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People Aspect of Entrepreneurs: Personal Service Contacts with Key Personnel including Non-Compete Clauses, Methods of Reimbursement for Company Success, Incentives (Profit-Sharing or other), and Effect of Immigration Restrictions on Entrance of Possible

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PEOPLE ASPECTS OF ENTREPRENEURS: PERSONAL SERVICE
CONTACTS WITH KEY PERSONNEL INCLUDING NON-
COMPETE CLAUSES, METHODS OF REIMBURSEMENT FOR
COMPANY SUCCESS, INCENTIVES (PROFIT-SHARING OR
OTHER), AND EFFECT OF IMMIGRATION RESTRICTIONS ON
ENTRANCE OF POSSIBLE ENTREPRENEURS INTO CANADA
AND THE U.S.

Session Chair – Gerald “Jerry” Torma
Canadian Speaker – John D.R. Craig
United States Speaker – Benjamin W. Jeffers

INTRODUCTION

Gerald “Jerry” Torma

MR. TORMA: Good morning. Can everyone hear me all right? Can everyone hear me okay? Good morning to everyone.

My name is Jerry Torma from the Nordson Corporation, and I am very pleased to be here today. I would like to thank Henry King and the other advisors and other organizers for their kind invitation to be here to represent Nordson Corporation at this extremely valuable and worthwhile event.

I will introduce our two presenters in just a moment. Nordson Corporation was founded in 1954 by Walter G. Nord and his two sons, Evan Nord and Eric Nord.¹ All three of them received their engineering degrees here at the Case Institute of Technology. The first product was airless electrostatic painting established and founded by and developed and discovered by a person from Case.²

As early as 1965, when Nordson was a relatively small company, they began their operations in Canada, and it was still very entrepreneurial in nature. And ever since 1965, Canada has been a truly important source of road for Nordson in three ways:

¹ Nordson History, <http://www.nordson.com/Corporate/History/> (last visited Nov. 10, 2007).

² *Id.*

Number one: it provides sales, number two: it is a source of executive and managerial talent, and, three: it has always been managerial rather than entrepreneurial. It has always been rather unique in its innovative and technological contributions.

All of you have there in front of you a brochure called Northeast Ohio, and if I could ask you to open up to the center and look on the right-hand side. It reminds us that Northeast Ohio is a link to international business. The graph or chart or map on the right-hand side, in the middle there, also is very illustrative in that it shows us that Ohio and Canada are inextricably tied together.

There is a mutual interdependency in business, and many of us consider the Southern Canadian, Northern Ohio region, Northern United States and Midwest region as one economic unit, not two. So I think it is very fitting that we have this conference and presentation today to reinforce the oneness of that economic unit.

We are very fortunate to have with us this morning two presenters who are extremely experienced and extremely knowledgeable. I am sure we will all benefit from them. One of the principals I like to see sometimes is what I call three-way communication. Hopefully, one way is, from the three of us to all of you. Equally important I think is from all of you to us – your questions – and then sharing three-way communication participant to participant. So with no further delay, I would like to ask Benjamin Jeffers to introduce himself and to give the appropriate background and presentation followed by John Craig, our visitor and guest, pleased to have him from Canada.

Ben?

UNITED STATES SPEAKER

*Benjamin W. Jeffers**

MR. JEFFERS: Good morning. I am very happy to be here. I want to thank the Institute for letting me come and speak this morning.

* Mr. Jeffers has experience in complex business disputes for both plaintiffs and defendants, at trial and appellate levels of state and federal courts, as well as other forms of alternative dispute resolution. His practice focuses on commercial matters and class actions, with a particular emphasis on automotive OEM/supplier disputes, antitrust and other unfair trade practice claims, and franchise and distributorship cases. Mr. Jeffers also has significant expertise with insurance company guaranty fund laws. He has successfully represented clients in many areas of litigation. Mr. Jeffers received both B.A. and J.D. degrees from the University of Michigan.