

## Family Business

# 'Have your children go work for someone else before they work for you'

An interview with Dave Martin, co-owner of Russell Martin Carpet & Rugs.

**Q:** Describe your business.

**A:** We handle carpet and rug sales, cleaning and installation. Family members in the business include Dave Martin, father; Rae Martin, mother; Sam Martin, son; Kate Martin-Moeller, daughter.

**Q:** What has been the most difficult part of running a family business?

**A:** Too many chiefs. When everyone in the family is involved, everyone has an opinion and wants to be in charge. It is difficult to find people who will just take direction.

**Q:** If you could give one tip to another family business, what would it be?

**A:** Have your children go work for someone else before they work for you.

**Q:** How will the possible ending of the Bush tax cuts affect your business?

**A:** I'm not sure it will.

**Q:** Do you have a succession plan in place?

**A:** Yes

**Q:** Describe a good day.

**A:** When my customers tell me what a good job my employees have done and they know the employee's name.

**Q:** Is this what you envisioned doing when you were young?

**A:** No. When I was 10, I thought I

### Russell Martin Carpet & Rugs

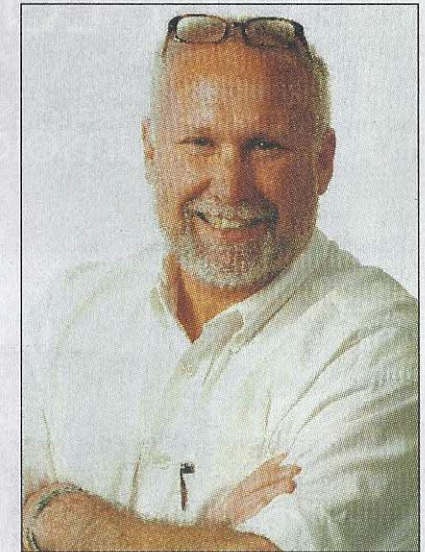
633 N. Washington St.,  
Naperville 60563

**Number of employees:** 14

**Owners:** Dave and Rae Martin

**Year business started:** 1957

**Web address:** www.RMCar-  
pets.com



Dave Russell

would be a chef.

**Q:** What was your first job?

**A:** Mowing lawns at Our Savior's Church every week.

— Anna Marie Kukec