

University of Vermont  
*Grossman School of Business*

# FAMILY ENTERPRISE CASE COMPETITION

January 14 - 16  
2016







Photo Courtesy of UVM Foundation

WELCOME  
FROM DEAN  
SANJAY SHARMA

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

We are very proud to once again be hosting FECC, and this year welcome sixteen undergraduate and eight graduate teams, many of whom are returning to UVM for this unique competition. The continued growth and success of FECC is a testament not only to the contributions of family businesses to the global economic and social landscape, but also to the enthusiasm of all participants who each play their part to ensure such a memorable experience.

Our goal has always been to provide a forum that in addition to the competition, inspires the sharing of knowledge, while building ever stronger networks and forging deeper partnerships with other prominent educational institutions and organizations; relationships that ultimately strengthen and promote the understanding of family business.

With teams and participants from four continents attending, thank you for bringing your team and family business expertise here to UVM. I invite you to explore the Grossman School of Business, and enjoy all that Burlington 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*



4	Organizing Committee
6	Competing Teams
8	Undergraduate Teams
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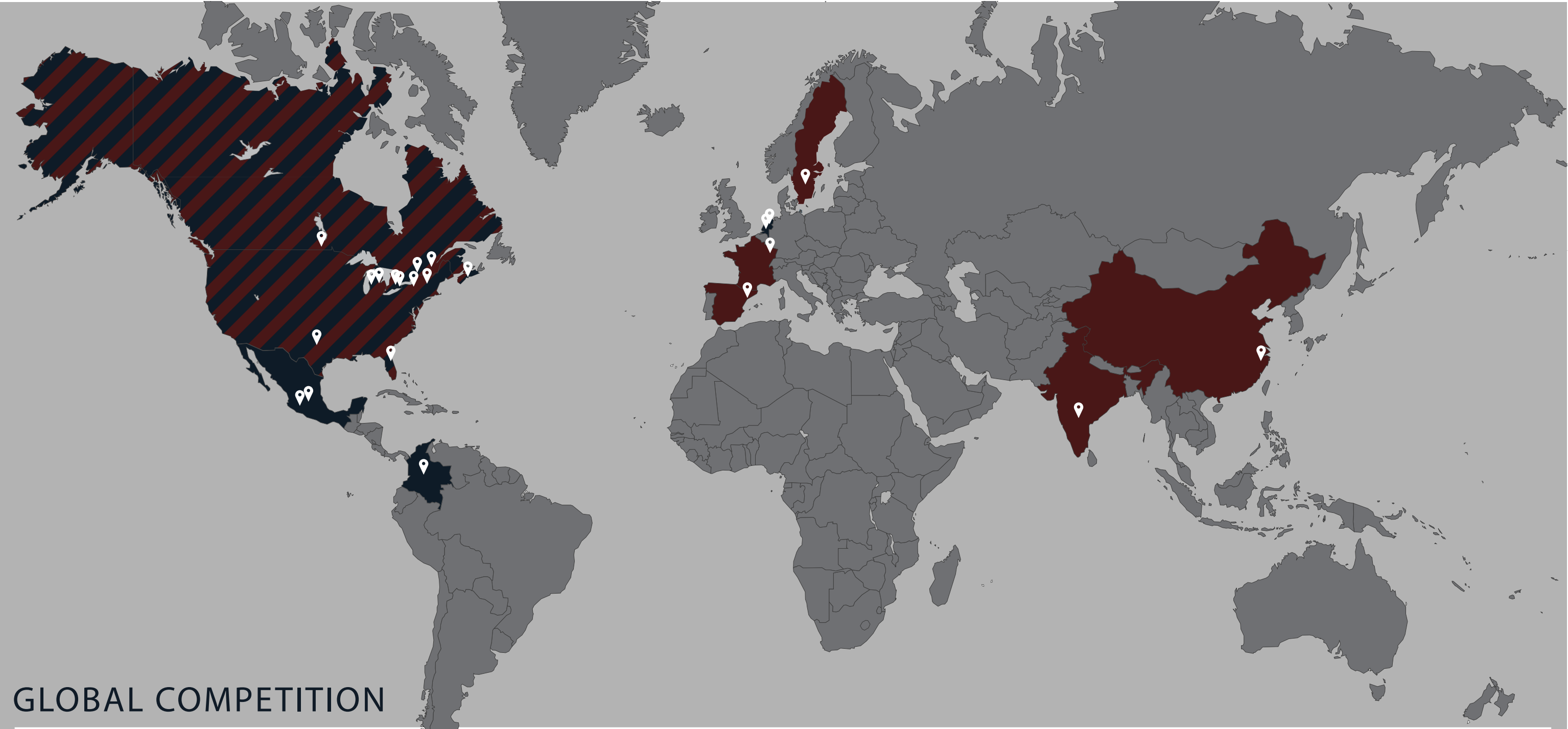
Pictured from left to right:  
**Back Row:** Taylor Summerville, Andrew Root, Peyton Leveillee, Rustin Nethercott  
**Front Row:** Rhiannon Rosamilia, Ali Chipouras, Kate McCaffrey



