





Mize Houser NextGen Mentoring Program

Part 1: Family Business Dynamics & Professional Support



NextGen Curriculum

- Family dynamics
- Expectations you should have for your financial professionals
- Purchasing restaurants
- Borrowing money
- McDonald's financial policies and measurements
- Reinvestment planning
- Taxes

A little bit about Mize Houser



- Founded in 1956 -
The same year as this bad boy.

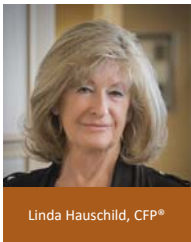


A little bit about Mize Houser

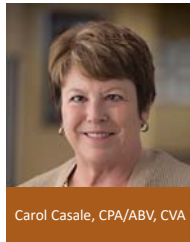
Our first restaurant client was owner, Frank Lacy, of Topeka, Kansas.



Mize Ground Breakers



Linda Hauschild, CFP®



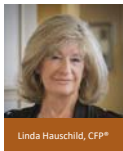
Carol Casale, CPA/ABV, CVA



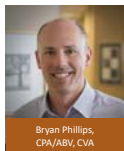
As we grew...



Meet your Mize Houser team



Linda Hauschild, CFP®



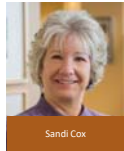
Bryan Phillips,
CPA/ABV, CVA



Jerry Robke, CPA



Andrew Spikes, CPA



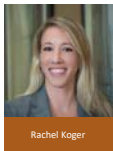
Sandi Cox



Sheila Cox



Meet your Mize Houser team



Rachel Koger



Eric Merkey



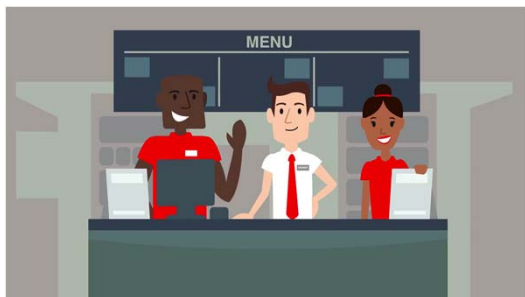
Josh Wolf



The Payroll Team



Web tools



Watch online at www.mizehouser.com/industries/mcdonalds/

How we help clients



- Back office support – payroll processing, bill payment and document imaging
- Monthly financial statement prep, ratio and trend reports
- Tax and business consulting
- Succession planning
- Growth consulting
- Retirement and estate planning
- Financial planning through Prism
- Business valuation



Oh the Places You'll Go...

"You're on your own.
And you know what you know.
And **YOU** are the one who'll decide where to **GO**..."

-Dr. Seuss



Family is an Emotional System

Parents: Restaurant is their life's pursuit



...and their financial nest egg



Family is an Emotional System

Next Gen: Restaurant is a career choice



Challenges

Who's the boss?

What are the financial expectations?

NEXT GEN

Let's Discuss

- How do you feel your working relationship is with your parents?
- What are your financial expectations?
- Do you have any siblings or relatives that will join the business?



NEXT GEN

Communication

- Expectations need to be clearly defined
- What does everyone need?
- Timeline, financial, responsibilities



NEXT GEN

Communication

- Do your parents want you to purchase their restaurants?



Responsibilities

- What will your responsibilities be in the organization?
- How and when will they evolve?
- Will other family members come into the business?
- Do your parents want to grow or maintain the business?



Timeline

- What is the time frame for which your parents are looking to exit the business?



Financial

- What will your compensation be?
- Will you be paid a salary or will you be subsidized?
- How will you acquire your 20 percent down stroke?
- Will the "gift" be paid back?



Financial Questions

- What can the business afford to pay everyone?
- Are you being paid market rate for the work you do?
- Are your parents gifting you ownership?
- Do you reduce your parents work load?
- Are your parents able to buy more restaurants due to your involvement?
- What do your parents need/want to retire?



Let's Discuss

- Do you have relationships with bankers and insurance resources?
- How do you find those resources if you do not have them?



Common Road Blocks



1. The business will not support it.
2. NextGen approved, but not ready for the next restaurant.
3. NextGen approved and engaged, no commitment from the parents.
4. NextGen disillusioned.

Solutions

- Buy Sell Agreements
- Family forum for family issues
- Business board for business issues
- Compensation for performance
- Dividends/Gifts for family
- Participate – attention to detail
- Be honest
- Consider other outcomes
- There is more than one right answer



Professional Support



CPA Selection

- Service Levels
- Reportable sales
- Monthly FS process
- Records retention

Professional Support (Continued)



Bank Selection

Services

- Deposit
- Disbursement
- Concentration,
- Information/Control
- Cash, Cashless, Checks, Drafts, Credit Cards

Insurance

- Healthcare – ACA compliance
- Prop/Casualty, Cyber, Work Comp



Professional Support (Continued)

- OPNAD
- Restaurant Economic and Financial Policies (REFP)
 - Profitability
 - Policies and Standards



Assigned Tasks