

JEANETTE BENNETT, EDITOR OF BUSINESSQ: Everyone around this table — myself included — chose to start or be part of a family business. What are the advantages and disadvantages of family businesses?

DAVID YOUNG, PARAGON WEALTH MANAGEMENT: One advantage is you know who you're dealing with. Another is that if you've got some talent in your family you're aware of, you can use it in your business. As far as disadvantages, it's always difficult. Whenever money is involved, there are potential issues within families. There can be jealousy, and you've got to have a way to deal with that. Owning a family business has pros and cons, but the pros far outweigh the cons.

CURTIS HANSEN, ARROWSTAR CONSTRUCTION: As far as advantages go, everyone in a family business wants to

see everyone else succeed. It's a real team effort. You know who you're dealing with, you know their backgrounds, and they understand your family situation. If you have kids who need help or ball games to go to, they understand and are willing to cover for you.

BRET TOBLER, STONEHAVEN DENTAL: One advantage is being able to throw around ideas in non-work environments when you aren't as busy. However, there is a time and a need to separate family time from work time, and with varying levels of success we do that. It's a challenge to leave work at work and home at home.

KURT BROWN, LET'S LOGO: There is a level of privacy within a family business. You know some information is not going to be shared outside those walls. It's great when you have good employees who maintain that same standard of privacy, but for the family business there tends to be a greater level of privacy and loyalty.

ASHLEY WEPPNER, FOR EVERY BODY: The passion that family members have for the family business is also an advantage. As the child or relative of the owner, you see their vision. One disadvantage to working with family is the close relationship you naturally share. Other employees see that, and it's difficult sometimes. Non-family employees may judge you or see a different side of you because of your relationship with other family members in the business.

JESSICA DEVENISH, E PARTNER NET: Two advantages I see are commitment and trust. Trust is such a big thing in business and it can be hard to find, so I appreciate that I can trust my family members. The disadvantage is that you hesitate to reward or promote family members — even when they deserve it more than anyone else — because of the jealousy it can cause. I was a family member at my father's original company, and no matter how hard I worked I was thought of as "just the boss's daughter." Even if I brought the biggest client in for the year and worked really hard, I was seen differently.



JESSICA DEVENISH
E Partner Net

My dad is my boss. I manage both my sisters, and I work with my husband and my brother-in-law. I wouldn't have it any other way. We go to lunch together every day. On days I have appointments and miss lunch with them, I'm always disappointed because I know I'll miss something. We're together every weekend, and I love it. My dad is hard on me, but he pushes me to be better. It works well for me.

WEPPNER, FOR EVERY BODY: I know what you mean.

DEVENISH, EPN: You have to work harder to counterbalance stereotypes and assumptions.

YOUNG, PARAGON WEALTH MANAGEMENT: Family members have to really pull their weight because of that very reason. Whenever I've brought a family member in, I've brought them in below the normal wage. Then no one can complain, and over time they work their way up. It takes away speculation.

BENNETT, BUSINESSQ: That brings up a good point. How do you



BRET TOBLER
Stonehaven Dental

I've had several of the kids work as assistants. And it has been challenging with some of them because I'm a different person at work than I am at home. But you work through the challenges and end up having better relationships for having done that.