Pictured from left to right:  
**Back Row:** John Turner, Jie Zhang, Rocki-Lee DeWitt, Thomas Chittenden, Nick Gingrow  
**Front Row:** Linda Kruger, Pramodita Sharma, Michelle Chapman

STUDENT  
AMBASSADORS

- |                  |                  |                   |                     |                       |
|------------------|------------------|-------------------|---------------------|-----------------------|
| Stephen Anderson | Bryce Colvin     | Adam Hadley       | Snow Li             | Spencer Reynolds      |
| Hayden Audy      | Jordan Corrow    | Nicole Hamaway    | Chrisopher Lindberg | Miki Sessions         |
| Kelton Bogasky   | Alandar Detwiler | Joseph Higgins    | William Nedds       | Raymond Stebbins      |
| Kyle Bogossian   | Siobhan Forbes   | Tupper Hinsdale   | Ryan Phifer         | Ben Vaughan           |
| Diego Bonilla    | George Frantzis  | Douglas Hirshhorn | Rehana Pothiwala    | Christopher Wiltshire |
| Carly Caswell    | Jana Gailiunas   | Nishani Kessler   | Alyssa Quinian      | Alison Witschonke     |
| Abigail Collins  | Adam Gracely     | Amy Lawliss       | Catherine Redmond   |                       |



# GLOBAL COMPETITION

## ASIA

China  
Zhejiang University  
India  
Indian School of Business

## EUROPE

France  
ICN Business School  
Netherlands  
Rotterdam University of Applied Sciences, Windesheim University of Applied Sciences  
Spain  
ESADE Business School  
Sweden  
Jönköping University

## NORTH AMERICA

Canada  
Brock University, Carleton University, Concordia University, Dalhousie University, University of Manitoba, Wilfred Laurier University  
Mexico  
Universidad Panamericana Guadalajara, Universidad Panamericana Aguascalientes  
United States of America  
Grand Valley State University, Saginaw Valley State University, Stetson University, Syracuse University, University of Vermont, University of North Texas

## SOUTH AMERICA

Colombia  
Universidad de Los Andes

GRADUATE TEAMS

UNDERGRADUATE TEAMS





**Brock University**

**BROCK UNIVERSITY**  
Goodman School of Business

**Primary Coach:** Herbert MacKenzie  
**Team Members:** Ashley Howard, Deeksha Sharma, James Fioretti



**CARLETON UNIVERSITY**  
Sprott School of Business

**Primary Coach:** Danielle Walsh  
**Additional Coach:** Nicholas Charron  
**Team Members:** Brianna Patterson-Sonnenberg, Luoh-Chuin Seah (Alice), Trevor Smith



**GRAND VALLEY STATE UNIVERSITY**  
Seidman College of Business

**Primary Coach:** Joseph Horak  
**Team Members:** Josué Rigueiro, Melissa Atkins, Sydney Ecker



**ROTTERDAM UNIVERSITY OF APPLIED SCIENCES**  
Rotterdam Business School

**Primary Coach:** Olav Houben  
**Team Members:** Bob Janson, Randy De Wit, Steven Sies



**CONCORDIA UNIVERSITY**  
John Molson School of Business

**Primary Coach:** Agnes Katsouros  
**Additional Coach:** Samie Ly  
**Team Members:** Grant Rodgers, Julia Ferreira, Michael Kelly



**DALHOUSIE UNIVERSITY**  
Rowe School of Business

**Primary Coach:** Robert Blunden  
**Additional Coach:** Leslie McNabb  
**Team Members:** Barrett Reader, Hamza Rshaidat, Jefferson Guest



**SAGINAW VALLEY STATE UNIVERSITY**  
College of Business

**Primary Coach:** Izabela Szymanska  
**Additional Coach:** Rejeana Heinrich  
**Team Members:** Bunny Book, Dustin Pennington, Ronnell Burnett



**STETSON UNIVERSITY**

**Primary Coach:** Francesco Barbera  
**Additional Coach:** Isabel Botero  
**Team Members:** Frederik Welding, Joseph Rainville, Louis Pappas  
**Additional Student:** Jeffery Bauer



*"I want to applaud you on all the work you did to organize the moving parts. From the outside it looked seamless and it spotlighted the strength of the UVM faculty and students."*  
~ Danna Greenberg, professor - Babson College

