

## Bird Technologies, the RF Experts, Celebrates its 75th Anniversary



Bird Technologies Group, Inc. ("Bird"), the company that helped jumpstart the radio frequency communications industry, is celebrating its 75th anniversary with another year of growth in markets and leadership among RF experts.

Founded in April 1942 by J. Raymond Bird to develop and provide military products, the company today delivers RF expertise to global applications ranging from coverage solutions, off-air testing,

radio infrastructure, and sensor solutions to test and measurement. Bird's reputation of leadership and excellence was earned through decades of innovation leadership, including the development of more than 50 patents and installations in more than 130 countries.

Bird remains as committed and dedicated today as it was in 1942 to serve its customers with highly reliable, quality-built and market-leading accurate RF products. Bird's mission includes proliferating the legacy of its founder, while expanding into new markets, applications and technologies and sustaining strong relations with customers, owners and associates. Bird's goal is to be the trusted first choice RF solution partner for its customers.

For over 25 years, Wegman Law has assisted Bird's growth with the acquisition of DeltaNode (Stockholm, Sweden), X-COM Systems (Reston, Virginia) and TX RX Systems (Angola, NY). Bird continues to advance the products and services that joined the Bird family and is working to enhance their reach under the Bird brand.

Products in the expanding Bird brand are essential in today's wireless-intensive environments where Bird products are used to make people's lives better and safer. Wegman Law has worked closely with the Bird professionals, family and non-family members, management, and shareholders to enhance the pride of ownership based upon these lifesaving products. The Wegman Law approach to succession planning has helped the family transition ownership of the business to the third and fourth generation of Bird family members with virtually no estate or gift tax payments, while creating an environment which enhances the transfer of core family values to succeeding generations and building loyal and committed relationships.

Wegman Law is extremely proud of its long-standing relationship with Bird. For many years, Wegman Law has represented Bird regarding all aspects of its business, including shareholder succession planning, acquisitions, international transactions, financing, strategic planning and intellectual property matters. We congratulate Bird on 75 years as an industry leader and innovator and we look forward to our continuing association with the Bird Group.

## Wegman Law Client Spotlight BETTCHER INDUSTRIES, INC.



Bettcher Industries, Inc. ("Bettcher"), headquartered in Birmingham, Ohio, and founded in 1944, a leading worldwide manufacturer of food processing, foodservice equipment, and medical devices, recently received a significant equity investment from Morgenthaler Private Equity ("MPE Partners") as part of an October 2017 recapitalization transaction. This transaction involved multiple parties, with various financial interests, and Wegman Law was instrumental in coordinating the Bettcher transaction through closing. The existing Bettcher Employee Stock Ownership Plan ("ESOP") will retain a significant minority ownership stake in Bettcher, along with the new cash investment by MPE Partners and Bettcher management. The recapitalization and new investment provides Bettcher with access to additional capital and resources as it continues to execute its growth plans, including actively seeking strategic add-on acquisitions. The entire management team and structure of Bettcher remains unchanged, with the business continuing to be led by Don Esch, its President and CEO.

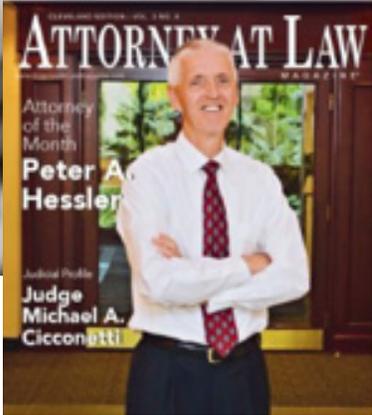
Bettcher designs, manufactures and services high precision cutting tools for the meat-processing and medical markets. Serving customers in more than 70 countries, Bettcher has global sales offices in Europe, China, and Brazil and primarily serves the protein processing and foodservice industries. Through Bettcher's subsidiary, Gainco, Inc. ("Gainco"), Bettcher manufactures equipment and systems for sizing, weighing, and sorting food products in processing plants. In 2011, Bettcher formed its Exsurco Medical, Inc. subsidiary ("Exsurco"), successfully developing and commercializing

advanced devices used for excision and debridement in tissue banking and surgical procedures.

