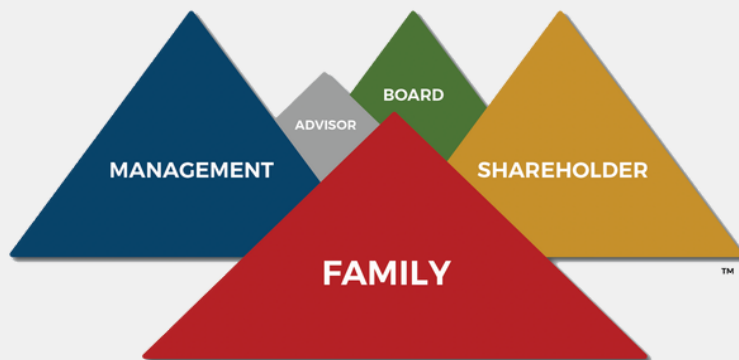


Introducing our 5 MOUNTAIN[®] Model

Simply put, preparing enterprising families for generations of success is a journey of continuous development of 5 MOUNTAINS (Teams and Structures) described briefly below.



* YOU CLIMB. WE GUIDE.

FAMILY MEMBERS, DIRECTORS, EXECUTORS, AND KEY ADVISORS share responsibility to understand the purpose, responsibilities, and boundaries of each MOUNTAIN and how changes in one almost always lead to intended and/or unintended change in other MOUNTAINS; *the MOUNTAINS are exquisitely linked together creating powerful synergy or chaos.*



Family MOUNTAIN

The bedrock of every family business, the Red MOUNTAIN team “builds family muscle” through nurturing healthy relationships, communication, and decision-making.

- Plans family connection times, including educational events on family and/or business-related topics
- Champions personal and leadership development of each family member
- Clarifies expectations and healthy boundaries between the family and other MOUNTAINS



Shareholder MOUNTAIN

Represented by the Gold MOUNTAIN, the Shareholder Team holds primary stewardship for and ultimate control over the Board & Management MOUNTAINS. While these family members are often referred to as “owners,” we use the term “Shareholders.” After the first generation, most family members own only a “share.” Thus, shareholders hold less authority than a sole owner but usually hold more authority than a shareholder in a public company.

- “Speaks with one voice” about their “Shared Dream,” Values, and Principles for the company through a written Shareholder Covenant
- Selects Family and Independent directors for the Board who act on Policies on their behalf; participates in Annual Shareholder Meetings
- Oversees the preparation of the Rising Generation Shareholders and selects the next-gen team of shareholders

*We develop leaders in each of your 5 MOUNTAINS[®].

5 MOUNTAIN[®] Model

See below for a continuation of our model descriptions.



Board MOUNTAIN

The Board, represented by the Green MOUNTAIN, translates the Shareholders' desired outcomes ("Shared Dream," Values and Principles) into business performance. The best boards usually have a mix of independent directors and family members.

- Reviews and approves company strategy and budgets proposed by Management
- Selects, nurtures, supervises, and oversees the transition of President/CEO
- The Compensation Committee, composed of independent directors, oversees the compensation of family members



Advisor MOUNTAIN

Composed of professional advisors with various expertise and disciplines, the Advisor MOUNTAIN offers deep, extensive experience to address issues arising within and between ALL the MOUNTAINS, especially in the "Transition Zone."

- Provides mentoring, education, and counsel to the senior and rising generation before and during transitions
- In the later stages of transition, a Professional Advisory Council guides the family through the most complex issues
- Meets as a team, at least annually, to provide integrated, objective counsel for CEO/Board/Shareholders



Management MOUNTAIN

Represented by the Blue MOUNTAIN, management — led by the President/CEO:

- Develops strategy, culture, and strong teams that can compete effectively in the marketplace
- Creates efficient systems/processes consistent with the "Shared Dream," Values, and Principles developed by the Shareholders
- Creates strong accountability mechanisms starting with the President/CEO's accountability to the Board of Directors

How Can We Serve You?

Contact us today and a member of our team will respond promptly to learn more about your goals

CALL US: 215-723-8413

EMAIL US: INFO@DVFBC.COM