**@UVMFECC      #FECC2016**

*“Many thanks for your hospitality and continuous attention to every detail. I enjoyed my stay in Vermont very much.”*  
~ German Scalzo, Dr. - Universidad Panamericana



SYRACUSE UNIVERSITY  
Whitman School of Management

**Primary Coach:** Alex McKelvie  
**Team Members:** Megan May, Patricia Fernandez, Rebeka Spencer



UNIVERSIDAD DE LOS ANDES  
School of Management

**Primary Coach:** Luis Diaz-Matajira  
**Team Members:** Alejandro Yidios, Laura Betancourt, Valeria Mejia



UNIVERSITY OF MANITOBA  
Asper School of Business

**Primary Coach:** Zhenyu Wu  
**Team Members:** Jonathan Carnecer, Xuechen Wang, Yin Yin



UNIVERSITY OF VERMONT  
Grossman School of Business

**Primary Coach:** David Mount  
**Team Members:** Jackson Donovan, Justin Ratti, Polly Guergova



UNIVERSIDAD PANAMERICANA GUADALAJARA  
Family Business Management

**Primary Coach:** Fernanda Canale Segovia  
**Additional Coach:** Luis Arturo Jimenez Castillo  
**Team Members:** Ji Ho Choi, Juan Irving Gutierrez Wimber, Santiago C. Mercado Salomón



UNIVERSIDAD PANAMERICANA AGUASCALIENTES  
School of Business and Economics

**Primary Coach:** Maria Galarza-Heras  
**Additional Coach:** Letsy Janet Gourcy Rodríguez  
**Team Members:** Agustin Viquez Fabre, Brenda Mora, Isabel Medrano



WILFRID LAURIER UNIVERSITY  
Lazaridis School of Business and Economics

**Primary Coach:** John Young  
**Team Members:** Adam Fenos, Chandni Patel, Jaime Xiang



WINDESHEIM UNIVERSITY OF APPLIED SCIENCES

**Primary Coach:** Mira Bloemen-Bekx  
**Additional Coach:** Judith van Heldert  
**Team Members:** Johnny Jager, Jinder van den Born, Roal van Ittersum





**CONCORDIA UNIVERSITY**  
**John Molson School of Business**

**Primary Coach:** Stephen Stavros Athanasoulas

**Additional Coach:** Christina Paylan

**Team Members:** Ahmad Shaheer Ali, Neha Tally, Younes Baloubali



**ICN BUSINESS SCHOOL**  
**Family Business and Entrepreneurship**

**Primary Coach:** Mahamadou Biga Diambeidou

**Team Members:** Johannes Hermann, Marie Vonderscher, Marjolaine Tipaka

**ESADE**

**Universitat Ramon Llull**

**ESADE BUSINESS SCHOOL**

**Primary Coach:** Maria José Parada

**Team Members:** Farah Haddad, Juan Enrique Yxart Romeu, Claudia Gimeno-Ruiz



**INDIAN SCHOOL OF BUSINESS**

**Primary Coach:** Divya Ramachandran

**Team Members:** Chinmay Gupta, Deepikesh Hira, Swati Gupta



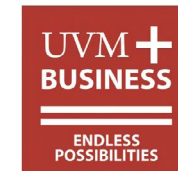
**JÖNKÖPING UNIVERSITY**

*International Business School*

**JÖNKÖPING UNIVERSITY**  
**International Business School**

**Primary Coach:** Massimo Baù

**Team Members:** Jeannine Strauß, Fredric Gyllensten, Paul Sörgel



The University of Vermont

**Grossman**

**SCHOOL OF BUSINESS**

Graduate - SEMBA

**UNIVERSITY OF VERMONT**  
**Grossman School of Business**

**Primary Coach:** Anne Doremus

**Team Members:** Andrew Kirkwood, Bianca Mohn, Kane Tobin

**UNT**

**UNIVERSITY**  
**OF NORTH TEXAS**

**UNIVERSITY OF NORTH TEXAS**

**Primary Coach:** Christopher Penney

**Team Members:** Ana Flavia Grazziotin Camilotti, Jaime Aguero, Khue Vo



浙江大学 管理学院  
SCHOOL OF MANAGEMENT  
ZHEJIANG UNIVERSITY



企业家学院  
Institute for Entrepreneurs

**ZHEJIANG UNIVERSITY**  
**Institute of Family Business**

**Primary Coach:** Chen Shihui

**Team Members:** Junwei Qian, Ning Wang, Xiao Wei



Photo Courtesy of Duback Photography

*"We want to thank you very much for the great experience that you created for all of us. You were able to create a very nice mix of competition, collegial discussions, and friendship. You have created something great, THANKS A LOT.."*

