



Narva & Company advises family controlled enterprises across diverse industries nationally and internationally. Under the direction of Richard Narva, Founder and Senior Advisor, the firm has brought an interdisciplinary perspective to clients for nearly three decades. Our advisory services focus on strategy, governance, ownership and management issues to ensure continuity of corporate growth, continuity of family control and continuity of family relationships. Our commitment to the integrity of the family remains the foundation of our work.

Overview of Narva & Company Services

Continuity Planning: We advise families how to maintain their core values and heritage while ushering in changes as new generations become involved in the operations of the enterprise, develop leadership skills, and discuss sensitive issues of money, power and values.

Strategic Planning: We specialize in assisting clients to design and implement strategies to manage growth and change in their businesses while maintaining their core values and control over these enterprises.

Creating Effective Corporate Governance: A primary part of Narva & Company's practice is the design and implementation of corporate and family governance. We recommend our clients establish a truly supervisory governance process, where either a board of directors or council of advisors meets regularly and exercises genuine supervisory responsibility for the management of all business operations. We offer practical guidance and education regarding the role of the board, creating the right mix

of chemistry and expertise for optimum board effectiveness, candidate recruitment, meeting procedures, and best practices.

Creating Family Governance Structures: We advise families how to create formal governance structures such as a family assembly or family council, providing a forum for the entire family to come together to discuss shared values, plan activities, learn about the family enterprise and celebrate passages separate from the ongoing operations of the business.

Richard Narva, Esq. has been a member of the Massachusetts Bar since 1975 and practiced corporate law specializing in mergers and acquisitions before succeeding his father as president of Morton Shoe Companies, Inc., becoming the third generation in his family to head this American Stock Exchange-listed firm founded in 1921.

Prior to founding Narva & Company, Mr. Narva was a partner at The Roseview Group, a boutique family business advisory and investment banking firm, following more than two decades of family business consultation as principal and co-founder of Genus Resources, Inc. He presents frequently to professional organizations, conferences and executive seminars and is the author and editor of many publications on the general theme of improving governance and management of family controlled enterprises. His governance articles have appeared in *Directors' Monthly*, the publication of the National Association of Corporate Directors. He has also been for many years a Contributing Editor of *FamilyBusiness Magazine*, the leading periodical on this subject published in the United States.

Mr. Narva has been elected to the boards of directors of both public and private family controlled businesses, including service on the board of a substantial private family firm as an independent director elected pursuant to settlement of litigation among three shareholder/siblings. He currently serves on the [non-fiduciary] boards of advisors of

two family controlled companies and as a trustee of a trust for the benefit of the family shareholder group that controls a global retail company.

Mr. Narva earned his A.B. from Brown University in 1968 and J.D. from Boston University School of Law, where he served as Book Review and Articles Editor of The Boston University Law Review.

For more information about Narva and Company's services, please contact the firm's interdisciplinary team of core advisors:

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