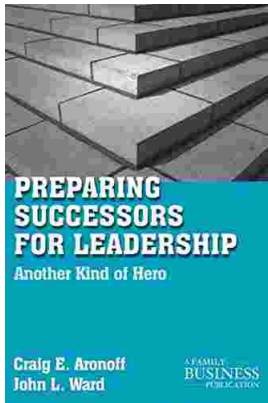


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The founders of the family business must impart their vision and leadership to succeeding generations. Preparing those generations for leadership is challenging and encompasses a lifetime. Aronoff and Ward's strategy for a smooth transition prepares successors for their role in the future of the firm.