*~ Alberto Gimeno Sandig, Coach - ESADE*

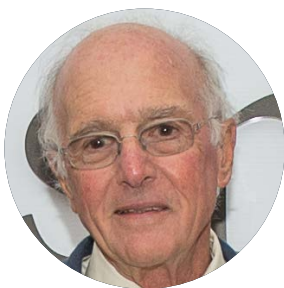
**@UVMFECC**

**#FECC2016**





## DIVISION SPONSORS



**STEVEN GROSSMAN**

Steven Grossman, a 1961 graduate of the business school, was the CEO of Southern Container Corp., a manufacturer of custom corrugated packaging and a business started by his grandfather in 1904. Since 2010, he has been a trustee of the Grossman Family Foundation of Cos Cob, Conn., a charitable organization. He is a member of the UVM Foundation Board of Directors and Foundation Leadership Council; former member of the Business School Board of Advisors 1985-1998; and has been a business school guest speaker on several occasions.



**STEVE IFSHIN**

Steve Ifshin is the Chairman of DLC Management Corporation, which he co-founded in 1991 with his son Adam. Mr. Ifshin oversees the 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. A BA from the University of Vermont (UVM). Mr. Ifshin is a co-chairman of the Board of Advisors at the Grossman School of Business and a Director of the UVMs Foundation. Chairman of the Board of Trustees of the radio station WBGO 88.3 a Jazz station of New Jersey, he is on the Board of Lincoln Center Jazz in New York City.



**JIM KELLER**

Jim Keller is the President of Green Mountain Business Consultants, a consulting business solving a diversity of issues for International enterprises. He is also President of Rengo Packaging Inc. a packaging manufacturer located in Honolulu, Hawaii. 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 Vice Chair of the University of Vermont Foundation.



**LISA LEHAN**

Lisa Lehan lives in Westwood, Massachusetts with her husband, Dan, and their three children. Lisa was a practicing attorney and CPA, and has been honored to volunteer her services for many charitable organizations over the years. She received her B.S. from the University of Vermont and her J.D. from Suffolk University Law School.



**CHUCK TAUCK**

Chuck Tauck worked for Tauck Tours in various roles until 1992, and after completing a graduate program at Cornell in 1994, returned to organize his family's business for its third generation succession. Today, the company is 90 years old and already involved in 4th generation planning. In 1996, Chuck joined a group transforming a New York dairy farm into a vineyard. Today, Sheldrake Point Winery has 44 acres of grapes, produces 8,000 cases of wine and hosts 25,000 visitors annually, and is recognized as one of the top wineries in the Finger Lakes. Chuck graduated from the University of Vermont in 1976.



**ROBIN TAUCK**

Robin Tauck is a travel business leader and philanthropist. She is a co-owner and the former president and CEO of Tauck, Inc., a third-generation global travel company offering luxury land, small ship cruising, river boating, event, and safari travel since its founding in 1925. 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.



## MAJOR SPONSOR

## CYMA ZARGHAMI

Cyma Zarghami is the President of Viacom Inc's Nickelodeon Networks Group, overseeing all creative and business operations for the company. Now in its 34th year, Nickelodeon is the world's most widely distributed kids' channel. A 28-year veteran of the company, Ms. Zarghami was named President in 2006, and since then has nurtured the continued growth and expansion of the Nickelodeon brand in television and beyond while ensuring it has remained true to its primary mission of serving and being inclusive of all kids. Under Ms. Zarghami Nickelodeon continues to create gold-standard content for all kids.

## MEDIA SPONSOR

## THARAWAT MAGAZINE

The print publication, Tharawat Magazine, has been dedicated to the family business and entrepreneurship field for the past 6 years. It has achieved global recognition as one of the foremost resources for business owners and their families. With one of the largest collections of family business content in the world and a global network of business owners and partners, Tharawat Magazine has become an important resource and media platform.

## CASE COLLABORATORS

## FAMILY FIRM INSTITUTE

For 30 years, The Family Firm Institute (FFI) has been engaged in educating, connecting, and inspiring professionals who serve family enterprises. Its mission is to be the most influential global network of thought-leaders in the field of family enterprise, providing research-based learning and relevant tools for advisors and consultants, academics and family enterprise members to drive success. Professionals, educators and researchers as well as family enterprise members from more than 88 countries across the globe belong to FFI. Together they create the oldest and most prestigious multidisciplinary professional association for family enterprise in the world.

## THE KELLOGG SCHOOL

The Kellogg School's Center For Family Enterprises is co-directed by professors John Ward and Justin Craig. Established in 1999, the Center's focus is on teaching, research and case writing about family business strategy, family business governance, family business succession, entrepreneurship in the family business, family foundations, family offices and family business culture.



