



FAMILY ENTERPRISE OF THE YEAR AWARD APPLICATION



**FAMILY
ENTERPRISE
XCHANGE**

Next Generation Thinking®



CELEBRATING BUSINESS FAMILIES

The Family Enterprise Xchange (FEX) is a not-for-profit national organization that aims to empower the family business community by promoting the well-being, understanding and success of families in business.

FEX provides services, resources and support to those involved in a family enterprise including the extended families and the advisors that counsel them. Through participation in peer groups, seminars and conferences FEX provides a forum for families and their advisors to share ideas, learn best practices and build their collective skills.

Established in 1986, the Family Enterprise of the Year Award (FEYA) is given annually by FEX to recognize, celebrate, and promote the achievements of Canadian family businesses and the considerable contribution they make to both their local communities and our national economy. Each year business families across Canada are nominated through their local FEX Chapter and recognized at special Chapter FEYA events. The Chapter FEYA recipient is then nominated as a finalist for the National FEX FEYA. A FEYA panel selects one national recipient to be presented the National Family Enterprise of the Year Award celebration.

APPLICATION GUIDELINES

ELIGIBILITY

To be eligible for the FEX FEYA the applicant must be a “family-owned business” defined as a private or public company, organization or holding company that has the following characteristics:

- **Canadian** – While the business may operate internationally, it must be Canadian with headquarters located in Canada
- **Multi-generational** – Has been owned and operated by different generations of a family or the potential and intention exists for ownership to be passed on to a younger generation
- **Employ family members** – More than one family member has active employment in the organization

JUDGING

FEYA applications are evaluated by a volunteer panel of judges. The judges are family business educators, advisors, family business leaders, and FEX members.

For an application form to receive consideration all sections must be completed. Please provide sufficient information and detail to clearly profile the family business. You may use bullet points or essay styling. **Applications will be evaluated based solely on the information contained in the application form.** Please do not submit additional information, marketing materials, or pictures with the application.

If you have questions or require assistance with the application please contact your local FEX Chapter or Family Enterprise Xchange at 866.849.0099 x 259 or cdohnal@family-enterprise-xchange.com

INTRODUCTION TO EVALUATION CATEGORIES

Family businesses are unique because family, business ownership and management are intertwined. As such, you contend with a unique set of challenges non-family businesses don't deal with. FEX would like to know how you address these challenges and the best practices you use to help your business family succeed.

Please answer all of the questions within each of the following six evaluation categories.

- 1

SHARING EXPERIENCE
- 2

FAMILY BUSINESS 101
- 3

GOVERNANCE & TRANSITION
- 4

GROWTH
- 5

CULTURE & COMMUNITY
- 6

THE X FACTOR

APPLICANT INFORMATION

Company

Applicant Name

Title

Name(s) of CEO

Name(s) of President

Name(s) of Founder

Family Members Involved in the Business

Name	Role	Direct/Indirect	Years Involved

Business Address

City

Province

Postal Code

Country

Email

Telephone

Fax

Primary Area of Business

Number of Years as a Family Business

Year Established

SHARING EXPERIENCE THROUGH FEX

One of the most common challenges family business members face is isolation – it can be difficult to discuss problems with other family members and those outside family business often don't understand the unique dynamics of family enterprise. FEX is dedicated to facilitating shared experience between business families through programs and services including Personal Advisory Groups (P.A.Gs), Symposium and events across Canada. Tell us about your experience and involvement with FEX.

Are you a member of FEX? YES NO If yes, how many years have you been a member?

Are you currently participating in a FEX Personal Advisory Group (P.A.G)? YES NO

If yes, how many years have you been in a P.A.G?

FAMILY BUSINESS 101

A key factor in the success of family businesses is a shared vision and understanding of where the family and business is going in the future and how to get there.

Please provide details of the history and evolution of your business, including products and services offered, markets served, innovations, environmental initiatives, and/or major milestones achieved. How does your family, employees, and community see your family business?

What are your family enterprise's vision, mission and values? How has the family been impacted and/or influenced by them?

Do you have a formalized written business plan? Is it aligned with the mission, vision and values above?

BUSINESS FAMILY GOVERNANCE & CONTINUITY

Employing good family business governance structures and processes (e.g. Family meetings, Family Councils, Family Constitution, Owners Meetings or Councils, Independent board of directors, etc.) is important in ensuring long-term success, continuity, and growth of the family business. Good governance can help keep the family united and committed to the business, encourage a structured discussion “space” for family, business and ownership issues and provide for fair processes and decision making.

Describe the family governance practices you use, and whether they have been successful.

What processes and/or procedures does your family employ to encourage open communication, manage conflict, and promote family harmony (i.e. Family meetings, Family council, Board of Directors, etc.)?

Please tell us about your plans (if any) to transfer the ownership & management of the family business to the next generation. Are these plans formalized and are family members aligned with it?

Have you used (or are you using) a professional Advisor/Consultant to assist you with the development of your business succession plan? Please describe.

GROWTH

Family business is one of the oldest forms of commercial enterprise in the world and a vital driving force behind world economies. Current research suggests that family businesses last longer and often out perform their non-family run competitors. Tell us about the successful growth and development of your family business.

Select and describe two areas that demonstrate the successful growth and development of your family business over time (e.g. growth in sales/revenue/profitability, employee growth, expansion/infrastructure growth, growth in markets served, etc.).

CULTURE & COMMUNITY

Successful family businesses create a positive working environment to empower, recognize and reward both family and non-family employees. Often, employees of a family business are treated like extended family and develop a strong bond with the family and business. Similarly, successful family businesses cultivate positive working relationships within their community making vital contributions to both the culture and economy. Tell us about your business culture and community involvement.

What sets your family business apart as a place where people want to work?

Describe the employment stability of your organization over the past few years?

CULTURE & COMMUNITY CONT'D

What involvement does your business family have in the community? How do your family values impact this involvement?

THE X FACTOR

Describe the greatest achievement of your family business.

Is there anything we have missed in this application that you think sets you apart from other family enterprises?

INFORMATION RELEASE

The information provided is true and complete to the best of my knowledge and belief. I grant FEX permission to use the information contained within the preceding application to promote FEX, FEYA and/or membership within the association.

Applicant Signature

Date

NATIONAL FEYA RECIPIENTS

CONGRATULATIONS TO OUR PAST NATIONAL FEYA RECIPIENTS

ATCO WOOD PRODUCTS	2018	SIFTON PROPERTIES LTD.	1999
LARSEN & SHAW	2017	THE BC BEARING GROUP	1997
SUTTON FINANCIAL GROUP	2016	BYLAND NURSERIES	1996
MORLEY HOPPNER	2015	THE PRICE FAMILY GROUP	1995
CAPITAL IRON	2014	ST. JOSEPH PRINTING	1994
ARCHWAY INSURANCE, LTD.	2013	HJ. LANGEN & SONS	1993
HALIFAX SEED COMPANY	2012	DUHA COLOUR SERVICES	1992
SASKATOON FUNERAL HOME	2011	ST. HUBERT BAR-B-Q	1991
BEAU'S NATURAL BREWING COMPANY	2010	ROGERS COMMUNICATIONS INC.	1990
THE BRAGG GROUP OF COMPANIES	2009	THE PIONEER GROUP	1989
O'REGAN'S AUTOMOTIVE	2008	TILDEN RENT-A-CAR	1988
DOLLCO PRINTING	2006	THE BENTALL GROUP	1987
SAMUEL SON & CO. LIMITED	2004	E.D. SMITH & SONS LTD.	1986
CARDINAL MEAT SPECIALISTS	2002		



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