AmericanHort

Mastery Series

SUCCESSION & EXIT PLANNING

Meet Our Expert Speakers

Chris Cimaglio
Managing Partner
Best Human Capital
& Advisory Group

Chris Cimaglio has been part of the Consumer Products Lawn & Garden and Horticulture industry for over 30 years. As the former leader of a multi-generational family-held company, he closely defined the business ownership succession, gaining deep insight into the legal, financial, strategic, and emotional challenges of multiple family stakeholders. Chris is a CEPA (Certified Exit Planning Advisor) and an approved ExitMap® Plan Advisor. The CEPA® credential is the most widely endorsed exit planning designation in the world. He is also trained and approved in exit planning by The ExitMap® organization. Chris is a member of the AmericanHort and the NHPA. In addition, he has authored many articles on succession and exit planning and has been a speaker and seminar host multiple times at Cultivate, Hardware Co-op Events, and the GROW Executive Conference.

Todd Downing
Managing Partner
Best Human Capital
& Advisory Group

Todd Downing has over 30 years of horticultural and grower experience, the last 16 years working as a talent acquisition and human resource management consultant for companies in this sector. His skills include advising and assisting companies with evaluating, developing, and executing strategic hiring plans, behavioral-based assessment, benchmarking, building, and reorganizing corporate teams, onboarding, assessing, and negotiating compensation standards, succession planning, and retention. His industry experiences include ornamental, nursery, controlled ag, and hemp propagation. Todd is a member of the AmericanHort, AIRA, AHMA, and NHPA. He regularly attends trade events, including The National Hardware Show, IGC, Cultivate, Hardware Co-op, and Distributor Trade Shows, and has participated as a panelist for seminars and publishes human capital articles for the trade magazines.

Mike Einterz
Partner & Attorney
Einterz & Einterz

For over 23 years, Mike Einterz has built a solid reputation in a wide range of practice areas including labor law, business, collections, wills, and estate planning. Known for his accessibility and responsiveness to his clients, Mike brings a practical, down-to-earth approach to the practice of law. According to Mike, "My role as an attorney is to solve problems, and not every problem needs to be litigated. Great outcomes are produced out of a mix of creativity, confidence, and passion." Mike holds an AB with majors in Chemistry and Philosophy from Wabash College and a Doctor of Jurisprudence from Indiana University School of Law in Indianapolis. After practicing in a large firm for 7 years, Mike established Einterz & Einterz in 1994. He is a member of the Indiana State Bar Association, and the Indianapolis Bar Association.

Bryan Harasty
Financial Advisor
PivotPoint
Business Solutions

Bryan Harasty's career as a financial advisor came about as the result of a near-tragedy when his brother was hurt in a serious accident. His brother was facing a long, uncertain recovery. Bryan used his expertise to develop a plan that his mother used to guide her through the handling of his brother's finances during his road to recovery. This plan allowed the entire family to focus on his brother's health, rather than worry about his finances. Bryan used this experience to feed his passion for helping others, working with business owners and executives nearing retirement. By providing stability and certainty through planning, it empowers pre-retirees to focus on their family, career, and the next chapter of their lives.

Larry Turow
Managing Director
PivotPoint
Business Solutions

Larry Turow has an extensive background in corporation finance, small business financial planning, and private business investment. He believes successful relationships are built on trust and collaboration which leads to creative solutions that meet clients' needs. Larry is active in local community organizations where he holds executive leadership positions to guide strategy. He has expertise working with small businesses and professional practices on structuring executive compensation, business continuity arrangements, and succession planning, as well as developing retirement plans to fit owners' after-tax strategies. Larry holds a BA in Political Science from the University of Michigan and an MBA in Finance and Accounting from the Booth School at the University of Chicago.

Jeff Donovan
Donovan CPAs

Jeff is an expert financial consultant and has extensive accounting experience that spans over two decades. Jeff delivers knowledge and resources to determine business value and create plans for owners. Whether it is investments, starting a business, or selling a business, Jeff's expertise offers the knowledge and resources to effectively plan the most financially beneficial course of action for a company. Jeff also oversees all of his firm's business valuations and forensic accounting services. He is a member of the American Institute of Certified Public Accountants, the Indiana CPA Society, the Guam CPA Society and the National Association of Certified Valuators & Analysts.

Isabel Botero, PhD
Family Business Strong

Isabel is passionate about helping and educating business-owning families. She is a co-founder and contributor to Family Business Strong, an advisor at Generation 6 Family Enterprise Advisors, and a faculty member in Entrepreneurship at the University of Louisville. Isabel is the former Director of the Family Business Center at the University of Louisville (Kentucky) and Stetson University (Florida). She is a Fellow of the Family Firm Institute, holds an Advanced Certificate in Family Wealth Advising, and is a Certified Exit Planning Advisor. She is also an award-winning researcher and international speaker in the family business field and holds a board position at IFERA - International Family Enterprise Research Academy.

Tom Fediuk, PhD
Family Business Strong

Tom is focused on helping to build significant family enterprises through his work as an advisor and educator. He is the Managing Director at Fedtero Strategic Advisors LLC. Tom is co-founder and contributor at Family Business Strong and Impact Capitalist. Tomasz holds an Advanced Certificate in Family Wealth Advising and is a Certified Exit Planning Advisor. His work connects research and practice to help business-owning families.

Robert Wynne
Faegre Drinker

Rob represents financial institutions and public and private company borrowers in connection with a broad spectrum of financing transactions, including single-lender transactions, syndicated originations, restructurings, and recapitalizations. Rob has extensive experience representing clients in mergers, acquisitions, management buyouts, and corporate dispositions. In addition, Rob represents private and public company clients in connection with the structuring and negotiation of economic business relationships, including strategic partnerships, joint ventures, distribution agreements, and supply and requirements contracts.

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