## 2015 FECC AWARDS

### Undergraduate League

**1st:** Carleton University; Sprott School of Business; Canada  
**2nd:** Dalhousie University; Rowe School of Business; Canada  
**3rd (Tie) :** Universidad del Desarrollo; Chile AND Wilfrid Laurier University; Canada

### Best Presenter Award

**Andreea Fatu:** Wilfrid Laurier University; Canada  
**Zachary Campbell:** Concordia University - John Molson School of Business; Canada  
**Melissa Johnson:** Seidman College of Business; Grand Valley State University; USA  
**Mariela Perez Nieto:** Universidad Panamericana Aguascalientes; Mexico  
**Andrew Faircloth:** Rowe School of Business; Dalhousie University; Canada

### Team Spirit Award

Syracuse University; Whitman School of Business; USA

### Most Creative Team Award

St. Bonaventure University; USA

### Student Ambassador Awards

**Andrew Root:** Ambassador for Concordia University, John Molson School of Business; Canada (nominated by Mark Haber)

**Taylor Summerville:** Ambassador for Universidad Panamericana Aguascalientes; Mexico (nominated by Maria Galarza-Heras)

### Graduate League

**1st:** Jönköping International Business School; Sweden  
**2nd:** Indian School of Business; India

### Best Presenter Award

**Hashim Larry:** ESADE Business School; Spain  
**Dubey Juhee:** Lancaster University Management School; UK  
**Anna Maria Bornhausen:** Jönköping International Business School; Sweden

### Team Spirit Award

Universit Tun Abdul Razak; Malaysia

### Most Creative Team Award

ICN Business School; France

**Nichol Brown:** Ambassador for Universidad de los Andes; Colombia (nominated by Luis Diaz-Matajira)

**Nishani Kessler:** Ambassador for Indian School of Business; India (nominated by Sarma Subramonia)



- Case Preparations & Presentations
- Meals/ Receptions
- Business Professional
- Other (Announcements)
- Transportation
- Wear Your University
- Coaches Meetings

WEDNESDAY

Time	Dress Code	Event	Location
7:00pm - 9:00pm		Coaches Dinner	Hilton - Seasons on the Lake

THURSDAY

8:30am - 10:30am		Breakfast	Hilton - Mezzanine
9:00am - 12:00pm		FECC Check- in & Registration	Hilton - Upper Lobby
10:30pm - 11:00am		Coaches Meeting	Hilton - Lake Champlain B Room
12:00pm - 1:30pm		Opening Lunch Reception	Hilton - Green Mountain Ballroom
2:00pm - 4:55pm		Team Presentations - Case #1	Kalkin - See Competition Schedule
3:00pm - 6:00pm		Team Photos	Hilton - Lobby
6:15pm and 6:45pm		Buses to Spare Time Depart	Hilton - Lobby
7:00pm - 11:00pm		Opening Dinner, Bowling, Laser Tag	Spare Time
8:00pm - 8:30pm		Results Distribution to Coaches	Spare Time
8:30pm - 11:00pm		Bus Departs to Hilton	Spare Time Lobby, Leaves at 8:30pm, 9:30pm, 11:00pm

FRIDAY

7:00am - 9:00am		Breakfast	Hilton - Green Mountain Ballroom
7:00am - 3:45pm		Transportation to/from UVM Campus	Hilton Lobby to Kalkin- Last Bus at 9:45am Kalkin Lobby to Hilton- Last Bus at 3:45pm
8:00am - 3:10pm		Team Presentations - Case #2	Kalkin - See Competition Schedule

10:30am - 2:00pm		Boxed Lunch	Votey Hall 246
4:45pm - 6:15pm		Dinner	Hilton - Green Mountain Ballroom
6:15pm		Buses from Hilton to Patrick Gym	Hilton - Lobby
7:00pm - 10:00pm		UVM Hockey Game	Gutterson Field House
After first period		Results Distribution to Coaches	Forebush Dance Studio
8:30pm & 10:30pm		Buses from Patrick Gym to Hilton	Patrick Gym Lobby

SATURDAY

6:30am - 8:30am		Breakfast	Hilton - Green Mountain Ballroom
6:30am - 12:45pm		Transportation to/from UVM Campus	Hilton Lobby to Kalkin - Last Bus at 9:00am Kalkin Lobby to Hilton - Last Bus at 12:45pm
7:30am - 1:15pm		Team Presentations - Case #3	Kalkin - See Competition Schedule
10:30pm - 1:30pm		Boxed Lunch	Votey Hall 246
1:45pm		Bus from Kalkin to Davis Center	Kalkin - Lobby
2:15pm and 2:30pm		Bus from Hilton to Davis Center	Hilton - Lobby
2:30pm - 3:30pm		Appetizers and Finals Announcement at 3:30pm	Davis Center - Sugar Maple Ballroom
3:45pm - 4:40pm		Relax, Lounge, Pool, Games	Davis Center Lobby
3:45pm - 6:35pm		Finalist's Team Preparations	Davis Center - See Competition Schedule
4:40pm - 7:20pm		Final Round of Divisional Winners	Davis Center - See Competition Schedule
7:30pm and 7:45pm		Buses from Davis Center to Hilton	Davis Center - Lobby
8:00pm - 11:00pm		Closing Awards Banquet	Hilton - Green Mountain Ballroom

