALIST	11:15 AM-2:15 PM	Rm. 107	2:30-3:10 PM	Green Mountain ABC	
<b>BFF</b>   DIVISION 5 FINALIST	12:00 PM-3:00 PM	Rm. 109	3:15-3:55 PM	Green Mountain ABC	
<b>OO-C</b>   DIVISION 6 FINALIST	12:45 PM-3:45 PM	Rm. 111	4:00-4:40 PM	Green Mountain ABC	

2013 ACCLAIM

IT WAS AN INCREDIBLE EXPERIENCE AND I VERY MUCH ENJOYED MEETING EVERYONE AS WELL. I FELL IN LOVE WITH THE AREA AND THE PEOPLE SO MUCH SO THAT IT CONVINCED ME TO INCLUDE BURLINGTON IN MY JOB SEARCH.

*Gloriann Lopez, ESADE team member*

PRESENTED BY THE UNIVERSITY OF VERMONT  
SCHOOL OF BUSINESS ADMINISTRATION

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[FECC@UVM.EDU](mailto:FECC@UVM.EDU)

