

CBU FAMILY BUSINESS CENTER NEWSLETTER



April 2024

Upcoming May 16th Family Business Center Meeting

Guest Speaker: Kirby Hays

The CBU Family Business Center meeting on May 16th will feature an interview with Kirby Hays, second generation CEO and President of Riverside based Hal Hays Construction.

Kirby's father, Hal Hays, established the firm in 1991. Since taking over HHCI in 2013, Kirby has played a pivotal role in the success of HHCI. He led the team to achieve their first LEED Gold facility and has been instrumental in expanding the company's presence in the transportation market. With having completed 1,500 projects, the firm is now poised for further growth with the introduction of new divisions.



Highlighted Family Business Interview

One of our CBU Family Business Center sponsors, Mya Ivanova of Wilson Ivanova CPA's who has worked with HHCI for many years, will interview Kirby Hays.



Kirby will discuss the history of Hal Hays Construction, how he started, and how they operate as a family business. He will detail the four-year process of succession from him and his father. He will also discuss their growth as they make acquisitions.



Featured Sponsor and Discussion: Jordon and Joshua Thomasson

Jordon and Joshua Thomasson of Thomasson Marketing Group from Ontario will sponsor breakfast for this meeting and discuss their company history and their family business.



Scan the QR code or visit <https://bit.ly/FBCMay2024>
To RSVP for our next meeting on May 16th.
For more information, please get in touch with Dr. Keanon Alderson at (909) 963-6291.

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March Meeting Recap Hobby Lobby President Steve Green Interview on Family Business Success

Highlighted Family Business Interview: Hobby Lobby's President, Steve Green.

Steve Green, President of Hobby Lobby and son of the founder, was interviewed by Paul Eldridge. He detailed the origins and growth of Hobby Lobby, a \$7.2 billion enterprise that donates half of its annual profits to charities and ministries, emphasizing the company's commitment to stewardship over ownership.

HOBBY LOBBY



Green's speech covered the critical role of faith and family in overcoming challenges and provided insights into succession planning, scaling, and the unique pressures faced by family-owned businesses.

Featured Panel Discussion

The panel discussion at the Family Business Center consisted of Ed Hart from First Bank, Hilda Kennedy from AmPac Business Capital, Tom Steele from Steele Financial Group, Cheryl Melendez from 10,000 Small Businesses, and Jeremiah Lee from TriCord Advisors. The discussion emphasized the importance of clear vision, strong family bonds, and effective succession planning. Panelists provided examples from their own successful family businesses, highlighting strategies for sustainable growth and resilience, underscoring the pivotal role of family values in business success.

Keanon Alderson on Family Business Growth and Competition

Family Business Center Director, Keanon Alderson, presented research on what family owned businesses do to outcompete their non family competitors, and what the top family firms do to grow and scale.



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