SUNDAY

9:00am - 11:00am		Breakfast	Hilton - Green Mountain Ballroom
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2016 FECC  
DIVISON  
STRUCTURE

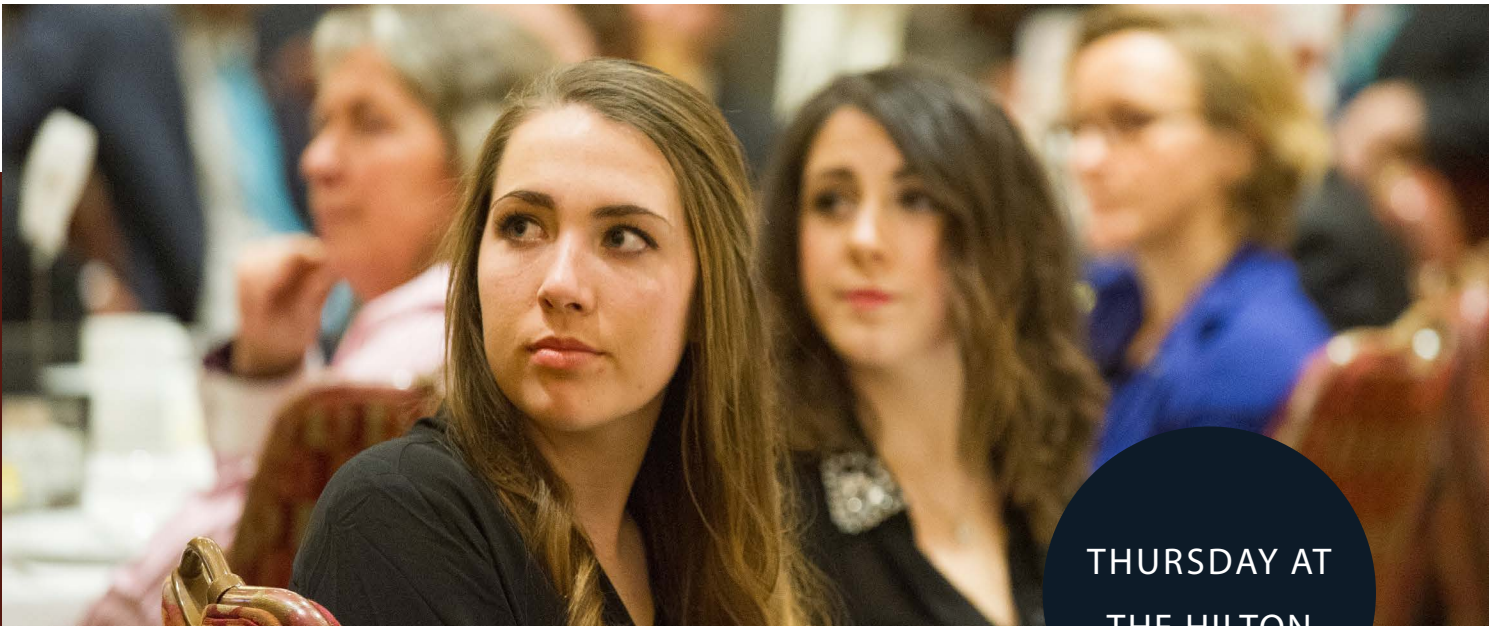
	Preparation Time	Presentation Start Time	Undergraduate				Graduate	
			GROSSMAN Division 1	IFSHIN Division 2	KELLER Division 3	LEHAN Division 4	R. TAUCK Division 5	C. TAUCK Division 6
Case #1: Pre-Arrival Case Thursday @Hilton		2:00 PM	1A	2A	3A	4A	5A	6A
		2:45 PM	1B	2B	3B	4B	5B	6B
		3:30 PM	1C	2C	3C	4C	5C	6C
		4:15 PM	1D	2D	3D	4D	5D	6D
Case #2: 4 Hour Controlled Friday @UVM – Kalkin Hall	8:00-12:00 PM	12:15 PM	1D	2D	3D	4D	5D	6D
	8:45-12:45 PM	1:00 PM	1C	2C	3C	4C	5C	6C
	9:30-1:30 PM	1:45 PM	1B	2B	3B	4B	5B	6B
	10:15-2:15 PM	2:30 PM	1A	2A	3A	4A	5A	6A
Case #3: 3 Hour Controlled Saturday Morning @UVM – Kalkin Hall	7:30-10:30 AM	10:40 AM	1C	2C	3C	4C	5C	6C
	8:10-11:10 AM	11:20 AM	1A	2A	3A	4A	5A	6A
	8:50-11:50 AM	12:00 PM	1D	2D	3D	4D	5D	6D
	9:30-12:30 PM	12:40 PM	1B	2B	3B	4B	5B	6B
Case #4: Finalist Round Saturday Afternoon @UVM – Davis Center	3:45-4:30 PM	4:40 PM	Div. 1 Finalist Div. 2 Finalist Div. 3 Finalist Div. 4 Finalist				Div. 5 Finalist Div. 6 Finalist	
	4:25-5:10 PM	5:20 PM						
	5:10-5:55 PM	6:05 PM						
	5:55-6:35 PM	6:45 PM						