This strategic move with MPE Partners positions Bettcher to accelerate its growth and further expand its market activities, even as it continues to operate all of the existing businesses as before. The day-to-day operations of Bettcher and its subsidiary companies, Gainco and Exsurco, are unaffected by the ownership change.

Wegman Law served as legal counsel to Bettcher, working closely with its previous sole owner, the ESOP, and management team throughout the recapitalization and transition process. The Wegman Law team was integrally involved in each step of the process and guided Bettcher and its management group to a successful transaction outcome. From a legal and deal perspective, the transaction was unique, in that it is unusual for a private equity firm to buy a majority stake in an ESOP company while having the ESOP remain in place as a minority owner. This structure allows the Bettcher ESOP participants to continue to enjoy a tax-favored reward as the Bettcher business grows and prospers in the future.

Wegman Law looks forward to working with the Bettcher management team as they execute Bettcher's multi-faceted growth plan, including actively seeking add-on acquisitions. Bettcher's market reputation, including best-in-class manufacturing and devoted customer service, will help it assure ongoing success as it partners with MPE Partners.



## Notable News

Wegman Law is proud to announce that **Peter A. Hessler** was recently featured in an article published in the Attorney at Law Magazine®.

In the article, Peter shares his thoughts regarding his nearly 39 years in the practice of law and his continuing pride in the legal profession. Peter believes that helping the firm's clients receive the justice they deserve is the most rewarding aspect of his work. In the article, Peter talks about his opportunity to practice law with two of his children, Rachel Lyons and Aaron Hessler. Peter said "It's truly a wonderful blessing to be able to practice with your children. Something I truly treasure." *The entire article may be accessed at: [www.attorneyatlawmagazine.com/cleveland](http://www.attorneyatlawmagazine.com/cleveland).*

**Christopher A. Holecek** was recently named a 2016-2017 Community Service Award winner of the Cleveland Metropolitan Bar Association Lawyer Referral Service.

**Rachel E. Lyons** was recently appointed by the Ohio State Bar Association Leadership Academy Advisory Council to be a member of its 2018 Leadership Academy. Rachel will be joining attorneys from around Ohio for the opportunity to network, collaborate, and build relationships with leaders in the legal profession.

**Angela M. Lavin** will be speaking at National Business Institute's December seminar entitled, "Business Attorney's Guide to Information Technology" on December 19, 2017.

**Robert W. McIntyre** and **Jay R. Carson** successfully resolved a private eminent domain legal action in the Lorain County Court of Common Pleas, resulting in the dismissal of the action. Wegman Law's successful defense strategy will result in the payment of some of our client's legal fees.

**Angela M. Lavin, Tanja M. Holecek** and **Lesley A. Weigand** recently hosted a networking event for professional women in Northeast Ohio. The organization, named WAVE (Women Achieving Victory Everyday) was established by Wegman Law for the purpose of sharing business opportunities, interests, experiences and insights among professional women. *For more information or to register for the next WAVE event, please contact Angela Lavin at [amlavin@wegmanlaw.com](mailto:amlavin@wegmanlaw.com)*

## LUNCH AND LEARN WITH WEGMAN LAW

As part of the firm's continuing commitment to our clients, Wegman Law has created a complimentary lunch & learn program. Our attorneys will come to your offices to provide free lunchtime programs to your team and Wegman Law will provide lunch. Our complimentary programs address current legal trends and hot topics in the law, including:

- Cybersecurity & Data Privacy
- Negligent hiring, retention and supervision
- Family Medical Leave
- Workplace investigations
- Communication protocols
- Trade Secrets, IP and Protection of IP
- Family Law



**For more information, or to schedule a Lunch & Learn, please contact Angela M. Lavin, Esq. at (216) 642-3342 or [amlavin@wegmanlaw.com](mailto:amlavin@wegmanlaw.com)**