DIVISION ASSIGNMENTS

For your immediate reference, record the university assignments for each divison during the random selection process at the opening event.

UNDERGRADUATE LEAGUE	Steve GROSSMAN Division 1	Team 1A	
		Team 1B	
		Team 1C	
		Team 1D	
	Steven IFSHIN Division 2	Team 2A	
		Team 2B	
		Team 2C	
		Team 2D	
	Jim KELLER Division 3	Team 3A	
		Team 3B	
		Team 3C	
		Team 3D	
	Lisa LEHAN Division 4	Team 4A	
		Team 4B	
		Team 4C	
		Team 4D	
GRADUATE LEAGUE	Robin TAUCK Division 5	Team 5A	
		Team 5B	
		Team 5C	
		Team 5D	
	Chuck TAUCK Division 6	Team 6A	
		Team 6B	
		Team 6C	
		Team 6D	





THURSDAY AT  
THE HILTON



FRIDAY AT  
KALKIN HALL

Division		Presentation		
	Team	Time	Location	
Undergraduate League	Steven <b>Grossman - Division 1</b>	1A	2:00 - 2:40 PM	Adirondak A
		1B	2:45 - 3:25 PM	
		1C	3:30 - 4:10 PM	
		1D	4:15 - 4:45 PM	
	Steve <b>Ifshin - Division 2</b>	2A	2:00 - 2:40 PM	Adirondak BC
		2B	2:45 - 3:25 PM	
		2C	3:30 - 4:10 PM	
		2D	4:15 - 4:45 PM	
	Jim <b>Keller - Division 3</b>	3A	2:00 - 2:40 PM	Adirondak D
		3B	2:45 - 3:25 PM	
		3C	3:30 - 4:10 PM	
		3D	4:15 - 4:45 PM	
	Lisa <b>Lehan - Division 4</b>	4A	2:00 - 2:40 PM	Montpelier A
		4B	2:45 - 3:25 PM	
		4C	3:30 - 4:10 PM	
		4D	4:15 - 4:45 PM	
Graduate League	<b>Robin Tauck - Division 5</b>	5A	2:00 - 2:40 PM	Lake Champlain A
		5B	2:45 - 3:25 PM	
		5C	3:30 - 4:10 PM	
		5D	4:15 - 4:45 PM	
	<b>Chuck Tauck - Division 6</b>	6A	2:00 - 2:40 PM	Lake Champlain B
		6B	2:45 - 3:25 PM	
		6C	3:30 - 4:10 PM	
		6D	4:15 - 4:45 PM	

Division		Preperation in Kalkin Hall		Presentation	
	Team	Time	Location	Time	Location
Undergraduate League	Steven <b>Grossman - Division 1</b>	1D	8:00 - 12:00 PM	001	12:15 - 12:55 PM
		1C	8:45 - 12:45 PM	205	1:00 - 1:40 PM
		1B	9:30 - 1:30 PM	100	1:45 - 2:25 PM
		1A	10:15 - 2:15 PM	300B	2:30 - 3:10 PM
	Steve <b>Ifshin - Division 2</b>	2D	8:00 - 12:00 PM	002	12:15 - 12:55 PM
		2C	8:45 - 12:45 PM	213A	1:00 - 1:40 PM
		2B	9:30 - 1:30 PM	304	1:45 - 2:25 PM
		2A	10:15 - 2:15 PM	320	2:30 - 3:10 PM
	Jim <b>Keller - Division 3</b>	3D	8:00 - 12:00 PM	003	12:15 - 12:55 PM
		3C	8:45 - 12:45 PM	234	1:00 - 1:40 PM
		3B	9:30 - 1:30 PM	317	1:45 - 2:25 PM
		3A	10:15 - 2:15 PM	327	2:30 - 3:10 PM
	Lisa <b>Lehan - Division 4</b>	4D	8:00 - 12:00 PM	004	12:15 - 12:55 PM
		4C	8:45 - 12:45 PM	208	1:00 - 1:40 PM
		4B	9:30 - 1:30 PM	306	1:45 - 2:25 PM
		4A	10:15 - 2:15 PM	102	2:30 - 3:10 PM
Graduate League	<b>Robin Tauck - Division 5</b>	5D	8:00 - 12:00 PM	110	12:15 - 12:55 PM
		5C	8:45 - 12:45 PM	200A	1:00 - 1:40 PM
		5B	9:30 - 1:30 PM	309	1:45 - 2:25 PM
		5A	10:15 - 2:15 PM	322	2:30 - 3:10 PM
	<b>Chuck Tauck - Division 6</b>	6D	8:00 - 12:00 PM	325	12:15 - 12:55 PM
		6C	8:45 - 12:45 PM	217	1:00 - 1:40 PM
		6B	9:30 - 1:30 PM	315	1:45 - 2:25 PM
		6A	10:15 - 2:15 PM	336	2:30 - 3:10 PM





Division		Team		Preperation in Kalkin Hall		Presentation	
				Time	Location	Time	Location
Undergraduate League	Steven Grossman - Division 1	1C		7:30 - 10:30 AM	001	10:40 - 11:15 AM	
		1A		8:10 - 11:10 AM	205	11:20 - 11:55 AM	Kalkin
		1D		8:50 - 11:50 AM	100	12:00 - 12:35 PM	001
		1B		9:30 - 12:30 PM	300B	12:40 - 1:15 PM	
	Steve Ifshin - Division 2	2C		7:30 - 10:30 AM	002	10:40 - 11:15 AM	
		2A		8:10 - 11:10 AM	213A	11:20 - 11:55 AM	Kalkin
		2D		8:50 - 11:50 AM	304	12:00 - 12:35 PM	002
		2B		9:30 - 12:30 PM	320	12:40 - 1:15 PM	
	Jim Keller - Division 3	3C		7:30 - 10:30 AM	003	10:40 - 11:15 AM	
		3A		8:10 - 11:10 AM	234	11:20 - 11:55 AM	Kalkin
		3D		8:50 - 11:50 AM	317	12:00 - 12:35 PM	003
		3B		9:30 - 12:30 PM	327	12:40 - 1:15 PM	
	Lisa Lehan - Division 4	4C		7:30 - 10:30 AM	004	10:40 - 11:15 AM	
		4A		8:10 - 11:10 AM	208	11:20 - 11:55 AM	Kalkin
		4D		8:50 - 11:50 AM	306	12:00 - 12:35 PM	004
		4B		9:30 - 12:30 PM	102	12:40 - 1:15 PM	
Graduate League	Robin Tauck - Division 5	5C		7:30 - 10:30 AM	110	10:40 - 11:15 AM	
		5A		8:10 - 11:10 AM	200A	11:20 - 11:55 AM	Kalkin
		5D		8:50 - 11:50 AM	309	12:00 - 12:35 PM	110
		5B		9:30 - 12:30 PM	322	12:40 - 1:15 PM	
	Chuck Tauck - Division 6	6C		7:30 - 10:30 AM	325	10:40 - 11:15 AM	
		6A		8:10 - 11:10 AM	217	11:20 - 11:55 AM	Kalkin
		6D		8:50 - 11:50 AM	315	12:00 - 12:35 PM	325
		6B		9:30 - 12:30 PM	336	12:40 - 1:15 PM	

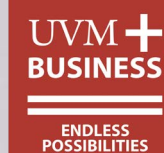
Division		Preperation in Kalkin Hall		Presentation	
		Time	Location	Time	Location
Undergrad.	Steven Grossman	Divison 1 Finalist	3:45 - 4:30PM	Williams Family	4:40 - 5:15PM
	Steve Ifshin	Division 2 Finalist	4:25 - 5:10PM	Spruce	5:20 - 5:55PM
	Jim Keller	Division 3 Finalist	5:10 - 5:55PM	Boulder	6:05 - 6:40PM
	Lisa Lehan	Division 4 Finalist	5:50 - 6:35PM	Chittenden Bank	6:45 - 7:20PM
Grad.	Robin Tauck	Divison 5 Finalist	3:45 - 4:30PM	Handy Family	4:40 - 5:15PM
	Chuck Tauck	Divison 6 Finalist	4:25 - 5:10PM	Jost Foundation	5:20 - 5:55PM

*"I just loved being a judge at UVM's 2015 FECC. It was a happy, thought-provoking and skill-developing competition that challenged and energized while increasing the abilities and proficiencies of all MBA and Undergraduate participants. It was great to see all team members grow in capability as the rounds progressed and they internalized feedback."*

*~ Carol Zsolnay, Assistant Director Center for Family Enterprises - Kellogg School of Management*



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